

BAOBAB for WOMEN'S HUMAN RIGHTS

ANNUAL REPORT 2000 & 2001

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1. INTRODUCTION

1.1 BAOBAB for Women's Human Rights (BAOBAB)

BAOBAB is a not for profit making, non-governmental women's human rights organization, which focuses on women's legal rights issues under customary, statutory and religious laws in Nigeria. The organization evolved from an ad hoc group of activists, social scientists, lawyers, and specialists in Muslim laws and Arabic who were responsible for executing the Women and Laws Nigeria project, under the auspices of the International Solidarity Network of Women Living Under Muslim Laws. This three-year multi disciplinary research project on women's legal rights generated a wealth of data which, in order to be efficiently utilized, needed an organizational structure from which outreach work could be planned and executed in the states under study. In 1996, BAOBAB as presently constituted formally came into being.

BAOBAB operates from a national office in Lagos and with outreach teams in 14 states across Nigeria. The organization works with women, legal and paralegal professionals, human rights NGOs and members of the general public. BAOBAB's stated mission is "to promote women's human rights principally via improving knowledge, exercise and development of rights under religious laws, customary laws and statutory laws". We believe our activities during the past few years illustrate our commitment to this mission. All projects of the program allow the organization to carry out its human rights work through information sharing and effective networking. A summary of activities in the thematic areas under which the organization carried out its work for the period January 2000 through December 2001 is presented in the second part of this report. These thematic areas are: Women and Laws Project, Outreach, Solidarity, Networking and Co-ordination, and Capacity Building.

1.2. VISION

That women's human rights become an integral part of everyday life.

1.3. MISSION STATEMENT

BAOBAB works to promote and protect women's human rights principally via improving knowledge, exercise and development of rights under religious, customary and statutory laws.

1.4. OBJECTIVES

The objectives of BAOBAB are to:

- promote knowledge, development and exercise of women's 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's and other human rights focused organizations and individual activists

1.5 STRATEGIES

The following strategies are employed in order to achieve the objectives of the organization:

- outreach activities (public awareness, paralegal training, etc)
- carrying out advocacy
- publishing including, but not limited to, books, pamphlets and posters
- ongoing comparative analysis of women's human rights activities in different societies (local, regional and international)
- interdisciplinary teaching
- popular education and training
- conducting research on women's human rights
- exchange and development of ideas
- disseminating information regarding women's human rights
- capacity building for other women's groups and NGOs through training, skills building etc.
- networking in Nigeria, within Africa and worldwide
- collaborating with like-minded organizations in mutually agreed campaigns and programmes.
- documenting legal issues as they affect women
- participating in academic discussions and serving as a research centre for women's rights in law
- furthering the appreciation and observance of women's rights through activities such as sponsoring training and education programmes

2. PROGRAMME AREAS

There are various inter-related activities geared towards the achievement of the objectives of BAOBAB. These are: (1) the Women and Laws programme; (2) WLUML Co-ordination; (3) Solidarity work; (4) Networking and Coordination; (5) capacity building; and (6) Violence against women programme. The interconnectedness of these activities ensures the realisation of the objectives of organisation.

2.1. WOMEN AND LAWS PROGRAMME

This programme is at the core of BAOBAB's interrelated programme of activities. It is part of a multi-country action research of the women and laws program conducted by the international solidarity network of Women Living under Muslim Laws (WLUML). This network of approximately 2,000 women in 40 countries provides the opportunity for exchanging information, sharing experiences and facilitating mutual support through campaigns and alerts for action. BAOBAB hosts the coordination of WLUML in Africa and the Middle East, as well as producing its newsletter in English, Arabic and French up till December 2000.

2.1.1 Research and Documentation:

In year 2000 we started the process of documenting the findings from the research of women and laws (religious and common) in Nigeria by hosting a series of writing weeks to provide the space needed for intense, uninterrupted writing that cannot take place in an office setting. During these writing weeks, we focused mainly on the National and International Handbooks from the Women and Laws project but we also completed pending reports and papers. We find this process to be very useful, and participants report that it motivates them to write and enhances the writing process. We have now had seven of such writing sessions and plan to continue this in future. At the end of 2001, the drafts for the Nigerian and International Handbook were in their final stages.

2.1.2. Paralegal Training Modules

BAOBAB has completed a set of paralegal training modules to facilitate the training for its outreach teams as well as other groups within the network that could benefit from such training. The training offers practitioners basic legal awareness from a gender perspective. These modules constitute a comprehensive programme that covers the needs, functions and limitations of a paralegal, the forms of law, the court system, family laws and the position of women under these laws, the application of international instruments in Nigeria, and how to give legal advice to women. So far the following outreach teams have benefited from the training - Adamawa, Kano and Kwara.

Kwara was the latest state to receive paralegal training. This workshop, which was facilitated by BAOBAB personnel was well attended. Participants were drawn from the International Women's Communication Centre (IWCC) and other

women's NGOs based on their activities and commitment regarding legal aid, counseling and promotion of human rights in general within their communities.

2.1.3. Legal Literacy Leaflets

Our existing leaflets are widely circulated and they are very popular as evidenced by the increasing demand for copies. They are now in their third reprint. In addition to the existing legal literacy leaflets, namely; *Divorce in Muslim Personal Laws, against Violence Against Women and Child custody and Guardianship in Muslim Personal Laws in Nigeria*, drafts on *Child Rights, Inheritance and Political Rights and Responsibilities of Women as Citizens* are awaiting final editing. However, we have not been successful in our call for papers on 'Political and Economic Rights' as we have not received any responses, but we will continue to source contributions for this topic.

2.1.4 Outreach

While working on the Women and Laws Project in Nigeria, project teams were formed in twelve states. Some members of these teams presently volunteer their time and resources (human and material) to further the cause of women by working as members of the outreach teams of BAOBAB. They network with communities and other organizations in developing and carrying out programmes which would ultimately promote women's human rights.

(A) State Team Visits

In the year 2000 we visited all twelve our outreach teams at least once and even twice in some cases (Kano, Katsina, Kaduna, Edo, Kwara, Osun and Oyo). The visits have been mainly to acquaint them with BAOBAB's activities with regards to current programmes, to update them on our plan of action, and to find out the teams' plans for future projects and how BAOBAB could be of assistance in that respect.

Between September and November 2001, the BAOBAB outreach coordinating team from Lagos paid visits to outreach state teams in Kogi, Edo and Oyo specifically for basic gender sensitisation training and in-depth introduction to BAOBAB's work and outreach activities. The visits also provided an opportunity to fine tune the existing structures of the teams and define better modes of operation. Materials from BAOBAB's Resource room/Library were distributed to the teams.

(B) National Planning Meeting

Outreach activities for the year 2001 took off with a national planning and capacity building meeting with the state teams. The meeting was held in March 21-24 2001. At least 2 core members of each team were invited. The aim of the meeting was to discuss plans for the outreach teams for the year. The meeting was also aimed at creating an opportunity for the team members to meet and share experiences on their work. It was also a forum for capacity building exercises such as leadership training, report writing, budgeting and financial retirement.

The meeting provided an opportunity for the BAOBAB coordinating team and the outreach volunteers to update each other on their activities respectively as well as figure out ways of better collaboration and communication. Participants were able to share with the BAOBAB Lagos team, challenges they were facing in carrying out their activities and the meeting provided a forum to discuss strategies to address the challenges.

The outreach team members, through summarising their activities, were able to learn from one another what each had been doing in their various states. BAOBAB coordinating office became more informed about how and where to strengthen relationship with the outreach teams. The overall remarks from the evaluation of the planning meeting reflected the participating teams' appreciation of the workshop as a motivating and empowering exercise for carrying out the year's activities.

(C) Capacity Building

One of BAOBAB's collaborative programmes with the outreach teams revolve around capacity building. In 2001, BAOBAB facilitated a number of training programmes for the outreach volunteers.

(i) Paralegal Training: This is one of the major capacity building projects BAOBAB is working on with the outreach teams. A paralegal training was organised by the Kano Outreach team in collaboration with BAOBAB Lagos coordinating team, in July 2001. The workshop brought together representatives from a number of NGOs based in Kano as well as few individuals including a Police Officer. The training was facilitated by the BAOBAB team. The training looked at the basic aspects of the law, the functions of a paralegal and the systems of law. In addition participants were informed about specific issues in women's human rights as well as international human rights conventions such as Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), and the need to address discriminatory practices against women.

(ii) Counseling: On the 14th of June 2001, back to back with the paralegal legal workshop with Kano outreach members and concerned groups, BAOBAB held a counseling training session with some members of Kano and Adamawa teams. Beth Martins from the United States of America, who was then an Intern with BAOBAB, facilitated the training. Highlights of the training included looking at the principles of counseling, crisis intervention, problem solving steps etc. Participants most of whom were already doing counseling in their outreach activities shared their experiences and noted useful tips on counseling to incorporate in their intervention activities.

(iii) Sensitisation Workshops: BAOBAB's Adamawa outreach team in collaboration with the Centre for Women's Adolescent Empowerment (CWAE) conducted a gender sensitisation workshop with Police and Judges in Adamawa

State. The workshop which was facilitated mainly by the outreach team members in Adamawa, was a success.

Osun State team organised a gender sensitisation workshop with volunteers who will be assisting core team members in outreach activities in different local government areas of the State. Jade Mohammed, the coordinator of the team presented a paper on “Historical and thematic overview of women’s human rights. The paper covered such issues as citizenship with specific reference to the discriminatory position of the Nigerian Constitution against women, criminal proceedings, property inheritance, and general cultural practices that mitigate against women’s human rights.

Kaduna team held series of workshops with secondary school students and parents of school pupils on the issue of girl child marriage. The workshops were held in about three local government areas in Kaduna. Acting on the suggestions made by the students during the earlier workshops, the outreach team organised similar discussions with their (students) parents. One of the workshops with the parents was attended by Chibogu Obinwa from BAOBAB-Lagos and Kristin Kim a visiting intern from the United States of America.

Kwara State team organized a Bridge Building Meeting from September 20 – 22, 2001 in Ilorin. The objectives of the programme were: (a) to build a Muslim society that is free from all forms of discrimination against and oppression of women in the name of religion; (b) to ensure the right interpretation of Muslim laws that affect women and (c) to encourage adequate representation of Muslim women in policy making. The event was facilitated by the BAOBAB team from the Lagos office. Participants’ evaluation of the meeting was positive as some found it educative and gained a lot in terms of knowledge of Islamic laws.

The Lagos team has been working with four (4) local governments, namely Ikorodu, Eti – Osa, Amuwo-Odofin and Alimosho particularly in the areas of need in gender sensitization and the political rights of women. An intervention strategy has also been designed for intervention in 2002.

In all, outreach teams carried out substantial number of activities in their various communities in the year 2001, most of which are on-going. Fresh contacts are being made for the establishment of new outreach teams in such states as Zamfara, Plateau, and The Federal Capital Territory-Abuja.

2.2. WLUML-AME CO-ORDINATION

BAOBAB coordinates the activities of the International Solidarity Network of Women Living under Muslim Laws –Africa and the Middle East (WLUML-AME). BAOBAB has the responsibility of coordinating Women and Laws (W&L) in Nigeria, Senegal, Cameroon, Sudan, Algeria, Morocco, South Africa, Mali, The Gambia, Tunisia, Yemen and Sudan. Another function is the facilitation of networking and exchange within among the regions.

2.2.1. The Women and Laws Project

(A) Synthesis of Data Meeting

Between July 6th and 10th 2001, BAOBAB hosted in Lagos a meeting of some representatives of the countries that have carried out the Women and Laws Research. The meeting was convened for participants to give a report of the Women and Laws project in their respective countries and for a synthesis of the different country reports. This meeting prepared the ground for an International Handbook for the region. Some of the countries that presented reports include: Palestine, Senegal, The Gambia, Cameroon and Nigeria. The synthesis meeting was seriously affected by the difficulty in getting individuals that took part in the project in the different countries to come to Lagos. After the presentations some emerging topics from the discussions were developed into chapter outlines as bases for writing the International Hand book. We are at the point of sourcing funds to facilitate its production.

(B) Advocacy Training

From 19 – 26 April 2001, two BAOBAB Programme Officers, Asabe and Chibogu were at Shirkat Gah, Pakistan which is WLUML's coordinating office for South Asia as resource persons at an advocacy training workshop. The workshop brought together women's human rights organizations mostly from South Asia and the Middle East to share experiences and strategies for further advocacy. As Resource persons, they shared BAOBAB's experience in organizing the National Tribunal on Violence Against Women which was held in collaboration with Civil Resource Development and Documentation Centre (CIRDDOC), Enugu, Nigeria. They also contributed to the programme by sharing with participants the experience of BAOBAB in the production of the CEDAW Shadow Report, which was done in collaboration with some other indigenous NGOs.

(C) Writing Weeks

As a follow up to five writing weeks that were organized in 2000, two (2) writing weeks were organized in 2001 to put finishing touches to the drafts of the publication of the book on "Women and the Practice of Muslim Laws in Nigeria". At the moment, the editor of the book, Dr. Charmaine Pereira is working on the drafts that have been submitted to her.

2.3. SOLIDARITY WORK

BAOBAB networks with both national and international individual groups and organizations in response to Alerts for Action and calls for joint campaigns. An Alert is the medium used for an urgent and public need to respond to specific threats or issues. Priority is given to cases that concern women's rights, especially as threatened by the political use of religious or ethnic sentiments.

2.3.1. Alerts for Action

We continued to receive alerts in 2000 and 2001. We added our voice to them and passed them on to the people on our information network. A list of those received could be found on Appendix V.

2.3.2. Individual Cases of Solidarity

Increasingly, BAOBAB is being asked for assistance with individual cases of rights abuse. For these cases, BAOBAB provides support directly where it can and mobilizes its networks to access support, advice or services where it cannot.

(A) We are presently providing support to the mother of a 3-year old girl who was raped by a security guard in her area. We have also offered or paid for medical services and counseling for the child. BAOBAB is holding a watching brief to ensure that the accused is charged and is brought to justice perpetrator does face his accuser in court.

(B) BAOBAB is to date assisting a young woman being sued by her husband for custody of their children on the grounds that his wife is an unfit mother. However, the case is still in court and BAOBAB is holding a watching brief as the criminal charges brought by the state against the husband is still pending.

(C) Since February 2001, we took on the case of severe wife battering in which the victim lost her left eye. This has been a very difficult case because there have been several adjournments in an effort to frustrate the case. In this instance however, the survivor, with the support we provide both in and out of court, is determined to see that justice is done: she wants custody of her 3 children as well as damages for the loss of her eye. At the commencement of this case we did not have an in-house lawyer in our organization. As a result of this we had to collaborate with an organization that provided legal defense while we held a watching brief. However towards the end of the year 2001 BAOBAB employed a practicing lawyer and we are still holding a watching brief.

(D) In the last two years, since the implementation of Sharia which has been expanded to cover criminal offences in some states in the Northern part of Nigeria, BAOBAB has played a very significant role. We began a campaign against the first sentence involving Bariya Ibrahim Magazu who was sentenced to 100 lashes by a Sharia Court in Zamfara State for fornication in September 2000. The sentence was carried out a few weeks after she delivered her baby even though the Zamfara authorities assured us that she would not be flogged until she had weaned her baby.

In the last two years we have referred several cases to sister organizations either for prosecution or counseling support as more and more people seek our help with various problems. We see the need for additional training for our programme officers as they sometimes feel the frustration of being unable to give the assistance required as more and more women seek our help. We therefore plan in the coming year to find opportunities for capacity building for our staff. Not only will this enhance their skills for individual support but it will enable them train others as we continue to assist organizations that request our help.

2.4. NETWORKING AND COORDINATION

A major strategy for achieving the objectives of BAOBAB is by networking and coordination. This reinforces our belief that '*there is strength in numbers*'.

2.4.1. Collaborative Efforts with other NGOs:

(A) Bridge-Building Meetings

In August 2000, BAOBAB as a member of the Coalition of Women for the Protection of Women's Rights under Sharia, hosted back to back bridge-building meetings in Abuja for a selected group of Muslim and Christian women and men who were human rights activists. The aim of these meetings was to enable each group to examine and evaluate the doctrines of their respective religions as well as gain a greater understanding of each other's religious laws, norms and practices. Despite a shaky start, both meetings were very successful. Two more of such meetings were also organized in Abuja in 2001 and two others were held in Lagos in the same year. There are also plans to organize stage two of the meetings whereby participants from the two different religious groups would be brought together to discuss women's rights issues.

(B) Women's Learning Partnership

The Women's Learning Partnership for Rights, Development and Peace (WLP), an organization for which Ayesha presented a paper during the UNGASS in June 2000, had asked that BAOBAB join them in producing a women's leadership manual on the topic of Women's Rights and Cyber-space. We have agreed to do this on the condition that BAOBAB be part of the entire process and not only to pilot-test an already prepared manual. To test the effectiveness of the manual, BAOBAB conducted 4 workshops in 2001 using the draft with women NGO's, Domestic Workers, at Bridge Building meetings and with Extension workers (in Hausa). The evaluation from the participants for all the workshops showed that they were very happy to receive such training and a lot of them started to look at leadership from a different perspective.

(C) Talent Hunt

In 2000, Jazz 38, an organization dealing with youth empowerment, asked us to collaborating with them in mounting a nation-wide talent hunt around issues of women's human rights in schools. This is due to the success of our previous poster competition in 1998 to commemorate the 50th anniversary of the UDHR. The talent hunt is expected to cover a larger art field including songs, short stories, poems and tee-shirt design. Posters and fliers were circulated nation wide and the deadline for submission was extended to allow for greater participation from more schools. Unfortunately the project could not be carried out as it has been stalled by lack of funds.

(D) National Tribunal on Violence Against Women

Civil Research and Resources Documentation Centre (CIRDDOC) and BAOBAB for Women's Human Rights started discussions in 2000 to jointly organize a National Tribunal on Violence Against Women to present cases of human rights violations. The event took place in Abuja on March 14th 2001.

(E) *Public Interest Litigation*

Lack of enforcement of women's human rights through legal mechanisms in Nigerian human rights jurisprudence, has been a major concern of BAOBAB. As such BAOBAB proposes to carry out a programme on Public Interest Litigation, in collaboration with Human Rights Law Service (HURILAWS), with the aim of utilizing the expertise of the two organizations in the areas of legislative and social advocacy, and test case litigation, respectively. The major aims of the project include – (a) To establish a social advocacy programme to bring about change in social attitude to domestic violence (b) To advance women's human rights through test case litigation, in particular, the right to be free from violence, and (c) to secure the enactment of amendments to the Penal Code authorizing 'chastisement of wives for correctional purposes'. The first activity in our Public Interest Litigation (PIL) project was held in September 2000. It was a 2-day training workshop on gender and the law for BAOBAB and HURI-LAWS' personnel. The aim of the training was to re-acquaint all personnel, especially those that will be handling the litigation, with women's human rights issues. All the participants reported gaining useful information as well as enjoying the sessions. Proposals have gone out for additional funding to carry out this project.

(F) *International Women's Day*

In the year 2001, a policy of rotating the responsibility of organizing and hosting various events with other members of the CEDAW Coalition in Nigeria was developed. In March 2001, Shelter Rights Initiative had the responsibility of coordinating International Women's Day.

(G) *Draft Code of Ethics*

BAOBAB has made meaningful inputs to the draft code of ethics proposed by Transparency in Nigeria (TIN) for parliamentarians, bringing to the fore gender issues such as discriminatory or sexist practices in government.

(H) *Election Monitoring*

BAOBAB, as a member of the Transition Monitoring Group (TMG), participated in the monitoring of the last elections in Nigeria and has presented a gender based civic education programme on: "The Rights and Responsibilities of Women as Citizens". The TMG network consists of 64 human rights NGOs committed to monitoring the transition to civil rule in Nigeria and promoting civic education to sustain democracy and good governance.

(I) *Police Reform*

BAOBAB is a member of the NGO Network for Police Reform in Nigeria (NOPRIN), which is geared towards police reform in Nigeria. The coalition acknowledges the importance of the police in dealing with cases of domestic violence as well as acting as catalysts to seek redress in court in cases of sexual violence. BAOBAB's membership of NOPRIN is informed by the commitment to engender the activities of the Police.

(J) Drug Demand Reduction Project

In collaboration with the United Nations International Drug Control Programme (UNDCP) Nigeria, BAOBAB has been working on a research which looks at drug demand among street children and commercial sex workers from a human rights perspective. The project commenced in 2000 and the objectives include: (a) to access knowledge and awareness, extent and patterns of drug and substance abuse among the focus groups; (b) to identify linkages between substance abuse and broader socio-economic and cultural issues, and (c) to develop and establish tailored prevention programmes for street children and commercial sex workers.

(K) NGO CEDAW Coalition to Promote Women's Human Rights

Nigeria has ratified but not quite domesticated the articles of the Convention on all Forms of Discrimination Against Women (CEDAW). In 1998, BAOBAB coordinated an NGO coalition of six groups to write a Shadow Report to CEDAW on the status of women in Nigeria. The NGO coalition recognised the fact that the Nigerian State report did not depict accurately the implementation of CEDAW nor Nigerian women's status. The, the NGO CEDAW coalition decided to take immediate step and write a parallel report to the CEDAW committee in New York in response. The efforts of the coalition were well acknowledged and the report was used to formulate questions and recommendations for the Nigerian government. The coalition, which has since grown to fifteen members, is a national network of Nigerian NGOs committed to women's human rights issues in Nigeria from diverse fields of expertise.

Working to actualise its vision to see that women's human rights become an integral part of every day life, BAOBAB reflects the pursuit of this vision in the workshop it organises on the use of CEDAW as part of every day life in Nigeria.

2.4.2. Information Sharing

As WLUML Coordinator for Africa and the Middle East, BAOBAB passes information from Women and Laws (W&L) groups to national and international organizations as well as sharing information within the groups.

(A) Information Mailing

This programme is at the heart of what we do in pursuing BAOBAB's mission. We currently have a mailing list of 250 NGOs that we send information to both by regular post and courier. This list is constantly reviewed to ensure that addresses are p to date. As at the time of this report, we have an e-mail list consisting of over 900 e-mail addresses of our contacts. We constantly receive commendation from organizations, groups, and individuals that benefit from this service. We also receive requests for placement on the mailing list.

(B) Documentation Unit

In the year 2000, we were able to increase the volume of our database in the Documentation Unit of which Volume I and II have been printed. Work is in progress on Volume III. The total collection of materials in the Documentation Unit increased from the initial number of 1,500 to 2,500 for both book and non-

book materials. Our relocation to the new office in the year 2000 created more space for the Documentation Unit. As a result of this, more sections were created in the unit. These include: reference, serial, photographic, newspaper cuttings, newspaper rack, a reader's section as well as a sitting space for the Documentalist and Assistant Documentalist.

Our volumes of collection increased from 2,500 to 3,000 for both book and non-book materials in 2001. The bulk of these materials were donated by benefactors of our information service and groups that we network with. Some were also received as workshop material and a few others were purchased to increase our collection and further our development.

In the last two years there has been an increase in the number of library users visiting BAOBAB. These include students from tertiary institutions, human rights activist, lawyers, policy makers, researchers and the general public. There has also been an increase in the number of requests for information both locally and internationally. These requests have boosted our image through our Current Awareness Services (CAS) and Selected Information Services (SIS). The requests have come through telephone calls, e-mail, personal visits and letters. Efforts are being made towards fully computerizing the Documentation Unit and connecting it to the internet.

2.4.3 Coordination

In February 2001, BAOBAB coordinated the visit of the Special Rapporteur on the Rights of Women in Africa, Ms Julienne Ondziel-Gnelenga. During the visit, the Special Rapporteur held meetings with NGOs in Lagos, Abuja, Enugu and Kano as well as the Minister of Justice and the Kano State deputy governor to discuss the effects of religious fundamentalisms on women's rights, the representation of women in public life and their role in decision-making and the issue of violence against women, rape and assault. The visit lasted two weeks.

2.5. CAPACITY BUILDING

One of the strategies for achieving BAOBAB's objectives is capacity building for other NGOs, women's groups and members of the BAOBAB team. This we do through internships, staff training, staff seminars, staff retreat and regular capacity building programmes for other NGOs.

2.5.1 Internship Programme

From July to October 2000, Turai, a staff of the Centre for Women and Adolescent Empowerment, Yola, Adamawa was at the BAOBAB office, Lagos for a three-month internship programme. Whilst with us, she participated in attended the Bridge Building meeting organized by BAOBAB in Abuja and the workshop on management workshop on management training organized by the Transition Monitoring Group (TMG). She also received mentoring on various aspects of our work. Her end-of-training report indicated that she found her time with us well spent, but would have liked more training in the use of computers.

In 2001, we had four international interns between June and October. Three of them were from the United States of America. These are; (i) Beth Martins who spent four weeks during which she had the opportunity to visit the Kano outreach team. She co-facilitated a couple of training sessions during this visit. Whilst with BAOBAB she worked and learnt new ideas in proposal writing and did a lot of counseling work on the individual cases of solidarity; (ii) Kristin Kim was with BAOBAB for three months. Her focus was on counseling and outreach work. Melinda Adams came from Madison in mid- September and left late October. She is a Ph.D student in Political Science with a lot of skill in internet related issues. She helped out a lot in this regard while with us. Louise, a Canadian student was in BAOBAB office between August and September. Her main interest was in outreach work and she participated in outreach activities in Oyo and Kogi States.

Three Nigerians - Ekanem Bassey, Ifedayo Oshin and Obiageli Ukomadu-Ohagwu were with BAOBAB as interns between September and December 2001. Ekanem Bassey is a lawyer who is interested in the legal rights of women. Ifedayo's interest is in outreach work and Women's rights in Muslim Laws while Oby's is in individual cases. They have learnt a lot from these areas and have also contributed a lot to the programmes. After their internship Ifedayo and Oby remain with us as volunteers.

2.5.2 Staff Training

Several of our staff have benefited from training opportunities in 2000 and 2001;

- Mufuliat (Programme Officer) was a participant at a Conference of Civil Societies on the CSSDCA Process" Lome, Togo. April 17-19, 2000
- Mufuliat (Programme Officer) attended a two-week study tour in Washington sponsored by the International Human Rights Law Group on Legislative Advocacy. (2000)
- Chibogu (Programme Officer) undertook a three-month training programme between January 31 and April 16, 2000 at the Women's Studies Institute in Lahore, Pakistan, where, by all accounts she acquitted herself very well on the training.
- Folu (Information Officer) attended an email and Internet training workshop in South Africa sponsored by WILDAF. This training was to facilitate WILDAF focal points in the region. BAOBAB is now one of such focal points.
- Members of staff received training in email and Internet management in August 2000. Some of them also had additional training in LAN installation.
- Chibogu (Programme Officer) attended the National Training Workshop for Women leaders organised by Akina Mama Wa Afrika held in Ogere, Ogun State from 10 to 19 January 2001
- Ngozi (Administrative Officer) attended the workshop on NGO management organized by the Transition Monitoring Group (TMG). August 3, 2000.

- Ngozi (Administrative Officer) undertook the leadership and Management Appreciation Course organized by the Social Sciences and reproductive Health Research Network., November 26 –December 9, 2000.
- Ade (Documentation Officer) participated in a training organized by Devnet on “Managing Your Personal Effectiveness” in Lagos on March 20, 2001.
- Ade (Documentation Officer) acquired training in managing new technology for documentation and library materials from the British Council (June 31, 2001).
- Catherine (Communications Officer) was in Addis Ababa for a six-month course on Information Technology beginning from August 2001
- Hurera (Programme Officer) attended the ICC Training of Trainers organized by Women’s Caucus for Gender Justice in the Netherlands in August 2001 for two weeks.
- Bunmi (Programme Officer) was a participant at the Workshop on Procedures of the African Regional Human Rights System, organized by the Institute for Human Rights and Development in Banjul from August 27 to September 5, 2001.

2.5.3. Staff Retreat

In 2000, a strategic planning meeting for staff was initiated. Known as the staff retreat, the aim of the retreat was to give BAOBAB staff an opportunity to assess BAOBAB’s strategic profile for the next three (3) years in a focused and relaxed environment. It was held at Hotel Eldorado in Cotonou, Republic of Benin. The second edition took place at the Hotel Croix du Sud, Cotonou, Republic of Benin.

The objectives are to;

- (i) produce a time table of activity for one (1) year
- (ii) promote team building amongst personnel
- (iii) engender strategic thinking
- (iv) explore personal and organizational aspirations in the short and medium terms

The report of the staff retreat in the years under review indicate that BAOBAB has made modest gains in its area of specialization. It also showed that there is room for improvement in organizational efficiency and effectiveness.

Though relatively low, staff strength is dynamic, viable and committed to the vision of the organization.

2.5.4. Staff Seminars

The weekly staff seminars whereby each member of staff, regardless of status, presents a paper relating to women’s human rights continued in 2000 and 2001. The purpose of these seminars is to build the capacity of the BAOBAB team and enable them to make critical analysis of the condition and position of women in Nigeria.

2.5.5. Service to Other NGOs

- Asabe and Mufuliat conducted a training programme for Scriptwriters organised by the African Radio Drama Association (ARDA) on January 15th, 2001
- Mufuliat was in Harare, Zimbabwe, July 2001 as a resource person for at a workshop tagged “Gender: Religion and Culture (A Muslim Perspective)”, organised by the Inter Press Service, Africa for West African Journalists.

2.6 Violence Against Women Programme

BAOBAB held a National Tribunal on Violence Against Women in collaboration with Civil Resources Development and Documentation Centre (CIRDDOC) and some other NGOs in Abuja on March 14, 2001. The details of this Tribunal could be found on APPENDIX II. We continue to be involved in activities marking the International Women’s Day in Nigeria.

3. OFFICE ADMINISTRATION AND INSTITUTIONALIZATION

3.1. Relocation of Office

In September 2000, BAOBAB relocated its office to the present location at 232A Muri Okunola Street, Victoria Island Annex, Lagos. The office is much more spacious and, once refurbished, affords staff a more comfortable space in which to work since it is evident that a conducive work environment enhances the quality of staff output. The new space has the added advantage of providing accommodation for our intended interns within the compound itself, thus eliminating the problems of distance and transportation encountered by previous interns. We also have a Conference Room for holding not-so-big meetings. This will surely save us some money. The new office complex also allows us to have a crèche for our babies – Anta and Jessica, thus setting the pace as a baby-friendly NGO.

3.2. Staff Strength

In order to carry out the activities that ultimately lead to the realization of the objectives of BAOBAB, the following staff members came on board between June and August 2000: (i) Juliet Ume-Ezeoke came in as Assistant Programme Officer. She left for the United States Agency for International Development (USAID) in November, 2000. Olubunmi Dipo-Salami joined as Programme Officer in August 2000. She has since September 2001 been on study leave to undertake a Masters degree in Development Studies, Specialising in Women, Gender and Development at the Institute of Social Studies, The Hague, The Netherlands. Hurea Akilu –Atta came on board as Assistant Programme Officer in August 2000. Ngozi Nwosu came in as Administrative Officer in 2000. She took a leave of absence in April 2001 to carry out a 2-year reproductive health research in the Catholic Church funded by the MacArthur Foundation. Oyekemi Oyelakin is an Executive Assistant.

In September 2001, three staff members joined the BAOBAB team –(i) Ezinne Ndidi Ekekwe, Programme Officer; (ii) Bose Ironsi, the Lagos Project Site Coordinator on the Drug demand reduction project came on board as Assistant Programme Officer; (iii) Linda Izilein, Assistant Documentalist.

3.3 Change in Leadership Baton

BAOBAB's founding Executive Director, Ayesha Imam left for New York for family purposes at the end of October 2001. Sindi Médar-Gould, who served as Acting Executive Director in 1998-1999 and Programme Director since then, took over as Executive Director. This is the first change of Executive Director at BAOBAB since the organization was founded in 1996. This change has since left the position of Programme Director open. Ayesha Imam has continued to be involved with BAOBAB as a member of its Board.

4. PRESENTATIONS, PUBLICATIONS AND DOCUMENTATION

- “Inheritance rights of women in Muslim Laws” at a meeting organized by the International Human Rights Law Group. (Ayesha, (ED) and Mufuliat (Programme Officer)
- ‘The implication of the Zamfara Penal Code on Women: Bariya as a Case Study’. Presentation at the Women’s Advocates Forum, Airport Hotel, Lagos. April 19, 2001 (Mufuliat and Hurera, Programme Officers)
- “Women, Sharia and CEDAW in Nigeria”. Presented at the British - Nigerian Law week, Abuja. April 26, 2001 (Mufuliat, Programme Officer)
- “Networking and BAOBAB’s Experience” at the Seminar on ECOSOC in Nigeria facilitated by BAOBAB and sponsored by the Swedish NGO Foundation in Ajah. May 16-17, 2000. (Ayesha (ED) and Mufuliat (Programme Officer)
- “Women’s Human Rights: BAOBAB’s Commitment and Contribution.” Seminar on ECOSOC in Nigeria, facilitated by BAOBAB and sponsored by the Swedish NGO Foundation. May 16-17, 2000 (Ayesha (ED) and Chibogu (Programme Officer)

5. PERSONNEL

5.1 Board Members

Kemi Williams (Chair)
Amina Ladan-Baki Mohammed
Asma'u Joda
Lynn Freedman
Akin Amosun
Yahaya Hashim
Ayesha Imam
Bene Madunagu
Rose Mensah-Kutin
Salma Sobhan
Sindi Medar-Gould

5.2. Staff as at December 2000

Ayesha Imam	Executive Director
Asabe Audu	Programme Officer
Bunmi Dipo-Salami	Programme Officer
Catherine Inyang	Communications Officer
Chibogu Obinwa	Programme Officer
Dauda	Boy Friday/Temporary Staff
Folu Are	Information Officer
Grace Godwin	House Keeper
Hurera Akilu-Atta	Assist. Programme Officer
Kemi Oyelakin	Executive Assistant
Lateef Akinbode	Administrative Assistant
Mufuliat Fijabi	Programme Officer
Ngozi Nwosu	Administrative Officer
Onaade Ojo	Documentation Officer
Sindi Médar-Gould	Programme Director

5.3. Staff as at December 2001

Sindi Médar-Gould	Executive Director
Asabe Audu	Programme Officer
Bose Ironsi	Assist. Programme Officer
Bunmi Dipo-Salami*	Programme Officer
Catherine Inyang*	Communications Officer
Chibogu Obinwa	Senior Programme Officer
Ezinne Ekekwe	Programme Officer
Folu Are	Information Officer
Grace Godwin	House Keeper

* On study leave

Hurera Akilu-Atta
Kemi Oyelakin
Lateef Akinbode
Linda Izilein
Mufuliat Fijabi
Ngozi Nwosu[†]
Onaade Ojo
Sarah Dickson

Programme Officer
Executive Assistant
Administrative Assistant
Assist. Documentation Officer
Senior Programme Officer
Administrative Officer
Documentation Officer
Accounting Officer

5.4. Outreach Team Co-Ordinators

Asma'u Joda	Adamawa
Ya Gana Mohammed/Zalikhau Bello	Borno
Husseinat Aisegame	Edo
Victoria Adidu	Kaduna
Amina Ladan-Baki Mohammed	Kano
Sadiya Sani Daura	Katsina
Sani Lawal	Kogi
Sherifat Hussein-Abubakar	Kwara
Onaade Ojo	Lagos
Jade Mohammed	Osun
Toyin Abbas	Oyo
Gloria Ojo	Plateau
Fatima Abubakar	Taraba
Hajiya Maryam Shahabi	Zamfara

[†] on leave of absence

6. ACKNOWLEDGEMENTS

We express our sincere appreciation to the Ford Foundation and the Catherine D. and John T. MacArthur Foundation for their financial support which made our work possible in the years under review.

Our gratitude also goes to the Global Fund for Women, the Urgent Action Fund, the United Nations International Drug Control Programme (UNDCP), the International Human Rights League, the Transition Monitoring Group (TMG), the Swedish NGO Foundation for Human Rights, Federal Ministry of Women Affairs, the Women Learning Partnership for Rights, Development and Peace (WLP), NOVIB, Netherlands and the International Human Rights Law Group for giving financial support to some of our specific projects.

We acknowledge the work of the Volunteer Outreach Teams of BAOBAB for bearing the torch of mobilizing for women's human rights in different parts of the country.

Finally, our sincere thanks go to our national, regional and international partners for their support and goodwill these past years. We look forward to more of this because as we all know, **'together everyone achieves more'**

We could never thank you all enough!

APPENDIX I

NATIONAL TRIBUNAL ON VIOLENCE AGAINST WOMEN

BAOBAB for Women's Human Rights and Civil Resource Development and Documentation Centre CIRDDOC, an Enugu based women's rights organization, on March 14th 2001, hosted a National Tribunal on Violence Against Women at the Sheraton Hotel Abuja. The tribunal, which is the first of its kind at the national level, featured women from different parts of the country who are survivors of different forms of human rights violations. They gave testimonies on the different types of violence they have suffered from their husbands, family members, the public and the law enforcement agencies. Amongst the audience were some members of Nigeria's legislature from the Senate and the House of Representatives, the judiciary, the law enforcement agencies, academia, representatives of different local and international NGOs, the media, religious bodies and members of the public.

Welcome Address

In her welcome address, the Executive Director of BAOBAB, Dr. Ayesha Imam stated that the purpose of the Tribunal was to acquaint the general public with the violence women suffer in the family and the public spheres. This, according to her, is widespread in Nigeria, increasing in frequency, ignored and trivialized. She added that the pain, suffering, waste and loss resulting from violence against women could be prevented if the veil of secrecy is lifted and a concerted effort is made to end all such deliberate acts. The tribunal she said would contribute to improving the general consciousness that violence against women constitute a serious national tragedy. The changes the Tribunal was expected to bring about were that;

- Legislators will recognize the need to make laws banning violence against women
- Government would evolve policies and implementation structures for the protection of women and girls from violence.
- Law enforcement agencies and the judiciary will prosecute and punish upon conviction, the perpetrators of violence against women and girls,
- Every segment of the society would condemn and take steps to end violence against women,
- Bringing these experiences to the fore will bring the phenomenon close to everyone and it will be recognized a national tragedy.
- The media will no longer trivialize violence against women
- That all will recognize, protest and protect women's human rights.

Objectives of the Tribunal

Ms. Obiageli Nwankwo, Executive Director CIRDDOC, in her opening speech noted that the main objective of the Tribunal was to expose the many violations of the rights of women, some of which are of outright criminal acts, while others are oppressive that put women at a great disadvantage. Beyond exposing such

violations, she said, the Tribunal intended to impact on those sections of the society that can influence the promotion of the human rights of women.

The Keynote Address

Justice A.G. Karibi - Whyte of the Supreme Court of Nigeria gave the Keynote address. He noted that the Tribunal was the first of its kind in the country and commended the organizers for their initiative. He said that the organizers have taken the lead in fight against violence against women and implored Nigerians to emulate their example.

According to Justice Karibi-Whyte, the incidence of violence against women is a blur on humanity. He wondered why people could afford to be cruel to women when they bound to be affected done way or another by this. "Whatever violence we direct to our women is going is going to affect our women, our wife, our daughter, our sisters and eventually ourselves," he said.

He defined human rights as the sole definer of a person's being and a person without enjoyable rights could not really be whole. The question, he said, is whether women enjoy the same level of rights as men. He however noted that this is not so. For if this were so, there would not be any need to organize this kind of Tribunal, which he envisioned as a prelude to the establishment of a tribunal by the State to probe violence against women. He said the need for this need not be overemphasized. "Everybody enjoys having a sister, mother, wife or daughter," he said, while lamenting the manner our culture and tradition have encouraged the violation of women's rights.

The Testimonies

These were grouped into different sessions which included: Violence Against Women in the Family/Household - Domestic violence, Early/Forced Marriage, Female Genital Mutilation and Vesico Vaginal Fistulae, Widow Torture and disinheritance. Other issues were Violence against Against Women from general public - Sexual Harassment, Dress code harassment, Rape, Assault and Battery, Trafficking. The last group was Violence Against Women by the State and Law Enforcement Agents - Rape, Sexual Abuse and harassment.

The testimonies were revealing and heart-rending. Many in the hall could not hold back tears as woman after woman told of her harrowing experience at the hands of persons from she expected protection and safety - husband, father, uncle, brother-in-law, police officer, soldier and oftentimes, mother, aunty, and family friend.

At the outset Ayesha Imam, who introduced the first session of testimonies, acknowledged the unusual bravery of the testifiers for coming forward in order to help other women, despite the degradation and humanity, which they personally suffered in private.

After the testimonies there were interventions from members of the audience. Their interventions centered on the need for the society to recognize that women suffer different forms of violence and the need for it to stop because it is inhuman. In addition the intervention called on the appropriate authorities to facilitate laws that will be enforced to protect women's human rights.

While the interventions were going on, members of the panel met to deliberate, deliver their findings and make recommendations. The panel was composed of Nigerians of unimpeachable character, chosen for their ability to be objective, analytical and impartial; Ambassador Judith Attah, Barrister Fatima Kwaku, Member CEDAW UN Committee, Maryam Uwais, Legal Practitioner and Special Rapporteur on Children's Rights and Barrister A.B. Mahmud (SAN).

The Verdict

Barrister Kwaku, Chairperson of the panel, asked that all the testifiers be applauded for their bravery. The following is a summary of their findings:

- The Nigerian constitution guarantees the right of every Nigerian citizen and has ratified several international instruments but violations still go on.
- Domestic violence is still going on at an alarming rate locally and internationally.
- Law enforcement agents and the courts should give all the issues raised in the tribunal the attention it deserves. It should not be treated as domestic issues and hence dismissed.
- Survivors should get free medical and legal attention as a matter of right
- States are to be encouraged to pass laws on minimum age for marriage.
- Commends the Cross River state government for passing the law on Female Genital Mutilation and encourages the other states to do the same. There should also be widespread education for women who carry out the act of Female Genital Mutilation.
- Vesico Vaginal Fistula (VVF): It is hoped that the minimum age of marriage will prevent this but the government should see that it is enforced.
- Government should give medical attention to survivors.
- Widowhood: The government should make laws prohibiting these practices.
- States should have laws to safe guard the right of women and children to inherit.
- Sexual Harassment in schools and work places; Women who are harassed should be encouraged to seek for their rights. Help centers where such cases can be reported easily should be created.
- Rape: The government should look in to the laws again and make it more enforceable. They should be reported to the police and courts and such cases should be given priority. The process of proofing the cases, which leads to provocation, should be less difficult. Free medical and legal attention and compensation.

- Women's trafficking is a global concern. Government should enforce the laws and bring traffickers to justice.
- Government should recognize violence against women, as a crime against humanity and should criminalize violations. Survivors of violence by State law enforcement agencies like those in Choba and Odi should be compensated.
- Governments should look into all the laws and amend those that violate the rights of women.

At the close of this historic event, Sindi Médar-Gould, Programme Director of BAOBAB, thanked all who had participated at the Tribunal, with a special 'thank you' to testifiers, whom she said were no longer victims but survivors of violence. She thanked facilitators Saadatu Shehu Mahdi of WRAPA, Josephine Effa-Chukwuma of Project Alert, Ladi Wali, Toyin Adeleke and Oby Agu. She also expressed gratitude to the staff of CIRDDOC and BAOBAB for having worked tirelessly for the actualization of the Tribunal. She also acknowledged the cooperation of others in the network: CWAE, WACOL, IWCC and others too numerous to mention.

APPENDIX II

CONSULTANCIES

The Board of BAOBAB agreed that the organization should pursue alternative ways to financially sustain itself. It was suggested that one of such ways could be through consultancies. It was thus decided that consultancy would form part of our programs. It is in the light of this that we report the following:

1. Ayesha presented a paper “Women’s Rights in Muslim Laws” in Abuja at a meeting organized by the Constitutional Rights Project (CRP) on *Sharia and the Place of Women*.
2. Facilitating a meeting in Kano for the MacArthur President—BAOBAB
3. MacArthur Fellowship on Leadership Development Selection Committee Consultant— Ayesha
4. UNDCP Drug Demand Reduction Project -Ayesha
5. Oputa Panel Research — Ayesha, Juliet, Bunmi, Kemi, Sindi and Banke
6. International League of Human Rights — Ayesha
7. Swedish NGO Foundation ECOSOC Seminar — Chibogu, Ayesha and Mufuliat
8. Book review titled “My people o” for Alka Raza—Sindi
9. Research on Women and Sharia for CASS — Ayesha and Mufuliat
10. Training in Mainstreaming Gender for the Ministry of Women’s Affairs — Sindi
11. Paper on Women and Inheritance in Muslim Laws - Mufuliat and Ayesha
12. Paper on International Instruments and Legislation for Women's Advancement in Nigeria for National Human Rights Commission - Ayesha
13. DFID Access to Justice Synthesis report: Asabe, Ayesha, Chibogu, Hurera, and Mufuliat

APPENDIX III

International National and Local Meetings, Seminars and Workshops

International

- Ayesha attended the Prep-com for the Beijing+5 review in New York in March 2000.
- Sindi, Charmaine Ayesha and Sherifat, the Kwara State coordinator, participated in the WLUML International Handbook on Women and Muslim Laws meeting in Pakistan. April 2000
- Ayesha, Mufuliat and Sindi attended the meeting held by the Women's Learning Partnership for Rights, Development and Peace in New York on women's rights and cyber-space. June 2000
- Ayesha, Mufuliat and Sindi also participated in Symposium 2000: Innovative Women's Human Rights Initiatives held at Columbia University where Ayesha did a presentation featuring posters from our national competition on women's human Rights. June 2000
- Mufuliat participated in the ICC Prep Com facilitated by the Women's Caucus for Gender Justice. June 2000
- Ayesha, Mufuliat and Sindi attended the UNGASS Beijing +5 in New York. June 2000
- Juliet attended the ICC gender caucus meeting in South Africa. August 2000
- Chibogu attended a Conference on "Combating Electoral Fraud: Lessons from West Africa," in Accra, Ghana.
- Meeting of civil societies on the CSSDCA process held in Lome Togo and hosted by the African Leadership Forum. August 2000. (Mufulia, Programme Officer)
- All Africa Seminar on Violence against Women held in Accra, Ghana. (Asabe)
- Training on the use of the Internet, which was organized by WILDAF, (Folu, Information Officer)

National

- Meeting organized by Transparency In Nigeria (TIN) to discuss with Ms. Roselyn Hees of Transparency International on anti-corruption crusade by civil society groups in Nigeria. (Chibogu, Programme Officer)
- Juliet attended a Conflict resolution meeting hosted by USAID/OTI to discuss the formulation of interventions in the form of zonal workshops. We were asked to nominate groups outside Lagos that do this work. We nominated IWCC, and agreed to collaborate on the project.
- Kemi attended a Consultative meeting on West African Human Rights defenders hosted by Amnesty International. The focus was on modalities for putting into practice recommendations from previous meetings in Cote D'Ivoire and South Africa.
- Constitutional Rights Project Seminar on the Place of Women under Sharia. Ayesha delivered a paper and Sindi attended. We also sponsored

- one of the winners of the 1998 poster competition to this meeting.
- ‘Developing a Code of Ethics for Parliamentarians’ hosted by Transparency in Nigeria. Sindi attended the first meeting in January and Chibogu attended the follow up. The meetings discussed and formulated a code of conduct, which was duly presented and accepted by members of the house. It would be presented to the senate at a subsequent meeting for signature.
 - Network on Police Reform in Nigeria held a meeting to discuss ways of forming a network of organizations working in this area, because of our interest in engendering BAOBAB agreed to be part of this network. Mufuliat attended the meeting.
 - Seminar on “Civil Society Watchdogs” organized by Integrity on July, 8 2000 in Lagos. (Ade, Documentation Officer)
 - Seminar on “Leading and Sustaining NGOs” organized by Lagos Business School from 1st-2nd August 2000 in Lagos. (Ade, Documentation Officer)
 - Citizen’s Forum for Constitutional Reform held a colloquium as a complimentary initiative to mobilize grassroots opinion and independent monitoring of the constitution process. BAOBAB represented by Chibogu, presented a paper highlighting areas in the constitution that needs to be engendered.
 - UNDP country meetings on how to develop a position paper on governance. (Juliet-Assist. Programme Officer and Ayesha-ED)
 - The Rights of Women under Sharia, organized by Shelter Rights Initiative. (Sindi, Programme Director)
 - Meeting On Violence Against Women Bill in Abuja January 2001 organized by International Human Rights Law Group. (Mufuliat, Programme Officer presented a paper on Inheritance rights of women in Muslim Laws).
 - Anglophone West African NGOs meeting on the World Conference against Racism. February 19-20 2001, Federal Palace Hotel. (Kemi, Executive Assistant)
 - Conference on West African Elections organized by OSIWA in collaboration with CDD, Accra. February 21-22, 2001. (Chibogu, Programme Officer)
 - MacArthur grantees Network Meeting in Abuja, February 2001 (Bunmi, Programme Officer)
 - Civil Society Pro-Democracy Summit. February 27-March 1, 2001. (Chibogu, Programme Officer)
 - Meeting on Review of Situation Assessment Analysis on Women and Children in Nigeria organized by Unicef. March 7, 2001, Abuja. (Mufuliat, Programme Officer)
 - International Women’s Day Celebration Meeting organized by UNIFEM. March 8, 2001. (Ade, Documentation Officer)
 - Workshop on Review of Bills on Economic, Social and Cultural Rights organized by Shelter Rights Initiative. Excellence Hotel, Ogba, Lagos. March 9-10, 2001 (Bunmi, Programme Officer)
 - Media Press Briefing on Violence against Women (VAW) and the VAW Coalition. March 14, 2001, Abuja. (Mufuliat, Programme Officer)

- Workshop on Citizenship, Gender and Participation in the Electoral Process and Governance in Nigeria. March 28-29 2001 (Chibogu, Programme Officer)
- Meeting of Judicial Sector Reform (Access to Justice Project) organised by HURI-LAWS. Rockview Hotel, Abuja, May 7-9. (Mufuliat, Programme Officer)
- Inaugural Meeting of the Civil Society Pro-Democracy Network. May 15-16, 2001, Jos. (Bunmi, Programme Officer)
- Inaugural meeting of the Ministry of Women Affairs Consultative Committee on monitoring the implementation of CEDAW and other women's human rights instruments ratified by Nigeria. (Ayesha (ED) and Chibogu (Programme Officer)
- Meeting Representative of International Council for Human Rights Policy (ICHRP) and National Human Rights Officials with Nigerian NGOs. June 12, 2001, NHRC Office, Abuja. (Bunmi, Programme Officer)
- Roundtable on Peace and Social Justice in Nigeria with Natalia Kanem, Senior Director Ford Foundation, New York. July 6, 2001 Ford Foundation Lagos Office. (Sindi, Programme Director and Bunmi, Programme Officer)
- National Conference on Racism, Racial Discrimination, Xenophobia and Related Intolerance. August 22-24, Sheraton Hotels and Towers, Abuja. (Ade, Documentation Officer)
- Human Rights Information network Public Hearing on Information and Communication. September 21, 2001. (Ade, Documentation Officer)
- Workshop on the Use of Wills as a Tool for the Prevention of Violence against Women and Children. Yaba, Lagos, November 2, 2001. (Ade, Documentation Officer)
- Development Information Network (DEVNET) 2001 Annual Lecture on "The Role of NGOs in a Democracy". December 11, 2001. (Ade, Documentation Officer)

Local

- Ayesha, Mufuliat and Sindi met with Lateefat Okunnu of FOMWAN on the adoption of Sharia in Zamfara State.
- Chibogu attended the Legal Defense meeting on reviewing the Draft Electoral Law. September 29-October 1, 2000

APPENDIX IV

REPORT OF STATE OUTREACH TEAMS ACTIVITIES

OYO

In April 2000 the team held a 2-day workshop in Akinyele LGA discussing the rights of women in divorce. The discussion covered the rights of women before marriage and understanding of the divorce process. Some of the questions asked concerned the fate of a woman if she accuses her husband of unfaithfulness; what should she do if, seeking redress from parents and his friend fail. The state reported that participants' attendance was high and interactive, and that participants suggested wider publicity of BAOBAB's activities in the state. They also said that men, particularly husbands, should be encouraged to attend because most husbands do not know the rights their wives have within a marriage. In July 2001, a team of BAOBAB personnel was in the state for a three-day gender sensitization training. The outreach team was quite happy with the training and asked that they be given more of such in the nearest future. They also stated that such training programmes would further enhance their outreach activities.

OSUN

This state focused on the rights of women under the Muslim law and on the rights of the child.

The state team held a two-day workshop on gender sensitization for prospective team members and other community based workers in different local government areas in the state. The workshop looked at various gender issues including division of labour, gender stereotypes, and women's rights as human rights.

EDO

A drama presentation was used in 2000 to communicate the message of women's rights to inheritance and was performed in three zones in the state, modified to fit concerns in each zone. The topics that were addressed varied in emphasis depending on the audience: battery, disinheritance, widowhood abuse and FGM. The state reports that in all zones "there was crossfire between participants and the actors on stage" and this made the performance more interesting. Participants then engaged in a lively discussion wishing that others were around to witness the drama, because then widows would not suffer so much abuse in the state. They promised to take the message back home and wished for more programs in future. The State team has also had gender training on November 2001.

KOGI

On one of the outreach visits, the BAOBAB team was able contact with Sani Lawal in Okehi LGA after so many failed attempts to reach him. He expressed interest in continuing outreach activities in Kogi and received posters and leaflets

on Violence against Women, Divorce and Child Custody. A gender training facilitated by the BAOBAB team was held on September 2001. Participants at the training were core team members of the Kogi outreach.

KADUNA

This outreach team continues to program around the rights of the child, in particular the girl-child. During the years 2000 and 2001 they have added 2 new Local Government areas to the list as they talk to women about their rights and the rights of their girls to education.

KANO

This state has in addition to their work on the political rights of women, requested paralegal and bridge building meetings. We intend to honor their requests in the years ahead.

JOS AND ZAMFARA:

In 2000 we were able to make contacts with women and men from both the Muslim and Christian communities and we held series of meetings with them on the possibility of setting up outreach teams in both states. At the last meeting a 5-person team was put in place in Plateau state.

Discussions are still going on between BAOBAB and some women in Zamfara, albeit slowly, for an outreach team to be established. We believe this to be an important and strategic state in light of recent events there. We however will proceed with caution, not only to protect the women but also to keep a low profile in the interest of our organization.

APPENDIX V

REPORT ON ALERTS AND INTERNATIONAL CAMPAIGNS

2000

Date	Alert Title	Action taken by BAOBAB
January 7	Maurice Tchambou – A letter urging that his safety be guaranteed while in detention and that he be allowed visits from family, lawyer and doctor	Circulated and responded to
February 3	Information Urgente	Circulated *request was in French so we were not able to respond
February 4	Death Sentence of two Iranian students confirmed: Appeal for clemency	Circulated and responded to. We sent a letter concern, requesting for clemency for Akbar Mohammed and Ahmed Batebi
February 4	Alert from Sylhet – Bangladesh	Circulated and responded to
February 11	Action Alert for International Women’s Day from the Women of Afghanistan	Circulated
February 11	Support Women in Austria	Circulated and responded to. A protest letter was sent to protest against the conservatives and the fascists government’s idea to dismantle the Ministry of Women’s Affairs and a demand that women’s rights be reinforced through the protection of their state representation and their independent organisations
February 14	Weapons	A signatory letter to heads of states on ensuring a successful nuclear non-proliferation treaty review
February 18	Death Penalty-Botswana	Circulated
March 8	Call for Support Open letters to Nigerian Leaders Arrest Warrant for Humanist Editor in India	Circulated
March 10	Mauritius-Public Security Act	A call for the UN to condemn the State of Mauritius for passing the Act that infringes

		fundamental human rights.
March 11	Abolishing Nuclear Weapons	Signed and Circulated A signatory letter to head of states on ensuring a successful nuclear non-proliferation treaty review.
April 20	The Gambia – One Journalist, twelve students shot dead	Circulated and responded to. A letter of appeal was sent demanding the release of all detained students, investigation into the death of 12 students and the rape and death of Ebrima Barry
April 22	Women Building Peace – Signatory Campaign	Signed and Circulated
April 26	Djibouti Peace Initiative FAXAWAY for Peace in Somalia	Circulated
July 2	Serials Killings of Women in Ghana	We initiated and circulated this alert, in collaboration with other women groups in Ghana.
July 24	Uganda-Public Assault on Hon. Jane Kuka	Circulated and Responded to A letter calling for public apology for Hon. Koka and government action against patriarchy.
August 30	Nigeria-Sex Discrimination in the Federal Service	Responded
August 31	Molestation of a 12 year old girl	This called for individual action and was passed around the office so that those who wished to do so could append their signature and return it to the sender. The alert was also sent to persons known to us for their information and action.
August 31	Canadian government considers mandatory HIV testing of immigrants	We signed a letter of protest, adding our voices to others' internationally, and sent a sample letter to the listed names and addresses.
October 15	Security Council Open Session – Signature Campaign	Signed and circulated
October 17	Hunger Strike - French Department of Justice – Signature Campaign	Signed and Circulated
December 1	Arrest Warrant for Humanist	Circulated

	Editor in India	
December 3	Can you help save the life of Dr. Younus Shaiklh?	Circulated and responded to
December 6	Algerian Human Rights Violator granted political asylum in the USA	Circulated and responded to A letter to reverse asylum granted to Anwar Haddam
December 18	Get Well Card Campaign	Circulated and responded to in support of Mehrangiz

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April 25 May 10 May 16	Dr. Nawal el-Saadawi	Circulated and responded to
April 22	Burkina Faso- Journalist in Danger, Violation of press Freedom	Circulated and responded to A letter was sent condemning the arrest of journalists Germain Nama and Newton Ahmed
May 7	Palestine-More Killings	Circulated
June 19	Call for Solidarity	Circulated and responded to. A letter of support was sent to the Moroccan government for their efforts to reform the civil status code and grant women greater rights
July 11	Human Rights Violations - Adivasi Community	Circulated and responded to Appeal letter sent requesting the release of Mr. Braham, his wife and 13 co-workers and investigation and proper trial of politician and police officer involved in the killings.
October 15	Disabled women condemned to slow death	*Unable to browse the net for more information so we could not respond to this. (too bad)
November 16	Urgent Action-Torture Sent by Torture and Abolition and Survivors Support Coalition (TASSC)	Circulated and responded to
November 15	Six Pakistanis held in Nigeria	Circulated