



Unions Defending Human Rights, Climate Justice and Quality Public Services for internally displaced persons (IDPs)

Project Training and Planning Meeting

**Denise Hotel, Abuja, Nigeria
30th May – 2nd June 2023**

I. Background

In the last ten years, global forced displacement has remained at an all-time high and has been reaching unprecedented levels every year. The UN Refugee Agency (UNHCR) estimates that in mid-2021, 84 million people have been forcibly displaced due to armed conflicts, generalized violence and human rights violations. More than half are internally displaced persons (IDPs) estimated at around 59.1 million. Like refugees, IDPs are people fleeing from violence and conflicts, only that they remain within their countries' borders. Both share the agony and costs of being driven from their homes.

Conflicts and disasters are the main drivers of internal displacement worldwide. In the past two years that the world was struggling with the COVID-19 pandemic, forced displacement was also rising. Along with unabated wars and conflicts, climate-related disasters such as droughts, desertification, wildfires and flooding were displacing millions of people and with disproportionate impacts on the poor who are the most vulnerable.

Africa is the continent with the largest number of IDPs in relation to the population. 9 of the 24 countries with the highest rate of displacement are in Africa. Nigeria is the country that hosts the largest population of IDPs within West Africa. With a population of 216 million, Nigeria has 3.2 million IDPs at the end of 2021. Since 2009, violent attacks from the Islamic extremist group, Boko Haram, and more recently, its breakaway group, the Islamic State's West Africa Province (ISWAP) have resulted to around 35,000 deaths and displaced more than 1.8 million people in Adamawa, Borno, and Yobe states, with the vast majority (nearly 1.5 million) located in Borno.

IDPs in Nigeria are living in very poor and insecure conditions. Reports showed that 4.4 million are food insecure in Borno, Yobe and Adamawa States, of which 1.1 million are severely food insecure in Borno and Yobe. Over 2,000 children are suffering from life-threatening severe acute malnutrition. The population has no access to water and healthcare. Access to public services, such as shelter, health, education, safe water and sanitation, is the most pressing and urgent concern in the IDP camps and in the host communities.

Based on figures from the World Health Organization (WHO), health facilities have been targeted during the conflict, restricting access to basic services and deterring health care workers from working in areas where they are most needed. Since the conflict started, 72% of the health centres have been damaged or destroyed in Yobe and 60% in Borno.

As a result of internal displacement both within and outside the state, the numbers of health workers in Borno and Yobe have drastically dropped, thus making it difficult to render quality healthcare at the IDP camps. Most people were attacked in their workplaces and many of the workers were killed. Primary health care centres were the worst hit, workers were attacked, kidnapped, and killed. Various IDP camps have sprung up, both officially recognized and unofficially recognized, leading to several health challenges resulting from congestion and poor waste management. Workers who were displaced were traumatized. Workload has become unbearable, as health workers work 24-hour shifts. Workers were forced to migrate en-masse to the capital from all the other local governments for security reasons. In the host communities, basic public services like schools and hospitals were overstretched and could not adequately take care of the sudden increase in population. The government did not provide social security for public servants, thus workers who were killed doing their official assignment or lost loved ones and/or properties did not receive any form of compensation from the government. With the movement to the cities coupled with loss of property and income, it became difficult for workers to make ends meet. Health workers in the camps were not provided with benefits. All this was happening as the COVID-19 pandemic struck in 2020, further aggravating the lack of access by the displaced populations to essential public services and the difficult working conditions of frontline workers.

In response to the situation of internal displacement in Northeast Nigeria, Public Services International (PSI), with the support of U2U and PSI Swedish affiliate, ASSR, started a project in 2020 aiming to build the capacity of PSI health and social care sector unions, namely the National Association of Nigerian Nurses and Midwives (NANNM) and Medical and Health Workers Union of Nigeria (MHWUN) to defend the human rights of IDPs to quality public services. While the project has been very valuable in building the capacity of PSI unions, it concludes in 2022, when internal displacement in Nigeria remains a major problem. The compounding challenges brought by conflicts, climate crisis and covid, or what can be dubbed as the Triple C's, are now the main drivers of displacement and will continue in the coming years. From the perspective of PSI, these three compounding crises are interlinked with the social, economic, political and environmental factors affecting daily life. Faced with these new challenges, a strengthened role and capacity of health and social care sector unions in addressing internal displacement is crucial.

II. Objective of the Project

The overall objective or "end-change" that the project wants to achieve is for PSI health and social care sector unions in Nigeria to have a strengthened role and capacity in addressing internal displacement from the perspective of human and labour rights, climate justice and access to quality public services. PSI health and social care sector unions play a unique role as they represent workers providing services to IDPs and their host communities, while they also defend human and labour rights of workers, including IDP workers. While the previous project has began building union capacities and have generated significant results, these capacities and role of health and social care sector unions need to be strengthened. Internal displacement is a major phenomenon in Nigeria. It is a continuing challenge and further exacerbated by conflicts, the climate crisis and covid, and possibly other future pandemics.

The project is designed to carry out strategies at two levels, 1) At the policy level, by bringing the voice of PSI health and social care sector unions in addressing the broad issue of internal displacement, as driven by the Triple C's and its impact on the economic, social, political and environmental situation; and 2) At the practical level, by unions addressing and improving the conditions of health and social care workers at the frontlines who are affected by internal displacement, including those health and social care workers who are themselves IDPs.

Main strategies will include carrying out a mapping and participatory research to engage workers in investigating the situation, development of training materials, carrying out training and capacity building workshops, engaging in advocacy and alliance building, pursuing social dialogue with government and employers, organizing health and social care workers, including those who are IDPs themselves, representing them and negotiating for their human and labour rights.

Partners in the project are the two PSI health and social care sector unions in Nigeria, namely the National Association of Nigeria Nurses and Midwives (NANNM) and the Medical and Health Workers Union (MHWUN), together with PSI Swedish affiliate, ASSR. However, with the increasing challenges of internal displacement in Nigeria, both driven by conflict and climate disasters, it is deemed important to include as much as possible all PSI affiliates in Nigeria as everyone is now directly or indirectly affected by internal displacement.

Moreover, as this project touches on the climate crisis, coordination and synergies will be ensured between this project and the project on climate change and just and equitable transition, which is also supported by U2U.

Overall Objective

PSI health and social care sector unions in Nigeria have strengthened their role and capacity in addressing internal displacement from the perspective of human and labour rights, climate justice and access to quality public services.

Objective 1

Unions are incorporating human and labour rights, climate justice and the defence of quality public services for IDPs into their union agenda.

Objective 2

Unions are leading advocacy and alliance building at the national level on the issue of internal displacement.

Objective 3

Unions are organizing health and social care workers, including those who are internally displaced, representing them and defending their human and labour rights.

Project Activities:

2023

- Activity per country and/or regional
- Project Orientation/Planning/Participatory Research Training
- Mapping and Participatory Research
- Development of Training Materials (Hybrid)
- 3 Capacity Building Workshops
- Advocacy on IDP Law at Federal and State Levels
- Production of Video and Posters (Hybrid)
- 20 June World Refugee Day Event (Hybrid)
- 19 Aug World Humanitarian Day (Hybrid)
- 3 Project Monitoring Meetings (Hybrid)

2024

- Project Planning and Evaluation
- Development of Training Materials (Hybrid)

3 Capacity Building Workshops
Advocacy on IDP Law at Federal and State Levels
5 Advocacy Visits at State & Local Government Levels
Production of IEC Materials (Hybrid)
20 June World Refugee Day Event (Hybrid)
19 Aug World Humanitarian Day (Hybrid)
Workshop to Prepare Organizing Plan (Hybrid)
3 Organizing Workshops
3 Project Monitoring Meetings (Hybrid)

2025

Project Planning and Evaluation
Development of Training Materials (Hybrid)
3 Capacity Building Workshops
Advocacy on IDP Law at Federal and State Levels
5 Advocacy Visits at State & Local Government Levels
Production of IEC Materials (Hybrid)
20 June World Refugee Day Event (Hybrid)
19 Aug World Humanitarian Day (Hybrid)
Workshop to Prepare Organizing Plan (Hybrid)
3 Organizing Workshops
3 Project Monitoring Meetings (Hybrid)

III. Agenda of the Meeting

The four-day project launch, orientation/training and planning meeting will be organized on the following agenda:

1. Provide an orientation to the project, including a review of the project objective matrix, risk analysis matrix and the proposed activities for 2023-2025;
2. Carry out a short training on advocacy strategies;
3. Conduct a training on mapping and participatory research;
4. Organise an interactive panel and exchange of information with government agencies, international agencies and other stakeholders on the issues and challenges surrounding internal displacement in Nigeria.

IV. Participants

Meeting participants are elected leaders, staff and members of NANNM and MHWUN from national, state and local government levels, leaders of other PSI affiliates, the Project Management Committee (PMC) consisting of the General Secretaries of the two unions (MHWUN and NANNM), state secretaries of the two unions in Borno and Yobe States, the National Project Coordinator, the two Field Coordinators assigned in the two states, PSI staff, invited resource speakers from government agencies, international agencies, and experts. Expected number of participants: 50.

V. Programme

Day 1 – Tuesday 30th May 2023	
Project Orientation and Planning Workshop	
9:00 – 13:30	
Welcome Remarks and Introduction of Participants	
<ul style="list-style-type: none">• Sani Baba, PSI Regional Secretary for Africa and Arab Countries• Moradeke Abiodun-Badru, PSI Project Coordinator• Genevieve Gencianos, PSI Migration Programme Coordinator	
Fraternal Messages	
<ul style="list-style-type: none">• Maria Ostberg-Svanelind, ASSR International Secretary• NANNM, MHWUN, PSI Affiliates	
Project Orientation	
<ul style="list-style-type: none">• Review of the Project Objective Matrix – Genevieve Gencianos• Discussion	
Group photo	
Tea Break	
13.30 – 14.30 Lunch	
14:30 – 17:30	
Project Orientation	
<ul style="list-style-type: none">• Review of the Risk Matrix – Moradeke Abiodun-Badru• Discussion	
Project Planning	
<ul style="list-style-type: none">• Review of Proposed Project Activities (2023-2025) – Genevieve Gencianos• Discussion	
Project Structure and Administrative Matters – Moradeke Abiodun-Badru	
<ul style="list-style-type: none">• Field Coordination (FCT, Borno, Yobe, Bayelsa, Kaduna)• IDP Tracking and Monitoring• Project Monitoring• Project Reporting, Finance and Audit	
Other Issues – Moradeke Abiodun-Badru	
19:00 - Dinner Reception	

DAY 2 WEDNESDAY 31st May 2023

Panel Event and Advocacy Workshop

Panel Event:

Unions Defending Human Rights, Climate Justice and Quality Public Services for internally displaced persons (IDPs)

9:00 AM -12:00 PM - Programme

- Opening prayers
- Introduction of guests
- Welcoming Remarks – PSI Secretary for Africa and Arab region, Comrade Sani Baba
- Overview of the PSI projects on Migration, Refugee and Internally displaced persons, by PSI Migration Programme Coordinator, Sister Genevieve Gencianos
- Objectives of the meeting by Moradeke Abiodun-Badru, National Project Coordinator
- Address by Maria Ostberg-Svanelind - International Secretary, ASSR Union in Sweden
- Goodwill Address/Fraternal Messages
- Address by Comrade Peters Adeyemi, Vice President of PSI, to declare the Workshop Open
- Panel Session: NHRC, ILO, UNHCR, NEMA, NCFRMI, NLC, NANNM
- Wrap-up/Closing of the panel event
- Group Photo

12.00 – 12.30 - Tea Break

Advocacy Training

Objective

The Advocacy training aims to enhance the capacity of Trade Union leaders on relevant strategies and tools in building effective advocacy and campaigns.

12:30 – 13:30: Introduction to Advocacy

- Participants introduce themselves and share their advocacy experience
- Facilitator explains what advocacy is and its importance
- Participants learn about different types of advocacies, such as policy advocacy, grassroots advocacy, media advocacy etc
- Facilitator discusses the benefits and challenges of advocacy work
- Facilitator discusses the importance of ethics in advocacy work,
- Participants learn about the risks of advocacy work and the importance of self-care
- Facilitator provides resources and tips for taking care of oneself while doing advocacy work

13:30 - 14:30: Group Lunch

14:30 -15:30: Advocacy Tactics and Tools

- Facilitator presents different advocacy tactics and tools, such as campaigns, lobbying, organizing rallies, using social media, creating petitions etc.
- Participants discuss the pros and cons of different tactics and tools and brainstorm how to incorporate them into their advocacy strategy

Messaging and Communications

- Facilitator discusses the importance of messaging and communications in advocacy work
- Participants learn about different communication channels, such as email, phone calls, social media, and press releases
- Facilitator provides tips for crafting compelling messages and communicating with different audiences

15:30 - 16:30: Developing an Advocacy Strategy for the trade union

- Facilitator explains the steps involved in developing an advocacy strategy.
- Participants work in small groups on identified issues they want to advocate for and develop a strategy to achieve their advocacy goals

16:30 – 17:30: Advocacy in Action

- Participants work in small groups to practice their advocacy skills
- Each group prepares and presents a mock advocacy campaign using the skills and tools they learned during the training
- Facilitator leads a brief closing activity, such as a reflection or gratitude exercise
- Participants have the opportunity to provide feedback on the training and suggest improvements for future training

DAY 3 THURSDAY 1st June 2023

PSI Training on Mapping and Participatory Research on the Nigeria IDP Project

8:30 - 11.30

Introductions and expectations

Overview of the participatory research: aims and Methodology

Introduction to PSI participatory research on internal displacement

Introduction to the questionnaire and interview

Tea Break

Introduction to focus group discussion

Role play of a focus group discussion

Drawing up case studies/practical examples

14:00 – 15:00 - Group Lunch

15:00 – 17:00

Report-Back

Assigning research tasks to peer researchers.

Discussions

Synthesis and Conclusion

Close of Meeting

Day 4 – FRIDAY 2nd June 2023

10.00 - 13.00

Review of Project Workplan

Wrap-Up

Any other business