

**WOMEN ARISE DEVELOPMENT AND HUMANITARIAN
INITIATIVE (WADHI)**

**A CEDAW PERSPECTIVE SERIES TO PROMOTE
TRANSFORMATIVE GENDER EQUALITY AND WOMEN'S
ADVANCEMENT IN NIGERIA**

**THEME: CHANGING THE NARRATIVE ON WOMEN'S
LEADERSHIP AND GOOD GOVERNANCE**

RAPPORTEUR REPORT

17 DECEMBER, 2018



Table of Contents

BACKGROUND	3
INTRODUCTION.....	3
WELCOME ADDRESS	3
GOODWILL MESSAGES.....	4
KNOWING AND APPLYING INTERNATIONAL AND REGIONAL TREATIES FOR REALIZING WOMEN'S EMPOWERMENT AND DE-FACTO EQUALITY	5
Reactions.....	7
GLOBAL LESSONS- IMPACT OF WOMEN'S LEADERSHIP ON GOVERNANCE AND ECONOMIC DEVELOPMENT- RWANDA CASE STUDY.	9
Reactions.....	9
WORKING GROUP SESSION.....	11
CLOSING	14
ANNEXURES	15



BACKGROUND

The Women Arise Development and Humanitarian Initiative (WADHI) is a Non-Governmental Humanitarian Organization committed to finding customized solutions to inequalities and social exclusion, particularly, women's continued exclusion from financial markets. It has been established to facilitate platform and management systems that harness and expand development opportunities to equip targets to progressively grow their entrepreneurial capacities and economic standing in society.

The key objectives of prisms are:

1. Promoting stakeholder understanding on how to align programming with global and regional protocols for better compliance among state and non-state gender actors;
2. Building synergy among leading gender stakeholders in the context of CEDAW implementation and reporting; and
3. Enhancing sustainable gender policy, legislative and other mechanisms in line with CEDAW provisions.

The one day event held at the National Women's Centre, Abuja brought together critical stakeholders, female leaders and interested individuals who are passionate to seeing women in leadership and governance, and are ready to utilise all tools available to them, legislations and advocacy to push for equal opportunities and access in governance.

INTRODUCTION

The event started at 9am with registration and officially commenced at 10:48am with Ehi Ohiani as the compere. Prayers and the National anthem were taken. Introduction to the high table was facilitated by Ehi Ohiani and the guests of honor included: May Agbamuche-Ngbu (National Commissioner, INEC); Adekunle Similade (rep DG, NAPTIP); Obinna Nwachi (Program Officer, PWA) and Esther Eghobamien (UN CEDAW Member & Convener, WADHI). The objectives of the event were made known to the participants to wit: Promoting stakeholder understanding on how to align programming with global and regional protocols for better compliance among state and non-state gender actors; building synergy among leading gender stakeholders in the context of CEDAW implementation and reporting; and enhancing sustainable gender policy, legislative and other mechanisms in line with CEDAW provisions.

WELCOME ADDRESS

ESTHER EGHOBAMIEN (CONVENER, WADHI)

She commenced her address by stating that the presence of the DG of NAPTIP would have been highly appreciated as the discourse of the CEDAW Article with her would have allowed participants glean knowledge and identify loopholes in the NAPTIP Act.



The CEDAW is one of the oldest human rights treaties among the human right system and has 16 articles that all nations of the world are expected to deliver upon. Delighted to welcome everyone present, she hoped that at the end there will be a deeper understanding of the CEDAW, obligations of the state parties and issues that affect women in leadership and governance will be identified.

The narrative of Nigeria has not been told, been the lowest performing in Africa. These statistics, although poor, can be rectified with knowledge as knowledge is power. If the responsibility of the state actors and our obligations (as non-state actors) in relation to the articles are known, we are then better positioned to demand for accountability. The thorough knowledge of the Articles cannot be underestimated as lack of knowledge results in lack of what to report on at the international level. Although, many conventions are in place that deal with women and their rights, the overriding convention is CEDAW and Articles 7 and 8 are key articles in respect of the reason for the event. Other elements of election and governance need to be understood well as only political will cannot be translated to result.

The signatories to CEDAW have an obligation to fulfil, promote, and protect its articles. Non-domestication of the treaty is not an excuse not to carry out the above obligations as domestication is an internal process. As long as state parties have signed the treaty, all the articles of the convention must be upheld.

It is trite to know that no political system in the world has achieved equality. Even in Rwanda, the female gender is only visible in number in certain sectors. The basic principles have still not been achieved in Rwanda. The essence of the convention is not only to give a position to women, but to create a pathway to achieving leadership by any gender.

She thanked all for coming and hoped that the tools and templates to be given to all participants will be helpful and participants will sign up to be involved in the Hub as it is the platform to build synergy- the Hub will create an avenue for anyone interested in the work of another to join the community and partner; setting targets together on how to contribute towards changing the narrative of the country.

GOODWILL MESSAGES

May Agbamuche-Ngbu (National Commissioner, INEC)

Women have to work twice as hard than the men folk but there is need to change the way and manner in which women advocate for the things what they want. Women have to be more serious about what they want and reduce the amount of things wanted.

INEC has a gender desk and it has promoted women's causes through seminars, conferences, workshops as how women treat themselves determine how they are treated by others. The percentage of women in politics declined in 2015, thus, it is of necessity that the ante is upped.



However, conventions like the CEDAW and talk-shops should go into policy making. There is need for partnership to work successfully.

She vowed to give her time in the pursuit of women in leadership and governance. She encouraged advocacy to the women in the National Assembly as it takes a lot of courage to go into politics and change the laws to suit us. In Kenya, 3 women are governors and in Rwanda, there is a laid out quota for women participation. In Nigeria, more can be done by being strategic on how it needs to be done. INEC will partake in the cause and do what it needs.

Adekunle Similade (Ass Dir. of Intelligence, Representing DG NAPTIP)

The main focus of attention in NAPTIP is trafficking. A lot of advocacy and sensitization has been carried out to reduce human trafficking to its barest minimum. VAPPA has been added to NAPTIP'S mandate and in the course of carrying out their responsibilities, various cases of abuse have been evidenced; women maltreating and abusing children and not training them in schools. She enjoined participants to speak out where children are being maltreated, whether biological or not. They should be trained in schools and not abused by sending them out to hawk on the streets, exposing them to harm. Violence against persons is a crime in NAPTIP and this should be curbed by reporting such cases to NAPTIP.

Video clips of the definition of discrimination, difference between direct and indirect discrimination, and the general recommendations of CEDAW Committee were shown to participants.

KNOWING AND APPLYING INTERNATIONAL AND REGIONAL TREATIES FOR REALIZING WOMEN'S EMPOWERMENT AND DE-FACTO EQUALITY

ESTHER EGHOBAMIEN (CONVENER, WADHI)

Equality isn't a woman becoming a man. In the convention it is defined to mean certain things and this also goes for discrimination; there are grounds for either action or inaction to be considered as discrimination. The Convention came into existence in 1979 and the reason for the Convention was that there were so many types of discrimination but no evidence to support why women were facing the discrimination and how the discrimination manifested. The First World Conference which led to the Convention only talked about education, peace and health as those were the things evident of discrimination which women faced. Post Second World War saw the effect more on the women and children as a lot were raped and violated, some trafficked to become sex slaves, etc. violence and discrimination against women and children became prominent as a result of the two world wars, hence, the reason for the Convention as the discrimination was done by state and non-state actors.

For the convention to be effective there are the fundamental principles. De-jure are the laws



that are written; legislations; administrative processes, etc. What is seen on the committee is that all countries of the world have achieved de-jure which should protect the right of women and men. The question then is, with all these laws, are women that protected? The answer to this is in the negative.

De-facto is taking the laws to the point where the provision of the laws are guaranteed and enforced; where there is a system in place that delivers the promise of the laws to women and men. NAPTIP is a classic example of an institution which although has established de-jure laws, de-facto is still absent as the mechanisms for such are non-existent.

Using NAPTIP as an example, transformative equality has been achieved when the institution has so performed its work that the society has changed; there are on-going services, campaigns, tips to give people, and revised laws regularly to meet the dynamics of the society. Revision of laws regularly is key as present instances of trafficking are different from before. The cases being seen recently are ones where people consent to be trafficked; where people are tricked in the type of job offered, whether in an agricultural farm or formal jobs.

Reporting in the NAPTIP Act needs to be adequately taken care of as there is no provision that compels transport workers, traditional leaders, communities, professional, religious bodies to report cases of suspected trafficking whether internally or otherwise. When transformative equality is achieved, then a country is on the pathway to achieving equality of opportunity and access. Norway, Finland, Barbados are countries that are on their way to this. In these countries, being a man or woman is immaterial; they both have an equal opportunity to be who they want to be.

The Convention provides certain fundamental obligations of the State and this includes the obligation to respect the Convention and respect its citizens; the obligation to protect its citizens, promote and fulfil all the articles of the Convention including abstaining from restriction of citizens' rights. An example of restriction of rights includes the seizure of women's passport when travelling to compulsorily take them through a gruelling process in order to ascertain that the purpose for travel isn't to marry foreigners.

Accountability of the state parties to implement their obligations under Article 2 of the Convention is measured in certain ways- either by the act (what you have done) or omission of the act (failure to act). It is beyond signing the Convention as a state party, failure to carry out the obligations means the state party is unaccountable. The excuse by state party of laws being passed only at the federal level but not at the sub-level is tantamount to unaccountability as decentralization does not absolve a state party of its responsibility. Once a state party has signed the Convention, it is its responsibility to ensure that the Convention is practiced in every part of its territory, whether domesticated or not as domestication is a national issue.



The inter-sectionality of the rights in the Convention needs to be paid attention. A good example is when a rule in a workplace states that a leader must work till 10pm. Where the leader is a nursing mother and is subjected to this rule, a lot of rights are being violated as maternity and family care is a social obligation under the Convention. Links between rights must be proved in order not to dissipate energy. An example of inter-secting rights under the NAP TIP includes health, education, and employment.

In giving clarity to the participants on the numerous tools and documents given to them, she explained the categories of the Convention; types of discrimination; the 35 general recommendations, etc. Participants were allowed to give examples of direct and indirect discrimination and among the answers were sexual abuse on children, incest (direct discrimination); denial of education (indirect discrimination). Another good example by a participant of what direct discrimination entails in a formal environment is when there are slots for training available to every employee but a risk factor or security issue is brought up hindering the women to go for the training.

Direct discrimination must be explicitly based on sex. Examples include: violence against women; gender based violence; violence that affects women disproportionately (in the IDP camps- where men are looking for free sex and marriage is contracted for 50 naira or a bottle of coke); inhibition of women's ability to enjoy their human rights of liberty and freedom (where a woman cannot go out because her bride price has been paid); mental assault and torture (where the husband decides to punish a wife by not talking to her); etc. In formal settings, like the board room, in churches, at the local government level, where women are not allowed to talk are forms of direct discrimination. Direct discrimination is a tool of patriarchy.

In Nigeria, women until recently were not accepted into the military as cadets but now have a women corp. In the Nigeria Police Force, women were not sent on trainings for mob control and drill and these are the frontline of police work. However, this has changed due to continuous advocacy.

Reactions

The following comments and questions were made by the participants with its answers:

- A participant, Uche, asked if the Convention compels state parties to implement CEDAW and the synergy between the United Nations and the Ministry of Justice of the state party. In answer, the CEDAW has a shadow reporting mechanism which is used by the Committee to assess states. Here, civil societies, the government, and human rights institutions report simultaneously. In terms of sanctions, all reports are made public. General recommendations are employed to charge all actors on what to do.
- On the current status on domestication of treaties like the CEDAW, and how the Sustainable Development Goals are employed to achieve the CEDAW Articles, the range



of obligations from state parties needs to be known as non-domestication does not preclude the state party from its responsibility. Where there is a failure of domestication, the civil societies can take state actors up during reporting. During advocacy, there is a need to be precise in asserting that state actors need to domesticate the CEDAW and necessary linkages done between legislations that are already existing and domesticated. For this to be attainable, these linkages and mechanisms must be understood enough to advance the country and help demand for accountability. Interconnection and not unilateral focus of rights can help achieve the above. An example is not having Family law so even when the GO Bill is signed, there is no legal framework to deal with issues, hence families can decide on their own what to do about any issue.

- A participant lamented on the paucity of awareness of the CEDAW and synergy between it and other laws. In addressing this, participants were made to understand that the reason for the CEDAW Prisms and the CEDAW Hub is to address such issues.
- Kate Pam inquired of the value in economic terms of a full time housewife. In answer, participants were advised to go online and read all the permutation brought up for unpaid care work. However, there is need to probably compute same in Nigeria and compare with the global standard. A closely linked issue to this is when women go for maternity and end up not getting the same salary as before or even the job. The list of general recommendations was put up to answer this question and participants were encouraged to go online to see the full list and what issues each addressed.
- Rosemary Chikwendu on Family Law in Nigeria stated that there is family law and courts in Nigeria; however the laws are not being implemented. An umbrella law is in section 4 of the Nigerian Constitution. MCA takes care of family law and rights of children which is enforced in the CRA and the Widows Law. Most states have domesticated CRA in their laws. Family courts are currently being run in Anambra, Lagos, and Cross-River States. She further opined that a way should be found by which these laws that address particular issues be collated as a single document. The convener appealed that the laws be sent in on the Hub and there is need to do comparative analysis with contemporary laws in other jurisdictions and also lesson learning as we have different religious frameworks to align religious beliefs with legal frameworks.
- Anne Addeh seeking clarity on the issue of direct and indirect discrimination gave an example of where a man working and earning money refuses to give his wife money to look after the family and whether this scenario falls under the FL. The Convener, in answering the question stated that the violation falls across both direct and indirect discrimination. She gave an example of Kano state which has an Edict that the man that cannot provide for his family be fined and imprisoned.



GLOBAL LESSONS- IMPACT OF WOMEN'S LEADERSHIP ON GOVERNANCE AND ECONOMIC DEVELOPMENT- RWANDA CASE STUDY.

KATE PAM

Rwanda is one of the fastest growing countries in Africa and has slightly above 50% of its population as women. Women play a significant role in the current achievements in Rwanda. Right now, with the work women have done, their participation in the government is 64%, 40% in the judiciary and 40% in the Cabinet. The strategic transformative roles incorporated by women in the country include:

- Peace and conciliation.
- Poverty alleviation and agricultural initiatives.

Under the poverty alleviation, they have an initiative of one cow per one poor family, thereby empowering families.

- Socio-economic recovery and sustainable development.

A women's guarantee fund was set up and a strategy to increase youth and women access to finance was developed.

- Legal and Institutional arrangements.
- Political party leadership.

The percentage of women in political party leadership from one percent in the year 1960 has tremendously increased to 64% in the year 2013. Anti-corruption campaigns and mechanisms to educate one another and hold each other accountable were set up.

- Compliance and sanction measures.

Certain contracts are reserved for women to perform and the women are held accountable and sanctions for non-compliance are strictly in place.

In summarizing their strategies, she stated that at the leadership level, the government showed a lot of political will, capacity building, support mechanisms, women grass-root movements, education and mentorship, and the engagement of men.

She concluded by asserting that the reforms by the Rwanda government include transforming de-jure laws to de-facto laws; translation of gender laws to local languages; quotas and affirmative actions in the political parties; gender responsive budgeting and training and use of volunteers.

Reactions

The following comments and questions were made with their answers:



- Esther opined that when governance is homogenous, productivity, creativity and talent of the missing group is lost, (when only men, all issues will be viewed from the male perspective). An example is the first design of the building housing the National Assembly where they were no female toilets. Until women entered architecture, the kitchen was outside the house. Society is grossly short changed where the human resource in the female, are not exploited. Until there are responsive services, society will not be productive. However, it will take a woman to change the laws that are pervasive.
- Another participant stated that there is need to know about Rwanda if we want to change the position of women in our country.
- Uche Anyamele commented on the need to know how far Nigeria has gone and what strategies have been adopted by her before the question of imitating certain practices from Rwanda comes into play. This is trite because when transplanting practices from one country to another, there are things that need to be put into consideration. There is the need to scale what has been done in Rwanda down for possible adoption by Nigeria. When diversity is understood, the strength is seen.
- A participant was of the opinion that where money is put goes to show the gender gap and how it is being closed and inclusiveness needs to accommodate people living with disabilities. Campaign for women in peace keeping missions as well as the governance and inclusion of women in decision making platforms should be prioritized.
- Awoma Tashe from Safety First Global Foundation observed that women have led in different capacities in Nigeria but as with all ideas, there has to be teamwork. She asked if there was a group of women who speak to the government regarding gender policies.
- Rosemary Chikwendu asked on the marginalization of men in the event and the Convener responded by citing Article 4 of the Convention which provides for temporary special measures to be used.
- A participant noted that Rwanda has proven that women's leadership aids the society in its growth. The more equality a society achieves, the more its GDP.
- Tochi Precious, a participant stated that people underestimate the impact of language. She opined that it will go a long way if we translate gender laws into our local languages.
- Glory from Inclusive Friends Association, an association that works with people with disabilities stated that there are findings of barriers to people living with disabilities and she advocated to INEC to provide accessible places and aids for persons with disabilities like sign language interpreters, funding to vie for positions.
- Another participant opined that women are the bedrock of the family but part of the problem is our value system as we look at things in a materialistic way. Women should start from the family to eradicate stereotyping; affecting men in our lives to respect and value women. She encouraged everyone to start from where they are to influence and



improve situation.

- Rosemary Chikwendu suggested that when translating into local languages, it must be simple and easy to read and understand.

The session ended with Kate Pam suggesting that because of diversity, there is need to dissect what culture looks like and the application of the laws in various culture. We in the room can start the change we desire.

WORKING GROUP SESSION

Participants were given the CEDAW Articles and the Maputo Implementation Templates to identify governance issues that are interrelated; what women face as leaders in dealing with issues and what organizations encounter in carrying out their responsibilities.

Articles 1-3

Challenges:

- Meeting at unholy hours.
- Subjugation of women by the men.
- Lack of women in organizations and in the Legislature.
- Lack of knowledge of the constitution.
- Silent therapy for women.
- Name calling.
- Ostracization.
- Lack of spousal and family support.
- Lack of finance and support.
- Resistance from both men and women.

Recommendations

- More favourable meeting hours with sufficient notice to women.
- Men need to be educated and sensitized of women's value.
- Create and increase the quota of women in all strata.
- Women should be included in activities.
- Stakeholders should be engaged with.
- Sensitization.
- Support from women.

Articles 4-6

Challenges:



- Psychological issues.
- Lack of information, capacity building and training, too much family pressure.
- Lack or little resources in terms of finance or human resources.
- Cultural beliefs and laws that are against women.
- Resistance from the men and lack of cooperation from enforcement agencies.
- Funding.
- Insecurity from the male gender as they feel women will marginalize them.
- Lack of understanding of the campaign of special measures.
- Cultural practices that are discriminatory.
- Patriarchal system.
- Existing businesses that benefit from such act.
- Delay in passing laws.
- Language barriers.
- No address to intersecting rights.

Recommendations

- Synergy between NGOs.
- Gender based funds.
- Creating awareness.
- Capacity building should be encouraged.
- Adequate welfare of government workers.
- Financial acumen.

Articles 7-8

Challenges:

- Low self-esteem where there is no capacity.
- Timings of meetings.
- Intimidation where the women get free ticket to go into politics.
- Labelling.
- Men asking women for sexual favours in order to run for positions.

Recommendations

- Positive affirmation from family and friends.
- Laws that deal with intimidation.
- Special or exceptional measures to address nationality until there is change in the constitution.

Articles 10-11



Challenges:

- Having to be chosen over to go to school.
- Early marriage.
- Cultural constraints.
- Language barriers.
- Financial constraints.
- Security and religious issues.

Recommendations

- Creating awareness for the women, enlightenment.
- Get across through their cultural leaders.
- Tweaking curriculum to get people interested in schools.
- Training and awareness creation.
- Change in policies and financial support for ladies who want to start their business.

Art 12-13

Challenges:

- Inadequate poor responsive budgeting.
- Mainstream gender into national health budget and at the grass-root level.
- Lack of sensitization at the grass-root level.
- Non-implementation of laws.
- Inability of single mothers to access loans.
- Trafficking of persons and prosecution. Laws should allow for heavy fine.

Recommendations

- Keep up with sensitization advocacy and lobbying for laws to be passed.
- Create a social welfare system to pay for benefits.
- Sensitization and advocacy for inclusion of single mothers.

Art 14-16

Challenges:

- Cultural and traditional beliefs.
- Perceived disrespect for men where women are leaders.
- Cloud of patriarchy.
- Lack of freedom of expression and inability to social health and education.
- Gaps in family and lack of interpretation of the laws.



Recommendations

- More engagement at the grass-root level.
- Capacity building of women to be more informed of their rights.
- Engage in simple breakdown of the laws.

CLOSING

The CEDAW Hub was explained to participants and the various communities on it which can be joined by participants and their organizations based on the work being carried out by them. The purpose of the one day event was share with the participants to wit: partnerships between organizations. Participants were told to indicate whether they would want to partner with other organizations and were encouraged to exchange contacts.

The event came to a close at 3:42pm.



ANNEXURES

1. Attendance

2. Training Materials


A Fact Sheet on
CEDAW.pdf


CEDAW
Keypoints.pdf


CONVENTION ON
THE ELIMINATION OF


Direct and Indirect
Discrimination & other

3. Templates


CEDAW and
MAPUTO Implemental


CEDAW SELF
ASSESSMENT Tool L

