



# Communication on Engagement

for

**Corporate Social Responsibility Awareness and Advancement  
Initiative  
(aka CSR-in-Action Advocacy)**

**May 2022 - June 2024**



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**20 June 2024**

**His Excellency  
António Guterres  
Secretary-General  
United Nations**

Dear Mr Secretary-General,

**Re: Communication on Engagement**

Corporate Social Responsibility Awareness and Advancement Initiative (CSR-in-Action Advocacy) signed on to the United Nations Global Compact (UNGC) in 2010; becoming part of the CSR-in-Action Group in 2015. Since then, we have utilised our expertise in advocacy to raise awareness about global sustainability and the work of the United Nations and the UNGC Principles. This has been achieved through various initiatives, including our bespoke programmes advocating for human rights for all people, with youth, women and communities, in particular, as well as training sessions.

During the reporting period, we also managed The Good Citizen Radio Show, which was instrumental in highlighting exemplary corporate citizenship; although we discontinued this programme in April 2023, but continued the community. The Show was broadcast on a prominent family radio station, InspirationFM 92.3, and gave individual and corporate citizens agency to showcase their commitment to responsible practices, civic engagement and development.

As an active member of the UNGC Nigerian local network, we fully understand the vision and mission of the UNGC and will continue to work diligently with the network to promote positive change in business practices across the nation.

We use this opportunity to reaffirm our commitment to the UNGC. We will continue to adhere to its Principles through advocacy, awareness generation, and the advancement of corporate sustainability. Our



ongoing research and capacity-building initiatives aim to ensure that this new phase of global sustainable development is actively pursued not only by organisations within our constituency but also by the general public.

Yours sincerely,

A handwritten signature in black ink that reads 'Bekeme'.

**Bekeme Masade-Olowola**  
Chief Executive



## 1 CSR-in-Action Background

CSR-in-Action Advocacy was established in 2010, and is part of a group of expressions consisting CSR-in-Action Consulting, our management advisory arm, and the College of Sustainable Citizenship, which is the training division of the Group. It stands as the foremost non-profit organisation in the region, driving a holistic approach towards awareness for and requisite action needed for embedding a sustainability strategy, driving development, and communicating progress. CSR-in-Action Advocacy aims to influence decisions that advance sustainability and collective social consciousness across Africa, based on the recommendations of the United Nations' Sustainable Development Goals (SDGs). Our work spans both private and public institutions, with a focus on good governance, collective action, corporate sustainability, and citizenship. We collaborate closely with businesses and governments in sectors such as oil and gas, mining, telecommunications, and financial services.

CSR-in-Action Advocacy particularly seeks to drive collective social action in Africa and globally towards creating sustainable shared value. This mission is primarily pursued through our flagship programmes: the Sustainability in the Extractive Industries (SITEI) Initiative, the Community and Human Rights Awards Africa, The Good Citizen Initiative, and the Corporate Sustainable Investor Report (CSIR).

Our Sustainability in the Extractive Industries (SITEI) Initiative, implemented annually over the past thirteen years, is a highly recognised and widely attended development-focused conference. This event provides a platform for communities to voice their concerns to their two major stakeholders: government and business. Expert speakers and panellists discuss and suggest improvements to newly implemented policies for better governance. The Conference typically attracts approximately 1,000 attendees over two days, with the primary aim of alleviating conflict through community education and re-engineering. This year, the initiative focused on the challenges faced by women within extractive communities.

Through these efforts, CSR-in-Action Advocacy continues to promote sustainable development and social responsibility, fostering an environment where both businesses and communities can thrive. CSR-in-Action Advocacy, in addition to the above, has had special consultative status with the Economic and Social Council of the United Nations (ECOSOC). With a strong presence in Africa, North America and a global



reach, CSR-in-Action Consulting is the leading consulting firm for corporate sustainability solutions and collective social responsibility strategy.

CSR-in-Action is the first private sector member of the United Nations Framework Convention on Climate Change (UNFCCC) in Nigeria, is a Global Reporting Initiative Certified Training Partner and our Consulting arm which works closely with business and public sector institution, is the first wholly Nigerian company to become an Assurance Partner of the Accountability AA1000AS.

## **2 Our Partner Organisations**

### **2.1 Ethica 360<sup>o</sup>**

Ethica 360<sup>o</sup>, a partnership with Zenera Consulting, helps organisations incorporate sustainability into their DNA to create a brand perception that meets reality when stakeholders interface with such brands. With this offering, we seek to help clients build brands that will stand the test of time through best practice in corporate ethics, international reporting standards and Corporate Social Responsibility (CSR).

Since rollout, we have worked with different organisations within and without government organisations such as the Federal Ministry of Petroleum Resources, Bank of Industry, and SystemSpecs, amongst others.

### **2.2 The College of Sustainable Citizenship**

The College of Sustainable Citizenship (CSC) is nine years old—established in 2015—to enhance our mission by focusing on capacity-building activities. This institution aims to deliver world-class executive education in sustainable governance to African professionals, driving national development and progress.

We are the leading organiser of internationally certified training licensed by the world-renowned Global Reporting Initiative (GRI) globally, among other workshops aimed at empowering various sectors. In 2017, we earned accreditation from the Centre for Management Development (CMD), Nigeria’s apex accreditation body. Additionally, we have continued our annual partnership with Access Bank to train at least 100 Civil Society Organisations (CSOs) each year; with the number exceeding 850 participants as of December 2023.



We offer general training services and customised training services to organisations. Our bespoke training programmes are tailored to meet identified needs and are appropriate to issues faced by organisations. Our courses are delivered by certified professionals and internationally recognised bodies, all of whom are experts in their fields.

Other training initiatives designed and delivered by CSR-in-Action personnel build their capacity for adherence to sustainability principles and consist of a wide variety of CSR-focused courses such as Embedding Sustainability Strategies Masterclass, Green Leadership for Climate Resilience: Carbon Management and Emissions Reduction, Advanced Community Engagement & Management Workshop and Senior Management Sessions on Sustainability and Impact Assessment, to name a few.

**Notable in Reporting Period:**

Through our College of Sustainable Citizenship, we anchored a five-day workshop, held in February 2024, for NNPC Upstream Investment Management Services (NUIMS) Sustainability Champions on awareness around sustainability reporting, covering the GRI Standards, IFRS and other sustainability reporting frameworks.

As the only GRI Certified Training Partner in Nigeria and Global Certified Partner as well as the pioneer sustainability-focused consulting firm in Nigeria, we were the best fit to deliver on the mandate to introduce participants to the concept of sustainability and sustainability reporting, to the delight of the diverse teams of circa 200 champions; with 92.6% rating the output very highly and 100% alluding to the proficiency of our Chief Executive.

**2.2.1 Global Reporting Initiative (GRI) and Sustainability Reporting**

CSR-in-Action is a Gold Member of GRI’s global community, as well as the only certified training partner in Nigeria, and is dedicated to empowering decision-makers everywhere to take action towards a more sustainable economy and world. We continue to raise awareness for key sustainability issues while also developing the capacity of companies to report on their advancements and achievements in their sustainability drive.



As a GRI Certified Training Partner, we train our clients on the GRI Standards framework which offers an integrated approach to reporting on other sustainability reporting frameworks, including the UNGC Communication on Engagement. Over the reporting period, we trained a large number of persons from different sectors, including oil and gas, media, manufacturing and other consulting firms.

CSR-in-Action has administered this training since 2011, being the first organisation to introduce the training in Nigeria and the only organisation within the country to train on the GRI to date. Our Chief Executive, Bekeme Masade-Olowola, is the first West African to be appointed to the board of the GRI. We have trained and written sustainability reports for many institutions.

**Notable in Reporting Period:** In the reporting period, CSR-in-Action Consulting held two Global Reporting Initiative (GRI) certified training courses virtually on Tuesday, 6th December, through Thursday, 8th December 2022, and on Tuesday, 18th July, through Thursday 20th July 2023. CSR-in-Action is the only GRI Certified Training Partner in Nigeria and a Global Certified Training Partner, covering all countries, including Canada, and the United Kingdom. In total, **15** participants were trained during the reporting year. The GRI Standards training was customised to meet the specific needs of participants and their organisations, employing diverse case studies to clarify key GRI concepts. This approach ensured a high level of understanding, maximised impact, and delivered 100% training satisfaction.

### **Sustainability Reporting for Professionals Training**

We successfully hosted our highly anticipated training session on *Sustainability Reporting for Professionals* on Thursday, the 4th of July 2024. This event brought together a diverse group of professionals committed to advancing their understanding and application of sustainability practices within their organisations.

Participants engaged in dynamic discussions, gaining valuable insights into effective sustainability reporting. The training covered essential topics such as data collection, analysis, and the integration of sustainability metrics into corporate practices. Attendees also learned about the key global standards and their peculiarities.





Thanks to all our participants from various business sectors, we solidified our position as the most experienced sustainability reporting team by successfully hosting the *Sustainability Reporting for Professionals*. All participants were unanimous in their feedback on all five parameters gauging the impact of the training. All also stated that they would strongly recommend the course and that their knowledge of global reporting standards increased after participating in the training.

In addition, another arm of our organisation, CSR-in-Action Consulting, was responsible for writing the GRI sustainability reports of companies such as Axxela Limited and Diageo (Guinness Nigeria) and provided assurance for companies such as Access Bank Holdings and Oando Plc sustainability reports.

### **2.3 CSR-in-Action Consulting**

CSR-in-Action Consulting is an African, North America and global reach consultancy dedicated to delivering long-term value to corporate entities through pioneering and bespoke sustainability strategies. Our services include networking, performance management, ethics infusion, and corporate character development.

We assist organisations in clearly defining their areas of focus, mapping out measurable metrics before implementation, and providing clear data collation processes. We guide them through the documentation, analysis, and reporting process, offering individualised services that result in the adoption of world-class standards by each business engaged.

Our extensive experience encompasses sustainability strategy development and implementation, sustainability reporting, social impact assessments, needs assessments, third-party assurance services, host community interventions, and non-financial audits. We have collaborated with both multinational and local businesses to help them achieve their sustainability mandates. Recently, we provided technical support to IHS (Nigeria) Limited, Axxela, Access Bank, and Diageo/Guinness Nigeria, among others.

CSR-in-Action Consulting remains committed to fostering sustainable practices and helping businesses create a positive social and environmental impact.



### **3 Aligning Our Impact with the UNGC Principles**

#### **3.1 Human Rights**

##### **3.1.1 The Community Engagement Standards**

CSR-in-Action developed the region's first community engagement framework, the Community Engagement Standards (CES), to ensure smooth and effective interactions between Oil and Gas companies and their host communities. The intervention that led to the creation of the CES was a project that addressed the broader need to reduce oil loss from refinery operations and oil theft.

The CES is a viable tool for delivering tangible and sustainable benefits to communities, including as a guide in the development of Community Development Agreements (CDAs), and to promote gender mainstreaming, being the first federal government-endorsed programme which advocates for 30% women representation in governance. Over the years, companies have engaged communities and sundry stakeholders, unfortunately with less than inspiring results, and so the CES aims to fill some of the identified gaps in earlier ones.

This research was made possible through the support of the Facility for Oil Sector Transformation (FOSTER II) in Nigeria, an organisation working to promote transparency and accountability in Nigeria's oil and gas industry and supporting the cause for extensive reforms that will address the complex challenges stalling the development of Nigeria's extractive sector as a whole.

In addition to adoption by the Federal Ministry of Petroleum Resources (MPR) the CES has been endorsed by private companies within the oil and gas sector. An endorsement video of Cecilia Aqua Umoren, CEO, Millenium Oil and Gas, can be found [here](#).

We have also embedded an explanatory video of the CES [here](#).

##### **3.1.2 The Community and Human Rights Awards**

The 2023 Community and Human Rights (CAHR) Africa Awards, pronounced "Car Africa Awards," marked the 5<sup>th</sup> edition of this prestigious ceremony. The 2023 CAHR Awards Africa was held alongside the SITEI Conference. It honoured individuals and organisations for their contributions to community development, human rights, environmental protection, and responsible leadership across Africa. The award winners



included Tendai Carlton Saunyama, Zimbabwe (Mallam Aminu Kano Award for Leadership), and Sabertha Zulu, Zambia (Hajiya Gambo Sawaba Community Impact Award—Individual).

Since its inception in 2019, CAHR Africa Awards have grown significantly. Initially featuring seven categories, the awards expanded to nine categories by the second year, introducing individual award categories. This growth led to a 300% increase in award nominations and a 1,000% increase in votes from the first year.

In its third year, CAHR Africa Awards broadened their focus from Nigeria to encompass the entire African continent, celebrating its diversity. The awards received over 100 nominations for the nine categories and garnered over 28,000 votes, presenting 27 finalists.

Ford Foundation and Global Rights have supported the vision of the CAHR Awards from the beginning and have remained steadfast partners each year. Additionally, our partner, Zenera Consulting, has played a crucial role in amplifying our impact by consistently telling our stories.

To buttress the credibility of the CAHR selection process, we had jurors from all walks of life – **Temitayo Ade-Peters**, Founder/Executive Director, Weforgood international; **Ichechi Okonkwo**, Founder/Executive Director, Victoria Crest Homes; **Ego Boyo**, Founder, Tempio Media Advocacy and Information Foundation; Chairman/Council Member, Mining Solid Minerals Group, Lagos Chamber of Commerce and Industry – who gave their heart and time gratis at a time when humans across the world were struggling to retain their humanity. The new jurors for the 2024-2026 tenure include; **Achaleke Christian Leke** a distinguished development, peacebuilding, and countering violent extremism expert from Cameroon; **Kate Henshaw**, an icon on stage, television, film, and society adeptly wears the hats of an accomplished actress, social advocate, and compassionate philanthropist; **Marr Nyang**, a Good Governance Advocate and founder of Gambia Participates; **Dr. Funmilayo Akinyele**, a dynamic and accomplished leader with a deep passion for nutrition, mental health, sustainable development, social justice, technology, and nonprofit work; and **Adeola Austin Oyinlade**, a lawyer, human rights and international law expert.

### **Notable in Reporting Period**

In 2023, The Apostle Hayford Alile Humanitarian Award, went to Mofoluwasho Monisola Liasu. Ms Liasu, a Lagos-based lawyer and disability advocate, has dedicated herself to supporting vulnerable individuals,



particularly parents of children with disabilities, children living with disabilities (CLWDs), and persons living with disabilities. Through her organisation, the Super Parents Foundation (SPF), she leads various interventions and programs aimed at making a positive impact in families. “I feel encouraged and inspired to do more. You know, I'm so inspired to do more and I'll keep doing, we'll keep doing more,” an excited Ms Mofoluwaso remarked.

Accountability Lab won The MKO Abiola Community Engagement Award for their relentless dedication to supporting young innovators to have creative ideas and drive in their communities. “With this award, we are very excited that it gives us the push to continue supporting the young innovators so they can create the change they want us to see in the communities”, Mr. Friday, the Country Director said as he received the award on behalf of the organisation.

The Mallam Aminu Kano Awards for leadership category went to Tendai Carlton Saunyama, founder and director of Elevation Zimbabwe. This organisation provides mentorship, training, and resources to young people who want to become positive agents for development. Mr Tendai personally mentored over 30 youths without any remuneration, has helped secure work, initiated startups and developed skills needed to succeed in life. His efforts have had a significant impact on the lives of many youths.

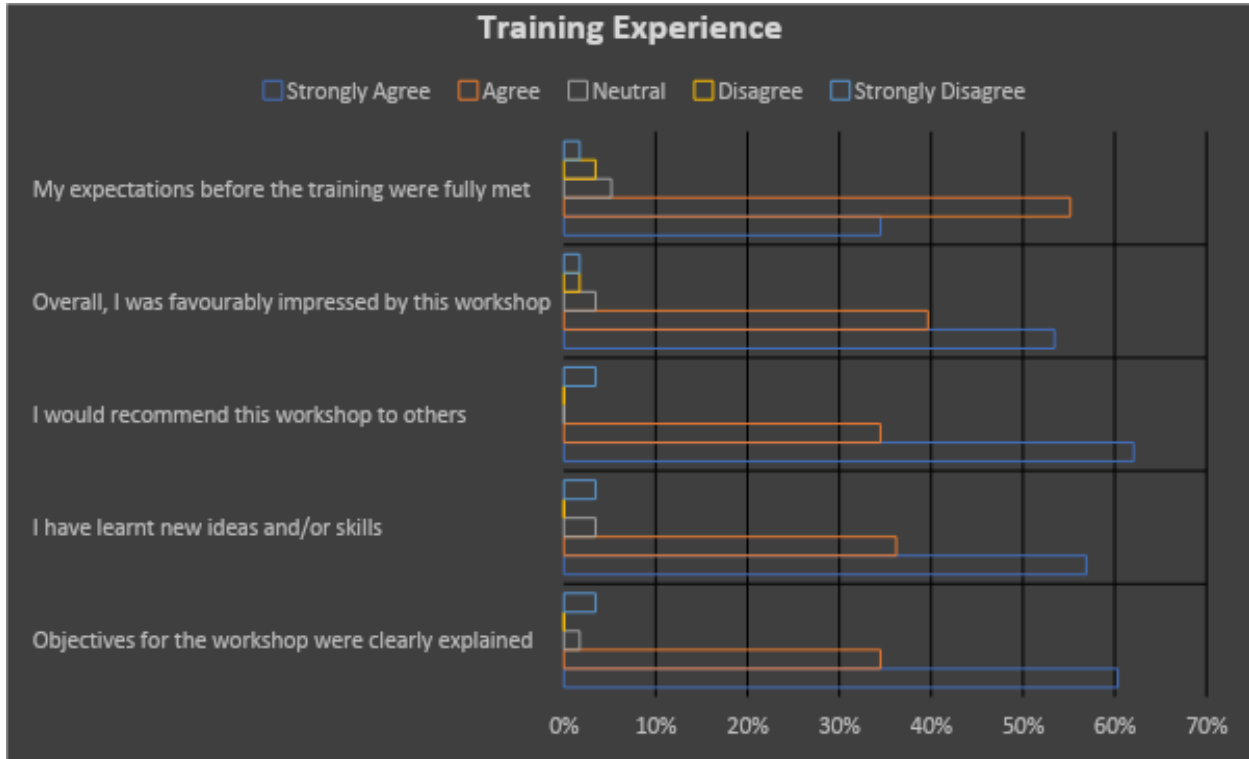
IHS Nigeria Limited—a leading TowerCo company—won the Josephine Nkemdilim Equal Rights Award for their work in implanting community initiatives such as the Project Clinic Without Walls initiative, reaching 11,289 beneficiaries across the 36 states and the FCT; the Digital Child-Friendly Community Initiative-Building Together, reaching 82 communities across 15 focus states with over 300,000 people including children; and the IHS Energy and Environment Hub - Lagos Innovates Center, providing a 700-seat capacity Energy and Environment Hub to tackle the cost of office and barrier to business entry faced by most MSMEs/Freelancers in Lagos.

More about the 2023 and past CAHR Africa Awards winners can be viewed [here](#).

### **CSR-in-Action and Access Bank C-PET Workshops**

The 2015 partnership between Access Bank and CSR-in-Action to develop the efficiency capacity for Civil Society Organisations (CSOs) in Nigeria, C-PET, is ongoing.

During the reporting period, all five indicators on training experience had over 90% agreement. This is on monitoring and evaluation with designing an effective logical framework.



This shows an overwhelming satisfaction of the participants for the training carried out. 91% of the participants were happy with the content of the training. This indicates the training slides were well thought out. 81% of the participants also agreed that the training tools were effective.

### Notable in Reporting Period

During the reporting period, we held four workshops where we trained over 270 CSO representatives from different parts of the country and West Africa. The **15TH C-PET- Crisis Communications for Non-Profits**, facilitated by **Ms. Tokunboh George-Taylor**, Managing Director Hill+Knowlton Strategies. The **16TH C-PET-The Sustainability Formula** - facilitated by **Osayi Alile**, CEO, Aspire Coronation Trust (ACT) Foundation. The **17TH C-PET- UN SGDs Compliance for Non-Profits** – facilitated by **Bankole Oloruntooba CEO**, Nigeria Climate Innovation Centre (NCIC). The **18TH C-PET, Love Quotient-** facilitated by **Mr. Damilola Oluwatoyinbo**, a distinguished consultant, coach, corporate trainer, and pastor.



### **Testimonials**

- The training was incredible. Tangible and relevant information was passed across. It was knowledgeable as well. Thank you for putting this together. ACT Foundation was the perfect link between NGOs and its beneficiaries. - **Oye Talabi, Executive Director, Talabi Diabetes Centre**
- Hosting/collaborating training like this is very encouraging for CSOs and NGOs, it creates a feeling of community for greater impact. - **Olayeni Maryam Temitayo, Executive Director, Conservative Environmental Growth and Development Centre (CEGDEC)**
- The training has been impactful and timely as I prepare for a new role. Learning to lead with love and empathy will make my new responsibilities more manageable. The facilitator's insights on self-love resonated with me – 'I owe myself first.' I anticipate implementing these lessons in my team. - **Lovette Ochicha, Sport 247 Network**
- *The training was informative and I [had] a change of mind concerning accountability and reporting for positive impacts.* - **Maxwell Ati, Executive Director, Synergy Care Development Initiative**
- The workshop has been a mind-expanding experience. Emphasising the Love Quotient in our work has challenged us to prioritise humanity over deadlines. The practical sessions and case studies provided a friendly atmosphere for learning and collaboration. I now understand the depth of impact we can make when we genuinely love ourselves and others. - **Opeoluwa Taiwo, Founder/CEO, Africa Bridge Initiative**

## **3.2 Labour**

### **3.2.1 Gender Equity**

At CSR-in-Action Advocacy, we believe that workplace gender equality is critical to our operations and the well-being of all of our employees. We strive to establish an atmosphere in which everyone, regardless of gender, has equal access to and enjoys the same benefits, resources, and opportunities. Our workforce is made of 55% females and 45% males, indicating that we have reached and exceeded our goal of increasing female representation.

We provide equal health benefits, leave opportunities, talent development, and other work-life benefits to both male and female employees. Additionally, we actively work to eliminate any barriers that hinder the full and equal participation of women in our workforce and leadership positions.



### **3.2.2 Empowering our People**

As responsible corporate citizens, we believe that it is our responsibility to support our people and to make the right investments in them. This informs our decision to lay importance on providing an environment that enables employees to build and develop competence in their area of speciality.

We provide opportunities to our employees to attend training and conferences and to lead at those events through speaking opportunities. We also provide weekly in-house training sessions for all employees bi-weekly. These sessions are facilitated by internal, and sometimes external, resource persons. The sessions address a wide range of issues such as interpersonal skill development, communication and sustainability, among others.

### **3.3 Environment**

#### **3.3.1 Cleaner Communities Initiative**

CSR-in-Action partnered with the It-Begins-With-U (IBWU) Foundation, a Canada-based non-profit organisation led by a volunteer team committed to fostering positive attitudinal change in Nigerian communities. Together, we are focused on giving back to the community through sustainable environmental projects. This partnership led to the creation of the Cleaner Communities Initiative (CCI), the core focus of the collaboration, with Junior Chamber International (JCI) — a global non-profit organisation for young people aged 18 to 40 — as a key partner.

The Cleaner Communities Initiative is aimed at driving cleaner neighbourhoods by encouraging and rewarding individual acts of humanity. The Cleaner Communities Initiative aligns with Goal 6 of the Sustainable Development Goals (SDGs) which is centred on sanitation, a green environment and healthy living for the longevity of life. Goal 6 has particularly been adopted by Nigeria for national development.

#### **3.3.2 Sustainability in the Extractive Industries Conference**

The Sustainability in the Extractive Industries Conference is our annual flagship event that brings together key stakeholders in the extractive industries to discuss critical issues and stimulate meaningful exchanges



of ideas and best practices. The stakeholders groups are carefully curated to ensure appropriate representation, particularly women, who suffer from lack of representation in the industries. The goal is not only to have equal representation but also to foster an environment where women can actively contribute to meaningful discourse and decision-making processes in these critical sectors.

The conference aims to identify effective strategies for improved development within the industries and local communities.

### **11th SITEI Conference**

The 11th Sustainability in the Extractive Industries (SITEI) Conference, themed: 'Holistic Inclusion in the Extractive Industries', was organised alongside the fourth annual Community and Human Rights (CAHR) Africa Awards, to resounding positive feedback and acclaim. This theme primarily sought to explore the reforms that are possible with the implementation of national government and multilateral best practices recommendations for mineral resources exploration such as the Petroleum Industry Act (PIA) and the Mining Act, with a focus on how the accruable benefits for suppliers, women, youth, businesses and communities are equally advanced.

The documentary, Earth Women, from the last reporting period, which painted a vivid picture of the lived challenges within these communities, continues to be a critical platform through which we are advancing our sensitisation drive to over 3,000,000 diverse stakeholders on the importance of the inclusion of women in governance processes, promotion of the understanding of community inclusivity, human and women rights and the advantages to community persons, businesses and government staff.

The Conference, as usual, featured notable industry, business and academic experts, including **Teshome Nkrumah, Deputy High Commissioner, Deputy High Commission of Canada; Idris Musa, Director General/Chief Executive, NOSDRA; Alero Onosode, Chair, Diversity Social Working Group; the Nigerian Content Development and Monitoring Board (NCDMB); Olayinka Mubarak, Group Head, Solid Minerals & Metals, Bank of Industry; Victoria Ibezim-Ohaeri, Executive Director, SpacesforChange; Hon. Dr. Okezie Kelechukwu, Executive Director, Neighbourhood Environment Watch (NEW) Foundation, Mrs. Ifeoma Uz'Okpala, Group Head, ESG and Other Non-Financial Risks, Bank of Industry, Dr. Franklin Ngwu, Director of Sustainability Centre and an Associate Professor of Strategy, Corporate Governance and Risk Management, Lagos Business School, Prof. Zacheus Opafunso, Registrar/CEO, Council of Nigerian**





**Mining Engineers, and Geoscientists (COMEG), and Bolarinwa Onaolapo, Energy Sector ESG Consultant,** all of whom spoke across two panel sessions. The first panel session was themed: *'The Petroleum Industry and Mining Acts and Their Relevance to Business Sustainability'* while the second was themed: *'Embedding ESG Practices in the Extractive Industries' Value Chain'*.

Several critical issues raised for immediate attention during deliberations at the Conference are:

- Women inclusion and leadership: Opportunities for women from host communities in decision-making continue to be undermined
- Diminished robustness of the PIA: The Petroleum Industry Act is not categoric in its empowerment of host communities
- Insecurity: While there are historic issues with security in oil and gas, there was particular concern for the burgeoning issues of insecurity in the Nigerian mining industry.
- Poor ESG practices in institutions: There appears to be an impediment to ESG entrenchment in the different levels of government and organisations. And speakers called for increased investment in environmental, social and corporate governance practices in the industries.

### **12th SITEI Conference**

In 2023, CSR-in-Action Advocacy, in collaboration with key partners, including the Ministries of Petroleum Resources, Mines and Steel Development and Environment, Nigeria Extractive Industries Transparency Initiative (NEITI), and with funding from Ford Foundation and Access Bank and in kind from Zenera Consulting, organised the 12<sup>th</sup> SITEI Conference, themed: ***'The SDGs and the Extractive Sector: Aligning Governance, Policies and Practices'***, at Four Points Hotel, Victoria Island, Lagos. This theme primarily seeks to highlight the importance of aligning governance structures, policies, and practices within the extractive industries with the goals and principles outlined in the Sustainable Development Goals (SDGs), which is crucial for ensuring that the extraction of natural resources is done sustainably and responsibly, minimising negative social and environmental impacts while promoting positive contributions to development.

Notable experts participated in two-panel sessions: ***"The Importance of the Energy Transition for a***



***Cleaner and More Sustainable World: The Role of Women"*** and ***"The Importance of Strong Institutions to Economic Growth."*** Efforts were made to ensure gender balance among panellists, achieving a ratio of 50:50 in Panel One and 60:40 in Panel Two, favouring women.

The initiative leverages existing socio-cultural networks that address the specific needs of women and organises various activities, including training sessions, a radio drama catering to different language needs, and a documentary to enlighten both women and men, including community leaders and gatekeepers. These efforts aim to drive awareness and demand for inclusion, as well as fiscal and social justice.

A major highlight of the 12<sup>th</sup> SITEI Conference was the launch of the PIA Report on Women Inclusion.

### **A Review of the Petroleum Industry Act (PIA) till Date**

We conducted academic research to produce a comprehensive report titled ***"Inclusion Practices in the Implementation of the Petroleum Industry Act (PIA) in Nigeria's Host Communities: A Closer Look at Our Women."*** The research involved over 600 participants in three states of the Niger Delta region: Akwa Ibom, Delta, and Rivers. Each state had two oil-producing communities selected based on their production capacity.

The study, conducted from April to August 2023, identified critical shortcomings in the PIA's implementation, including a lack of comprehensive needs assessments by oil companies and a gender imbalance in leadership positions. The report highlighted low awareness of the Host Community Development Trust (HCDDT) among communities and inadequate knowledge about gender diversity and women's inclusion in decision-making processes.

### **Key Findings**

#### ***1. Implementation of the PIA by Oil Companies in the Niger Delta Region***

The awareness level for the Petroleum Industry Act was considerably high in Mkpanak (75%) and Ekpene (65.5%) communities in Akwa-Ibom as well as in Ugborodo (73%) in Delta, moderately high in Kwawa

(52%), in Rivers, but low (8.5%) in Buan in Rivers, and Oleh (15.5%) in Delta. While there seemed to be an appreciable level of awareness of the Act in some communities, needs assessments by oil communities were not done before programme implementation in some communities. This had adverse implications for the implementation process.

Findings also revealed a low level of awareness of the Host Community Development Trust (HCDDT) across five communities except in Ugborodo. In two specific communities—Oleh and Ugborodo—both in Delta State, there was considerable awareness about the Nigerian Upstream Petroleum Regulatory Commission (NUPRC) (55% and 71.5%) and the Upstream Environmental Remediation Fund (74% and 73%, respectively).

### *2. Gender Equity in PIA Implementation by Oil Companies*

Majority of the respondents (70.6%) reported low support from oil companies in the six selected host communities in the three states regardless of gender. However, in Oleh, Delta State, four out of 25 listed programmes benefitted more females. The perceived number of implemented programmes were generally rated low, buttressing the notion that the oil companies were far from adhering to the provision of the PIA in performing their social responsibility to their indigenous communities. Seeing as the establishment of the implementation structures for the PIA were yet to be completed, it was impossible to determine whether women would intentionally be included in PIA committees.

### *3. Relationship between Women's Participation in Decision-Making in the Oil and Gas Industry and Selected Variables*

To establish the relationship between women's participation in decision-making and some of the variables analysed in the study, a correlation analysis was carried out. The findings showed the status and overall situation of the relationship between the women's participation in decision-making and their awareness of the PIA, the effect of the oil companies' activities on their socio-economic well-being and the benefits they derived from the programmes of the oil companies.

There was a significant relationship between the participation of the women in decision-making in the communities and their awareness of the PIA, the effect of the activities of the oil companies on their socioeconomic well-being, and the benefits from the implemented programmes of the oil companies.



However, while a positive relationship was observed between their participation in decision-making and their awareness of the PIA, for the other two variables, the relationships were negative. This suggests that the activities of the oil companies had not shown the desire to promote women participation in decision making. They have not been empowering women to engage decision making processes. The analysis also showed a positive significant relationship between their participation in decision-making and awareness in Delta, while that of Rivers is not significant, and for Akwa Ibom a negative relationship was shown at a significant level. Similarly, a positive significant relationship was established between women's participation in decision-making and the effect of the oil companies' activities on their socioeconomic well-being in the communities in Delta and Rivers, while that of Akwa Ibom was negative.

The findings implied that women's involvement in decision-making was associated with increased awareness of the PIA and increased benefits from oil company programmes in the Niger Delta, with the exception of Akwa Ibom State. This means that although the relationship was significant, it was not yielding the desired outcomes to foster a positive relationship. Qualitative and desk study suggest that this negative relationship is attributable to barriers that impede women's participation and access to benefits. These include the limited number of girls that have access to education and a male-centric culture that silence female voices in community structures. The poor needs assessment done before the community programmes were carried out in the state was also an important factor.

At the time of this research, the establishment of the implementation structures were yet to be completed, although it was observed that the community displayed insufficient knowledge about the structure of the HCDT and the process of establishing them, and no plans around women's inclusion in decision-making.

Please see the Executive Summary of the PIA Report, full list of SITEI speakers and CAHR Africa Awards winners at <https://www.sitei.org/>.



## **4 ANTI-CORRUPTION**

### **4.1 The Good Citizen Initiative**

Our flagship advocacy project for patriotism, anti-corruption, unity, accountability and unity was launched in 2015. Through the Good Citizenship Initiative, we advocate for collective action as a strategic response to a perceived scarcity of responsible citizenship in Nigeria. With a vision of being 'One Nigeria', we are making the necessary effort to promote positive values and good neighbourliness amongst Nigerians through various education and awareness creation.

In December 2021, we hosted, in partnership with IBWU Foundation and JCI, a give-back campaign during the yuletide season to spread the joys of Christmas to everyone within the Ajah environs of Lagos through the donations of non-perishable items. During this event, we spoke with the children about the value of honesty and good behaviour in their native languages and distributed free copies of our Good Citizen books.

#### **4.1.1 The Good Citizen Show**

The Good Citizen Show, a radio show conceptualised, designed and produced by CSR-in-Action, aimed to inspire Nigerian citizens to adopt good ethics and values that would bring about the transformation of our nation.

The Good Citizen radio show, which began airing in May 2018 and concluded in April 2023 after over 200 episodes, was hosted by our Chief Executive, focused on value-system reorientation through active citizen participation and strong multi-institutional partnerships. Covering critical topics such as transparency and accountability, entrepreneurship and innovation, political awareness, environmental management, and unity, the show targeted children, adolescents, and youth. Its aim was to instil core values and promote social responsibility across these age groups.

The Good Citizen Show was sustainably sponsored by Aspire Coronation Trust (ACT) Foundation, a grant-making organisation established in 2016 to support local, national and regional non-profit organisations working to address challenges and associated vulnerabilities across the African Continent.



The Good Citizen Show, which ended in April 2023, previously aired every Friday at 5:30 p.m. on Inspiration 92.3FM, a family radio station, thrives on the re-orientation of youth, redirecting their vision and goals and giving hope for sustainable self-development based on a values-driven generation. During its run, the show attracted between 300,000 to 550,000 monthly tune-ins, offering a platform for intensive studio discussions on critical topics. These discussions explored various aspects of citizenship, such as leadership, democracy, gender equity, tax compliance, and waste management, fostering a deeper understanding of civic responsibilities and societal issues.

### **Contact CSR-in-Action Group**

**For more information about CSR-in-Action, please visit:**

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