

INDORAMA - NIGERIA

# IMPACT

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OCTOBER 2021 ISSN NO: 2449-0679

# 15 YEARS *of* INDORAMA'S

*Multiple Benefits to Nigeria!*

House of Reps' Committee  
Reiterates Indorama as a  
Success Story!

NDLEA Commander  
"We are proud of  
Indorama"

Minister of Interior Lauds  
Indorama's Huge Investment  
and Employment

*Indorama Showcases Nigeria's Great Potential*

## *Celebrating Nigeria @ 61*



*President Muhammadu Buhari*



*Gov. Nyesom Wike*



*Manish Mundra*

**Nigeria gained political independence from Britain on 1st October 1960; so, this year, Nigerians and the Government are marking its 61st birthday or what is generally called the independence anniversary. Our expansive petrochemicals complex has always been decorated with the green-white-green colours as part of our corporate citizenship.**

Independence is a thing of joy and celebration, introspection, Thanksgiving and a feeling of freedom. We at Indorama-Nigeria have a way of celebrating Nigeria's independence anniversary in a unique way. Without any doubt, Nigeria is a great country of great people, abundant natural resources, amazing cultures and languages, high population, highly arable land mass, favourable weather condition, among others.

We sincerely believe that Nigeria is a great country and ought to be celebrated.

Dear reader, join us in this celebration of Nigeria at 61.

This is something we started seven years ago by publishing a special edition of our Indorama - Nigeria IMPACT magazine dedicated to identifying the great potential of Nigeria. Last year, we missed publishing the special edition to mark the Diamond celebration (60th independence anniversary) as a result of the Coronavirus (COVID-19) pandemic.

In 2017, we innovated the idea by publishing the special edition and much more – holding a physical event, organizing various sporting competitions including a unity marathon race; inviting a distinguished guest speaker to give a lecture on a related topic, cutting an independence anniversary cake designed in green and white colours and arranging a special anniversary luncheon for employees.

This year, the resurgence of the third wave of Coronavirus would not allow us to hold any physical event but we have come up with our special edition, which reminds all Nigerians that their country is abundantly blessed by God; that there is need for peaceful co-existence; that there is unity in diversity, and that brotherliness and love conquers all evil.

In peace and unity, Nigeria will achieve more greatness and progress! On this note, I wish to congratulate all Nigerian employees and associates of Indorama-Nigeria on this auspicious occasion.

I also respectfully felicitate with all Nigerians and indeed the President of the Federal Republic of Nigeria, His Excellency, Muhammadu Buhari, GCFR, and our host governor, His Excellency, Chief Barr. Nyesom Wike, CON, GSSRS, PoS (Africa) as well as the Government and good people of Rivers State.

Happy 61st Independence Anniversary! Long Live Federal Republic of Nigeria!!

**MANISH MUNDRA**  
Managing Director (Nigeria),  
CEO (Africa)

**Re: "How Indorama is Helping Nigeria to Fight Covid-19"**

Your letter dated 26th May 2021 on the above subject matter refers, please.

The Secretary to the Government of the Federation (SGF) wishes to commend the resilience and patriotism your Company (Indorama) has shown in our collective fight against the greatest pandemic of Public Health concern of our generation.

The SGF particularly notes the establishment of two Molecular Laboratories and Isolation Centres, built and equipped by Indorama-Nigeria as well as

efforts to ensure vaccination of both staff and associates. While we look forward to your sustaining these laudable initiatives, be assured of the Secretary to the Government of the Federation's support for your efforts for which periodic updates will be appreciated.

Please, accept the assurances of the Secretary to the Government of the Federation's esteemed regards.

**Andrew, David Adejo**  
*Permanent Secretary, Political and Economic Affairs Office.  
Office of the Secretary to the Government of the Federation  
Three Arms Zone, Maitama Abuja*

**Re: "How Indorama is Helping Nigeria to Fight Covid-19"**

The Nigerian Maritime Administration and Safety Agency acknowledges receipt of your letter dated 26th June 2021 on the above referenced subject and a copy of the current edition of your organization's magazine, Indorama-Nigeria IMPACT.

While thanking you for the kind gesture, please accept the Director-General's esteemed regards.

**Olabisi George**  
*Principal Legal Officer  
For: Director- General/CEO  
NIMASA, Apapa-Lagos*



**Editor's Note**

Dear All,

Last year, the Coronavirus (COVID-19) pandemic couldn't allow us to hold our normal Nigeria's Independence celebration here in Indorama-Nigeria or publish our Special Edition of IMPACT magazine to celebrate Nigeria's Diamond independence anniversary. This year, we are back fully to celebrate Nigeria at 61 with special stories and articles.

Our Managing Director, Mr Manish Mundra, opened the celebration with a message to all employees of the company; all Nigerians, our host State Government, Rivers State and the Federal Government, felicitating with all Nigerians on this special day; specially with

President Muhammadu Buhari and Governor Nyesom Wike.

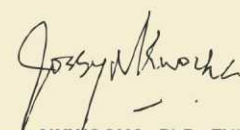
Our Editorial Board decided to garnish the Special Edition with two Cover Stories namely "15 Years of Indorama's Multiple Benefits to Nigeria!" and a Pictorial display of the Greatness of Nigeria across the Country". You will find them quite interesting.

Prior to this celebration, the House of Representatives' Committee on Privatisation and Commercialisation came calling. So also were the Minister of Interior, Ogbeni Rauf Aregbesola; and the Commander of the National Drug Law Enforcement Agency (NDLEA), Rachael Shelleng. The visits opened their eyes to how Indorama is making

Nigeria proud. We got some of our staff to do special articles to celebrate Nigeria at 61 and identify areas where our country can leverage on to become a greater nation. They are all listed on our Contents' page, and I urge you to enjoy the insights they provide.

I wish everyone Happy 61st Independence Anniversary celebration!

**Long Live the Federal Republic of Nigeria!**



**Jossy NKWOCHA**, PhD, FNIPR  
Head of Corporate Communications/  
Special Adviser to the Managing Director

Please send your reactions to articles published in this edition of the magazine. We shall publish such reaction or comments in the Letters to the Editor's column of our next edition of Indorama-Nigeria IMPACT Magazine.  
**PMB 5151, Port Harcourt.**

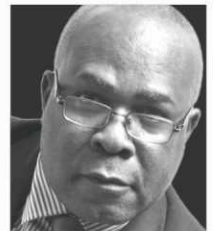
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*Multiple Benefits to Nigeria!*

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### Minister of Interior Lauds Indorama's

*Huge Investment, Industrialization and Employment Opportunities in Nigeria!*



08

**'To be Candid, we are very Proud of Indorama; and Happy to be part of the Indorama Success Story!**

— NDLEA Commander



Managing Director, Indorama Nigeria and CEO, Africa  
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**Published by**  
Indorama-Nigeria Corporate Communications Dept.  
Phone: 081 5040 3021  
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[www.indoramaeleme.com](http://www.indoramaeleme.com)    [www.indoramafertilizers.com](http://www.indoramafertilizers.com)

PRINTED BY  **Biz Pages Limited**  
37 Wogu Street, D-Line, Port Harcourt.  
08033102821, 08064017555, 08055807709

# House of Reps' Committee Reiterates Indorama's Success Story of Privatisation!

**The House of Representatives' Committee on Privatisation and Commercialisation has reiterated the fact that Indorama, the core investor of the old Eleme Petrochemicals Company Limited (EPCL) remains the best success story of privatisation in Nigeria.**

By CHINEDUM EMEANA



**Mr. Jindal** (standing) making a presentation to the visiting House of Reps' members.

This statement was made on Monday, 16th August 2021, when the Committee visited Indorama-Nigeria on very short notice.

Deputy Chairman, Hon. Kolade Victor Akiyo, who led the team, stated that the National Assembly still has oversight over all privatized enterprises in spite of the fact that such organisations may have completed their post-acquisition period of supervision by the Bureau of Public Enterprises (BPE) and the National Assembly.

Despite the impromptu nature of the visit, the Indorama Management team was ready to receive the seven Hon Members, the Committee Clerk and his Deputy; four BPE officials and the Committee consultant.

Mr Munish Jindal, the Chief Executive Officer of Indorama Eleme Fertilizer & Chemicals Limited (IEFCL) made a very detailed PowerPoint presentation covering all aspects of the plants' operations, Indorama's footprints globally, the company's successes, and

how the company contributes 3 billion US Dollars to Nigeria's Gross Domestic Product (GDP), while it has invested a total of 6.4 Billion USD in the Nigerian Economy over the past 15 years.

He said the company would have invested another 3 billion USD by the end of 2025 to realize its vision of making Nigeria the petrochemicals and fertilizer hub of Africa.

Thereafter, there was a robust session of questions and answers.

Speaking on behalf of the committee, Hon. Akiyo reiterated its position that Indorama Eleme Petrochemicals Limited has not disappointed the Federal Government since it emerged as the preferred investor for the erstwhile EPCL in the government's privatization programme.

"We are impressed with the presentation by the CEO especially with regards to the humongous investment they have made and revitalization of the industry that they have recorded."

"Indorama's prompt payment of taxes to the Federal Government and dividends to all equity holders are also quite commendable. So, for me, Indorama remains the best success story of the privatization policy of the Federal Government."

He urged the company not to rest on its oars, urging the management to do more for the benefit of the Nigerian economy and the society at large.

"We also encourage Indorama to continue to engage the local communities and add value to their well-being.

"As a Committee, we will look into all the challenges which the Management has presented to us", he said.

Other members of the committee in attendance were Hon. Matari Dandaise, Hon. Ikem Uzoma Abonta, Hon. Amos Magaji, Hon. Benjamin Mzondu, Hon. Ojerinde Olumide and Hon. Musa Umar Garo.

They were accompanied by Mr. Aminu Gwarzo and Mr Samuel Nathaniel, clerk and assistant clerk of the committee respectively, as well as Mr. Chris Nathaniel, a consultant to the committee.

Also on the visit were four BPE officials namely Mr. Segun Adeyemi (Director), Dr. Joe Anwoh, Mr. Toibudeen Oduniyi and Mr. Amos Sunday.

Indorama management team included Mr. A.B Rao, Technical Head, IEPL; Dr. Jossy Nkwocha, Head of Corporate Communications and Special Adviser to the Managing Director; Mr. Anil Rana, Technical Assistant to MD; Mr Kendrick Oluka, Head, Community Relations and Development; Engr. Luke Eze, Plant Shift Superintendent (PSS); and Mr. Bashir Mohammed of Safety department.

# Minister of Interior Lauds Indorama's *Huge Investment, Industrialization and Employment Opportunities in Nigeria!*

By CHINEDUM EMEANA



**Mr. Mundra** (2nd left) leads Minister, Ogbeni Rauf Aregbesola (2nd right) and his entourage on tour of Indorama's Train 1&2 Fertilizer Plants and other facilities during his recent visit.

**Nigeria's Minister of Interior, Ogbeni Rauf Aregbesola, has commended Indorama-Nigeria's huge investments in Nigeria; the company's commitment to the industrialization of the country and the creation of employment opportunities for young Nigerians--- a situation that helps to engage the youth very productively.**

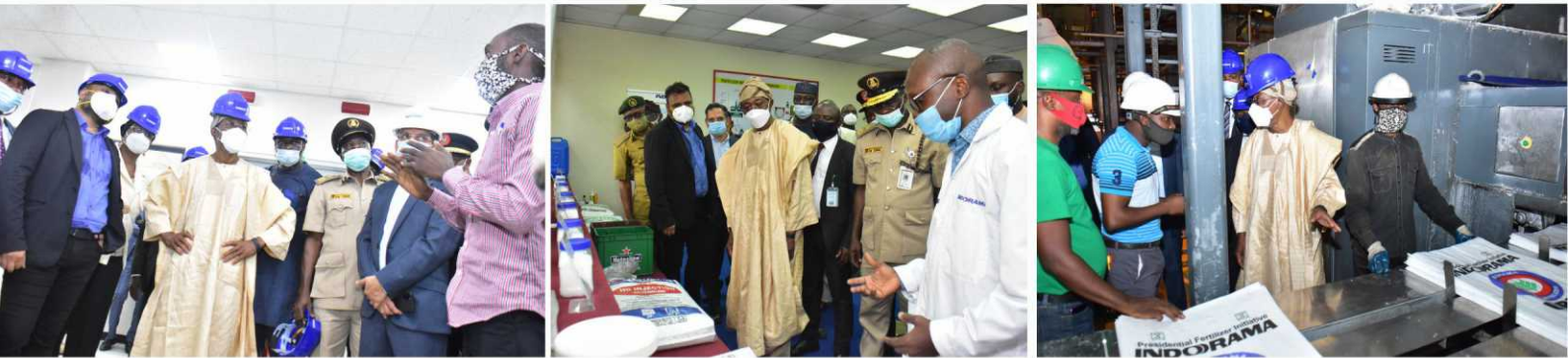
"While going around the plants, I noticed that Indorama is quite serious in employing Nigerians. The Federal government will do everything necessary to support and encourage Indorama to continue to thrive and employ more people," he said. The minister said he was impressed with the high level of investments that the company has brought to Nigeria and its strategic plans for future expansions. He stated that Indorama's huge investments in Nigeria is an expression of confidence in the Nigerian economy.

He made this assertion after he and his top officials were taken on a tour of the massive world-class facilities of the company's petrochemicals and Trains 1 & 2 fertilizer plants in Port Harcourt, Rivers State on Monday, 23rd August 2021.

Managing Director of Indorama-Nigeria had taken the Minister and his entourage on a walking tour of the brand-new Train 2 Fertilizer Central Control Room, Fertilizer bagging section, Urea domestic and export loading bays, Polyethylene Bagging section, and the product display room.

The Minister said he was quite impressed,

**“ While going around the plants, I noticed that Indorama is quite serious in employing Nigerians. The Federal government will do everything necessary to support and encourage Indorama to continue to thrive and employ more people ”**



The Minister and his entourage being taken round the Fertilizer Train 2 Control Room, the Product Display Room and the Fertilizer Bagging section by the MD of Indorama-Nigeria, **Mr. Manish Mundra** and other Indorama executives.

and never knew that Indorama has such a huge facility producing humongous petrochemicals and 3 million metric tonnes of fertilizer per annum.

The Minister stated that another issue that is uppermost in his mind is for the company to comply with all the rules and regulations pertaining its operations especially regarding expatriate quota.

Earlier, Mr Manish Mundra, Managing Director of Indorama-Nigeria led his team of top Management to accord the Minister and his entourage a warm reception at the company's boardroom.

Mr. Mundra made a presentation to the guests highlighting Indorama's all-round contributions to the Nigerian economy, its polymer and fertilizer production capacities; and the company's support to over 600 industries through the supply of polymer resins

as raw materials to them; and thousands of farmers around Nigeria who use Indorama Urea fertilizer for their farming The MD also highlighted the challenges of getting adequate gas feedstock and expert manpower in the operation of high-end technology plants like state-of-the-art facilities operated by Indorama.

The minister was accompanied on the visit by Barr. Mrs Soyinka Moremi-Onijala, the Director, Citizenship & Business

Department; Mr. Akin Adesina, Deputy Director; Inspection; Hon. Bola Ilori, Chairman, Taskforce on Expatriate Quota; Kikiowo Ileowo, Technical Assistant to the Minister; Sola Fasure, Media Assistant to the minister. as well as Ayodeji Oluwole and James Momoh.

Some Service Chiefs under the Ministry of Interior also joined in the Minister's visit. They include Mr. Dayo Idowu Oni, Comptroller of Rivers State Command of the Nigerian Immigration

Service (NIS); and Mr Audu Abdullahi, Commanding Officer of the Federal Fire Service; Rivers State as well as Mr. Bature Aliyu of the Civil Defence and Mr Ibrahim Usman of the Nigeria Correctional Service.

The Indorama team which received the minister included Mr. Deepu Sivadas Chief Technical Officer (CTO) of Indorama-Nigeria; Mr. PJS Bajwa, Head of operations of the Fertilizer plants; Mr. Pradeep Ekka, Head of Human Resources (HR); and Dr Jossy Nkwocha, Head of Corporate Communications and Special Adviser to the MD.

Others were Mr. Kendrick Oluka, Head of Community Relations & Development; Mr. Anil Rana, Technical Assistant to the MD; Mrs. Eva Onyebuoha, Manager, Human Resources; Engr. Luke Eze, Plant Shift Superintendent; and Mr. Joseph Micloth, security consultant to the company.



Group photograph of the Minister and his entourage with Indorama MD and Management team.

# 'To be Candid, We are very Proud of Indorama; and Happy to be part of the Indorama Success Story!

— NDLEA Commander on Inspection/advocacy visit to Indorama

**As part of the new vision of the National Drug Law Enforcement Agency (NDLEA), the Rivers State Commander and newly-promoted Assistant Commander-General of Narcotics (ACGN), Rachael Shelling, paid an inspection/advocacy visit to Indorama Complex on Tuesday, 17th August, 2021 in the company of her top officials.**

At the end of her facility tour of Indorama petrochemicals and fertilizer plants; and an elaborate inspection of the Polymer warehouses where five of her NDLEA operatives work to ensure no illicit drug is used by the workforce or exported in any way, she declared: "To be very candid, we are very proud of Indorama. And we are happy that we are part of the success story of Indorama."

ACGN Shelling (equivalent of Assistant Inspector General of Police) said she was very impressed with the Management of Indorama for giving their five operatives free hand to operate in the complex and that no case of



A group photograph at the Indorama Polymer export loading bay of the State Commander of NDLEA, **Rachael Shelling**, her officers and Indorama Team during her inspection of the container being loaded.





Group photograph with the NDLEA Commander, **Rachael Shelling** (6th right), her officers and Indorama Management team led by **Mr. A.K Sharma** (5th left).



**ACGN Shelling** addressing Indorama Management team at Indorama boardroom while her officers listen.



illicit drug use or export have been found against the company in over ten years that the Agency has been posting their staff to the company.

Indorama's Logistics Manager, Mr. Innocent Kpenden took time to explain how Indorama ensures that no illicit drugs are allowed into the premises or on polymer exports. The NDLEA boss was satisfied and commended Indorama for these efforts.

The NDLEA boss said her visit was also part of a new advocacy re-awakening in the Agency, spearheaded by the new Chairman and Chief Executive Officer of the Agency, Brig. General Buba Marwa (Rtd) to rid all homes, public places and corporate organizations of the consumption or trafficking of illicit drugs.

"I want to appreciate Indorama on behalf of my Chairman, Brig-Gen. Buba Marwa. In just five months, NDLEA has gone viral with his positive actions. He has now motivated the staff to do their best. With the motivation, we're working like never before," she said. ACGN Shelling said her Agency would like to partner with Indorama to hold workshops to talk with truck drivers coming into the Complex to expose them to the danger of consuming hard drugs of various kinds as well as other periodic drug abuse prevention advocacy program among employees and contract workers.

Other officers who accompanied ACGN Shelling on the visit were: Deputy State Commander, Administration and Logistics, Commander of Narcotics Usman Ali Wadar; Officer-in-charge of Narcotics (CN) and officer in-charge of Indorama Eleme Petrochemicals, Esther Rimamnde Musa; Deputy Commander of Narcotics and Deputy State Commander, Operations and Intelligence, Barth Aigbirere; and Assistant Commander, Operations and Logistics, Benneth Uche.

Earlier, the guests were received at the company's Boardroom by Management team led by Mr. A. K. Sharma, Head of Function,

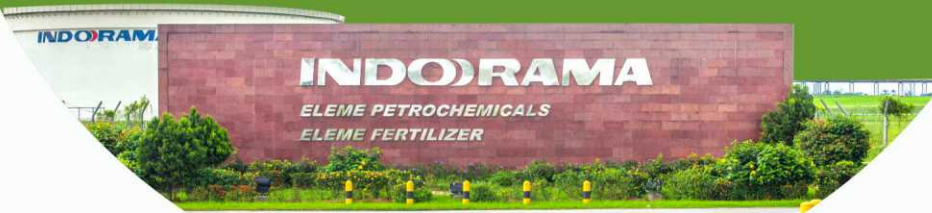
Quality Assurance and Quality Control (QAQC), who welcomed the NDLEA officials and said Indorama was happy to welcome them into its premises for the inspection/advocacy visit.

Others were Dr Jossy Nkwocha, Head of Corporate Communications and Special Adviser to the Managing Director; Balaji Rao, Head of Safety of Fertilizer plant; Pradeep Pawar, Head of Safety of Petrochemicals plant; Swapan Das of Technical Services, Fertilizer Plant; Innocent Kpenden, Manager Logistics; Luke Eze, Plant Shift Superintendent and Joseph Milcloth of Security Department.

Part of the reception was a PowerPoint presentation which showed Indorama's operations, product basket, how Indorama monitors and controls drug abuse in the complex, corporate social responsibility (CSR) and Indorama's contributions to Nigeria's economy. The NDLEA boss said she was quite impressed and proud of Indorama.

# 15 YEARS OF INDORAMA'S

*Multiple Benefits to Nigeria!*



By DR. JOSSY NKWOCHA

**History was made on 12th October, 2006 when the then President of the Federal Republic of Nigeria, His Excellency, Chief Olusegun Obasanjo, in the company of Mr S. P. Lohia, Chairman of Indorama Corporation; Dr Peter Odili, the then Executive Governor of Rivers State, and Mr Arun Taneja, the then Managing Director of the privatized Eleme Petrochemicals Company Limited (EPCL), among others, performed the inauguration ceremony of the restart of the revitalized EPCL after a three-month massive Turn Around Maintenance (TAM). It was a momentous occasion that brought back to life a massive petrochemicals complex in comatose!**

Fifteen years after, and as Nigeria marks her 61st independence anniversary on 1st October 2021, Indorama-Nigeria IMPACT magazine brings to our readers the multiple benefits that privatization of the facility has brought to Nigeria's economy and the wellbeing of Nigerians.

At a recent visit of the House of Representatives Committee on Privatization and Commercialisation on Monday 16th August 2021, the leader of the team and Deputy Chairman of the Committee, Hon. Kolade Victor Ariyo, reiterated that Indorama Eleme Petrochemicals Limited (IEPL) is Nigeria's best success story of privatization programme.

At that event, Mr Munish Jindal, Chief Executive Officer (CEO) of the Indorama Eleme Fertilizer &

Chemicals Limited (IEFCL) had also noted that Indorama-Nigeria has invested a whopping US\$6.4 billion in Nigeria since 2006 when it became the core investor in the old EPCL.

Apart from acquiring the moribund EPCL and carrying out a massive TAM that brought the petrochemicals facility back to life, the company also expanded to other projects. It built and commissioned in 2012 a PET Plant with capacity to produce 186,000 metric tonnes of PET resins per annum.

In 2013, Indorama laid foundation for a world-class Ammonia and Urea fertilizer plant designed to produce 1.5 million metric tonnes of Urea per annum. Simultaneously, the company was also building an

83-kilometre gas pipeline from Agip facility in OB/OB in Ogba Egbema; and a state-of-the-art Urea export terminal at Onne Port Complex, also in Rivers State. The Train 1 fertilizer plant was commissioned in July 2017 by the then Acting President, His Excellency, Prof. Yemi Osinbajo.

Train 2 of the fertilizer plant was conceived to produce another 1.5 million metric tonnes of Urea per annum. The project commenced in 2018, and was completed and technically commissioned in May 2021, thereby bringing Indorama's total Urea production capacity per annum to 3 million metric tonnes.

Talking about the benefits of Indorama-Nigeria's operations to the economy of Nigeria and the social wellbeing of Nigerians, one still recalls the statement of Mr Jindal at the visit of the Honourable members that Indorama contributes about US\$3 billion to Nigeria's Gross Domestic Product (GDP) yearly.

This can be broken down for easy understanding.

#### Supply of highly needed Raw Materials and Import Substitution:

Nigeria used to import petrochemicals (polymer resins – Polyethylene and Polypropylene) which are raw materials for its plastics and allied industries.

In the past 15 years, however, Indorama has continued to supply these highly needed raw materials to domestic industries while it exports the excess production. The company has indeed grown the plastics and allied sector of the economy by over five times --- thereby providing employment for numerous Nigerians through the factories.

#### Indorama also supplies PET



Ex-President **Olusegun Obasanjo** inaugurates the revitalized EPCL.



Ex-President **Goodluck Jonathan** with **Mr. S.P Lohia**, Indorama Chairman.



Then Acting President **Prof. Yemi Osibajo** Inaugurates Indorama's Fertilizer Plant Train 1 flanked by **Governor Nyesom Wike** (right) of Rivers State and **Mr. S.P Lohia** (left) Indorama chairman.

#### resin to various industries and export the surplus.

Import substitutions has helped the Government of Nigeria to save foreign exchange, which would have been expended to import the raw materials mentioned above. The exports mentioned above also helps Government to earn scarce foreign exchange and help to shore up the value of the national currency, Naira.

#### Agricultural Revolution and putting Nigeria on the Global Urea Export Map

Indorama's Trains 1 & 2 Urea plants have continued to provide Urea fertilizer across the country for productive farming. The company adds more value to farmers through its free agronomy/extension services, which have helped farmers to know more about fertilizer application, soil testing, pest control, among others.

The fertilizer application and agronomy services have helped rural farmers to increase food production and more income for their pockets. Most importantly, it has helped the Government to fight food insecurity in the country and poverty among rural folks.

Indorama, in collaboration with the Presidential Fertilizer Initiative (PFI) also supplied Urea to about 17 Blending plants across the country, which they



**THE COMPANY IS COMMITTED TO ITS VISION OF ESTABLISHING THE LARGEST PETROCHEMICALS AND FERTILIZER HUB OF AFRICA IN NIGERIA BY 2025 BY INVESTING AN ADDITIONAL US\$3 BILLION TO ITS ALREADY INVESTED US\$6.4 BILLION IN THE PAST 15 YEARS.**

use with phosphate to produce N.P.K fertilizers, which the Federal Government ensures are sold at cheaper prices to farmers.

#### Creation of sustainable employment opportunities

One of the indices of a growing economy is the continuous creation of employment for emerging population of graduates from tertiary institutions and artisans. In the



Ex-Senate President **Bukola Saraki** lays the foundation stone of Train 2 Fertilizer Plant, supported by **Governor Nyesom Wike** of Rivers State (left).



Indorama Fertilizer pioneering agriculture revolution in Nigeria



CSR interventions to Eleme community.

for both skilled and unskilled personnel to find jobs to do and earn a living for themselves and their families.

At the peak of the construction of the Trains 1 & 2 world-class fertilizer plants, about 7,000 personnel made up of full time, part time, contract workers, etc trooped into the Indorama complex on daily basis.

As mentioned earlier, Indorama keeps about 600 companies afloat with regular supply of Polymer raw materials, thereby helping to create jobs in such companies. Same goes for over 32 million farmers who use Indorama Urea fertilizer and keep busy with their farming activities. Also included in the job creation are fertilizer distributors, retailers, truck drivers, loaders, etc.

Besides, the blending plants who produce N.P.K fertilizers across the country also employ many workers as a result of the

supply of Indorama Urea for their production. Analysts strongly believe that in the past 15 years, Indorama-Nigeria has created over 20 million sustainable jobs across various formal and informal sectors of the economy. The pundits say that such level of employment generation is what Nigeria needs to reflate the economy.

### Huge revenue for Federal and State Governments

In the past 15 years, Indorama-Nigeria has paid humongous revenue in terms of PAYE, company taxes, levies, duties, VAT, dividends, etc to Federal Government agencies, Rivers State Government and some other state governments across the country. Both the Federal and Rivers State Governments have shares in the company and earn huge dividends on Quarterly basis.

### Corporate Social Responsibility (CSR)

Indorama has a top profile in Corporate Social Responsibility (CSR), especially in the area of community development. The company has six host communities, 30 transit communities across 83 kilometers in Rivers/Imo states for its gas pipeline project and communities for its port jetty and operations in Onne.

The company, as a matter of business policy, ensures well-being of people in these communities, and providing them with several social amenities such as youth employments, entrepreneurship development, non-technical contract awards, building of secondary schools, rural electricity projects, road construction and drainages, hospitals, police stations, markets, scholarship schemes, soft loan scheme for women groups, skill acquisition for the youths, sports competitions, among others.

### Conclusion

Economic experts believe that if Nigeria has ten Indorama-like conglomerates, Nigeria would readily overcome its socio-economic challenges.

When Assistant Controller General of Narcotics and Rivers State Commander of the National Drug Law Enforcement Agency (NDLEA) visited Indorama recently on Tuesday, 17th August 2021, she said "I visited this Complex in 2005 when NNPC was in charge. I visited again in 2013 when Indorama had taken over. Am here again in 2021, the transformation from 2005 to 2021 is so massive that the Nigerian economy must have been impacted quite positively".

Mr. Manish Mundra, the Managing Director of the Company in the past 14 years is quite elated that Indorama is contributing its quota to the socio-economic development of Nigeria.

He said the company is committed to its vision of establishing the largest petrochemicals and fertilizer hub of Africa in Nigeria by 2025 by investing an additional US\$3 billion to its already invested US\$6.4 billion in the past 15 years.

# Challenges of MANUFACTURING *in* NIGERIA | *and the* | WAY OUT

As Nigeria celebrates its 61st independence anniversary, one critical sector of the economy to address is the Manufacturing sector, always referred to as the Real sector, which contributes immensely to the nation's Gross Domestic Product (GDP).

By CHINEDUM EMEANA

According to Investopedia, the online business dictionary, Manufacturing is the processing of raw materials or allied parts into finished goods using machinery, human labour, and sometimes chemical engineering. It allows manufacturers to sell finished products at a higher cost over the value of the raw materials used.

Manufacturing is important to the socio-economic growth and development of countries, and large-scale manufacturing makes a country's goods to be competitive in the international market thereby attracting foreign exchange. It also creates sustainable jobs locally, with its multiplier effect on the economy.

Large-scale manufacturing allows for mass production of goods using efficient production techniques and economies of scale, producing more units at a lower cost.

In fact, renowned Economist, Nicholas Kaldor (1908-1986) argued that economic growth and enhanced standards of living were positively correlated with national industrial activity. He suggested that growth in GDP was positively related to growth in the nation's manufacturing sector.

However, the Manufacturing sector in Nigeria has been facing several challenges that impact negatively to its contributions or as the driver of economic growth in the country. In fact, it is a general belief in Nigeria that the faint-hearted dare not venture into manufacturing because of so many

challenges that has killed many of such ventures.

As a testimonial to this state of things in the manufacturing sector, the Punch Newspaper of 24th August 2016 reported that 272 manufacturing companies had shut down in one year, quoting the Manufacturers Association of Nigeria (MAN).

Some of the well documented malaise plaguing the manufacturing sector in Nigeria include power supply usually provided by manufacturers, poor financing and high cost of funds for large scale production to take advantage of economies of scale, high exchange rate, intrusive



Chinedum Emeana

government policies, multiple taxation, infrastructural challenges, poor distribution channels, poor public perception of locally manufactured goods, scarcity of skilled manpower, society's over dependence on foreign made products, among others.

Political Instability and frequent changes in government policies from one government to another have also stunted the growth of manufacturing in Nigeria.

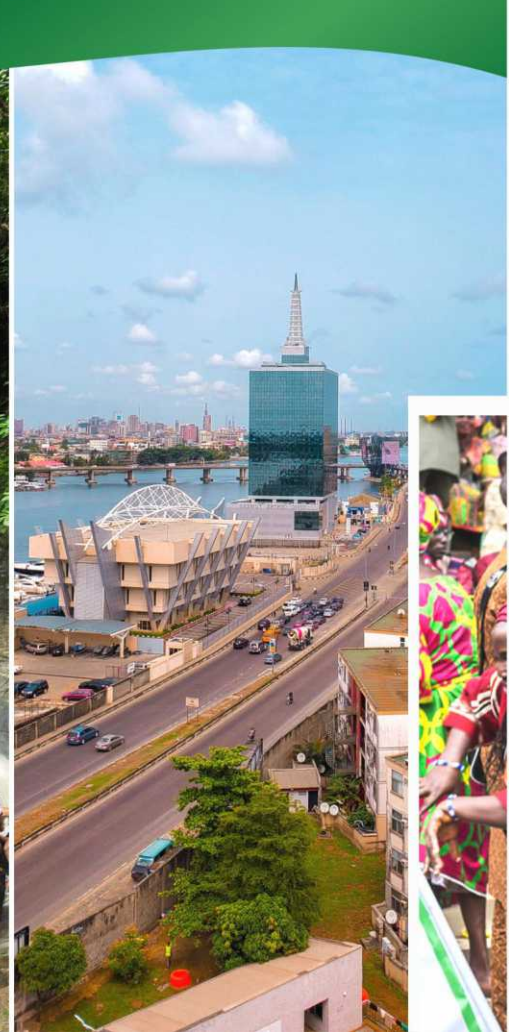
However, all hope is not lost. Nigerian manufacturing can actually rise to play a major role in a great Nigerian comeback if some of the solutions suggested below are considered and implemented.

- Enhance access to credit for local manufacturers at low interest rates,
- Create enabling environment for local Manufacture of industrial machineries
- Heavy investment in provision of necessary infrastructure
- Develop long term development plan and aligning policies with the plan
- Ensure that tax holidays, excise duty reduction and tariff protection are provided.
- Governments at all levels need to work towards improving the country's educational system, with emphasis on practical and technical subjects in secondary and tertiary institutions,
- Improve the agricultural sector mechanization to guarantee availability of some raw materials for the manufacturing industry.
- Government should endeavor to provide adequate infrastructure.



# CELEBRATING NIGERIA @ 61

*...showcases Nigeria's great potential*







# Our Staff Expectations for Nigeria at 61



Peter



Oselumese



Joy



Precious



Tosin



Aminu

As Nigeria marks its 61st Independence Anniversary some Indorama's Staff share their aspirations and expectation for the beloved country interviews with CHINEDUM EMEANA.

**“Sustaining such a diverse, complex country for 61 years is a feat” -- Peter Obot, Information Technology Dept**

At 61 we have something to celebrate despite our prevailing economic and security challenges. So Nigeria at 61 is a good thing because sustaining a country as complex and diverse as ours for 61 years is a big feat. But going forward my expectation as a citizen is to see how the government can ensure the security of lives and property all over the country and rebuild the economy. If these things can be done, Nigeria will be greater!

One advice I can give to the Federal Government is that presently we are having lots of agitations in different quarters of the country. I think the government should give them a listening ear; we are not saying they should implement everything the agitators are clamouring for but it is wise to listen to these agitations from different quarters.

**“Government should prioritize uniting the country!” -- Oselumese Eromosele, Accounts Dept.** We have a big population of

over 200 million people. That is a big market. We have untapped resources; we are strategically located in Africa. We have bragging rights military-wise. Nigeria has a lot of untapped opportunities. For instance our gas reserves is a blessing as the world moves towards green energy.

Now government's priority has to be how to move us from being a disunited people to start taking advantage of our diversity and population, move us from lack of unity to a point where we can unite to bring about prosperity and development.

**“Hope is still alive!” -- Joy Obo Saka, HR Dept** Nigeria is Sub-Sahara Africa's largest country and blessed with abundant skilled and unskilled labour. Nigeria's population makes her a fertile ground for global trade and investment.

These endowments ought to make Nigeria Africa's undisputed economic giant in words and deeds, but at 61 she's yet to spring up, she's yet to blossom and showcase her true beauty. Her large population has become a source of weakness not

strength and most Nigerians are now seeking their fortunes abroad.

But hope is still alive! At 61, it is possible we can still find our bearing. Let's play our roles well, and together, we will win. Happy Independence Day Nigeria!

**“Government needs to create more job opportunities for youths” -- Precious Obioma, Accounts Dept**

Our major challenge is insecurity everywhere. It appears nobody is safe anywhere in the country, so the federal and state governments and indeed all Nigerians should take it as a responsibility to fight against insecurity.

My expectation for Nigeria my country is for government to create more job opportunities for youths. We have a lot of unemployed youths in the system, and I think this is one of the things that lead to insecurity. Government must seek out ways to sponsor youths in entrepreneurship and other productive ventures.

**Though not at our best, we have come a long way --**

**Tosin Adalumo, MMD –** First of all, we have to thank God that we are still together as a country. Though we are not yet at our best, progress seems slow.

Now moving forward, what we desire for a Nigeria of our dream is equality and justice, promoting merit irrespective of religion, ethnic and other sentiments. I want Nigeria to be a country of opportunities, and these opportunities will be created by good infrastructural development which will attract investment. These, in turn, will enhance the social and economic wellbeing of the people. I also look forward to Nigeria becoming a country where human right is respected.

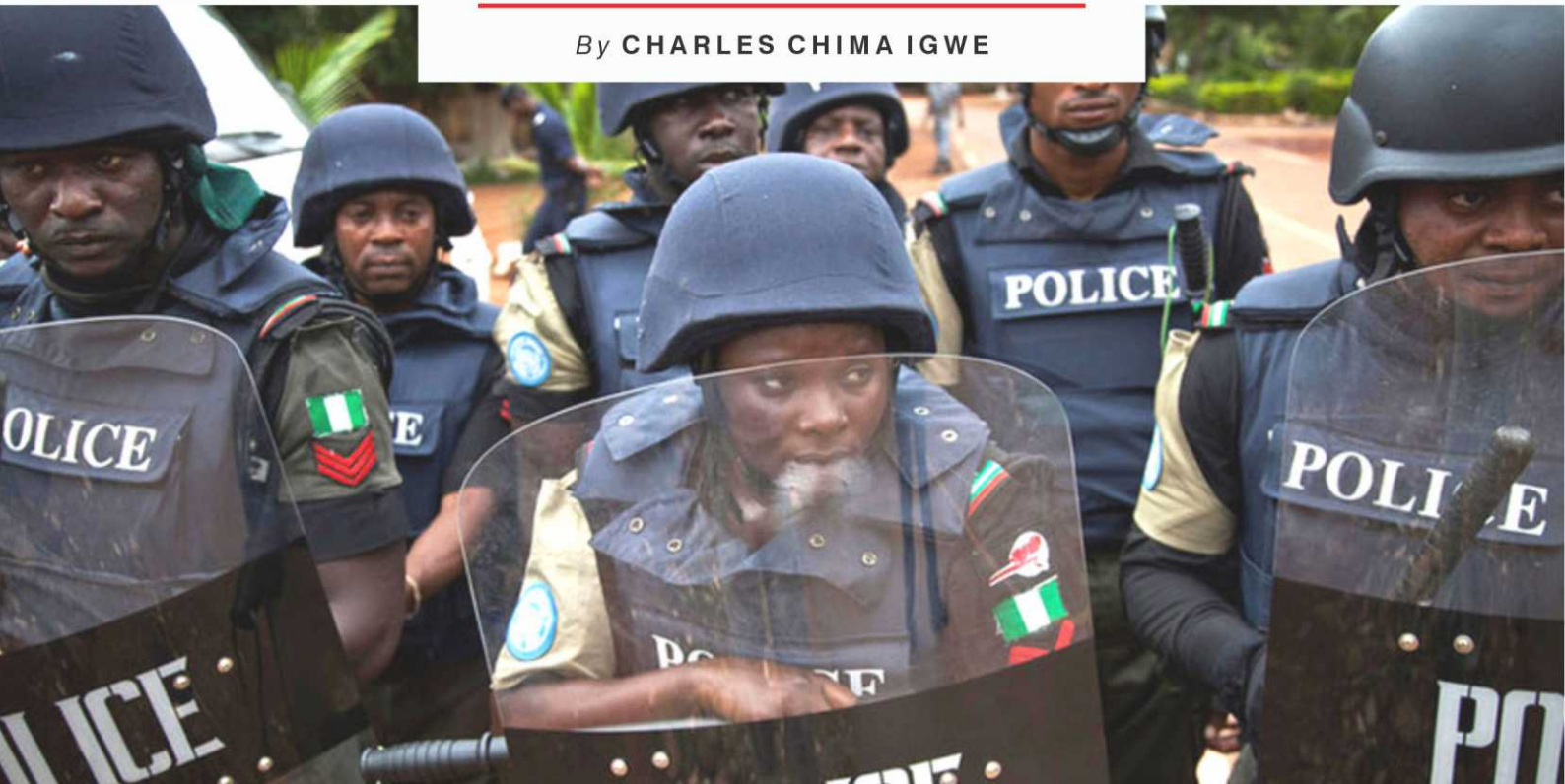
**“We have not achieved our potential as a nation” -- Aminu Bello, CES Electrical Dept**

Generally, in my view, Nigeria at 61, we have not gone as far as we ought to in terms of development. In fact, we are very far behind compared to countries that we got independence at the same time in 1960. And also the challenges we are facing in Nigeria, we ought not to be facing them at this age.



# HOW TO MANAGE NIGERIA'S SECURITY CHALLENGES

By CHARLES CHIMA IGWE



## INTRODUCTION

Insecurity may hinder elaborate celebration of Nigeria's 61st anniversary. In Nigeria today, no day passes without reports on security challenges. These issues have grown rapidly as a nation-wide problem thereby threatening national security and hampering socio-economic activities across the country. The main factors responsible for the ugly situation in Nigeria include ethnicity, poverty, high rate of unemployment, political dysfunction, corruption, recessive state of the economy and infrastructural decay.



Charles Chima Igwe

Major security challenges in Nigeria include abduction for ransom payment. According to UNICEF, attacks on schools, abduction and kidnapping of student are taking a huge toll in Northern Nigeria as no less than 5,330,631 students have had their education disrupted due to government's closure of many schools for fear of attacks.

Armed robbery is another security challenge. It has become more daring and their menace so widespread that all remedial measures applied had failed to tackle this knotty problem.

Armed banditry is another crime that is threatening the nation. Several communities in Zamfara, Kaduna, Niger, Sokoto, Kebbi, Borno ,



## THE LEGAL AND JUDICIAL SYSTEM IN NIGERIA SHOULD BE URGENTLY REFORMED TO ENSURE STRICT COMPLIANCE WITH RELEVANT LAWS RELATING TO PERPETRATORS AND SUPPORTERS OF CRIMES.

Plateau, Yobe and Katsina States have been at the receiving end of armed banditry for several years now.

Armed banditry was initially traced to the discovery of gold mines and the activities of illegal mines competing for the control of gold reserves. However, in recent times, banditry has become a complex and hydra-headed phenomenon as it has led to several loss of lives.

Boko Haram insurgency began as an armed rebellion against the Nigerian Government. After years of fighting, it became increasingly aggressive and

destabilized parts of Nigeria's northern states. From inception of their operation till date, thousands of persons had been killed, millions of people displaced from their homes, properties destroyed, and some pupils or students kidnapped from their school.

Herders-farmers conflict has been a big menace in Benue, Plateau, Taraba, Adamawa, Kogi, Nasarawa, Kaduna, Ebonyi and Enugu states. The conflict has acquired religious and ethnic dimensions. It has led to the loss of many lives and properties.

Indigenous Peoples of Biafra (IPOB) headed by Nnamdi Kanu, and it's very recent Eastern Security Network (ESN) has also been another security challenge as Government accuses them of attacking police station in the South-East.

Niger Delta militancy in South-South Nigeria was a big headache for Government as it engaged in bombing of oil installations, hostage taking of oil workers, armed attacks and vandalization of pipelines and other oil infrastructure, which seriously affected Nigeria's economic fortune. Despite the late President Umaru Musa Yar'Adua setting up the Presidential Amnesty Programme (PAP) in 2009, armed groups still pose security challenges in the region.

Kidnapping has become a national disaster that occurs in every nook and cranny of the country almost on daily basis. Sadly, everyone working or residing in Nigeria is a potential victim or target. It has done more harm to the corporate existence of Nigeria. Regrettably, Global Terrorism Index (GTI) in 2021 ranked Nigeria 2nd on the top 10 countries at risk of kidnap for ransom.

"Unknown gunmen" are seemingly "faceless group of people" and their identity remains unknown due to ineptitude on the part of the security personnel. The onslaughts have continued unabated.

*Having identified the major security challenges facing our country, I hereby proffer some solutions below:*

- Job and wealth creation strategies, policies and programmes should be put in place to eradicate poverty and improve the standard of living of the citizens while reducing corruption and the drive for quick drive for money.

- Government should carry out objective, effective and efficient disarmament and demobilization programme that would ensure mopping up of all arms and ammunition used for crimes in Nigeria.

- The legal and judicial system in Nigeria should be urgently reformed to ensure strict compliance with relevant laws relating to perpetrators and supporters of crimes.

- Community policing involving persons of proven character and integrity to provide the needed intelligence gathering and synergy with security operatives should be urgently legislated, established and adequately funded.

- Government should incorporate modern technology into the security architecture in Nigeria.

- Government should invest in conflict resolution and peace building mechanism, reconstruction, rehabilitation and socio-economic development of her citizens.

- Federal Government of Nigeria should always put in place Peace and Reconciliation Commission towards addressing and resolving cases of agitations whenever they arise.

- Government should embark upon sincere and objective policy framework that would restore citizens' confidence and faith in the Nigeria state.

- The Federal Government of Nigeria (FGN) should urgently revisit, strengthen, reinvigorate and adequately fund the 1965 Northern Region Government's Grazing Reserve System bearing in mind the unending threats and conflicts between herders and farmers in Nigeria.

- The Federal Government of Nigeria (FGN) should at all times demonstrate political will regarding policies and programmes for both herders and farmers that would ensure their peaceful co-existence and preservation of cultural diversity.

### Conclusion

I strongly believe that if the above recommendations are implemented, Nigeria's security challenges would be a thing of the past.

# Consent Engineering

## *as a Strategy for Peace in Nigeria!*

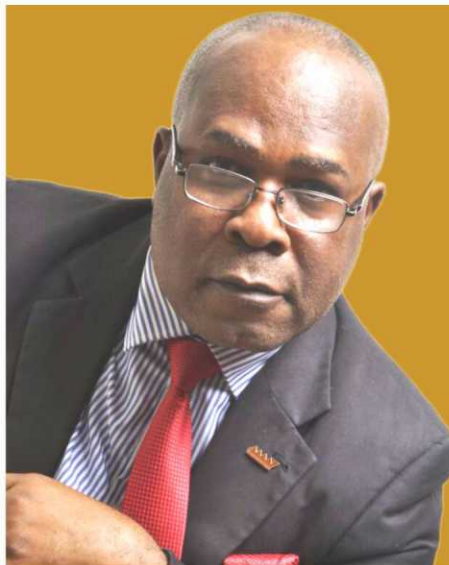
Consent Engineering is a concept in conflict resolution and psychology and in this short article I want to recommend it as a strategy for Peace in our country Nigeria. Consent Engineering is a win-win strategy, where parties to a dispute lose some and win some, rather than a winner-takes-all mentality or "let the mighty swallow the weak" -- two key syndromes that are major sources of conflict and violence in our country today.

Nigeria, as we have shown in this publication, is a country of great potential: massive total area of 923,768 Sq km, about 210 million population, about 270 ethnic groups, dialects and cultural heritage. No wonder our founding fathers coined the phrase "Unity in diversity" and one of the memorable lines of Nigeria's first national anthem said "Though tongue and tribes may differ, in brotherhood we stand!"

Today, there is a crying need for Peace in our dear country Nigeria. My candid observation is that there is now lack of brotherhood; there is so much division along ethnic lines, bitterness, anger, disunity and bloodletting on daily basis. Criminality in the form of terrorism, banditry, Boko Haram, kidnapping, armed robbery, violent secessionist agitations, ritual murder, etc, has made our country such a scary place to both Nigerians and investors.

Strike by medical doctors across the country has led to avoidable deaths in our public hospitals. Strike by University lecturers have over the years become a regular decimal that has kept our educational system in jeopardy. No sector is immune from incessant strikes, leading to untold suffering of Nigerians.

I therefore recommend Consent Engineering as a panacea for peace in our country Nigeria. Consent Engineering as a concept in psychology leads to mutual understanding, freewill change of behavior, seeing the other party's point of view, and accepting the live-and-let-live philosophy. Some of the elements of Consent Engineering are persuasive communication, effective enlightenment, lobbying, win-win strategy, negotiation,



By DR JOSSEY NKWOCHA, FNIPR

mediation, conciliation, arbitration, dialogue, social justice, equity and good conscience.

Talking about persuasion, it is a psychological process through which manifest behavior is influenced through persuasive communication that promotes mutual understanding and cooperation, and therefore generates willful consent of the opposing party.

Lobbying, on the other hand, is a professional public relations approach which involves processing and handling of information to explain and clarify issues to attract support and consent. It goes ahead to show how the opposing party can adapt, adjust and benefit from the new situation advocated by the other party.

Effective enlightenment is the provision of credible, reliable and verifiable information on an issue to obtain willful consent. Believability and reliability enhances the perception of the other party that his opponent is honest and sincere. So, two-way communication is very important here in an interactive forum devoid of threats and superiority complex.

Negotiation, mediation conciliation and arbitration are key strategies used in public relations practice in resolving conflict, in communities, ethnic conflicts and governments. Arbitration, for instance, involves resolving a conflict between two parties by a neutral body or panel. Negotiation and conciliation are related in that both parties reach agreements that are signed by both parties and implemented faithfully.

The other elements of Consent Engineering which promotes peace are even enshrined in the 1999 Nigerian constitution as amended, which advocates the need for social justice, equity and inclusiveness to achieve national cohesion, peaceful co-existence and brotherliness. Are we practicing this section of our constitution?

I plead with everyone to sheath their swords, and let's try this my humble recommendation, for the good, unity and progress of our dear country, Nigeria!

# Addressing the Challenges of Engineering in Nigeria

*to Enhance its Professional Practice for Sustainable National Development*

By **Engr. Charles Osuji** (Polyethylene / Butene-1 Plant)

## Introduction

As we celebrate Nigeria at 61, it is important we ponder over the achievements and setbacks we have made as a country, especially in the field of Engineering vis-à-vis sustainable national development. If Engineering is the wheel upon which the economy of every nation runs, then it is considered an integral part of national development, because as a profession saddled with the responsibility of solving societal problems and innovation, it brings ideas and conceptions to life and thoughts to reality in different spheres of national economy.



**Charles Osuji**

overwhelming national demand for a sustainable national development.

I present hereunder key challenges affecting the advancement of the profession, practitioners and professionalism in Nigeria proffering some solutions for enhancement of the profession in Nigeria for a sustainable national development.

### **Fundamental Challenges Affecting the Development of Engineering Profession in Nigeria:**

**No National plan to accommodate population surge in our education system:** The population surge has over stretched the available infrastructure within most government owned universities, thereby affecting learning environment and the products there after. This in turn will be affecting the future of national capacity in engineering field and

technological advancement.

### **No enforcement of structured pathway for building capacity through industrial training and NYSC**

The educational curriculum that provided for industrial attachment and national youth service of engineering and technology students has not lived up to ensuring that these students get a placement in the public and private sector companies. These students are left at the mercies of companies to accept or not, and most of them spend the 4months, 6months and one-year period at home. Meanwhile, after the program, they face a labour market that places high demand on their industrial exposure and requisite or cognate experience. This is having a toll on the national capacity building.

### **Poor collaboration between industries and the academia:**

This collaboration is essential for the development of education in Nigeria as it will help to provide platforms for both practical exposure and research facilities for the benefit of both the academia,

industries and national development. The integration of such collaboration will essentially bridge the gap of knowledge in major areas of engineering and hitherto reduce cost of some research work.

### **Poor funding for research and development:**

In developing countries, the challenge of research funding is a well-known factor militating against the progress and development of engineering and the profession. Most research institutes in Nigeria are in shambles and most researchers are losing focus due ages of hopeless waiting for funds from government or private sector support that never comes.

### **National brain drain due to unending strike and poor welfare of teachers and university lecturers:**

This singular factor has continued to push many professionals of Nigerian origin in the academia, professional practice and industries to relocate to the Western world where their potentials, capabilities and talents are exploited for the

With the rapid rate at which changes are taking place in the world today, engineers and engineering professionals must keep updating and researching to meet up with the ever changing societal needs, and also to stay ahead of the curve, to drive the



development of the foreign countries, thereby leaving behind very few capable hands. This is having a huge toll on the national capacity to develop capable and qualified engineers for the generation next. In addition, this has created room for lack of interest and divided attention on the path of the teachers and lecturers as they engage in other ventures to survive

### **Making STEM (Science, Technology, Engineering, Mathematics) more appealing to young students for a secure national future.**

As of the beginning of 2018, the United States had 1.2 million unfilled STEM jobs. A UCLA study revealed that 40% of students enrolled as STEM majors switched subjects or failed to earn a degree. This statistic is typical of the Nigeria case where young ones are losing interest due to varying reasons underlined by poor educational systems, and government inability to create an enabling system.

### **Core Challenges Faced by Engineering Practitioners in Nigeria:**

#### **Lack of structured approach and enforcement of technology transfer:**

In most advanced nations, this system is prevalent basically to systematically build national technology and engineering capacity by maintaining a structured approach to understudying the expatriates. The national office for technology transfer and acquisition (NOTAP) is established with this responsibility for national development. It is hoped that they will live up to the expectation for establishing them.

#### **No harmonized placement for Nigeria's licensed Engineers in public and private sectors:**

In the private sectors, cadres

and levels of licensed engineers are well defined as contained in COREN Act 2018, but this is not implemented in the public sectors where you have greater percentage of licensed and practicing engineers. Implementing this across board is key to the implementation and survival of the planned continuous practice development (CPD), because is it going to be a professional boost for many engineers.

#### **No appropriate government policy to support indigenous Engineering companies and talent:**

Many indigenous companies are pushed out of business at their very early years of establishment due to undue exposure to unhealthy competition with foreign and more established companies. There is need for government policy in this regard or proper updating and enforcement of existing ones, if they have lost touch with current reality of the desire to promote indigenous industries.

#### **Poor basic infrastructure and amenities to support Engineering based investments:**

Many engineering professionals have interest to go into entrepreneurial investments, but are deterred by the high cost implications due to poor road network, poor or no electricity, high cost of internet facilities, high cost of building materials and depreciating purchasing power of the local currency against dollar and pounds. The obvious implication of these factors is the high cost of any conceived meaningful investments, since you have to provide these basic amenities before you can guarantee a smooth running of such investments in Nigeria, unlike in most developed countries. If government provided these amenities, you will see pockets of industries springing up here and there to activate

economic activities.

**Challenge in promoting Green Engineering to improve Sustainability and reduce Carbon Footprint in manufacturing:** This is the way forward in promoting environmental sustainability. But alas Africa and Nigeria in particular are still grappling with basic energy and most companies in Nigeria are still depending of fossil fuel generated energies, thereby contributing majorly to the carbon foot print. Even flaring is still prevalent with government policies in place but not enforced.

**Gap between Nigeria professional engineers and others around the world:** Nigeria professional Engineers are subjected to writing qualifying exams in other countries to bridge the perceived knowledge gap between Nigeria professionals and their global counterparts. This in no small way limits our global job mobility and international affiliations, irrespective of your qualification, skills and competence in any field of engineering.

#### **Recommendations to Enhance Engineering profession in Nigeria:**

At the just concluded 29th Engineering Assembly in Abuja between 9th -11th August, 2021, COREN and other Engineering bodies have articulated integrated approach to repositioning engineering profession in Nigeria, as follows:

1. To reappraise universities infrastructure in line with increasing population.
2. To develop and provide regulatory enforcement and integrated masterplan for building capacities through collaboration with public and private sectors for placement of young engineers during Industrial

Attachment and NYSC

3. To drive a collaboration between the Academia and industrial sector to provide research support and platforms.
4. To address as a matter of national importance and urgency, the poor welfare of teachers and lecturers and other professionals in Nigeria, to discourage the brain drain currently rocking the country.
5. Let there be collaboration between COREN and the National office for technology transfer (NOTAP) for an oversight function to strengthen the delivery of the regulatory functions of this agency and others alike.
6. Engineering regulatory body should ensure a harmonized structure among licensed Nigeria Engineers in both public and private sectors.
7. COREN as an organ of government should drive the campaign to develop a national data base and a support scheme for talented Nigeria Engineering professionals including crafts men and artisans who have inspiration to creatively engineer products and services that can be a Nigeria trademark to the world.
8. Establish a national talent hunt and innovation fare where only indigenous engineers will assemble annually to display products and services that can be turned into a national pride. Many of these people are wasting away.

#### **Conclusion**

Looking at Nigeria's position in Africa and the potential of our economy to drive the rest of Africa, the nation needs to make a deliberate effort to tackle all challenges bedeviling the advancement of engineering profession.

# HOW WOMEN CAN BREAK THE CORPORATE GLASS CEILING IN NIGERIA!



By **Eva Onyebuoha** (Manager, Human Resources)

## INTRODUCTION

Wikipedia, the internet dictionary, defines “Corporate Glass Ceiling” as a metaphor used to represent an invisible barrier that prevents a given demographic from rising beyond a certain level in a hierarchy. The metaphor was first coined by feminists in the 80s in reference to the challenges women face when their careers come to a halt at the middle-management roles preventing them from achieving higher leadership or executive roles.

Nigeria has a labour force of over 80million people. However, according to the World Bank survey report in 2019, about 45.5% of the workforce is female.



**Eva Onyebuoha**

The Nigerian constitution makes provision for equal opportunities for both males and females, yet there seems to be an invisible barrier that women face as they gradually

rise to top levels of responsibilities at the workplace. This is called the “Corporate Glass Ceiling”.

The barriers often feature as unwritten rules, strictly defined policies or even as decisions garnished by gender biases. The result is that women are more likely to face restricted access and opportunities that prevents them from ascending to leadership roles. Organizations need to understand the negative impact of this metaphor and how it can stunt the growth of an organization and the nation in general.

*Some factors that prevent women from rising in the workplace.*

**1. Family:** Family in most parts of the world, is a very important part of a woman's life. It is said that the woman is the keeper of the home. As a caregiver, the demands for childcare, house chores and other house duties fall more heavily on the woman. Because higher paying jobs are more inflexible, most women decide to pick up low pay jobs with less commitments.

**2. Occupational Segregation:** There are some stereotypical views about gender that brings about occupational segregation among men and women.

These stereotypes affect the career of men and women. In Nigeria, for instance, there are widely shared beliefs that men are more socially valued than women. It is also a typical perception that there are jobs/roles that can only be occupied by men. Such specialized jobs attract high pay and leadership recognition which a woman may not enjoy.

**3. Unfriendly company policies:** Policies that do not allow for job flexibility and consideration for family can pose a barrier to women seeking to build a career in the labour market. The tendency is to shy away from additional responsibilities and more demanding roles that will put a strain on family commitments and increase stress levels, health challenges and work life imbalance.

#### 4. Sexual Harassment:

According to research, about half of Nigerian women in workplace have at least once been sexually harassed. This would seem to be a cause for women to change jobs and same can impede ability to advance within the workplace.

**5. Social Issues:** Women have a different style of communicating than men. They are perceived to be soft spoken, warm, less confrontational and less directed. This tends to project them as unable to manage complex situations in the workplace. Yet if a woman is opinionated or more assertive, she is less likeable. Women seem to be judged more harshly than men.

**6. Cultural beliefs and traditions:** There are some traditions that do not allow women to be seen or be heard in public. Others believe that the woman's place is to keep the home. In such instances, there is high resistance against women to have access to good education or practice their profession.

**7. STEM Gap:** Most women tend to shy away from the Science, Technology, Engineering and Maths field of study because of fear and stigma. Engineering and computer science are two of the most lucrative STEM fields in today's world with attractive packages. Recent research shows that these fields remain heavily male dominated. Only 21% of engineering majors and 19% of computer science majors are women.

#### How can Women Break The Glass Ceiling?

As more and more opportunities are being created for women to actively participate in the labour market, it is important that every woman is properly positioned to take up more responsibilities and go beyond the normal. The following can be considered:

#### 1. Be openly expressive:

As women, we need to speak up in meetings and be vocal and not hesitate to say what is on your mind before someone else does. Feel free to express yourself and present arguments and contributions with logic.

**2. Volunteer for higher level projects:** We can challenge ourselves by taking up higher level of responsibilities outside our current position. This will help you stand out.

**3. Seek mentorship:** Seeking an internal mentor or advocate who can support and assert your career growth.

**4. Work life balance:** Women must create quality life both at work and with family. These two realities must be well balanced and functional. Being a successful care giver to the family and a career woman in the workplace is the goal of every hardworking woman.

**5. Self-development:** Opportunities are increasingly becoming available to all categories of people which means that growth and advancement is also available to women. Women must continue to develop and improve their educational and technical skills to be capable of filling up challenging roles that will take them up the organizational ladder.

**6. Parental responsibility to the girl child:** Promote awareness to our girl child about how they can be encouraged in maths and science — supporting learning opportunities and positive messages about their abilities.

#### How can corporate organizations help women break the corporate glass ceiling?

**1. Gender sensitive policies/practices:** Corporate organizations should proactively promote and

evolve policies that encourage gender equality in the workplace. These policies should be gender friendly and non-discriminatory to women. Policies and practices that support flexible working conditions, maternity considerations to encourage work life balance for women is a good example of a gender sensitive policy.

**2. Mentoring programs:** Organizations can set mentoring, sponsorship and coaching programs to create opportunities for women, to learn from past experiences, mistakes and identify mentors they can draw example and inspiration from. Workshops, or seminars can help address their own bias and provide strategies that can help aspiring women identify their leadership challenges and how to overcome them.

**3. Women representation in Committees:** Organizations should encourage the participation and leadership of women in search committees to increase women representation. Such committees form the platform to identify women with leadership qualities and also an avenue for them to practice and develop their leadership skills.

**4. Emphasis on differences women can bring to an organization:** The natural composition of a woman can be used positively. These soft skills, caring attitude, good communication and teamwork skills can add more colour and vibrancy to an organization which can in turn influence business growth.

**5. Women Leadership training/ Empowerment:** Organizations should build up their talent pipeline by investing in leadership training for women, identify and promote women to leadership roles. These targeted leadership programs help

individual women better navigate challenges, sustain performance, keep up with current trends and help organizations better recruit, support, retain, and promote high-potential women.

**6. Diversity and inclusion:** Developing a leadership structure that is women inclusive. Such structure will tackle gender bias, ensure that women are included in the management rank and continue to remain as they work within the business.

**7. Support the STEM Program:** The STEM career is a good pathway for women to fill in the ranks of career roles in the Engineering and Computer field. Organizations can seek ways to support such programs in schools that run such programs and use same as means of shopping for early talents. Such examples could be sponsoring Robotic competitions, Science fairs, sponsoring Special Maths Classes etc.

#### In conclusion

Every career aspiring woman needs to understand that hard work, consistency, and determination is the key to success. The organizational bar cannot be lowered because we are women as Director at Lafarge Africa Plc, Edith Onwuchekwa said in one of her interviews.

Indorama as a corporate organization is gradually taking a leap in that direction. As women we must be strategically positioned to rise up to this opportunity and fill up the leadership ranks of responsibility.

My slogan "Do not be afraid to fail because it's the key to unlocking your greatest strengths".

# Filling the Critical Gap:

## *The Indorama Agronomy Extension Services Program*

By **Dr Oyerinde Ganiyu Titilope**



**The vacuum created by the near absence of extension services (Farmer education) in Nigeria has had and it is still having a negative toll on the farmers and their livelihoods across the Nigerian geographical space and beyond. This is especially true for the populace whose source of income is solely derivable from farming.**

Poorly performed farms which often results in low yield have discouraged many farmers from performing their statutory responsibilities as farmers, feeding the ever increasing population (rising geometrically). Food security has dominated global discuss in recent times challenging humanity's ability to provide nutritious and environmentally sustainable food to all people at all time.

Food Security problem is particularly prevalent in Africa, Nigeria inclusive, where an estimated one out of four people still lack adequate food to sustain an active and healthy life thereby calling for urgent actions in this regard. All these problems can significantly be addressed by farmer education which now is inefficiently practiced, if not absent.

The felt need for farmer education and the dire need to salvage the food security of Nigeria has necessitated Indorama Fertilizer to design comprehensive extension service programs (Group Farmers Meetings, Field Demonstrations, Farmers Field Day, Field Visits, etc) aimed at returning life back to smallholder farmers and ultimately to fight food security which more than ever is threatening human existence. Improving agriculture on small farms is critical in reducing hunger in Africa and Nigeria. These programs are yielding the desired result for which they were designed hence our spotlight in this magazine.

This spotlight is on Usman Abubakar from Mashi LGA of Katsina State. He is a middle aged farmer who specializes in the production of maize

among other crops in his locality. Like many other farmers, he was almost dropping out of farming due to consistent failures when he encountered the Indorama Agronomist in charge of his area Mr Martins Afiagh during one of the Group Farmer Meetings in 2019.

He is one of those who put into practice all the Best Agronomic Practices (BAP) taught during the training session. "The training session open my eyes beyond the ordinary and ever since my farm is differently positive." For the first time he discovered the best system of maize production, starting from seed selection, basal application of NPK, twice top dressing with urea and other forms of pest controls.

"After the training, I came back

and I could clearly see why my farm was not always as successful as others, I adopted the disseminated innovation by the Agronomist on my farm and the result was overwhelming." From initial farm size of less than a hectare, Mr Usman Abubakar's farm has increased to 3 hectares and he has become the ambassador of Best Agronomic practices in his village, preaching among his kinsmen who have equally keyed into it for better yield. This action-taking steps of his have made him an opinion leader especially on issues of agriculture in his community.

Seeing his unwavering commitment to the teachings received and the status he has assumed in the community as a result of this, a wet season Demonstration farm on Neem Coated Urea (NCU) was conducted on his field during the ongoing season where he used our regular urea on his entire farm while Neem Coated Urea (NCU) was applied on 2000MSQ Demo plot. The farm is another avenue for further training of other farmers on BAP generally and NCU in and around the village.

The beauty of NCU as a wonder product is glaringly visible and the effect is almost instantaneous. The growth parameters taken at 50 Days after Planting are testament in this regards. Farmers are curiously waiting for the product launch as they can't wait to have it applied on their farms.



# “VACCINATION WOULD GIVE A HIGH DEGREE OF PROTECTION AGAINST THE COVID VIRUS”

— *Dr. Godwin Iheme*

Just when the world thought it had struck down the raging Coronavirus (Covid-19) pandemic with the unprecedented speed with which vaccines were developed, vaccine hesitancy and the emergence of a new strain of the virus, called the Delta strain, has plunged nations of the world into a third wave of the spread of the deadly disease.

As a result, governments, institutions, and responsible individuals are beginning to re-embrace the already familiar non-pharmaceutical prevention protocols, while the campaign to promote vaccination has been heightened. To underscore the seriousness of the situation, the federal government of Nigeria has disclosed plans to make COVID-19 vaccination mandatory for all federal civil servants.

Mr. Boss Mustapha, Secretary to the Government of the Federation and Chairman of the Presidential Steering Committee (PSC) on Covid-19 has urged every State Government and corporate Organisation in Nigeria to take decisive actions to ensure that the vaccination is taken very seriously by everyone.

Here at Indorama-Nigeria, no stone is left unturned in ensuring that all employees and associates are vaccinated.

In this interview with **Chinedum Emeana, Dr. Godwin Iheme**, head of Telemedicine at the Flying Doctors Nigeria (Infectious disease and emergency medicine experts) team helping Indorama to fight Covid-19, explains the new Delta strain of the virus and what Nigerians must do to keep safe and alive.



## How did this Delta Strain of Covid -19 come about?

Firstly, thank you for giving me this opportunity to sensitize people about this pandemic. Delta Strain is a variant of lineage B.1.617 of SARS-CoV-2, the virus that causes COVID-19. It was first discovered in India in December 2020. It is as a result of mutation of the spike protein of the virus causing it to be twice more contagious than the previous variants. The Delta variant is more likely to lead to hospitalization and death, particularly among unvaccinated people, according to a WHO study.

## With the rampaging 3rd wave of Covid-19, what can Nigerians do to keep safe and alive?

It is very important to know that vaccination would give a high degree of protection against the virus. Other ways include washing hands, wearing a face mask, maintaining social distance, avoiding touching the mouth, nose or eyes, avoiding crowded indoor spaces with poor ventilation especially where people are talking, going to get tested if one develops symptoms and isolating if one becomes positive. Nigerians should beware of self-medication; the “malaria” that is resisting treatment may be Covid-19!

At this point, it is necessary to remind people that the most common symptoms of COVID-19 are fever, dry cough, and tiredness. Other symptoms that are less common and may affect some patients include loss of taste or smell, aches and pains, headache, sore throat, nasal congestion, red eyes, diarrhea, or a skin rash. Also note that there could still be Covid infection without any of these symptoms (asymptomatic).

## What do you say to those who are still hesitating to get their vaccine jabs?

There have been several myths/fake news concerning vaccinations which have been deceptive. The social media has not helped in this aspect. Vaccination is the most effective method of disease prevention. It has greatly reduced severity of symptoms, hospitalizations and deaths.

Some people are scared about the vaccine's potential side effects. We expect mild side effects such as pain near the injection site, headache, body pain and fever in some individuals. These are temporary lasting about two days and disappear.

## What is herd-immunity and how can Nigeria achieve it?

Herd immunity which is also known as community immunity or mass immunity is a form of indirect protection from infectious disease that can occur when a high proportion of a population has become immune to an infection, whether through vaccination or previous infections. This would in turn reduce the likelihood of infection for individuals who lack immunity.

Immune individuals are unlikely to contribute to disease transmission, thereby disrupting chains of infection, which stops or slows the spread of the disease. The greater the percentage of immune individuals in a community, the smaller the probability that non-immune individuals will encounter an infectious individual.

Herd immunity created through vaccination contributed to the eventual eradication of smallpox in 1980 as declared by the World Health Organization (WHO) which was initially diagnosed in 1977 and has contributed to the reduction of other diseases.

Nigeria should not be left out of this global goal.

# Colleagues, Friends Celebrate Udodirim Avaja as He Retires from Indorama

**On Friday, 16th July 2021 colleagues and friends of Mr. Udodirim Avaja of Central Engineering Services (CES) Workshop organized a get-together in his honour to celebrate his meritorious service to the Indorama Group as he bowed out after 15 years of service.**

The event, anchored by Mr. Joseph Mgbaga, was graced by his wife, Mrs. Chioma Avaja. The atmosphere was permeated with happy and boisterous mood as the attendees rejoiced with the celebrant and his wife.

In a steady flow of tributes, many staff extolled his qualities. Mr. PJS Bajwa, former Head of CES and now Head of Fertilizer operations said he had known Avaja since 2006 and lauded him for his sincerity and dedication to duty, giving examples to prove his point. The current HOD of CES, Mr. Millin Shah said Udodirim faces work challenges head-on without complaining.

Mr. Emmanuel Etini of CES Electrical, described him as a versatile person who cared about his job and wished him further exploits in his future endeavours because "I know he is retiring from Indorama, but he is not tired."

Mr. Anthony Kalu, a Machinist in CES workshop said the celebrant will be missed because of his jovial personality, and willingness to render help and give good counsel to people who seek to be guided by his experience.

Mr. Aminu Bello described him as an active Safety Ambassador and a consummate professional, while Comrade Joy Nwanosike, former PENGASSAN WIP said

Udodirim was a humble and humorous character who did his job with all seriousness, urging those still in service to follow his example.

Charles Chima Igwe, former Plant Shift Superintendent (PSS), now of Corporate Communications, said he had over the years known Udodirim for his hard work and deep commitment to his job.

Others who spoke also followed the same theme. Mr Henry

Igwe proposed a toast to his good health and brighter future.

In response to the messages of goodwill in his honour, Mr. Udodirim Avaja thanked all who took out time to honour him, while expressing sincere apologies to all those he may have offended in the course of his working career. While testifying of God's goodness in his life, he advised all still in service to be sincere with their job, stressing that hardwork pays in the long run.

His wife, who was overwhelmed by the show of love to her husband, thanked all his coworkers for honouring her husband and prayed that they too will be honoured. Mr. Ernest Ugorji said the closing prayer before the event was rounded off by presentation of gift to the celebrant, group photographs and light refreshment.



**Udodirim Avaja and his wife Chioma at the send forth party.**



**Group photograph with his colleagues and the gift item presented to him.**



Double honour for **Mrs. Esther Odion** of Security Department – Honoured as Virtuous Woman by Catholic Men Organization (CMO) on July 25th 2021 while Catholic Women Organization (CWO) gave her award as Icon Mother on August 14th 2021.



**Dr. Jossy Nkwocha** delivers a keynote lecture titled *“The Role of the Mass Media in Accountable Governance and Sustainable Peace in Society”* at the 2021 conference of the Association of Communications Scholars and Professional of Nigeria (ACSPN) held at the Rivers State University, Port Harcourt, on 2nd September 2021.



**Dr. Jossy Nkwocha** delivers a keynote lecture titled *“Managing Public Communications and Building Trust”* during the Annual conference of the Nigerian Institute of Public Relations (NIPR) Lagos State chapter on 1st July 2021 at the Nigerian Institute of International Affairs (NIIA), Lagos.



Bosses, colleagues and Friends toast to **Udodirim’s** good health and bright future led by Mr. PJS Bajwa, Head of operations of Indorama Fertilizer



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