

**BAOBAB FOR WOMEN'S HUMAN  
RIGHTS**



**2011 REPORT**

## **2011 Report**

### **BAOBAB for Women's Human Rights**

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Ojota**

**Lagos, Nigeria**

***"You can't change the past, but you can try to change the future"***

BAOBAB for Women's Human Rights

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## EXECUTIVE SUMMARY

15 years ago after a three year research on Women and Laws in Nigeria, as coordinated by the International Solidarity Network of Women Living under Muslim Laws (WLUML), Feminists, Women's Rights Activists and Advocates came together to respond to the gaps in the situation of Nigerian Women especially Muslim Women from Northern Nigeria as identified by the research. The result of that response was the birth of BAOBAB for Women's Human Rights. The name BAOBAB was carefully chosen for what it represents, BAOBAB (*Adonsonia Digitata*), is a tenacious and long-lived tree found all over sub-Saharan Africa that provides shelter and food to humans, birds and other animals. In choosing the name, BAOBAB for Women's Human Rights, the founders promised that the organization will emulate the sterling qualities of BAOBAB the tree and be dedicated in providing a place of refuge for all women in Nigeria and sub-Saharan Africa, providing strength, nourishment and tools for empowerment, as well as being able to stand the test of time.

Fifteen years after this meeting and agreement to form this organization was taken we can confidently say without fear of contradiction that BAOBAB for Women's Human Rights as an organization has provided a place of refuge and shelter to Nigerian Women and non Nigeria Women alike. The provision of shelter has also been extended to Nigerian and non Nigerian Men both as primary and secondary beneficiaries. The organization BAOBAB has provided strength, nourishment and tools for empowerment to women in Nigeria and sub-Saharan Africa, and women beyond the shores of Africa have benefited from the best practices of BAOBAB; and this 2011 we are fifteen years and still counting.

2011 Annual report consists of two parts; the first part under the executive summary is on our brief history and celebration of those who have worked tirelessly to keep the organization going and second part focuses on the activities and programmes carried out in the year under review.

From 1996 that BAOBAB for Women's Human Rights announced its entry into the Community of Civil Society Organizations in Nigeria, it has worked

tirelessly, passionately and doggedly to keep the issues of women's human rights of Nigerian women on the front burner, its dedication to its vision and goal was unprecedented; BAOBAB's passionate dedication to the cause of Nigerian women took it to a very enviable height and it became the doyenne of Women's Human Rights organizations both within and outside Nigeria. This position was made possible by great women and men of Nigeria who have served both at the board and management levels of BAOBAB, permit me to mention a few names, I will start with Ayesha Imam and our own late Hajara Usman and their team who mid-wived the organization and built a solid foundation for another feminist and advocate Sindi Medar-Gould and her team to build on and then the Chibogu Obinwa era that ensured that BAOBAB went through the test of its resolve to stand the test of time and came out with a greater resolve to be the best in the struggle for the actualization of women's human rights in Nigeria. What can I say of Asmau Joda the great chair of BAOBAB's Board and her team, to all these great women and men we say thank you. That I Mma Odi is writing this Executive Summary is proof of our Oneness, common Destiny as women and belief in our cause for a better society where women's human rights are respected, protected and enjoyed by all women.

In a life journey a time comes when the determination to embark on the journey is tested. BAOBAB for Women's Human Rights time came in 2011 to test the ideals it calls its own and its resolve to stand the test of time. Relationships built among ourselves over the years as feminists, as women's rights activists, as change champions, as sisters and as friends were shaken and threatened; in all BAOBAB came out of it stronger and more determined to pursue its ideals. The wounds inflicted by this test are many, some have healed and some are in the process of healing; but most importantly we have come to realize more than ever before that we are sisters and comrades in search for a better society for women.

During the year 2011, BAOBAB for Women's Human Rights in line with its vision and mission implemented projects on capacity building through trainings, mentoring and advocacy; and also carried out activities in the areas of monitoring and evaluation, networking and enlightenment. It also strengthened

the capacity of other Civil Society Organizations through her internship programme.

In the year 2011 BAOBAB worked to develop leadership skills of young women and political aspirants and carried out Leadership and Political Education trainings for young women and women political aspirants in Kogi State between 7<sup>th</sup> and 13<sup>th</sup> February 2011 and in Kano State between 28<sup>th</sup> February and 5<sup>th</sup> of March 2012. The trainings also established a mentoring system for young women who participated in the training; the mentoring component of the training is a continuous exercise. The young women were paired to be mentored by the politicians. In keeping with its commitment to enhance young women leadership skills in the global south, BAOBAB carried out a 5-day Regional Leadership Institute in Accra, Ghana, for young women between 20<sup>th</sup> and 24<sup>th</sup> June 2011. Participants were drawn from Egypt, Ghana, Liberia, Nigeria, Sierra-Leone, Uganda, Zambia and Zimbabwe; with a theme, **“Young Women redefining and transforming agenda in Africa – A strategic approach towards sustainable democracy and development in the region”**

A total of sixty women and Eighty-One young women participated in the capacity building training of BAOBAB For Women Human Rights in 2011. BAOBAB assessed the impacts of its capacity building trainings by carrying out the evaluation of Leadership and Political Education training for young women and women political aspirants in Abia State between 8<sup>th</sup> and 9<sup>th</sup> of June 2011 and in Kano State between 14<sup>th</sup> and 15<sup>th</sup> of October 2011. The evaluation exercise was highly rewarding as many verifiable successes were already recorded barely one year after the trainings. BAOBAB enhanced the skills of six interns and five volunteers in different areas of development work especially on the issues of women’s human rights.

In line with BAOBAB’s tradition of annual participation in the “16 Days of Activism against Gender Based Violence” and its belief that men and boys have a key role to play in the ongoing efforts to totally eliminate gender-based violence. In 2011 BAOBAB organized a press briefing to kick-off the Activism, and carried out a peer educators training for young boys and young girls between ages of 13 and 17, in November 2011, aimed at sensitizing them on

gender issues and the need to respect and promote the rights of women. Twenty-Five boys and Twenty-Five girls participated in the training. It also organized a street campaign for “Men against Violence against Women in December 2011 as part of BAOBAB’s activities during the “16 Days of Activism”. The results from these activities especially the ones from young boys and men led to our most significant result of year 2011 because they were addressing the root cause of gender based violence which is patriarchy.

A total of Forty (46) individual cases of violations of women’s human rights were handled by BAOBAB in 2011. 20 cases out of this number were settled through mediation and counseling, while the remaining 22 were supported through different strategies.

In year 2011 BAOBAB participated actively in international campaigns, meetings and activities on violence against women and in the promotion and protection of women’s human rights.



## ORGANISATIONAL BACKGROUND

**BAOBAB's Vision:** That women's human rights become an integral part of everyday life

**Her Mission:** To promote and protect women's human rights by improving knowledge, exercise and development of rights under customary, religious and statutory laws in Nigeria

**Her story:** BAOBAB for Women's Human Rights (BAOBAB) is a non-profit, non-governmental and non-religious women's human rights organization that is committed to the promotion and protection of women's human rights under the three parallel systems of law in Nigeria: namely customary, statutory and religious laws. Established in 1996, BAOBAB evolved from a three-year research project on Women and Laws in Nigeria, coordinated by the international solidarity network of Women Living under Muslim Laws (WLUML), which had begun in 1993. The Women and Laws action-research team in Nigeria comprised women's rights activists, Ulema (scholars of Islam), lawyers, social science researchers, historians, and Arabic linguists amongst others. The research project covered Muslim jurisprudence, the history of Muslim laws in Nigeria, Sharia court judgments (especially at the higher levels), as well as customary/traditional and daily practices in diverse Muslim communities across Nigeria as they affect women as family members, citizens and individuals. The research also focused on the means which secular and customary laws and practices interact with Muslim laws and practices.

The wealth of data generated from this research showed the need for intervention as violations of women's human rights were evident in many spheres of Nigerian society. It was clear that many women did not access their rights, especially in Muslim laws, because they did not know of them, or how to actualize them. BAOBAB for Women's Human Rights derives its name from the baobab tree (*Adonsonia Digitata*), a tenacious and long-lived tree found all

over sub-Saharan Africa. This tree provides shelter and food to humans, birds and other animals - BAOBAB for Women's Human Rights strives to emulate these sterling qualities by being a place of refuge for all women, providing strength, nourishment and tools for empowerment, as well as being able to stand the test of time.

**BAOBAB objectives** include to:

- Promote the knowledge, development and exercise of women's human rights
- Protect and defend the rights of women
- Raise awareness of women's human rights, abuse of these rights and other legal issues as they affect women, with a view to determining policies which can best promote all human rights
- Further the construction of truly universal and relevant human rights
- Support and strengthen women and other human rights focused organizations and individual activists.

The following are the **values and principles** of the organization:

BAOBAB believes:

- that women's rights are human rights
- in gender equality and equity
- in respect for diversity
- that the personal is political
- in organizational and individual development
- that one woman's problem anywhere is every woman's problem everywhere

BAOBAB has an interrelated multi-disciplinary programme of activities. These activities include: research and documentation, capacity building: advocacy, litigation, counselling and mediation; information, education & communication (IEC); networking, as well as specialized trainings, tribunals and workshops which are all geared towards a time when women's human rights will be a living reality for all women in Nigeria.

BOABAB operates from a national office in Lagos with programme, administrative and technical staff. In addition, there are also outreach teams in 15 of the 36 in all 6 geo-political zones of Nigeria. These scores of unpaid volunteers share BAOBAB's vision and give their time, resources and skills to implement BAOBAB's programmes and activities to concretise women's human rights in daily life. BAOBAB's multi-disciplinary approach and programme thus serves to support work in Abia, Adamawa, Borno, Edo, Kaduna, Kano, Katsina, Kogi, Kwara, Lagos, Osun, Oyo, Plateau, Taraba and Zamfara. These state outreach teams' activities include, but not limited to: legal consciousness workshops on different aspects of women's rights, training sessions, paralegal work, street theatres, transformative leadership training. They serve to interface local level work with women and men in rural and urban areas of Nigeria. They are the link to examine, actualize and develop rights with people at all levels and in all regions of the country.

Until 2006, BAOBAB was the Regional Coordinator of the International Solidarity Network of Women Living under Muslim Laws (WLUML) in Africa and the Middle East, with which we continue to network actively. BAOBAB is the Africa Hub of Women's Learning Partnership for Rights, Development and Peace (WLP). In these roles, BAOBAB has local, national, regional and global reach and programmes.

## **Building Capacity for Women's Human Rights**

Building capacity across wide sectors to fight for women's rights is a main plank of BAOBAB's work. In 2011 BAOBAB worked to develop leadership skills amongst women in various – politicians, media, academia, activists in NGOs and CSOs, young women (and men), as well as strengthen internal capacity in a number of fields. In this year there were also evaluations of past training workshops, programmes, and internships – the findings of which testified to the effectiveness of BAOBAB's capacity building in realizing women's human rights.

### **Regional Young Women's Leadership Institute**

**Held at Coconut Grove Regency Hotel, Accra, Ghana, 20<sup>th</sup>- 24<sup>th</sup> June 2011**

In consolidating the partnership's commitment to promote young women's leadership in the global south, BAOBAB for Women's Human Rights in collaboration with the Women's Learning Partnership for Rights, Development and Peace (WLP)—USA organized a 5-day regional leadership institute in Accra, Ghana, with the theme, "***Young women re-defining and transforming the leadership agenda in Africa – A strategic approach towards sustainable democracy and development in the region***". The institute convened 21 dynamic and passionate women from 8 countries within the region –Egypt, Ghana, Liberia, Nigeria, Sierra-Leone, Uganda, Zambia and Zimbabwe. The objectives of the Institute include - empowering young women across Africa to embrace the principles of horizontal, participatory and truly democratic leadership, and enabling participants to identify and develop a shared vision, communication, and mobilization and advocacy skills, among others, for effective leadership. The institute also aimed at promoting the use of innovative information technologies for solidarity networking and campaigns.



*Some of the participants during a group work*

In a consensus building interactive process, participants arrived at a group vision “An Africa where good leadership, gender equality and Freedom from all forms of Gender-Based Violence is an everyday practice.” To actualize this vision, there was a strong component of the use of innovative technologies to advance the groups’ post institute action plans, as participants formed three (3) groups –covering Face book activism, blogging activism and Twitter activism. The idea was for each group to take on the responsibility to initiate on-line solidarity exchange information, articles and alerts for support, through their respective on-line social media, and move the larger group to action.

*Group photograph of the participants of the Young Women Leadership Institute (YWLI)*



The media presence and reportage were overwhelming and consequently gave substantive visibility to the institute. Some of the media reports have been captured on-line by BAOBAB and WLP. Participants felt a sense of new commitment, confidence and energy to move the talk to action due to their personal action plans and on-line group plan of action. As of the time of this report, a yahoo discussion group had commenced (ywli\_accra2011@yahoogroups.com), as well as an active blog – (-

<http://youngwomenleadersaccra.blogspot.com/2011/07/lets-not-be-afraid-to-speak-out.html>. We keep receiving feedback from the beneficiaries of the institute. One of the beneficiaries recently co-facilitated a leadership training session in Uganda, based on her experience at the WLP/BAOBAB institute. Another participant formed an NGO to help young women address young people leadership aspirations.

### **Political Education Training for Young Women and Female Political Aspirants in Kogi State held from February 7 to 13<sup>th</sup>, 2011**

BAOBAB for Women's Human Rights organized a Political Education and Capacity building training for young women in tertiary institutions and female political aspirants in Kogi State from the 7<sup>th</sup> to 13<sup>th</sup> of February. This training was carried out in collaboration with the Kudirat Initiative for Democracy (KIND), with support from the UNWOMEN. The aim of the project was to build the capacity of young women in tertiary institutions and female political aspirants to help promote women's visibility and involvement in strategic decision making positions in the country and to build the self esteem and confidence of women to take up leadership positions and challenges even in the face of seemingly insurmountable odds. This training project covered the six geo-political zones of the country as represented by Abia State for South East Geo-Political Zone; Borno State for North East Geo-Political Zone; Cross-River State for South South Geo-Political Zone, Kano State for North West Geo-Political Zone; Kogi State for North Central Geo-Political and Lagos State for South West Geo-Political Zone.

The training in Kogi state had in attendance 30 participants from various institutions of higher learning and 30 participants from various political parties {Congress for Progressive Change (CPC), People's Democratic Party (PDP), Action Congress of Nigeria (ACN) and All Nigerian Peoples Party (ANPP), These trainings were conducted in 2 separate 3 day back-to-back meetings with a one day mentoring session.



*A cross section of some Female Political Aspirants during a group work*

The training looked at issues of leadership and political participation particularly as it affects women in politics and leadership in Nigeria. Some of the key issues that came up during the training were challenges engaging with the media - most times it was too expensive; another issue was that of ethnicity which was creating more cracks for the unity of women in the state.

Participants were encouraged to form alliances and partnerships with the media so that they will build a relationship that will help to eliminate the issue of paying for the media's presence at events or campaigns. The women were also reminded that they were first and foremost women and as such they should not allow issues of ethnicity or any other thing cause divisions among them because as women they are already at a disadvantage and thus the need for them to unite on common goals.

### **Outcomes of the training**

Some immediate outcomes of the training were that participants enhanced their skills on campaign strategies and increased their confidence to succeed against all odds in their political ambition; they also acquired additional skills and confidence in making presentations in political rallies which a number of the participants said they were unable to do before the training. The training also provided the opportunity for 8 of the young women from tertiary institutions to be mentored by female aspirants who were already active in the political terrain to give them a hands-on experience.

## Political Education Training in Kano February 28 to March 5, 2011

The UN Women supported Political Education Project that took place in Kano between February 28th and March 5th 2011. The training was held for political female aspirants/leaders and selected undergraduates of tertiary Institutions in Kano State. The political education training had the following objectives: Promote a gender sensitive culture within the political terrain and academic institutions; Share the principles of horizontal, consensus-building, and participatory leadership;



*A participant making a presentation at the training*

Empower women and men to have a shared vision that will transform the leadership agenda towards achieving social justice and gender equality; Enable participants to identify and develop strategies towards promoting women's visibility and involvement in strategic decision making positions within their institutions, among their peers, in politics, their families, and their communities. The training was also aimed at building the self-esteem and confidence of participants to take up leadership challenges even in the face of seemingly insurmountable odds.

The training sessions were tailored and adapted to respond to women's rights and religious interpretations in the context of Kano State. The facilitators and participants engaged in constructive conversations in an attempt to deconstruct myths and cultural stereotypes that continue to prevent women from participating in decision making.

The immediate training objectives were met including identifying mentors from among the women politicians to mentor the young women undergraduates. This mentoring relationship process is part of the political education training with expected long term results. The participants emphasized their desires and



plans to further deconstruct, and address the barriers which have prevented women from engaging in politics.

## **Training Evaluations**

### **The Evaluation of Political Education Training for Young Women and Female Politicians in Abia State (June 8<sup>th</sup> – June 9<sup>th</sup> 2011)**

Between June 8<sup>th</sup> and 9<sup>th</sup>, BAOBAB for Women's Human Rights evaluated the impact of the political training for young women and female politicians in Abia State, eleven months after the training. The main objective of the evaluation was to assess the impact of the political training on the participants and on their immediate constituencies; share success stories and challenges experienced by participants in the process of implementing their plan of action; and strategize on the way forward. Twenty six of the young women attended while twenty-five of female politicians participated in the evaluation which was carried out separately, the first day was for the young girls while the female politicians were evaluated on the June 9, 2011- the second day of the program. A total of 60 participants were trained, 30 young women and 30 female politicians.

Participants from both groups described their efforts, highlighted their challenges and shared successes in the implementation of skills gained from the training with their peers and other members of their constituencies. In all, majority of participants trained under this project clearly benefited from the training and are actively applying and sharing skills received from the training. For example, according to one of the young women, the training made her see herself as a leader and she decided to contest for the position of Course Representative in her department and won. She stated that she had to overcome several challenges as a course representative but that the most difficult was overcoming financial responsibilities that came with the position. In another instance, two of the young women who also participated in the training in July 2010 supported a female student to contest for the post of Student Union Government (SUG) President in their school. They described the steps they undertook to form campaign slogans, mobilization of groups and encouraged other female students to vote for a female SUG President for the

school. This particular outcome was stunning, against the backdrop of female students who are constantly stereotyped to accept the position of Vice President of the SUG in virtually all tertiary institutions in Nigeria. Another young woman expressed her delight in supporting her mentor (one of the female politician's that were trained under this project) through the April 2011 general elections – she was actively involved in the politician's campaign activities and gained immense experience.

### **The Evaluation of Political Education Training in Kano State.**

On October 14<sup>th</sup> and 15<sup>th</sup>, 2011, BAOBAB for Women's Human Rights organized a two day evaluation meeting on Political Education for Young Women and Political Aspirants in Kano State. The overall aim of the meeting was for participants to share their experiences on how they utilized the knowledge gained at the previous Political Education training. It was also for participants to share and to learn from their successes and challenges.

The evaluation meeting was highly successful because the young women were very outspoken and willing to effect positive changes on the issues of women's political participation in Kano State.

Some of the successes of the political education training shared by the participants included that some of the young women contested for elective positions like Secretary, Public Relations Officer (PRO), President, Vice - President at the Student Union and Departmental elections in their various institutions of learning. One of the participants won the seat of Public Relations Officer at the Departmental level and another, the position of secretary. They were able to achieve all these because the initial training was an eye opener that helped them believe in themselves, to aspire and to hold leadership positions against all odds. Those that lost during the elections were encouraged not to relent in their efforts and to be more strategic next time. Both the young women and political aspirants mobilized people to vote at the last elections, they discouraged people from exchanging their voter's cards for financial gain. Some of the mentees attended political party meetings and rallies with the help of their mentors.

It was also reported that five of the women that participated at the previous training were given political appointments of Special Advisers and Commissioner of Women's Affairs in the State.

The challenges encountered by the two groups (the young women and the female political aspirants) included that women involved in politics were perceived to be women of low virtue by their society. Some of the participants especially the young women that attended political rallies experienced some electoral violence which were life threatening and unpleasant. Others included that the electoral officials were not properly equipped. Party officials' presence was not felt at the polling centres; people with disabilities were not treated fairly during the last elections and there was no presence of ambulance at polling stations because about three pregnant women that came to vote gave birth at the polling stations. These polling stations were situated at the following Local Governments of Utoro Local Government (NNPC ward) and Dawakin Kudu Local Government (Kunkura Ward) all in Kano State.

Participants were however encouraged and made to understand that these challenges could be overcome by their continuous advocacy and sensitization on the need for free and fair elections as well as women's involvement in politics in the state.

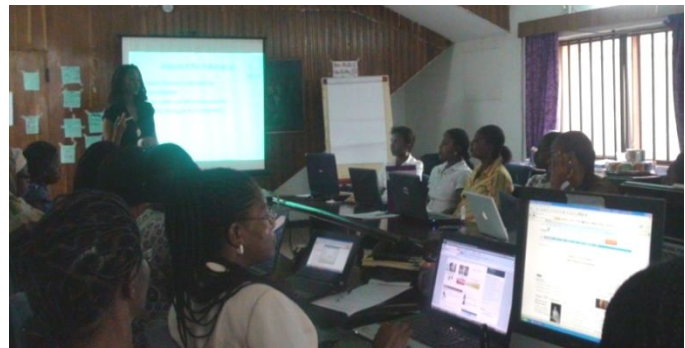
The immediate outcome of the training was that the female political aspirants group formed a coalition called the Coalitions of Women for Affirmative Action (COWAA). The aim of the coalition is to ensure that more women contest and participate actively in 2015 elections. The group promised to involve the young women in the coalition's activities.

### **BAOBAB Staff Capacity Building**

Recognizing the importance of building the capacity of staff to meet various challenges in advocating women's human rights, in 2011 BAOBAB organized several thematic trainings for staff aimed at increasing their effectiveness.

### **Information, Communication & Technology (ICT) Capacity Building Training for BAOBAB Staff, April 6<sup>th</sup> – 8<sup>th</sup> 2011**

ICT continues to play an important role in the development and promotion of women's human rights as ICT-enabled tools and services such as blogs, twitter, online petitions, e-newsletter, face book, bulk SMS, you-tube, flicker etc. offer new terrain to combat and expand advocacy against acts of violence against women. The striking connections between the human rights of women, women's empowerment and ICT therefore prompted the need to build knowledge, strengthen and familiarize BAOBAB staff with the new social networking and advocacy tools and technology, thus, the training for BAOBAB for Women's Human Rights Staff.



*A Cross section of some of BAOBAB's staff and facilitator during ICT Capacity Building*

The training was highly participatory with hands-on learning techniques that helped bring to the fore participants' zeal to advance the cause of women's human rights. The pre-training survey revealed that about 60% of the participants wanted to sharpen their skills in various ICT tools. It also revealed that participants at some point in time overlooked and sometimes, downgraded the usefulness of these ICT tools – particularly the new social networking tools.

Some of the key outcomes of the training were evident in the comparative analysis of the pre-training survey and the post training evaluation that revealed that after the training, participants were further equipped to use ICT-enabled tools to promote and protect women's human right.

**Counseling and Mediation Training organized by BAOBAB for  
Women's Human Rights (July 6<sup>th</sup> - 8<sup>th</sup>, 2011)**

On July 6<sup>th</sup> to 8<sup>th</sup>, 2011, with support from the American Jewish World Service, BAOBAB organized a capacity building training on Counseling and Mediation for BAOBAB's personnel. The aim of the training was to enhance the capacity of personnel on basic Counseling/Mediation and to equip them with the



necessary tools for assisting distressed survivors of violence –especially with the increase in the number of cases received in the office.

The training was very useful as BAOBAB personnel learned more strategies in handling sensitive individual cases of women's human rights violations and also addressed some of the challenges encountered with some cases, for example the unwillingness of some clients to continue with their case as a result of threats from their family. One of the outcomes in addition to the knowledge gained by personnel was a suggestion for BAOBAB to have a hotline telephone service managed by well trained personnel. It was also suggested that BAOBAB should review its counseling and mediation form.

*A cross section of some of the participants and facilitators at the Counseling and Mediation training*

### **Edutainment Training for September 1 - 3, 2011**

BAOBAB personnel, with support from Oxfam NOVIB, participated in an Edutainment training aimed to provide skills on strategies for utilizing a combination of entertainment and education as an advocacy tool. Over the years BAOBAB staff had adopted the use of documentaries and short drama clips as a strategy for dissemination of important information around women's human rights in Nigeria and within the region. Thus, it became necessary to increase staff capacity to promote women's human rights using edutainment which has become very effective in creating awareness on compelling issues of

women's human rights. The training was conducted by Peter Obi of Association of Positive Youth in Nigeria (APYIN) based on a training organized by Soul City in South African in which he participated.

The primary purpose of edutainment as an advocacy tool is to break the culture of silence, encourage community action and repackage educational information in a manner that interests young people. Edutainment programs are preceded by a prior process of identifying the problem, strategies and anticipating a desired impact. The training also emphasized communication as a key component of edutainment.

An essential component of the training session focused on human rights approaches to edutainment in which messages that depicted violation as well as redress of women's human rights were captured in short drama clips set in selected rural and urban areas. In addition to Violence against women and general women's human rights issues, the training also focused on the use of edutainment to combat HIV/AIDS infection and prevention.

The training ended with a commitment from BAOBAB staff to utilize the skills gained from the training to enhance the effectiveness of BAOBAB's advocacy projects in the organization's effort to promote women's human rights in Nigeria.

### **2011 Strategic Planning Meeting**

The 2011 Strategic Planning Meeting for Staff of BAOBAB for Women's Human Rights with the theme: **Documenting our Stories and Tracking Impact: A Tool for Taking BAOBAB to the Next Level** held December 14-21, 2011 at Erata Hotel in Accra, Ghana. The SPM convened 15 staff, 1 outreach coordinator and 2 board members who came together to share their work experiences of 2011 and work plan for 2012. It also provided an opportunity for increasing staff skills on Monitoring and Evaluation towards effective programming.

BAOBAB's annual Strategic Planning Meeting (SPM) is a time for assessing and reviewing its programmes, projects, mission statement, vision, objectives and staff capacity towards sustaining BAOBAB. The SPM is usually the final

activity for the year and serves as a forum through which the organization reviews its activities, events, projects and programmes. The planning meeting provides the space for strengthening staff team spirit. In addition, the annual planning meeting provides the space for effective calendar planning for the upcoming year. For therapeutic and strategic reasons –the meeting is normally scheduled to take place outside the office location (or country if funds are available), this is to give room for enough deliberations without distractions but also to serve as a ‘new’ environment to invigorate, and create space for tactical thinking towards strengthening activities aimed at achieving the organization’s vision and improving its standard.

The 2011 SPM sought to equip staff with necessary skills to effectively monitor and evaluate BAOBAB’s projects toward increasing efficiency of the organization’s programs and services. Effective monitoring and evaluation of all projects will ensure improved project tracking, record keeping, and encourage strategic/innovative methods of project implementation. Other thematic sessions for 2011 SPM were Online Security Training, Team Building, Stress Management, Effective Writing Skills and BAOBAB’s Vision and Mission Statements.

In line with the objectives of the organization’s annual assessment, the staff of the organization collectively reviewed the staff work performance output. This was aimed at facilitating an effective launch into the 2012 programmes and activities. 16 personnel including the outreach member each made a five – minute presentation on their respective activities in the year. The volume of work and achievements recorded by the organization was amazing despite challenges that the organization faced in 2011.

BAOBAB’s project activities are divided into 5 thematic areas of focus that are interrelated. Presentations by each workgroup was subject to an objective assessment to encourage the culture of learning and sharing best practices and challenges encountered during the year

As already indicated, training was conducted on various thematic issues to build staff capacity but the key focus was the training on Monitoring and Evaluation flowing from the theme of 2011 SPM. In summary, Monitoring was described as the routine process of keeping track, observing and checking the outcome of

a project in a qualitative and quantitative manner over a period of time while Evaluation was described as the use of social research methods to systematically investigate programme effectiveness which can be considered at different levels, vis-à-vis Process level, Outcome level, and Impact level.

At the end of the meeting, staff, Board members and outreach coordinator all reiterated the importance of the SPM as a key factor in ensuring successful organizational programming and repositioning BAOBAB to address current challenges. The training sessions sharpened staff skills and increased their ability to implement, monitor/evaluate and document the organization's activities in a manner that will help sustain BAOBAB's mission and vision.

### **Interns and Volunteers at BAOBAB for Women's Human Rights**

BAOBAB for Women's Human Rights hosted Six (6) interns and Five (5) volunteers in 2011. The internship programme provides an opportunity for young people to learn from the organization's work and share their own experiences with BAOBAB staff and outreach team members. Each intern or volunteer is mentored through BAOBAB's work, and focuses on a specific theme or area of work, on which they make presentations during their stay. Presentations included: "Kule – Pudah – Marriage Confinement", "Patriarchy in Educational System", "Traditional Challenges of Women in Imo State, Nigeria", "Islamic emphasis on family planning and controversies", "Women's Complaints Office: What it is good for, how to create one", "The effect of male child preference on women and possible ways of eliminating the practice", "The effects of rape as an act of violence against women and possible ways of curbing the practice".







*Photographs of 2011 interns and volunteers*

Virtually all the volunteers and interns have expressed their appreciations for the invaluable learning opportunity that BAOBAB has offered them. For BAOBAB –apart from being one of our core mentoring and learning strategies, the volunteer and internship system also helped the organization during the transition period.

### **Documentation and Information Sharing**

In 2011 BAOBAB continued to produce and share information to educate the general public on diverse women’s human rights issues. We constantly document our research on women’s rights and laws, and track emerging trends of women’s human rights locally and internationally. Our documentation has served a wide audience over the years and we continue to receive commendation by our diverse constituents across the globe.

### **Publications and Materials**

In the year under review, BAOBAB compiled articles for the organization’s Newsletter **‘Under the BAOBAB Tree’** Issue 10 with the theme: Men’s Involvement in Women’s Human Rights Activism. Articles described strategies and benefits of involving men in women’s human rights advocacy. Articles in this issue include- *A Decade for African Women. What about Men? Need for Men’s Involvement in Women’s Human Rights; Touchery.*

In 2011 BAOBAB also reprinted several stickers that were widely distributed during campaign activities undertaken by BAOBAB staff and members of the outreach teams in the different states. Some of the messages in the stickers include: *Real Men Don't Abuse Women; Against Her Will is Against the Law; Women's Rights are Human Rights; He is Educated and Successful... Respected in the Community... Deeply Religious and... He Beats His Wife; Our Culture But my Body!; There are no Words for Rape... Only Sentences!!!*

## **2011 Calendar**

One of the ways by which BAOBAB enhances its information sharing and social advocacy strategies is by producing portable desk-top **BAOBAB Calendars** with varied messages on women's human rights aimed at creating awareness amongst the public. Over the years, BAOBAB has received feedback from different members of the public – partner organisations, network members, donor agencies, government agencies, the media, and women and men reached via general outreach testifying to the efficacy of the strategic advocacy usefulness of BAOBAB's calendars. Along with BAOBAB stickers, the calendars can be found in places ranging from market stall to supermarkets, from corporate to government offices. The 2011 Calendar focused on Sexual Violence and Women's Human rights bringing to fore the legal implications of sexual violence, especially rape. The calendar compiled stipulations of local and international laws on sexual violence as well as recommendations for redress.

## **Information Service to NGOs & Individuals**

As part of BAOBAB's long-term strategy to empower its network, in 2011 BAOBAB continued to provide current information on women's human rights, gender equity and equality, reproductive health and rights as well as training opportunities, funding, conferences and scholarships to over 700 individuals and NGOs, by email and by post, as well as through the website and social media. BAOBAB's 2011 Calendar and other publications were disseminated to development partners, civil society networks and individuals, as well as government agencies. BAOBAB provides smaller organizations with little internet access and networks with regular monthly surface post mailings on human rights issues as they relate to the thematic area of each NGO.

In 2011 we continued to receive encouraging feedback from beneficiaries of this information service, which demonstrates its usefulness. Some of these responses include:

*BAOBAB's monthly mailings help keep us informed on Women's human rights. SERAC would like to continue to receive the monthly mailing to aid its advocacy work as well as improve its database* -Social and Economic Rights Actions Center (SERAC)

*It is useful for giving information about women's Rights and gender issues around the world. It also used to reference best practices. I find the information useful for our work on women's participation in politics and decision making as well as in campaigning against VAW.* Alliance for Africa - Ikoyi, Lagos

*It serves as an exchange / sharing of vital information in common national and international happenings in Nigeria and beyond.* Development Exchange Centre (DEC), Bauchi State

*SWAAN finds the monthly mailing quite informative.* Society for Women and AIDS in Africa, Nigeria (SWAAN) - Surulere, Lagos

*It is very useful not only in advocacy, but it is also used in our library.* National Human Rights Commission – Maitama, Abuja

## **Website & Social Media Networking**

BAOBAB's website was updated regularly and past events were archived. BAOBAB engaged in the use of various social networking media in 2011 such as Facebook, Twitter, Blogger, YouTube and podcasts to connect with its networks and create greater awareness. Videos uploaded as part of BAOBAB's social media initiative include the following:

### **YouTube:**

- Interview of Participants at the Political Education Training for Young Women in Kogi State, Nigeria.
- BAOBAB ICT Training
- An intern's experience in BAOBAB

## **Future for Girls Project**

As part of BAOBAB's mandate to promote the knowledge, development and exercise of women's human's rights, with funding from a group of women in the medical profession from Switzerland, BAOBAB started a project tagged "Future for Girls" Project. The project aimed to raise funds for the education of economically disadvantaged girls in the Northern part of Nigeria (Adamawa, Kaduna & Borno state). The project has been successful so far. In 2011 eight (8) girls were enrolled in schools under the project.

## **HUMAN RIGHTS DEFENSE – SOLIDARITY ALERTS FOR ACTION AND INDIVIDUAL CASES**

### **Solidarity Alerts**

In 2011 BAOBAB responded to at least 34 solidarity alerts and urgent calls for action from Non Governmental Organizations (NGOs) locally and internationally to provide solidarity support on emerging issues on the violations of human rights in different target locations.

## **INDIVIDUAL CASE MANAGEMENT**

In addition to advocacy and research for the protection and promotion of women's human rights, BAOBAB's support is often sought by individual

women. In 2011, BAOBAB dealt with 46 such cases. Most involved forms of violence against women, both in the private and public spheres. In supporting the women, BAOBAB worked with the Human Rights Desks of Police Stations, Office of the Public Defender (OPD), National Human Rights Commission and Social Welfare Offices located in Lagos State. Of the 46 new cases in 2011, all but 2 were due to domestic violence.

Our experiences at police stations show that the police were not aware of the provisions of the Protection Against Domestic Violence Law (PDVL), 2007. This necessitated BAOBAB to make copies of the law available to the said police station. We counseled a survivor who is a victim of domestic violence and who filed divorce proceedings against her husband before a customary court to consider bringing an application for Protection Order before the court under the PDVL, 2007 so as to enjoy the relieves under the PDVL, 2007. She accepted our advice and we also availed the customary court with a copy of the PDVL, 2007, sensitized them on the provisions of the law to guide them in reaching a decision. We continued collaborating with the National Human Rights Commission (NHRC) in respect of environmental pollution in Ogiyo, Ogun State that adversely affected the health and economic activities of women living in Ogiyo.

### **Community Mobilization and Advocacy**

BAOBAB programme and administrative staff support this outreach teams through: a yearly workshop – providing training and assistance in their program planning; at least one support visit to each team during the year (usually timed to coincide with an event or campaign organized by the outreach team), and assistance with programme work, report writing, fund raising, accounting. Support visits provide the opportunity to meet with all members of the team, discuss the state teams' activities as well as any challenge they may be facing in the course of their work, and identify the way forward for further activities and meeting with beneficiaries of programmes in these communities. Each outreach

team is expected to submit a yearly activity report to BAOBAB<sup>1</sup>. Some of their programmes are presented below.

### **Highlights of Community Outreach activities**

| <b>States</b> | <b>Activities for the year</b>   |
|---------------|--|
| Osun          | Sensitization meeting on the AU protocol on African Charter on Human and Peoples Rights on the Rights of Women in Africa |
| Lagos         | Political Education training workshop for female aspirants and young women in tertiary institutions in Lagos state       |
| Abia          | Mobilized women and participated in the protest march against the Abia state University rape case in Abia state          |
| Kano          | Advocacy work with political aspirants in the state  |
| Kogi          | Advocacy and awareness creation in 2 local communities.  |

### **Outreach National Planning Meeting**

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<sup>1</sup> The following highlights are drawn from both information gathered from BAOBAB support visits to each state, and, the yearly activity reports submitted by each state outreach team.

BAOBAB for women's Human Rights (BAOBAB) held its annual Outreach National Planning Meeting from the March 16th – 20th, 2011 in Lagos. This meeting was aimed at reviewing Outreach activities of the previous year and developing a plan of action for 2011 outreach activities. The theme of the meeting was “**Identifying alternative sources of funds for outreach work.**” As part of enhancing the capacity of outreach team members, various sessions focused on how to collaborate with other NGOs to implement projects, source for fund and on how to effectively write financial and Narrative reports. The 2011 outreach meeting was a success as it had each team prepare a strategic plan of action for the year and enhanced their skills on ways to further increase their visibility in their various constituencies through advocacy and resource mobilization.

### **Advocacy**

#### **Commission on the Status of Women (CSW)**

On Thursday February 24, 2011 BAOBAB for Women's human rights hosted a panel at the 55th Session of The Commission on the Status of Women at the Church Center New York. The goal of the presentation was to share with partner organizations, individuals, friends and collaborators the challenges facing women's quest to contribute to development and nation-building. The panel recommended that strategies be developed for facilitating the inclusion of women at all levels of decision making.

#### **The International Women's Health and Rights day (February 4<sup>th</sup>)**

Sexuality and Reproductive Rights Training for BAOBAB staff members

With support from the American Jewish World Service (AJWS), BAOBAB for Women's Human Rights commemorated the 2011 African Regional Day for Women's Sexual and Reproductive Health and Rights Day (February 4th) with a Sexuality and Reproductive Rights Training for its staff, held between February 2nd and 4th 2011. The overall objective of the training was to enhance the knowledge of staff members on sexuality rights issues, give them a better understanding on the link between violence against women and sexuality

rights, and also help improve staff members' ability to engage BAOBAB's constituency on issues of sexuality rights. The training was an enriching experience and it provided staff with more information on Lesbian Gay Transsexual Bisexual (LGTB) issues.

### **The International Women's Day (IWD) March 8<sup>th</sup>**

BAOBAB for Women's Human Rights in collaboration with the Embassy of Sweden, Nigeria organized a seminar to commemorate the 100th year of the International Women's Day celebration on March 8th, 2011 with the theme **'Equal Access to Education, Training, Science and Technology, Path to Decent Work for Women'** Present at the event were; The Swedish Ambassador, his Excellency Mr. Per Lindgärde, Professor Atsenuwa the Executive Director of Legal Research and Resource Development Centre (LRRDC), Mrs. Tola Rotimi the Director of Office of Public Defender (OPD), media representatives, students, Civil Society Organizations (CBOs), civil servants as well as a team of BAOBAB staff.

Presentations made highlighted the importance of women's work to the nation's development and sustainability. It was also noted that issues of discrimination against women in employment and career are global issues that affect women all over the world which was one of the reasons that informed the partnership with the embassy.

Some of the notable comments from the participants include:

- There is need to ensure a gender sensitive education curriculum in schools.
- Media should give more visibility to issues that promote women's rights.
- There is need to focus on issues as they affect women throughout the year and not just during the 16 Days of Activism.
- Planning for change on women's human rights issues is not enough; implementation of existing laws needs to be improved upon.

### **Against Violence Against Women**



Violence against women is the most widespread violation of human rights. BAOBAB works for women's right to bodily integrity, personal security and freedom from violence at different levels. One is the individuals' defense and redress work of BAOBAB. Most of the individual women who come to BAOBAB national office or the BAOBAB volunteer outreach team members for support do so because of violations to their right to freedom from violence, generally in domestic - usually partner-perpetrated – violence.

### **16 days of Activism against Gender based Violence**

BAOBAB also participates each year in the "16 Days of Activism against Gender Based Violence," an international campaign to draw attention to and build awareness about gender-based violence, and enable networking and strategy sharing to address it. In 2011 BAOBAB organized various activities to mark the 16 days of activism. These activities include; a media conversation, Peer Educators' training on GBV and leadership training for young boys and girls, respectively, between the ages of 13 -17 years and solidarity walk by Men and Boys against Violence against Women (MABVAW).

### **Peer Educators' training on GBV and leadership training for young boys and girls**

BAOBAB organized 2 back-to-back Peer educators' and leadership trainings for young boys and girls respectively. The peer educators training is aimed at sensitizing young boys on gender issues and the need to respect and promote the rights of women. Some key outcomes of the training were; a change in views and perception on various issues of gender as the meeting progressed. This was noticed during their various group presentations and role plays. The boys also said they would share the training with their friends and classmates as well as write articles and poems to be placed on the notice board in their schools.

The leadership training for girls provided the girls with space to begin to view themselves as leaders and dispel views or perceptions that they were 'not suited' for such roles. The training was very participatory and this enabled the girls to open-up and contribute to the training which was slow for them to do at first due to stereo-types and issues of socialization that women/girls should

be 'quiet' or 'seen and not heard'. The training created the space for the girls to open-up about their fears, and also talked about their life experiences. The training also provided the opportunity to sensitize the boys and girls regarding the issue of rape sensitizing the teens on the fact that **"Rape is NEVER the girl's fault"**

### **Press Conversation**

The press conversation took place in BAOBAB's office with members of various media houses present (both print and electronic). The press conversation coincided with the peer educator training for young boys. A press statement was read by the Acting Executive Director on the need to end violence against women. Members of the media commended BAOBAB's yearly initiative. It was agreed that the media and CSO's need to partner to be able to effectively document these cases.

### **Men's Walk against Violence against Women**

The 2011 men's walk and sticker campaign against violence against women took place at the Ogudu Ori-oke bus stop and environs. Men who are friends of BAOBAB, service providers as well as young boys' and police officers participated in the walk. The walk started with a brief talk at BAOBAB's office to enlighten participants on what the 16 days of activism is about and the need for men to join the campaign against issues of violence against women.

The campaign was very successful as many people were receptive and asked for specific stickers to give to people who they knew were perpetrators of violence against women.

After the walk, the men were asked if they had any suggestions or comments for future walks. The police commended BAOBAB for this initiative and said this would go a long way in helping the police address issues of violence against women. The men also appreciated the initiative and suggested that in addition to the Facebook account on which such events are shared, they should have quarterly meetings where they could be further sensitized on issues of violence against women.

## **Appendix I**

### **Auditor's Report 2011**



**BAKERTILLY  
NIGERIA** - Page 2 -

**Chartered Accountants**

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376, Ikorodu Road, Maryland  
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**REPORT OF THE AUDITORS ON THE FINANCIAL STATEMENTS  
OF THE BOARD AND MEMBERS OF BAOBAB  
FOR WOMEN'S HUMAN RIGHTS**

We have audited the financial statements of BAOBAB for Women's Human Rights for the year ended 31 December, 2011 as set out on pages 4 to 16 and prepared on the basis of the accounting policies on page 3.

**Respective responsibilities of the Project Management and Auditors**

The BAOBAB for Women's Human Rights project management team coordinates the activities of the organisation and is as such responsible for the preparation of the financial statements. It is our responsibility as auditors to express an independent opinion, based on our audit, on the financial statements and to report our opinion to you.

**Basis of opinion**

We have conducted our audit in accordance with the Nigeria and International Standards on Auditing. These standards require that we plan and perform the audit to obtain reasonable assurance that the financial statements are free of material misstatement. An audit includes examination, on a test basis of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the estimates and judgements made by the directors in the preparation of the financial statements, and whether the accounting policies are appropriate to the project circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations, which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free of material misstatements. In forming our opinion, we also evaluated the overall adequacy of the presentation of the financial statements.

**Opinion**

In our opinion, all necessary supporting documents, records and accounts have been kept in respect of all organisation activities.

The BAOBAB for Women's Human Rights financial statements have been prepared in accordance with the Companies and Allied Matters Act, 2004 and give a true and fair view of the financial position of the organisation as at 31 December 2011 and of the deficit and cash flow for the financial year then ended.

*Baker Tilly Nigeria*  
**CHARTERED ACCOUNTANTS**

**LAGOS, Nigeria**  
**24 February, 2012**

**BAOBAB FOR WOMEN'S HUMAN RIGHTS  
BALANCE SHEET AS AT 31 DECEMBER, 2011**

|                                   | Note | 2011              | 2010              |
|-----------------------------------|------|-------------------|-------------------|
|                                   |      | N                 | N                 |
| <b>Fixed assets</b>               | 1    | 16,629,925        | 9,749,794         |
| <b>Current assets:</b>            |      |                   |                   |
| Stock                             | 2    | 89,900            | -                 |
| Debtors & prepayments             | 3    | 3,339,109         | 34,914,650        |
| Cash and bank balances            | 4    | <u>44,834,282</u> | <u>37,421,544</u> |
|                                   |      | 48,263,291        | 72,336,194        |
|                                   |      | -----             | -----             |
| <b>Less: Current liabilities:</b> |      |                   |                   |
| Creditors and accruals            | 5    | 2,245,631         | 3,047,305         |
|                                   |      | -----             | -----             |
| <b>Net current assets</b>         |      | <u>46,017,660</u> | <u>69,288,889</u> |
| <b>Net total assets</b>           |      | <u>62,647,585</u> | <u>79,038,683</u> |
|                                   |      | =====             | =====             |
| <b>Financed by:-</b>              |      |                   |                   |
| Accumulated Fund                  | 6    | 62,647,585        | 79,038,683        |
|                                   |      | =====             | =====             |

  
 ----- )  
  
 ----- ) **DIRECTORS**

The statement of accounting policies on page 3 and the notes on pages 10 to 16 form part of these financial statements.

**Appendix II**  
**BAOBAB Personnel in 2011**

1. Adebisi Olaribigbe – Accounts Officer
2. Anne Adidu - Programme Officer
3. Arinola Aigoro - House Keeper (part-time)
4. Bilkis Olagoke-Adediran - Assistant Information and Communications Officer
5. Catherine Adewojo -Assistant Programme Officer
6. Chibogu Obinwa - Senior Programme Officer/Ag Executive Director
7. Ejiro Ejogbamu -Accountant
8. Favour Irabor- Program Officer
9. Jide Afolarin -Driver/Office Assistant
10. Juliet Martins -Housekeeper
11. Joy Ngwakwe -Part Time Programme Staff
12. Lateef Akinbode -Administrative Assistant
13. Linda Aina -Librarian
14. Mma Odi – Executive Director
15. Ngozi Nwosu-Juba – Admin and Finance Manager
16. Mufuliat Fijabi - Senior Programme Officer
17. Sindi Medar-Gould – Executive Director
18. Theresa Kelubia- Receptionist
19. Wunmi Akinbodunse- ICT Officer

20. Yewande Okoya – Personal Assistant to the Executive Director

### **Board of Directors**

1. Ms. Asma'u Joda – (Chair) Nigeria
2. Dr. Ayesha Imam- Nigeria/Senegal
3. Prof. Balarabe Haruna Nigeria
4. Dr. Kayode Fayemi- Nigeria
5. Ms. Mma Odi- Nigeria (Executive Director)
6. Dr. Vicky Adidu – Nigeria
7. Dr. Charmaine Peraira – Nigeria

### **Outreach Coordinators**

1. Ms. Margaret Ohaeri- Abia State
2. Hajia Turai Maiyane – Adamawa State
3. Dr. Hauwa Biu – Borno State
4. Ms. Zainab Momoh- Edo State
5. Dr. Doris Obieje – Kaduna State
6. Ms. Zubiada Nagee – Kano State
7. Hajia Amina Zakari – Katsina State
8. Ms Grace Ochu - Kogi State
9. Ms. Hauwa Abubakar - Kwara State
10. Ms. Funmi Adekola – Lagos State
11. Ms. Rashidat Oladepo- Osun State

12. Dr. Gloria Ojo – Plateau State
13. Ms. Aisha Kakariya – Oyo State
14. Ms. Halima Zubairu – Taraba State
15. Ms. Rabi Ibrahim Gusau – Zamfara State

#### Interns and Volunteers

|    |                             |  |
|----|-----------------------------|--|
| 1  | Maryam Kazeem               | January to May 2011                                  |
| 2  | Judith Abuah                | October to November 2010<br>and Jan 2011             |
| 3  | Helen Aphan                 | March to May 2011                                    |
| 4  | Ijeoma Chinakwe             | March to May 2011                                    |
| 5  | Mawedo A. Dahunro-<br>Aliyu | May 23 <sup>rd</sup> to August 30 <sup>th</sup> 2011 |
| 6  | Folashade V. Akinbirido     | June to August 2011                                  |
| 7  | Stellah Musimu              | July and August 2011                                 |
| 8  | Haruna Abubakar             | October to December 2011                             |
| 9  | Yvonne Elosiebo             | July – August 2011                                   |
| 10 | Wanda Hagedorn              | August 2011  |
| 11 | Chinwe Ikwuanusi            | September to November<br>2011                        |



## **Appendix IV**

### **Partners of BAOBAB**

#### **International Solidarity Network of Women Living Under Muslim Law**

[www.wluml.org](http://www.wluml.org)

is a network that links some 2,000 individuals in 40 countries in the Muslim world to exchange information and support one another's struggles by undertaking exchange of information, facilitating mutual support through campaigns, alerts for action and collective work among women in the Muslim world as well as networking through alerts for action and provision of information. WLUML undertakes specific collective projects that are identified as necessary by women of the network. BAOBAB coordinated the Africa and Middle East of the WLUML network for over ten years, and continues to network actively within the region and globally – including enabling a senior staff member to support GREFLS in Senegal which has taken over coordination responsibility.

#### **Women's Learning Partnership for Rights, Development and Peace (WLP)** [www.learningpartnership.org](http://www.learningpartnership.org)

Women's Learning Partnership (WLP) is dedicated to women's leadership and empowerment. At its essence, WLP is a builder of networks, working with 20 autonomous and independent partner organizations in the Global South, particularly in Muslim-majority societies, to empower women to transform their families, communities, and societies. WLP's primary objectives are to increase the number of women taking on leadership and decision-making roles at family, community, and national levels, and to improve the effectiveness of feminist movements in Muslim-majority societies and globally by strengthening the capacity of our partner organizations. BAOBAB is the Africa Hub of the WLP, and has co-developed several of the leadership training manuals.

#### **Women's Human Rights Defenders International Coalition (WHRD IC)**

<http://www.defendingwomen-defendingrights.org>

WHRD IC is a resource and advocacy network for the protection and support of women human rights defenders worldwide. An international initiative created out of the international campaign on women human rights defenders launched in 2005, the Coalition calls attention to the recognition of women human rights defenders. It asserts that those advocating for women's human rights - no matter what gender or sexual orientation they claim - are in fact human rights defenders. Their gender or the nature of their work has made them the subject of attacks, requiring gender-sensitive mechanisms for their protection and support. The Coalition involves women activists as well as men who defend women's rights and lesbian, gay, bi-sexual, and transgender (LGBT) defenders and groups committed to the advancement of women's human rights and sexual rights. BAOBAB is a founder member.

**Solidarity for African Women's Rights (SOAWR)** <http://www.soawr.org>

SOAWR is a coalition of 36 civil society organizations across the continent working to ensure that the Protocol to the African Charter on the Rights of Women in Africa remains on the agenda of policy makers and to urge all African leaders to safeguard the rights of women through ratification and implementation of the Protocol.

**Women Reclaiming and Redefining Cultures (WRRC)**  
<http://wrrc.wluml.org>

WRRC is a joint programme of the international solidarity Network of Women Living Under Muslim Laws (WLUML) and the Institute for Women's Empowerment (IWE). The aim of the programme was to enable women to repossess and reconstruct cultural resources (including 'religion' and 'tradition') in order to claim rights, empowering them vis-à-vis those who use disempowering cultural/religious discourses to dis-empower women and deny women's rights. BAOBAB coordinated the sexuality working group, and, worked on the Violence is Not Our Culture Campaign.

**Nigerian Feminist Forum** <http://www.nigerianfeministforum.org>

The Nigerian Feminist Forum is a biennial conference that brings together Nigerian feminist activists to deliberate on issues of key concern to the movement. It is part of the African Feminist Forum <http://www.africanfeministforum.com>. BAOBAB co-hosts the Nigerian Feminist Forum with Alliances for Africa.

## **Appendix V**

### **Supporters**

In the course of carrying out its activities, BAOBAB benefited from a number of philanthropic organizations, governments, foundations and individuals. These groups have not only facilitated the provision of financial support to the organization to execute its project, they have also shared useful information with BAOBAB on how to strengthen and sustain its work. This has assisted the organization in further program planning and led invariably to its making meaningful contributions to the advancement of women's human rights at national and international levels. We appreciate the support.

#### **Institutional and specific projects support:**

- Ford Foundation
- Macarthur Foundation
- Oxfam NOVIB Netherlands

#### **Project Support**

- American Jewish World Service (AJWS)
- African Women's Development Fund (AWDF)
- Future for Girls' (FfG) Project, Switzerland

- Women Reclaiming and Redefining Culture Programme (WRRC) – joint programme of the International Solidarity Network of Women Living Under Muslim Laws (WLUML) and the Institute of Women's Empowerment (IWE)
- Women's Learning Partnership for Rights Development and Peace (WLP)
- UN Women