

January – December 2016

ANNUAL REPORT

GIRLS' POWER INITIATIVE CALABAR

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1.0 List of Acronyms and Abbreviations

AIDS	Acquired Immune Deficiency Syndrome
ASRHR	Adolescent and Sexual Reproductive Health and Rights
ARH	Adolescent Reproductive Health
CPs	Children's Parliament
CRS	Cross River State
GAA	GPI Alumnae Association
GPI	Girls' Power Initiative
HIV	Human Immuno-deficiency Virus
MACEI	MacArthur Award for Creative and Effective Institutions
MDAs	Ministries Departments and Agencies
MoE	Ministry of Education
M&E	Monitoring and Evaluation
NGOs	Non-governmental Organizations
PTA	Parents Teachers Association
PAAC	Program Advisory and Advocacy Committee
PEs	Peer Educators
SFLHE	Sexuality, Family Life and HIV Education
SRHR	Sexual, Reproductive Health and Rights
STIs	Sexually Transmitted Infections
TV	Television

2.0 Introduction

Girls' Power Initiative (GPI) Calabar continued to work assiduously in line with its vision and mission to empower adolescent girls and other target groups in 2016. Objectives and activities as outlined in the strategic plan guided the design and implementation of projects.

This report highlights various objectives, outputs, outcomes and impact of activities carried out by departments in different areas. These departments and units include Adolescent Sexual & Reproductive Health and Entrepreneurial skills, Advocacy and media, Human resource and Administration.

3.0 Educational Programme for Girls

3.1 Centre Lessons for Girls

Weekly lessons for adolescent girls aged 10—18 were aimed at empowering the girls with information on Sexual and Reproductive Health and Rights which will enable them live healthy lives, realize their full potentials, achieve their set goals and become visible women in future. The girls are organized into three levels and eight age-group classes under the three levels (with class names chosen by pioneer participants). In Level One the classes from youngest to oldest are called; Shining Stars, Precious, Silvers, and Pearls. In Level Two they are; Bosoms, and Alphas. In Level Three they are; Damsels, and Seeders.

These lessons are held between 3pm and 6pm every Sunday. The total number of sessions held between January and August 2016 were 34, (2 used as open day for orientation/interaction between the beneficiaries and facilitators, and 1 used for inter-groups competitions for June 16 activity). Also between September 2016, when the new session (2016/2017) commenced and December 2016 a total of 15 sessions were held with the girls.



Girls at the centre during Sunday lessons

3.1.1 Summary of Attendance

Data on registration and promotion 2015/2016 weekly sessions are presented below.

Description	Number
Total number of newly registered girls	512
Total number of regular girls in level 1	114
Total number of regular girls in level 2	43
Total number of regular girls in level 3	34
Total regular attendance (level 1, 2 and 3)	191

3.1.3 2015/2016 Session Graduation and Promotion

- 59 girls successfully graduated from the programme as peer educators after completing their three years programme.
- 135 girls were promoted from level one to two.
- 70 girls were promoted from level two to three

3.1.4 Outcomes

Some girls shared their experiences during sessions. These are summarized using the 'voice, action, comportment, opportunity, knowledge' checklist.

Voice — Instances shared included.

- **A girl (15)** shared her experience on verbal child abuse by her father. She had it that her father was in the habit of calling her negative names like witch, evil, wicked, useless possessed etc. In an attempt to draw her dad's attention to the effect the words were having on her, she reported the issue to her mum and to her dad's friend. The response she had from her dad was that he is going to change.

Actions —Instances shared include:

- **A girl (13)** shared on how her friend in the church tried to introduce her to lesbianism, but she declined and told the friend that is not her sexual orientation and besides that as an adolescent all form of sexual activities should be postponed until one is ready to take on the responsibilities that come with it.

Knowledge —Instances shared by some girls include:

- **Kokomma (13) shared** that she wrote her Junior Secondary School Certificate examination and in one of the subjects (basic science) they were given a diagram of the female reproductive system on instruction to label it. From the lesson taught in GPI earlier, she was able to attempt the question to a level of satisfaction. She thanked GPI for the opportunity given her to access information.

The above voices captured show:

- increased consciousness of girls on violence against girls and women and their ability to speak out and take informed decision when need arises
- the girls ability to put some life management skills (assertiveness, refusal, values, etc) into practice when confronted with situations of abuse/misconception.
- self-esteem of girls have been built which enables them speak out and apply necessary life skills to overcome negative conformity/pressure.
- the girls are able to share information with peers to reduce their vulnerability to exploitative situations

3.2 Outreach Training

3.2.1 Holiday Programme for In-School Students and Teachers

GPI organized a 3-day intensive outreach program for students and teachers/counselors on Sexuality, Family Life and HIV Education (SFLHE) from June 28 – 30, 2016 at Government Secondary School, 4-corners, Ikom. Female students and their teachers and counselors were drawn from 20 public and private secondary schools in Ikom and Etung local government areas of Cross River State. The training objectives were to:

- Create a safe space for the girls, teachers/school counselors to interact and learn from the experiences of other participants and trainers;
- Increase their knowledge on FLHE including other human rights issues; and
- Equip the students with life skills to manage the experiences and challenges of growing up and teachers with skills and information to help young people cope with challenges faced.

In attendance were 103 students and 34 teachers/counselors. Topics covered with the students were gender and leadership skills; communication skills, self-esteem and body image; career choice; rights and responsibilities; puberty and personal hygiene. Teachers/Counselors were trained on adolescent psychology; communications skills; gender roles; counseling; time and stress management.

Methodology

The methodologies used during the programme included: group work, discussions, brainstorming exercises, read, write and stick exercises, individual writing exercise, interactive sessions, experience sharing, statements on cards, agree and disagree exercise and case study evaluation.



Session with Teachers



Group photograph of participants

3.2.2 Training of Peer Educators and Members of CRS Children's Parliament

In collaboration with CRS Ministries of Women Affairs and Education, GPI organized an intensive training program for some representatives of the CRS CP as well as peer educators drawn from some selected secondary schools in Calabar.

A total of 36 (9 males and 27 females) young adolescents participated in the program which included 17 peer educators selected from the following schools within Calabar:

- Margaret Ekpo Secondary School
- Government Girls secondary school, Big Qua
- Government secondary school, Akim

Also 19 children parliamentarians were drawn from:

- University of Calabar, Calabar
- Government Secondary School, Barracks road
- Hope Waddell Training Institute, Calabar
- Government technical college, Mayne Avenue
- Edgerley memorial Girls College
- Government Secondary School, Edgerley

The activity was aimed at increasing access of young people to comprehensive sexual and reproductive health and rights information and services. This would enable them

effectively serve as advocates for themselves and their peers on issues of SRHR. The objective of the program was to strengthen advocacy and leadership skills for the child parliamentarians on ARH.

Topics taken included: communication skills, adolescent reproductive health, gender roles and leadership skills, peer pressure, values/values clarification, advocacy skills and concept of child participation using the following methodologies: role play, discussions, group work, individual writing exercise, brainstorming exercise, case studies and storytelling.



Cross section of participants at the Children's Parliament and Peer Educators training in Calabar

Outcomes

The participants showed increased level of information content as observed in the evaluation. They were comfortable enough to share personal experiences during sessions. Participants gained information as shown in the verbal evaluation:

- I learnt that adolescents should learn to develop closer and friendly relationship with their parents - D
- I learnt that we should be comfortable with the changes that occur in our bodies during puberty - Q
- I have learnt to respect other people's values - J
- I learnt that I shouldn't communicate aggressively, but rather assertively - M
- Some parliamentarians have been part of television discussion programmes creating awareness on ASRH and advocating for policy implementation especially the National Policy on Adolescents and Young People and the Child's Rights Law.
- From monitoring visits it was observed that of the peer educators have further reached over 2000 peers in school and out-of-school with information on interpersonal communication, refusal skills among others

3.2.3 School-based Outreach (EMpower Sparks and Ignite)

School based activities commenced with consultative meetings with heads of select public secondary schools in Calabar Municipality of Cross River State. During these meetings, objectives of the outreach were discussed and plans put in place for effective and efficient delivery. The schools engaged were Government Secondary School, Nyaghasang; Holy Child Secondary School Calabar; Government Secondary School, Big Qua Town, Calabar; and Government Secondary School Nassarawa, Calabar.

The purpose was to reach adolescent girls who cannot make it to the GPI centre to access information that will help address issues affecting their sexual and reproductive health and rights needs. To schools outreach programme commenced in May 2016 with four GPI facilitators visiting the aforementioned schools.

Participants were female students from the junior secondary (JS 1-3) aged 10 to 14 years and senior secondary. Sessions were held from May to July 2016 and continued after the school holidays from September to November 2016.. Feedback/question boxes were placed in the 4 schools for feedback and questions bothering students. The questions are removed once every week and information provided during sessions. Within the period 112 questions were got from the boxes. Issues addressed were around oath taking in relationship, parent-child communication, handling sexual harassment and abuse especially by family members, bullying in school, career choice, values clarification, sexual behaviour/homosexuality etc.

Outputs

- 4 school clubs created and functional in Government Secondary School, Nyanghasang; Holy Child Secondary School; Government Secondary School, Big Qua and Government Secondary School, Nassarawa in Calabar Municipality
- 1,460 female students from Junior Secondary 1-3 and Senior Secondary 2 reached during 14 sessions in four public secondary schools with information on sexuality and personal development.



Session at Holy Child Secondary School, Calabar



Government Secondary School Nassarawa

3.2.4 Community-based Outreach

3.2.4.1 Community Sensitization Meeting

GPI project team members held four community meetings with Ifondo community members in Akpabuyo Local Government Area of Cross River State in February, April, July and September 2016 to meet with the community leaders and gate keepers. The meetings were designed to create a platform for discussions on the project, create awareness on the activities to be held quarterly as well as discuss expected roles and responsibilities, perceived challenges and way forward

Outputs

- 266 girls, parents/guardians and community leaders reached through sensitization meetings.
- Community made commitments by providing venue and other facilities for safe space lessons
- Days for mobilization of direct and indirect beneficiaries were identified
- Community leaders made commitments to mobilize community members and provide adequate security for project execution.



Group photograph of participants at one of the community sensitization meeting held at Ifondo Community, Akpabuyo

3.2.4.2 Training of Peer Educators

As one of the strategies to reach adolescent girls who cannot make it to the GPI centre with information that will help address issues affecting their sexual and reproductive health as well as help take informed decisions, a 3-day peer educators' training was carried out in the GPI Calabar Centre in March 2016.

The purpose of the training was to build facilitation and life management skills of the trainees who will in turn serve as co facilitators in the community and for the outreach programme in schools.

Topics facilitated were puberty and personal hygiene; communication skills and peer pressure; facilitation skills; gender and leadership roles; violence against women; conflict management; networking skills; and finding help. Methods used by facilitators to deliver sessions included: write/stick exercise; brainstorming; working in pairs; individual writing exercise; group work; discussion and experience sharing

Number Targeted: 15 participants (11 GAA members and 4 members of the Community)

Outcomes

- Increase in information content as observed in the evaluation of entry and exit questionnaires.
- The training served as a refresher to the GAA members and as exposure to skills on how to work with young people especially during puberty
- Girls from the community gained more knowledge on sexuality education and to handle issues that concerns young people. Some comments made by these girls include

"I didn't know where to seek for help and how to effectively resolve conflict" - A

"I lack the basic facilitation skills before the training." D

"I could not speak out or stand before an audience, but I can do that after the training." E



Energizer during the training



Question and answer session



Cross section of participants at the training



Cross section of participants at the training

3.2.4.3 Weekly Safe Space Lessons

The weekly safe space meetings were held from March to November 2016 at Cross River Property Investment Limited (CROSPIL) Estate at Akpabuyo Local Government Area as one of the strategies to reach adolescent girls in hard-to reach areas with sexuality information.

Girls who come to the centre come from the nearby communities in Akpabuyo Sessions were facilitated by trained GAA members and girls from the community. 180 girls between the ages of 10-20 years were registered from inception. An average of 152 girls participated in the safe space lessons every week.

Topics delivered include: GPI story; self-esteem; menstruation and personal hygiene; body image; communication skills; decision making in postponing early sexual activities; vision and goal setting; and friendship/love, rights and responsibilities, gender, values clarification, rape/sexual abuse, harmful traditional practices, STIs/HIV/AIDS. Methods used were telephone game; discussion; reading exercise; warm-up exercise; individual

writing exercise, brainstorming exercise, working in pairs, question and answers; drama; songs; debate and dancing competition.

Also question/feedback boxes were placed in the schools for questions from beneficiaries. These questions were often reviewed or discussed collectively during the school clubs and clarifications made were necessary.

Outputs

- 5 GPI Alumni members and 2 girls from project community facilitated outreach sessions at CROSPIL Estate, Akpabuyo
- 171 girls reached with information on personal development and life management skills
- 24 sessions held with girls to discuss adolescent reproductive health and rights as well as personal development topics
- The girls came up with unique names for the age specific groups' identity with reasons to support names given: a) Rainbow group - rainbow has different colors and they are always together looking lovely b) Diamond group - Diamond is not only costly, but is well cared for because of its value.
- A total of 91 questions were collated from the boxes

Outcomes

Some participants shared personal experiences as a result of the information received.

Veronica, 18 years, shared that the lesson on communication skills has helped her as she states "I have learnt to stand and talk to a crowd. Before now, I used to be a shy person but with the help of GPI, I can now stand bold and talk to people and also know the right words to use at the right time".

Hannah, 17 years, shared that the lesson on self-esteem has really boosted her self-esteem as she can now stand boldly and express herself in the public without shaking/shivering.

Edi, 17 years, shared that the lesson on body Image has helped her to feel more comfortable and happier with the way she looks compared to before, she was uncomfortable with some part of her body e.g. eye, ear and legs.



Girls having a session outside the classroom



Cross section of girls during one of the sessions at Akpabuyo



Girls at the safe space lessons centre at Akpabuyo



Girls at the safe space lessons centre at Akpabuyo

3.3 Personal and Economic Empowerment

3.3.1.1 Counseling Unit

The counseling service unit of GPI in 2016, continued to provide safe space to both the adolescent girls and the general public to share challenging issues on SRHR, conflict, interpersonal relationship and have these addressed. During counseling sessions especially in cases of sexual abuse, violence against girls and women, conscious efforts

are made to explore ways of having counselees share their thoughts on these issues as well as have them make contributions towards dealing with the situation. It has been striking to note that most of the cases of sexual abuses and other forms of violence are reported by males to the unit to have such issues addressed.

This therefore reveals that members of the public are more conscious on issues of violence against women and girls in their communities and are speaking out or seeking redress for such victims who constitute the vulnerable groups in the society. Information and incidences recorded from the counseling unit has been used for advocacy to government legislative arm for policy action on implementation of legal instruments on some of the issues presented by the counselees in Cross River State.

The various services provided within the period under review were:

- counseling sessions;
- referral made to clinics; hospitals; youth friendly centres; police stations, Basic Rights Organization (NGOs); media houses, Ministries of Justice and Social Welfare handling such cases
- home visits to ascertained issues presented
- Follow up through Phone calls, SMS, to get feedback and encourage them

Summary of sessions held

Description	Number
No of counseling sessions held	47
No of referral sessions	27
Home visits carried out	4

Category of counselees:

- GPI Centre girls
- In-school youths from schools
- Out-of-school youths that voluntarily visited the unit or referred by other sources
- Young adults/unmarried men and women in relationships and facing one form of violence or the other
- Young/married adults
- GPI graduates
- GPI staff
- parents/guardians

Issues presented during the counseling sessions

These include: rape/child defilement; child abduction; breast pores; stealing; sexual assault and violence; indiscipline; unplanned pregnancy; child assault; parental neglect; conflict with parents/guardians/peers; unemployment; parental abandonment; child maltreatment; reproductive tract infections; conflicts in marriage and spouse unfaithfulness.

Outcomes

- Increased consciousness on issues of violence against girls and women as depicted on issues brought to the unit
- Increase in number of sexual abuse cases reported and willingness of some of the clients who brought cases to have such culprit prosecuted eg. the case of assault and attempted sexual abuse of a client by the boss has this: "I have reported the case to the state criminal investigation department and even if it means using my last blood I will want this man to be prosecuted to serve as a deterrent to others."
- In the case of child assault which had the police officer who brought the case said: "I am convinced with your NGO that this case will not be swept under the carpet as usual. I will make sure this woman wherever she has ran to hide will be fished out and severely dealt with by the law."
- On the issue of a 15 year girl who was gang raped in her school, one of the brothers who brought the case to the unit had this to say: "my sister cannot be this miserable and be used as scapegoat; with the help of GPI, those perpetrators including my step brother must be dealt with legally."

3.3.1.2 EMpower Grant

The Empower grant is contributing to increasing access of young females to SRH, legal, entrepreneurial, rehabilitative and other strategic support services that enable them live healthy and productive lives with the objectives of increasing access of 100 young females to entrepreneurial skills, financial and business management and other technical support services for take-off to enhance self-reliance towards alleviating poverty.

Girls were trained in the areas of fish farming, sewing and shoe makings. The training on fish farming covered the following:

- What fingerlings and fish are
- What fish is best for rearing
- How to construct, set-up and clean a fish pond
- The different types of feeds and the right period for administering it
- Managing the pond and its environs

- How to identify ailing fingerlings and fish

In the area of sewing girls were taught how to Fix shuttle and reeler in a sewing machine; connect thread into a needle and disconnect thread from the needle; Measure cut and sew pencil skirts, long straight cut skirts, four piece skirts etc.

Outputs

- 150 girls enrolled in 2016 under Batch 5 for acquisition of fish farming, sewing, and shoe-making. Out of this number, 41 girls completed the training on sewing while 20 girls completed the shoe-making skills training.
- Two additional fish ponds were stocked with 1,500 *post-juveniles* in April 2016. Out of this stock, 1423 were harvested.
- Two shops have been rented and equipped with machines and accessories for 3 groups of 6 most outstanding graduates from Batches 2, 3, and 4. Sewing machines, weaving machines and filing machines and other accessories were procured and used by graduates of entrepreneurship skills programme.
- 500 copies of training curriculum containing sexuality education, life skills and business management skills were developed, printed and distributed.
- 53 girls were trained on business management, budgeting and fish preservation using the developed GPI's training curriculum and Nigerian Agricultural Enterprise Curriculum (NAEC).

Outcomes

- 30 graduates in Batch 4 from sewing and shoemaking groups who were placed on 3-month internship completed the programme in March 2016. In the area of shoemaking, 3 graduates from Batch 3 (2014) of the entrepreneurship skills training were engaged to train girls in Batch 5. From verbal evaluation, these graduates have served as motivation for other girls.
- On sewing, girls in Batch 5 have started making simple dresses for themselves and family members
- Minimal mortality rate recorded as a result of procuring and stocking *post-juveniles*. 1172 fish survived even after a wall collapsed on the pond
- The fish farm is attracting students from tertiary institutions in the state for research and internship
- 3 trainees in Batch 5 with support from their parents have established fish ponds and stocked





Girls in the sewing group, Batch 5



Fish farming practical session, Batch 5



Fish farming class, Batch 5



Girls in the shoemaking group – Batch 5

3.3.1.3 ASRHR, Entrepreneurship and Vocational Skills Training (EMpower SIP)

This skills training was to enable the girls in community become economically empowered so as to reduce the risk of being victims of violence, sexual exploitation and trafficking..

Girls were given opportunity to suggest skills they would like to learn for the three days and they came up with two categories being:

- Simple pastries (fish roll, pof-pof, cake, dough-nut and chin-chin)
- Cosmetology i.e. Detergent/soap making (detergent, bleach, air freshener and liquid soap).

Methods used during the skill training were demonstration exercise; practicum session; and question and answer. A total of 127 girls participated in the training from 28th to 30th October 2016.

Output

- 127 girls were equipped with knowledge and skills on making simple pastries popof, dough-nut, chin-chin, fish roll, cup-cakes and single big cake and Cosmetology (detergent, air freshner, bleach and liquid soap. Girls participated in the practical session and at the end they were able to make detergent and bleach.

Learning outcomes

Verbal evaluations with girls showed the following learning outcomes. I learnt that:

- I do not need to spend money buying detergents any longer. I never knew it is this simple to make. - P
- This is really an eye opener for me. Will teach my siblings and even my mum. Our house is sure of saying bye-bye to buying liquid soaps for washing. Am sure my mum will be very proud of me when I make this at home, I can already imagine. –
- M
- I learnt that after bleach is made, it cannot be used immediately because of its high concentration as its residue should be allowed to settle down for 24 hours to prevent it from destroying the clothing is to be used for - O
- I have often wondered how I can have money to buy an oven for baking things. The simple method of a pot placed on stove with gravels inside heated can be used as alternative. This has solved my challenge. You are looking at a master baker from now on. - R



The resource person and girls cutting the chin-chin



Girls listening to their resource person on steps in making fish pie/roll

training commenced in April 2016. The training was done in two phases. Phase one commenced in the first month with introduction to the basics of the different programs and courses though some much needed practical sessions were carried out. Phase two was for practical sessions which lasted for two months.

The second month of the second phase was for the trainees to carry out their different chosen and approved projects ranging from shooting and editing, seminar presentations, documentaries, interviews, talk shows, vox pops etc under the supervision of their respective trainers.

Outputs

- 48 girls were intensively trained on:
 - Presenting & Makeup Artistry.
 - Computer/Video Editing (Computer Fundamentals , Windows Operating System, PowerPoint Presentation, Word Processing, Adobe Premier Pro & Internet)
 - Cinematography (shooting and editing of videos and basics of photography)
- 2 new external trainers recruited for TV presenting and Make-up Artistry groups
- Database put in place to manage information on trainees i.e records of those who attended the training
- 26 trainees were hosted in different organizations (business centres, media houses etc) for one-month internship

Outcomes

- 4 of the TV Presenting students now work with the GPI on-air crew TV Presenters
- 6 students of the Computer/Video Editing class can now produce quality edits that could be utilized for the GPI on-air program
- 7 girls (Salome, Blessing, Esther, Idara, Josephine, Angela and Bernice-great) have been absorbed at Cross River Broadcasting Corporation (CRBC) as TV presenters, Video Editors and Camera women



**cinematography students
during video recording practical**



Computer Theory class



Presenting Theory class



Makeup Artistry Students Practicing

4. Educational Programmes for the Public

4.1 PAAC Meetings

Girls' Power Initiative in collaboration with the Cross River State Ministry of Education (MoE) organized the second and third Project Advisory and Advocacy Committee (PAAC) meeting on August 11, 2016 and November 18th 2016 in Calabar to enable PAAC members share what has been done by PAAC as well as what sub-committees executed since the last meeting.

The objectives were to:

- share the extent to which resolutions from the 2015 PAAC meeting were implemented;
- update members with FLHE programmes and activities executed within the period; and
- create opportunity for members to make inputs/recommendations for effective implementation of FLHE in Schools

In attendance were representatives from MoE, Cross River State Agency for the Control of AIDS; House Committee on Education; Secondary Technical Education Board; Nigerian Union of Teachers; All Nigeria Conference of Principals of Secondary Schools; Association of Primary School Heads of Nigeria among others.

Resolution from the last PAAC meeting

A 7-member technical working group was formed in 2015 PAAC meeting with the following terms of reference (ToR).

- Draw up action plan for the remaining part of 2015
- Make recommendations for PAAC meetings.
- Make recommendations for monitoring the action plan.
- Make other recommendations that would strengthen PAAC

Committees reported the monitoring efforts carried out by inspectors of schools as well as feedback they got which included:

- need to have trainings for newly employed teachers and sensitization seminars for new inspectors and principals of schools,
- need to have outreaches in schools during the club periods,
- need for GPI to assist in providing more instructional and training materials for schools,
- need to update trained teachers with information especially on issues of facilitation methods,
- given the spate of insecurity in the country a lesson on security and safety tips should be included in the training curriculum especially for youth centres,
- need to include guidance and counselling subjects in the curriculum as this is a necessary step in guiding students to make healthy and informed decisions, and
- need to have members of the Ministry of Health to be part of PAAC as some health topics are also included in the curriculum.

Advocacy efforts carried out by PAAC members included updating the new state commissioner for education on the SFLHE work in the state. Presenting the score card on SFLHE implementation to the commissioner and the call on the commissioner to make the critical mass unit of the ministry more functional to support SFLHE work. This is in view of the promotion and subsequent transfer of former head of the unit who is now a permanent secretary in another ministry.

There were general agreements on the following:

- To continue to support the sustainability of SFLHE implementation in the state by providing prompt information and continuous monitoring
- To continue to advocate for budgetary provisions to support SFLHE implementation
- To utilise the findings from the impact assessment carried out in 2015/2016 as an advocacy tool

- To invite and add the Coordinator, Association of Guidance and Counselling to PAAC



Cross section of participants at the meeting



Group photograph of participants



GPI Calabar Coordinator makes a remark



Presentation of PAAC activities

Outputs

- Extent of implementation of the technical working group terms of reference reviewed
- Strategies for advocacy identified by participants
- Outcome of monitoring efforts shared
- Suggestions on sustainability shared with GPI
- Commitment to support advocacy efforts geared at budgetary allocation for FLHE implementation

Outcomes

- Challenges faced by the committee in carrying out their activities were identified and discussed
- Challenges including funding hampering greater impact of SFLHE in the state and way forward were discussed
- Ways of sustaining the implementation of SFHLE in schools were identified and discussed extensively
- Suggestions on way forward were presented
- PAAC activities are basically targeted at the policy level. The committee has begun to take up issues identified in the impact assessment of SFLHE implementation in Cross River State by developing a plan of action for the next one year which integrates fundraising activities and strategies as well as advocacy for sustainability. They shared with GPI what should be done as observed during monitoring by inspectors.

5 Media Programmes

5.1 GPI on Air TV Programme

GPI Calabar Centre runs a weekly TV Programme titled “The Girl Child” on Cross River Broadcasting Corporation (CRBC) Television. This programme is one of the various means through which a larger audience is reached with information on Family Life, HIV&AIDS Education, sexual and reproductive health and rights issues as well as life management skills. In 2016, the programme took a new dimension as trendy topics that affect young people were discussed and presented by beneficiaries of the GPI media academy.

The programme created an opportunity for GPI girls, GPI media academy beneficiaries and some members of the public both young people and adults to acquire knowledge, enhance their public speaking skills and impact positively through discussion and experience sharing.

The following issues/topics were recorded and aired during this period:

- About GPI media academy training
- About GPI entrepreneurial skills training
- GPI story
- Sexuality, Family Life and HIV&AIDS Education (SFLHE)
- Young people and contraceptives
- Young people and career choices
- Impact of leadership and advocacy training – experience sharing from beneficiaries of the training

- Impact of advocacy skills training on peer educators and Cross River State children's parliament.
- Young people and agriculture
- Violence against Children
- Violence against Men

Outputs

Over 3 million members of the public reached through GPI on-air programme with the following topics/issues:

- About GPI media academy training
- About GPI entrepreneurship skills training
- GPI story.
- Sexuality , Family Life and HIV&AIDS Education (SFLHE)
- Young people and contraceptives
- Young people and career choices
- Impact of leadership and advocacy training (experience sharing from beneficiaries of the training)
- Impact of advocacy skills training on peer educators and CRS children's parliament.
- Young people and Agriculture
- Violence against Children
- Violence against Men

Outcomes

- As a result of the publicity of the programme, United Nations Population Fund (UNFPA) Cross River State office, the unit that works to ensure universal access to reproductive health, including family planning and sexual health, choose GPI to partner with them and come up with a radio programme tagged "Youth talk show" on the HIT FM (radio station). This radio programme is slated to kick off by February 2017.
- Cross River Broadcasting Corporation (CRBC TV) covered and aired the 2016 GPI Calabar center 20th graduation ceremony of centre girls without any charge. This was as a result of the long standing relationship that exists between the Corporation and the organization.

5.2 Publications

5.2.1 ASRHR, Entrepreneurship and Vocational Skills Curriculum Content Review

A curriculum content review meeting was held from the 13th to 15th of June 2016 with relevant partners. This was organized with the objective of reviewing the GPI safe space Adolescent Sexual and Reproductive Health and Rights training manual.

In attendance were 29 participants representing government Ministries, Departments and Agencies such as Ministries of Women Affairs, Education, Youths and Sports, Secondary Education Board (SEB) and Nigerian Educational Research and Development Council (NERDC), NGOs and international donor agencies such as United Nations Population Fund (UNFPA), CUSO international, Mothers Against Child abandonment (MACA), Planned Parenthood federation of Nigeria (PPFN), and Development Options.

Participants reviewed the contents of the curriculum in the following thematic areas:

- Personal Empowerment,
- Adolescent Sexual and Reproductive Health and Rights,
- Youth Activism for Advocacy and
- Entrepreneurial Skills.

Participants were grouped into 4 groups to come up with an updated content for the manual under the above thematic area.

1. Partnership
2. Work Ethics
3. Employability Skills / World of Work
 - Knowing your Potential / Skills
 - Resume / CV Writing
 - Interviewing Skills

Outputs

- 29 GPI partners and alumni members participated in the review of training manual
- 34 old and new manual topics developed by participants

Outcomes

- Very meaningful contributions by participants on rationale for expunging some topics from some themes to another.
- Development of contents for 15 newly introduced topics
- ASRHR topics integrated with entrepreneurship skills topics
- 300 copies of reviewed manual under production..



Participants at the 3-day training curriculum content development workshop Calabar

5.2.2 GPI/CMA Story

The aim of this activity is to increase awareness of sexuality education implementation approaches and service delivery for learning and possible replication. The process of documenting GPI's institutional memory continued in 2016 with meetings and preliminary writing. The publication team led by Dr. Edwin Madunagu worked to collate the required information for writing the two books. The consultant began writing the books in line with the outline planned earlier.

Project Team Meetings

The project team had several meetings to discuss GPI documents and subsequent tasks. Some of the documents presented and discussed during the meetings include:

- Organizations Annual Reports
- Progress Reports
- M&E framework
- Reporting templates
- Programme development and implementation
- Retrospect and prospects of GPI programme

The outcome of the activity is a write up containing the foundations, cornerstones, landmarks, range and trajectory of GPI and CIINSTRID/CMA.

Outputs

- Documents and information to guide development of story collated and discussed
- The outcome of the work is being reviewed/edited
- Printing and distribution mechanisms have been engaged

5.2.3 SBCC Message and Materials Development

A Social and Behaviour Change Communication messages and material development meeting was held on March 17 and 18, 2016 at GPI center. In attendance were GPI staff, volunteers and GAA members. The purpose was to develop educational messages for flyers, notebooks, and file jackets.

The participants were divided into 3 groups to develop catchy messages on issues of: trafficking, gender issues, harmful practices, and sexual and reproductive health. Messages developed during the groups were presented at plenary. Inputs were made by all. Some messages were rephrased or paraphrased and made more catchy

Outputs

50 messages were developed. These messages include:



Outcomes

- 650 Books containing selected developed messages were produced and distributed to girls during lessons and training sessions in the outreach schools and safe space in Akpabuyo as well as in the school clubs.

6 Community Interventions

6.1 Social Work

GPI Calabar centre embarked on a community social work\intervention to Enyanganseh of Idundu clan of Akpabuyo Local Government of Cross River State. The objectives for this year social work\ intervention were as follows:

- To create a platform were girls who have been in the organization for three years will give out information to the community members on issues covering sexual, reproductive health and right and also on family life on HIV and AIDS especially to community members (females) who have never had access to such vital information
- To create a platform for girls to exhibit their facilitations skills as peer educators and agents of positive change in the society.

In attendance were 196 participants, comprising:

- 65 adult (35 males & 30 females)
- 36 adolescent\youth (10 males & 26 females)
- 95 children (34 males & 61females)
- 5 GAA members.

A total of 32 graduating in damsels group and 24 girls in seeders group were in attendance.

Highlights of the social work\community intervention were;

- Group sessions with the participants
- Songs and exercise
- Distribution of clothes, bags, and shoes made by GPI Calabar entrepreneurial skills centre girls to the participants
- Administration of vitamin A and deworming tablets to children from 6-59 months by the Edem's Children Foundation (E.C.F) who worked in partnership with GPI as part of their contribution to the community members.

The methodologies used for intervention exercise were; group discussion, brainstorming and question and answer. The participants were divided into groups according to age and

sex, and each of the groups were assigned some graduating girls alongside with GPI facilitators as support for the social work/intervention exercise.

6 Staff Capacity Development

6.1 Workshops, Meetings, Trainings and Conferences

Capacities of seven staff and the Coordinator were developed through different trainings on the following areas: entrepreneurship; sustainable development goals; method of preserving fish; procurement and budget management; and introduction of sayan press while other staff including GIS/SUREP intern, 5 GAA volunteers, CUSO volunteer for GPI and GPI security officer attended 30 meetings as highlighted on the list below.

Also, three in-house trainings were conducted for all staff as part of capacity development on

1. Backup management system(ERD/CRM Database), facilitated by Emmanuel Okon - ICT officer
2. Cyber security facilitated by Emmanuel Okon – ICT officer
3. Monitoring & Evaluation and Report writing by Sunday Omori (M&E Officer) and Juliet Moore (M&E Volunteer)

Staff Appraisal

The aim of the appraisal was to ascertain staff job performance, high staff retention rate, high morale conduct and maintain good work ethics.

In order to achieve the above aim, the staff appraisal for 2016 was conducted in two phases – mid-year for some staff that were in either probation period or contract and end of year (annual) for other staff including the GPI GAA volunteers.

Achievements

- The unit was able to secure and draft contract forms for three resource persons for entrepreneurial skills for young girls namely- fish farming, shoe making and sewing.
- Conducted interviews for Communication/IT officer, Fundraiser and Facilitators
- Increased the staff strength by recruiting volunteers and youth Corper to support the work force
- The department carried out three in-house trainings for all staff

- Conducted staff appraisal for the year

Challenges

- Inadequate skills on how to analyze the staff appraisal forms

8 Administration Department

Administration Department is the core department in the organisation that oversees the day-to-day running of the entire organisation. Numbers of staff for the year under review are: 11 programme staff and 9 administrative staff including 6 security officers, 2 sanitation officers, 1 driver, others are; 7 volunteers, from GPI Alumnae Ass., NYSC

The following departments are in Girls' Power Initiative Calabar Centre:

1. Administration and ICT
2. Adolescent Sexual and Reproductive Health /Entrepreneurial
3. Media and Advocacy
4. Human Resource Management
5. Account
6. Programmes

Under the administration department, we have the following units:

- a. Sanitation
- b. Security
- c. Reception
- d. Information and Communication Technology (ICT)
- e. Project Execution Team (PET)
- f. Office Management Committee (OMC)
- g. Rentals

Office Management Committee Meeting

The office management meeting committee meeting apart from the project executive team meeting is the only meeting where every member of staff of the organisation attends regardless of their department.

The meeting holds every last Friday of the month and last for an average of 120 minutes. This meeting, comprising both program and support staff is usually chaired by the coordinator of the organisation but could have acting chairpersons as may be volunteered

by individuals. Here, staff are given the opportunity to give departmental updates as in the course of carrying out their task/official assignment. Staff also gave report of activities held within the period under review. New ideas on how to carry out official tasks are shared in the course of meeting proceeding.

For the year 2016 a total of (9) nine meeting were held out of the 12 months. Reasons for the slack were that in the months of March and June meeting dates coincided with the Christian Easter festivities, and for June programme activities held on the said date.

Project Execution Team Meeting

Girl's Power Initiative (GPI) Calabar Project Execution Team (PET) meeting is a weekly meeting of the organization that is held every Tuesday from 11am and could last throughout a period of some hours as a result of issues /matters deliberated upon using a well-developed and structured agenda.

The meeting organized for the following personnel of GPI: programme staff, volunteers, and interns in the organization. The meeting is a major platform of engaging key GPI staff and the coordinator in project/activities planning, execution and evaluation within the project year. It creates a platform that draws closer programme staff/volunteers in connection with the organization working etiquettes; enable members acquire more insight about organizational activities planning and implementation; expose members to the working environment and learning experience through exchange of ideas/knowledge; enhance staff report writing skills and develop public speaking skills while presenting minutes; and enhance their leadership skills by chairing meeting all geared towards organization development and productive outputs.

A total number of 41 meetings were held during the period under review with an average of eighteen (18) attendees. There were few cases of absentees among some staff who were always representing the organization at different meetings, workshops and training both within and outside the country, some due to ill health, and pressing personal issues to attend to etc.

Comfort Ikpeme
Coordinator, Calabar Centre