



AWLO

MARCH 07, 2024

AWLO Pan - African HeForShe Summit

The Urgent Need for more female voices in Governance 'Talkrooms' in Africa

AWLO Induction 2023 in pictures.

AWLO Youth Corner

Inside AWLO

Golden Initiative For All (GIFA)

**HER EXCELLENCY
PASTOR MRS. PATIENCE
UMO ENO**

... Celebrating A Compassionate Woman At 57




AWLO CANADA CHAPTER INAUGURATION SUMMIT 2024

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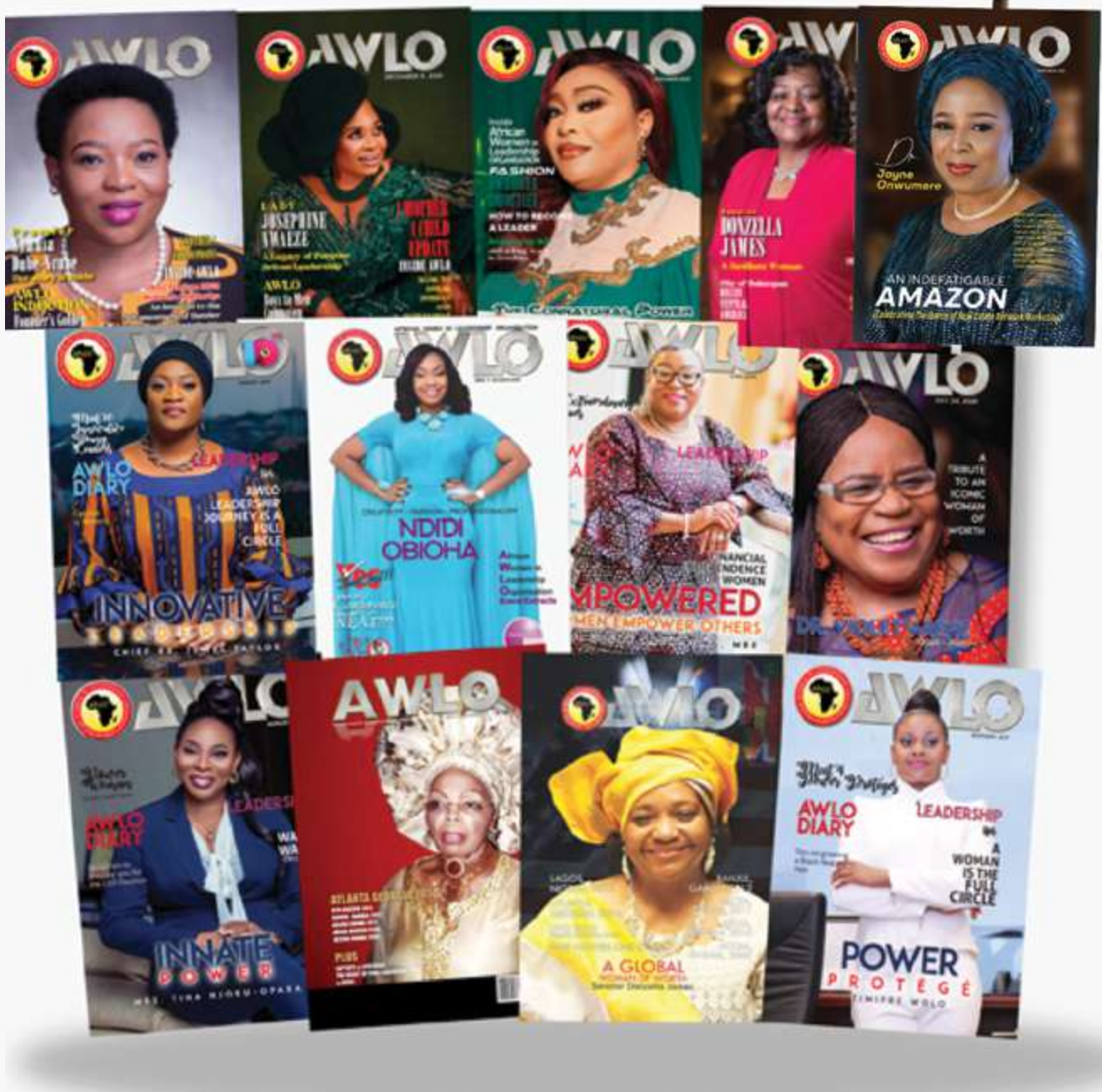
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PREVIOUS MAGAZINES



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Publisher's Note

African Women In Leadership Organisation continues to strengthen the capabilities of African women in leadership globally. Around the world, and in Africa especially, women are faced with many challenges that limit their leadership capabilities. From gender stereotypes to gross infringement on their human rights, women have continued to fight against the oppressing forces in a society bent on keeping them silent and unproductive. As we all know, women and girls represent half of the world's population and therefore also half of its potential.

As we mark this year's Women's Month we take a closer look at the priorities and gaps to be addressed to accelerate women's progress in line with the UN Women call to, "Invest in Women: Accelerate Progress". Ours is a focus on closing the representation gap in governance. Presently, about 28% of the world's population is led by female heads of state. While this is a significant milestone, the road ahead remains bleak without a clear strategy to enable women to lead. Weighing the prevailing issues surrounding women's political participation our discourses in 2024 center around increasing women's political participation.

Join us year-round, as we take the discourse around the globe from Nigeria to New York to Ghana, Canada, and everywhere else we'll be this year. Have a good read!

Happy Women's Month to all AWLONIANS, and our development partners.

Thank you.

Dr. Elisha Attai, DFAI, CMP
Convener

TABLE OF CONTENTS

09

**2024 Pan African
HeForShe Summit**

25

**The Urgent Need for more female
voices in Governance ‘Talkrooms’
in Africa**

37

**AWLO Induction
2023 In Pictures.**

45

Inside AWLO

46

AWLO Youth Corner

47

**Golden Initiative For All
(GIFA)**



AWLO

Pledge

I see me and hundreds of women like me from all walks of life meeting together in friendship and sisterhood to advance our common goals.
I have begun a journey of discovery – a journey to find self.
And what great things I have discovered!
I found I can be whatever I dreamed
I found that I am not shackled by society in any way.
Whatever holds me down exists only in my mind.
I found I could transfer the skills of nurturing my children to nurturing an entire community, and entire nation, if I dared!
I found that my inner strength prevailed against any obstacle that sought to trounce my goals.
I found that I had no need to prove a point to society, but that my womanhood is enough to confound anyone that thought me incompetent.
I found that beauty exists much more potently on the inside – and that it is this inner beauty that fully assuages.
I am a woman in the 21st century. I stand on the shoulders of the African Women who forged on in the face of gender discrimination.
The women who found themselves so they could save their communities.
My journey is unfolding, much more exciting stories await as I and other African Women write our stories.
I am worthy! I am a woman! I am an African Woman!
I am an African Woman of Worth!!!

AWLO *before she*

On my honour, I pledge to stand for and with, and not against women.
To include and treat them as equals in economic, social and political growth and nation building.
To build gender parity at home, in the society, in Government and ultimately the world.



Who WE ARE

AWLO envisions a world where women take their rightful place as home and nation builders with equal opportunities and access in all areas of existence.

AWLO's Mission is to bring together female executives, entrepreneurs, professionals, and leaders to further enhance the leadership capacity of women, harness the synergies of alliance and fulfill the objectives of the organisation.

HISTORY

AWLO is founded by a HeforShe Champion. This was following the 1st AWLC held in Ghana in 2009.

CHAPTERS

We are a member-driven organization in 24 chapters across 14 countries

ALLIANCE

AWLO is an alliance of women, youth, and male allies.

GLOBAL

AWLO is an international NGO registered in the USA, UK, and a United Nations Global Compact signatory



African Women in Leadership Conference (AWLC) is a high-level women’s leadership advocacy forum, facilitating participatory decision-making, for women and girls’ status advancement. A vehicle for reinforcing women’s leadership, through inclusion in decision-making processes - it engenders women’s rights, perspectives, ideas, and solutions across change-making domains in economic, political, and social life. Over the past 13 years AWLC has been held in Accra, Abuja, Banjul, Cape Town, Uyo, Durban, Lagos, Atlanta, Sugarland Texas, Washington DC, and Rwanda, Johannesburg, Tanzania, Chicago, Las Vegas and Berlin Germany.

OUR APPROACH

OUTPUTS

- High-level panels featuring women in leadership and high-level leaders
- Leadership development and cross-border opportunities created for women’s capacity building.
- Effective mechanisms for engaging decision makers are put in place.
- Programmatic and policy recommendations with timelines are documented.

OUTCOMES

- Women dialogue with decision-makers and high-level leaders.
- Women’s influence rises across crucial institutions.
- Women’s contributions are captured.
- A long-term commitment is adopted to implement women’s inputs.

IMPACT

Women’s increased decision-making participation and the advancement of African women’s leadership



AFRICAN WOMEN IN LEADERSHIP ORGANISATION (AWLO)

had the pleasure of hosting its 2024 Pan African HeForShe Summit from the 6th to 7th of March, 2024, at Uyo, Akwa Ibom State, Nigeria.



The conference was themed:

Investing in Women: **CLOSING THE REPRESENTATION GAP**

The conference featured a One Million Man Walk against Violence on Women, which took place on Wednesday, the 6th of March, 2024.

The Pan African Men HeForShe Summit, which took place on the 7th of March, was put together to foster collaboration among male allies and HeForShe heroes to actively contribute to closing the female representation gap in governance.

The conference was full of empowering sessions with high-profile speakers such as: *Onofiok Akpan Luke, Mr. Tony Afia, Ali Baba, Dr. Emem Ette Esq, Dr. Favour Ayodele, David Raymond Edet, Amaka Echetabu, Dr. Imoh Imoh-Ita, Hon. Itoro Columba, Mr. Akpan Emmanuel, Mrs. Pauline Amos Ibude and the moderator, Theodora Ayeni. The Master of Ceremony was Mr. Francis Oyoima Edet.*



This 2024 Pan African HeForShe Summit brought together HeForShe ambassadors, male and female executives, professionals, male leaders, and political leaders to further advance the leadership status of women in the continent of Africa, by harnessing the influence of men in facilitating a transformative change that promotes women's active participation in governance.

The summit was truly an inspiring and impactful experience for all attendees, with participants from Nigeria and other African countries.

With more than a decade-long history of impact behind, the African Women in Leadership Organisation (AWLO) remains a powerful force to reckon with where the advancement of the African woman's leadership development is concerned.

Founded in 2009 through the visionary leadership of Hon. Dr. Elisha Attai, AWLO, continues to impact countless women across the African continent and its diaspora.

Signed

Dr. Elisha Attai

Founder & President,
African Women in Leadership Organisation (AWLO).



Our talking points included:

- Acknowledging the existing gender disparities in governance
- The role of men in championing equal opportunities for women in governance
- How men can use their platforms to ensure that women's perspectives are heard, valued, and integrated into decision-making processes
- How to create a more inclusive and representative governance structure.





























THE URGENT NEED FOR MORE FEMALE VOICES IN GOVERNANCE 'TALKROOMS' IN NIGERIA

Introduction

The analysis of the quantitative and qualitative gender representation in different spaces has been a topic of hot debates in different forums, both official and unofficial, academic or social etc. This paper is focused on presenting the grim picture of the underrepresentation of women in parliaments in Nigeria and to advocate for their increased participation in legislative business at all the tiers of government especially at the states and national levels.

It is widely accepted that the legislature is the signpost of democracy since the other two arms of government still exist in other types of government e.g. Monarchy, Military rule still have the executive and judiciary. The legislature, which is the arm of government tasked with law-making responsibility, is therefore in my view, the most important institution in any democracy. Going by this, the election into the legislature produces a more diverse representative, where people come together to form a parliament, after being voted from different constituencies. Typically, except in one-party states like China, different representatives will emerge from different parties signifying the different strongholds among other socio-economic sentiments. The philosophical underpinning therefore will be the legislature must be truly representative of the demography and other critical socio-political

factors in any given society.

The Nigerian situation

According to World Bank data, women constitute 49.5 % of the total population of Nigeria which as of 2022 was 218,541,212. It is therefore very disturbing that despite this significant population size, which spreads across the entire country, and the near parity in the number of registered voters between the two main genders, women's representation in all elective offices, especially the parliamentary seats, has remained abysmally low. The Inter-parliamentary Union lamented in their latest analysis "that Nigeria lags behind many other similarly positioned states in sub-Saharan Africa, falling far short of the 26 percent regional average of women in national parliaments." Teeing off from that lamentation, it may be needful to unpack the cumulative that has earned us the back seat in this matter, at different levels, to aid a better understanding of the issue or deeper appreciation of the situation. First, at the sub-national level, it is shocking and absolutely incredible that out of 36 states, 15 of them did not have a single female in their state legislature, while in the national assembly at the commencement of the tenure of the current National Assembly in June, according to PLAC "The 10th Assembly will have women occupying 3 out of 109 seats (2.7%) in the Senate and 17 out of 360 seats in the House of Representatives (4.7%), which represents 4.2% of the 469-member Assembly." Implication of women underrepresentation.

This unimpressive performance of the giant of Africa in a critical area like gender equality has wide implications for both internal and external results. Internally, with such unimaginable underrepresentation of women in the legislature, the output therefrom, which are laws, will most likely not achieve balance in terms of intersectional perspectives, and may simply fall into the trap of "homosocial reproduction, the tendency for a group to reproduce itself in its own image" (Kanter, 1977). Certainly, the laws emerging from a legislature will be reflective of the people and the process of its enactment, without fail. The larger external implication of this malaise is that apart from robbing the parliament of international respect and accolade in the area of gender equity, it starves them of deepened democratic experience, as according to Hoyt(2010) "women exceed men in the use of democratic or participatory styles and they are more likely to use transformational leadership behaviours". To deny a democracy such as ours, either intentionally or unintentionally, of the contributions of persons who are better practitioners of the tenets and demands of democracy, by simple reason of gender, is cutting off your nose to spite your face, in which case, the country is ultimately at a loss.

The way forward

Having realized both the impropriety and implications of the current underrepresentation of women in Nigerian parliamentary houses, especially at the state and

federal levels, it is imperative that we consciously undertake actions to reverse the trend. These actions must first recognize the different levels where this inequality commences and serve as feeder units to the much more noticeable problem. If the analysis is focused on the noticeable outcomes alone, then we will just be begging the question without drilling down to the main issues and therefore simply running in circles, “because for women candidates, the different phases of the electoral cycle portend specific challenges. Therefore, the challenges identified at the end of the cycle often conflate phase-specific issues, making intervention opportunities difficult to identify” (Nkereuwem, 2023). The cycle commences at the political party level, where candidates are to be selected, because if parties do not select women candidates, then they cannot get on the ballot and will not be eligible to be elected into office. So, the sensitisation must begin at the grassroots level because the party officials or the delegates who vote to nominate candidates are drawn from there, and without a change in the current pattern, not much progress will be seen. The issues that hamper women from emerging at the level of the party primaries include but are not limited to the predominant male-centric disposition encouraged by the stereotypical representation of leadership masculine, socio-economic inequalities, and even a direct attack on women who seek to contest against men. When this is handled and more female candidates emerge, the chances are that more women will be elected to different political offices, especially parliaments. Additionally, quotas have been

seen to effectively help to reverse inequalities in societies across the world. According to Idea International, a pro-democracy international Non-Governmental Organization, “In fact, half of the countries of the world today use some type of electoral quota for their parliament.” It is therefore pertinent that political parties are pressurised to adopt voluntary quotas, where at least 30 to 40 percent of their candidates to parliamentary houses are women, or where that fails, the resort to legislated quota kicks in. To achieve this, different pressure points must be established and sustained to elevate this discussion beyond mere rhetoric and academic research, to a tension-soaked demand. Yes, women can do this, after all, they are the most stable support base of any political party or movement. A cursory look at any campaign ground or voting center will notice more women than men. Therefore, if they are coordinated into a force for collective demand, in addition to the numerous men who are indeed sympathetic to the cause, significant change can come faster than imagined. I must also admit that the mere numerical attainment of gender diversity, will not achieve the deeper aim of inclusion, but it is a safe starting point. We must first achieve gender diversity before we begin to query the other intersectional issues, that will deepen the conversation and entrench inclusion in our parliaments.

conclusion

From the foregoing, It is manifest that the few female voices in Nigeria’s democratic talkrooms at the state and national levels are hurtful to the nation locally and internationally, therefore requiring

urgent actions to reverse the ugly trend. The use of either voluntary or legislated quotas has been suggested as a highway through which political vehicles can transport more female voices to the talkrooms at the state and national levels. To achieve this, advocacy and sensitisation must be upped, and the tone of the agitation reframed from the previous failed attempts, to incorporate the thinking of other support groups and to address the fears of those opposing it. The best time for action was many years ago, but the odd news is that time is continuous and therefore has offered us the next best time, which is NOW. No delay should be entertained, we must rise in unison to demand and in fact ensure that, we have more female voice in our talkrooms. After all in music, the soprano, and alto, which are female voices, are definitive in the delivery of melody and harmony. So let us have more melody and harmony added to the music of lawmaking in Nigeria.

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Comrade Ini Ememobong



Financial Inclusion and Welfare in Nigeria: A Gender Perspective

By:
Dr. Udakobong Samuel Inam

1. Preamble

Financial inclusion is crucial to the growth and development of countries in the global economy. Moreover, it has enormous implications for all poverty alleviation efforts in developing economies and is also a potent force that can resolve Africa's gender inequality. Globally, while financial inclusion is increasing, the gender gap is equally widening and remains. The number of people with access to a whole range of financial products and services has increased remarkably. However, there exists a yawning gap between the number of men and women who have access to these financial products and services. According to 2017 Global Findex Data (a publication of the World Bank), although account ownership continued to grow, inequalities persisted. 65 percent of women had an account compared to 72 percent of men. That gender gap of 7 percentage points was also present in 2014 and 2011. In developing economies, the gender gap remained unchanged at 9 percentage points. However, by 2021, remarkable improvements were visible especially in Sub-Saharan Africa where mobile money was the driving force underlying the increase in account ownership. As at 2021, 33 percent of adults in Sub-Saharan Africa had mobile money accounts. Similarly, worldwide, account ownership increased by 50 percent in the 10 years spanning 2011 to 2021, to reach 76 percent of the global adult population.

From 2017 to 2021, the average rate of account ownership in developing economies increased by 8 percentage points, from 63 percent to 71 percent. The gender gap in account ownership across developing economies has fallen to 6 percentage points from 9 percentage points, where it hovered for many years.² Ironically, despite the foregoing significant progress, gaps in financial access persist for traditionally vulnerable groups including the poor, the young, the unemployed and women. The percentage of financial inclusion for men continues to outpace that of their female counterparts especially in Sub-Saharan Africa. Women are underrepresented at all levels of the global financial system, from depositors and borrowers to bank board members and regulators. Greater inclusion of women as users, providers and regulators of financial services can narrow the gender gap, improve well-being, enhance economic growth, foster banking system stability and also contribute to more effective monetary and fiscal policy. Moreover, Financial inclusion has been identified as an enabler for some of the sustainable Development Goals (SDGs). The World Bank Group considers financial inclusion a key enabler to reduce extreme poverty and boost shared prosperity.

2. What is financial inclusion?

Financial Inclusion implies an unhindered access to a whole range of financial products and services that are useful, affordable and effectively delivered to users. Financial inclusion means that individuals and businesses have access to useful and affordable financial products and services that meet their needs transactions, payments, savings, credit and insurance – delivered in a responsible and sustainable way.

Financial access facilitates day-to-day living and helps families and businesses plan for everything from long-term goals to unexpected emergencies.

As account holders, people are more likely to use other financial services, such as credit and insurance, to start and expand businesses, invest in education or health, manage risk, and weather financial shocks, which can improve the overall quality of their lives.

3. What are the welfare effects of financial inclusion?

Two broad channels of transmission between financial inclusion and welfare are identifiable in the theoretical literature: The direct channel through which financial inclusion improves welfare by reducing income inequality and poverty through broadened access to transactionary, credit, savings and insurance products; The indirect channel in which financial inclusion operates through the financial growth stimulation nexus of financial development. Thus, the underlying theories are those linking growth, development and finance. Specifically, these include the financial structuralist theory (which associates well-developed financial systems to economic growth) and the endogenous growth theories (that link accumulation of savings and capital mobilization by financial intermediaries to economic growth).

4. Is Nigeria committed to increasing financial inclusion?

Since 2010, more than 55 countries have made commitments to financial inclusion, and more than 60 have either launched or are developing a national strategy. In 2010, Nigeria made a commitment to reduce the adult financial exclusion rate in the country from 46.3% to 20% by the year 2020. In order to attain this target, the National Financial Inclusion Strategy (NFIS) was launched on October 23rd, 2012. NFIS achieves some progress as it triggered an increase in bank accounts as well as access to credit. As at 2016, a total of 40.1 million adult Nigerians (41.6% of

the adult population) were financially excluded. Further analysis has revealed that 55.1% of the excluded population were women, 61.4% of the excluded population were within the ages of 18 and 35 years, 34.0% had no formal education, and 80.4% resided in rural areas.

In line with the 2012 NFIS monitoring plan, a review was carried out from October 2017 to June 2018 based on research reports, data analysis and stakeholder engagements. The major goal of the revised Strategy was to reduce the proportion of adult Nigerians that are financially excluded to 20% in year 2020 from its baseline figure of 46.3% in 2010.⁵ However, the chances of attaining 95 percent inclusion rate in Nigeria by 2024 appear quite slim given the current inclusion rate of 63.2 percent.

5. Is there a gender gap in access to finance and the welfare impacts in Nigeria?

There is an apparent lack of a gender perspective in the available literature on the finance – welfare nexus especially in the Nigerian context. Is there any gender gap in access to finance in Nigeria? Is there any difference between the welfare of financially included men and women in Nigeria? Is there any difference between the welfare of financially included women and financially excluded women in Nigeria? What is the relationship between financial inclusion and welfare in Nigeria? Gender gaps have persisted despite the financial inclusion strategies deployed by successive governments in Nigeria. Women and other vulnerable groups remain largely excluded and continue to face barriers.

A greater percentage of men continue to make use of financial products than women as men are more engaged in income generating activities than women largely because of society's perception about women's role in the family. Consequently, financially included men tend to be better off in terms of welfare than women

ONE ON ONE WITH HER EXCELLENCY, PASTOR MRS PATIENCE UMO ENO.

Q1: Looking back, would you say that you are living the life you envisioned? How can more women live their dreams?

A1: Thank you for this sincere question! Yes! I would say I'm living the life I envisioned, having lost my mother at a tender age of 17, as the first child I was automatically saddled with the responsibility of catering for my younger ones, so that became a part of me, molding me to become the woman that I am today. Now I would say impacting humanity in my own little way has always been my call to duty, I have been doing this from a tender age till it became a part of me and I intentionally imbibed it into my daily life. So at every opportunity I have, I consciously strive to put smiles on faces and that gives me so much joy.

Women can live their dreams if they set their minds to it, life is a training ground for everyone and it is your responsibility to make the best out of what it offers, do not be deterred by the negatives, forge ahead in difficulties and with the help of God, you will overcome the setbacks and live your dreams someday.

Q2: As a woman in leadership, how would you say that you influence and shape the young girls in Akwa Ibom State?

A2: As a mother, philanthropist and humanitarian, impacting lives is what I love to do, naturally, even before I became a member of the noble organization- African Women in Leadership Organization (AWLO). I mentor so many young people- boys



and girls, so many of them, and women too and I pray God for the capacity and grace to impact much more.

The bible says to train up a child in the way that he should go and when he is old he will never depart from it, so grooming young girls is easier when you catch them young! I have three beautiful and responsible daughters to show as proof to this fact. So as a woman in leadership, I ensure that we reach out to these little ones while we still can train, enlighten and mould them to who they ought to be by spreading out to schools, communities and even the rural areas with more sensitization programmes and unlimited sessions with them.

Having been a member of AWLO for more than 10 years and still counting, my genuine service to humanity got me globally recognized and honoured with a prestigious global award of "A Life Patroness" of the Organization-AWLO, in Chicago, USA last year, this is no mean feat as it behoves on me as a person, to do much more than I have done in the years past. I have several awards and recognitions to my honour and to the glory of God almighty.

Q3: In what way does your initiative -Golden Initiative For All, promote Women's Leadership?

A3: Golden Initiative For All (GIFA) is a project for all, not limited to a particular gender, class, status or what have you, but since your question

is on women leadership, let me answer from that angle (laughs)

Leadership is a task that can be easier carried out when one is well trained and prepared for it. I see women as great leaders because most of their lives have them trained for such, the home front already is a training ground for responsibility, management, resilience, tolerance, accountability, commitment and so on... so I support women leadership as I believe in women a lot, my husband and I share this belief, that's why we are set to do the much we can, within our capacity, to further reduce the women representation gap in governance by investing more in women.

So GIFA promotes women leadership by offering leadership trainings, continuous sensitizations and enlightenment sessions to prepare and embolden more women to take up leadership roles in the society and world at large.

Q4: What do you hope for your legacy to be after your tenure in office?

A4: The Bible says in proverbs chapter 22 verse 1, that a good name is rather to be chosen than great riches, that is one of my greatest choices in life. William James said and I quote "the greatest purpose of life is to live it for something that will last longer than you..." in summary, that's a legacy and that is one of my philosophies in life.

I am here to serve, as I always have done throughout the greater part of my life, though this time in a much greater dimension, my earnest prayer is that God, who sees my heart and that of my husband, which is the heart of service to the people, would grant us grace in abundance, resources unlimited, immense capacity, human support and all that is needed to enable us create indelible impact in the lives of the good people of Akwa Ibom State, to leave a great legacy in history after our tenure expires as the Governor and First Lady of our dear state- Akwa Ibom. Amen!

Q5: Do you believe that more men should support women to advance in leadership? Why is this important?

A5: Yes! I strongly believe so, of course the man, as God ordained, is the head of the family, which transcends to the society at large and as such, if the men support the women to take up more leadership roles, it will not only boost the confidence of women and societal awareness, but would also create an ambience of peaceful coexistence where women are side by side with the men, working hand-in-hand to the betterment of our society.

Just like it is in the family setting, where the man is seen as the home leader and the woman is seen as the home manager, having such synergy in governance, organizations and so, as it were, would bring about cohesive interaction and engagement to churn out

the best of results. Now, this is important because it creates a more versatile government of inclusion and wealth of diverse ideas, positively affecting policies and decision-making, translating to a non-discriminative gender-inclusive society with a better balance.

Q6: As a mother, humanitarian and philanthropist, what are some of your proud moments?

A6: Wow! I sincerely do not like to blow my trumpet o (laughs) but since I have to answer this, let me say it's those moments where I see the young girls I mentor or mentored, become great women today, so many lives I have consciously groomed for many years, make me fulfilled as a woman having seen them become better, as a mother and as a person, it gives me this sense of accomplishment. I have so many children, apart from my biological offspring, so very many other children I have invested in their lives, you know, when you sow a seed and it germinates to a beautiful tree bearing lovely fruits, you cannot help being overjoyed by it hahaha.

One of the things that also gives me so much joy deep within, is seeing the downtrodden happy, the less privileged provided for, the incapable helped.

Being a humanitarian has had me dedicate my life to service in my little capacity, in the home, in church, in my community and in fact wherever I find myself, and this always

leaves me so elated (smiles) So these moments are quite inexplicably pleasant for me, yea (smiles)

Q7: Gender-based violence is wrecking so much havoc, what are some of the measures you would put in place to address this?

A7: Oh my God! This violence must stop! Anyone caught violating anyone sexually, physically or whatever brutal form, will be caught and dealt with mercilessly by the law, and yes thank God for the VAPP law in Akwa Ibom state, that's the Violence Against Persons Prohibition Law.

My predecessor- Dr Martha Udom, had already done a lot in this aspect by setting up the Gender Based Violence Committee Management in the state, which I am now the Chairperson of that committee and I'm continuing from where she stopped to ensure that every culprit is brought to book, we will curb this menace by engaging more agencies to look specifically into these areas of endangerment, it really has to stop, NO MERCY! Is our watch word, all hands are on deck so let the violators beware!!

Interviewer: Wow! Wow! Wow! This was such a passionate, engaging and invigorating session with you, Your Excellency, we deeply appreciate your time and sharing your insight and we are greatly privileged to draw from your deep well of knowledge, thank you sincerely your Excellency Ma'am

Response by Her Excellency : I'm so obliged, humbled and honoured, thank you too!













GOLDEN INITIATIVE FOR ALL, GIFA, A BRAINCHILD OF PASTOR PATIENCE UMO ENO IS TARGETED AT IMPROVING ON THE FAMILY LIVES OF AKWA IBOM CITIZENS.

By: Glory James

Recognising the important roles families play in the development of the society, the First Lady of Akwa Ibom State, Pastor Patience Umo Eno out of compassionate yearnings to build family values came up with GIFA to address the specific needs of all members of the family in a bid to create a healthy society devoid of vulnerabilities.

Significantly unveiling the project on her birthday, the Governor's wife reeled out eight key areas to include: Maternal and Child Healthcare, Enhancing Literacy and Learning, Improving Environmental Health, Women Empowerment, Fight Against Disease, Care for elderly, Care for people living with disabilities and Gender-based Violence prevention and response, as GIFA's goal to improve on the standard of living for families.

Delving into the different focal areas, the maternal and child healthcare seeks to improve on the health of mothers and children, reduce maternal and infant mortality rates and promote healthy living for families. This initiative will provide access to quality healthcare services for pregnant women, children in underserved communities and low-income families who are raising multiple babies by providing patcare kits and services.

On enhancing literacy and learning, this key area is aimed at improving the literacy level and educational outcome for children, youths and adults in Akwa Ibom State by providing learning materials, building conducive learning environments and providing scholarship to the deserving poor. Improving environmental health seeks to

promote environmental health and improve sanitation in communities through access to clean water supply, promoting waste management practices and environmental health education.

Women empowerment is targeted at providing economic opportunities, skills training and education to women. Through this initiative, gender equality and reduce poverty levels will be tackled among women in the state.

Easy access to healthcare services by providing mobile clinics and vaccination programmes to underserved communities will be a priority to prevent and fight against diseases.

The elderly are not left out as GIFA will provide care and support for the elderly in Akwa Ibom State through access to primary healthcare services, provide social support and improve on the overall quality of life for the elderly to reduce social isolation.

GIFA will enhance the lives of persons living with disabilities by providing ramps, wheelchairs, wheelchair-accessible entrances and accessible public transport, access to healthcare services, education and skills training. This will reduce stigmatisation and promote the inclusion of persons living with disabilities in all aspects of society.

Having observed Gender-Based Violence as a significant issue in many communities in the state, gender-based violence prevention and response is focused at raising awareness, providing support for survivors and advocacy for policies that promote gender equality and reduce violence against women and girls.

With the launch of GIFA, this laudable initiative will transform all facets of family life and positivity impact on the people of Akwa Ibom State.

AWLO 2023 INDUCTION AND PARTNERS AWARDS DINNER/ THANKSGIVING 2024.

What an extraordinary moment it was at the 2023 AWLO Induction Ceremony and Thanksgiving Service! The energy, the solidarity, and the shared commitment to empower women in leadership were truly remarkable.

A heartfelt thank you to all the incredible individuals, dignitaries, and women of worth who graced the occasion. Your presence elevated the event to new heights, and your belief in AWLO's vision is our driving force.

In the spirit of reflection and gratitude, I extend my heartfelt appreciation to our global HeForShe community, for your invaluable presence and steadfast commitment at the 2023 AWLO Induction Ceremony and Thanksgiving service.

Your belief in AWLO's vision to empower women in leadership is a beacon of inspiration. Your unwavering support elevates our endeavors and strengthens our resolve to create meaningful change.

Looking at 2024, I am excited about the shared journey ahead. Your promised support for the "BOYS TO MEN" school outreach initiative next year is a testament to your dedication to fostering positive change.

Your contribution is more than support; it is a catalyst for transformation. Together, we will continue shaping a future where every woman thrives in leadership, and every young boy is guided toward becoming a responsible man.

Your presence and commitment made 2023 a year to remember, and I eagerly anticipate an even more impactful 2024 with your continued support.

The success of 2023 wouldn't be possible without your unwavering support. Looking ahead, we are excited about the opportunities that 2024 will bring for AWLO. Together, we can continue

making a lasting impact on women's leadership.

Thank you for being an integral part of the AWLO family.

Dr. Elisha Altai

Founder, African Women In Leadership Organization (AWLO)

















Inside AWLO



Awlo Youth Council Voices

Nompumelelo Queen Ngcobo's commitment to philanthropy is a cornerstone of her legacy. She has championed causes related to empower youth in communities, leaving an indelible mark on the lives of those in need.

AWLO has played a pivotal role in shaping Nompumelelo Queen Ngcobo's journey as a leader committed to making a positive impact on the lives of African women and communities.



Paschal Keerebu is a Social media manager, brand publicist, broadcaster, Public Speaker and humanitarian with passion for youth, women and community development. Since joining Awlo, Paschal has contributed to numerous projects and carried out successful Boys outreaches in Rivers, Edo and Akwa Ibom State. Nigeria. "Joining AWLO has greatly brushed my skills in Project management, Leadership and effective teamwork, exposing me to make global impact beyond my locality."

Paschal B. Keerebu (HeforShe Youth Coordinator Awlo Global Youth Council)

Ekuma Celestina Chinasa is a highly creative and detail-oriented fashion designer. She is skilled in creating fashion illustrations and mood boards. As a fashion designer par excellence, she creates clothes that reflect her unique personality. AWLO has taught me how to promote human welfare. She has made me an advocate of women's rights in the basis of equality of the sexes. AWLO has built in me the spirit to fight against gender stereotypes and improving interpersonal opportunities and outcome for women, the youth, and the girl child. Big thanks to AWLO for these great impacts. Ekuma Celestina Chinasa. AWLO global youth council president



Uduak Etuk is a trailblazing space-saving carpenter known for her innovative designs with a passion for optimizing space by creating compact, multifunctional furniture/storage solutions. She is the Lead Carpenter of MagLi Woodcrafters Nigeria, Uyo Akwa Ibom State. After National Youth Service Corps, she worked in several Organisations but didn't find the satisfaction she needed until she left the academia to embark on a mission to revolutionize small-space living in 2019. Uduak's portfolio boasts foldable, storage ottoman, hidden storage solutions, and modular furniture that adapt to varying As a female in a male-dominated field in Nigeria, she continues to break barriers and redefine the possibilities of carpentry in our ever-evolving living spaces. AWLO's impact is multifaceted, ranging from network building to providing a platform for Uduak to hone her skill in public speaking where she is invited for TV series, fostering confidence and self assurance in expressing her thoughts and ideas.

Dorothy Edet The impact of AWLO on My Life I had low self-esteem as a result of the way I was brought up. But I came in contact with AWLO in 2015. My life has changed for to better. I have high self-esteem. I can analyze My strengths and weaknesses, set personal and vocational goals, and have the confidence, motivation, and abilities to carry them out. The ability to guide or direct others on a course of action, influence the opinions and behaviors of others, and serve as a role model is a skill I've developed as a Member of AWLO. I have been prepared to meet the challenges of adulthood through a coordinated, progressive series of activities and experiences which help me gain skills and competencies. I have been exposed to Mentoring activities that are designed to establish strong relationships with adults through formal and informal settings. I have exposure to role models in a variety of contexts. Training in skills such as self-advocacy and conflict resolution. Exposure to personal leadership and youth development activities, including community service, and Opportunities that allow me to exercise leadership and build self-esteem.



**A REPORT ON
THE "DARE
TO CARE"
OUTREACH
TO DIVINE
CHILDREN'S
HOME AT ATAN
OFFOT IN UYO
BY AFRICAN
WOMEN IN
LEADERSHIP
ORGANIZATION,
AKWA IBOM
STATE CHAPTER,
ON THE 14TH
OF FEBRUARY,
2024**



The outreach which was carried out by the founder/ global president of AWLO together with the executives and members of the Akwa Ibom State chapter of the African Women in Leadership Organization (AWLO) in collaboration with Patience Umo Eno Movement (PUEM).

Upon arrival at the Divine Children's home at Atan offot in Uyo local government area, the event kick-started with a prayer by Obongawan Dr Itawan James, followed by an introduction of the executives

and members in attendance by the director of protocol - Ofonime Ekpenyong.

The coordinator of the project - Obongawan Goodness Obot, enlightened the children and the management of the home on the purpose of the visit, stating that they were chosen to be celebrated on such a special day. She made mention that Valentine's day was set aside to show love and the best decision was to share love with the children at divine children's home.

The chapter chairperson of AWLO- Pst (Mrs) Victory Ebong gave a brief remark on what AWLO represents and stressed that Christ loved the world and gave his only begotten son to die for the world, so the best way to show love is by to coming to celebrate with the children.

Futhermore, the president of PUEM- Obongawan Mary Umanette took to stage, thanking the management for the opportunity to impact the children's lives and charged the children that they can be anything they want to be in life. She reiterated that the children were very special hence the team's decision to visit the children's home.

On the other hand, the children entertained the guests with a captivating performance by the cultural dance troop of the divine children's home which got members of the team dancing irresistibly to the beats.

The founder and global president of AWLO who is also the chairman of PUEM, in the person of Dr Elisha Attai, specially thanked the Cordinator of the project- Obonganwan Goodness Obot and the entire team for putting up the outreach and congratulated the children for being so unique

and special. He expressed warm greetings from the life patroness of the organization in the person of the wife of the executive Governor of Akwa Ibom State, Her Excellency Pst (Mrs) Patience Umo Eno who was unavoidably caught up with official duties in Abuja but ensured that she was ably represented by the team.

In addition, Dr Elisha went on to present the items and donated to the children through the Director in charge of the home- Deaconess Matron Esther Obot, who received the items on behalf of the children and thanked the team for finding the home worthy to be recipients of such huge donations.

In response, she called two children (a male and a female) to express gratitude to the First lady, the founder and the organization at large for visiting them. A care-giver also thanked the organization for their benevolence. In summary, the Matron prayed God's blessings on the entire team and all the givers, emphasizing that as they've shown love to the home that love will never depart from their own homes.

Ofonime Ekpenyong

Secretary

AWLO Akwa Ibom State Chapter







AFRICAN WOMEN IN LEADERSHIP INTERNATIONAL WOMENS CONFERENCE TANZANIA 2023.

The African Women in Leadership Organisation (AWLO) had the pleasure of hosting its 2023 African Women In Leadership Conference at Arusha International Conference Centre, in the beautiful nation of Tanzania from Wednesday, 5th July, to Saturday 8th of July, 2023.

The conference was themed: Promoting Gender Equity For Socio-Economic Development In Africa.

The conference was full of empowering sessions with high-profile speakers such as Dr. Eunice Erdo Ortom, Ambassador Liberata Rutageruka Mulamula (MP), H.E. Ms. Nomagugu Simelane, Ms. Nonhanhla Khoza, Dr. Betty Kwoko Mgimba, Ms. Lindiwe Rakharebe, Dr. Jayne Onwomere, Mr. Aniekeno Mkpanang, Chief Dele Momodu, Mr. Moses Siasia, Lady Josephine Nwaeze, Engineer Lightness Salema, Prof. Margaret Kamar, Rasheeda Omolade-Sule, Mrs Yenwo Bertha, Ekemini Akpakpan and Zanele Tsambo.

Moderated by Professor Uduakobong Archibong, the conference was truly an inspiring and impactful experience for all attendees.

The Keynote address delivered by P.L.O. Lumumba.

The conference targeted issues around the role of Leadership in building equitable institutions, What women's productivity should look like, Socio-Economic development for gender equality, and Politics and Lawmaking as a vehicle for women inclusion.

This 2023 International Conference brought together female executives, professionals, political leaders and HeForShe ambassadors to further advance the leadership status of women in continent of Africa, by creating an empowering platform and harnessing the synergies of alliance.

There were participants from Tanzania, Nigeria, Cameroon , Kenya, Zambia, South Africa, Ghana and other African countries.

With more than a decade-long history of impact behind, the African Women in Leadership Organisation (AWLO) remains a powerful force to reckon with where the advancement of the African woman's leadership development is concerned.

Founded in 2009 through the visionary leadership of Hon. Dr. Elisha Attai, AWLO continues to impact countless women across the African continent and its diaspora.











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