



# FIDA NIGERIA

TRIENNIAL REPORT 2021-2024

**Year of Diamond Jubilee:  
A Tenure Report on Intensifying  
FIDA's Mandate**



## INTRODUCTION

### 1.0 INTRODUCTION

In a celebratory mood we present this Triennial Tenure Report which outlines the detailed operations, programs and activities of FIDA Nigeria covering the period December 2021-November 2024. Note that the last Tenure Report was presented at the Triennial Conference of FIDA Nigeria held from 23rd – 26th November 2021 in Abuja.

### 2.0 EXECUTIVE SUMMARY

FIDA Nigeria has lived up to its mandate as a pivotal force in advancing the rights of women and children in Nigeria.

This report therefore provides a comprehensive overview of the organization's activities and achievements during this period, focused particularly on the management and leadership structure, the policies and strategic direction, programs, and impactful activities and interventions.

Over this period, FIDA Nigeria continued to demonstrate its continued commitment to ensuring gender parity/equality, women's empowerment and advancement, speaking out strongly against discriminatory laws, policies, and practices, utilizing legal tools through its volunteer legal services, advocacy and outreach programs, media campaigns, strategic engagement with key stakeholders at all levels; while focusing on the implementation of her strategic goals.

We confirm that the organization has indeed played a crucial role in promoting access to justice, especially at the grassroots and community levels.

FIDA Nigeria has deployed best practices with standardized policies and set structures to effectively contribute to positive change in Nigeria.

This Year of Diamond Jubilee: Tenure Report on Intensifying FIDA's Mandate gives a detailed overview of our success story

### 3.0 FIDA OPERATIONAL STRUCTURE AND ADMINISTRATION

FIDA Nigeria operates a well-structured governance system to ensure the effective delivery of its mandate.

#### 3.1 Board of Trustees:

The following persons continued to form our Board of Trustees:

1. Chief (Mrs) Theresa Omawunmi Ikimi (Chairperson)
2. Prof. Jummai A.M. Audi (Secretary)
3. Hon. Justice Mary U. Odili, JSC (Member)
4. Hon. Justice Elsie N. Thompson (Member)
5. Hajiya Fatima Kwaku MFR (Member)
6. Mrs. Susan O. Onyeche (Member)
7. Dr. Zuwairatu Ibrahim Mantu (Member)
8. Mrs. Veronica O. Odunuga (Member)
9. Late. Hon. Justice Margret Mary Igbetar (Member). We lost her in 2023 to the cold hands of death.

Regularization of status at the Corporate Affairs Commission [CAC] was also successfully carried out.

## BOARD OF TRUSTEES

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**Chief (Mrs.) Tessa Omawunmi Ikimi**  
Chairperson



**Prof. Jummai A.M. Audi**  
Secretary



**Hon. Justice Mary Ukaego Odili, JSC**  
Member



**Hajiya Fatima Kwaku, MFR**  
Member



**Hon. Justice Elsie Nwanwuri Thompson**  
Member



**Susan O. Onyeché**  
Member



**Dr. Zuwairatu Ibrahim Mantu**  
Member



**Veronica O. Odunuga**  
Member

### 3.2 National Executive Committee (2021–2024)

The National Executive Committee managed effectively and efficiently the day-to-day affairs of the organization.

The executive officers who were elected in November 2021, through a transparent and democratic process held during the FIDA Nigeria Triennial General Meeting are:

1. Amina Suzanah Agbaje – Country Vice President (CVP)
2. Evelyn Membere-Asimiea – Deputy Country Vice President (DCVP)
3. Eliana Martins– National Secretary
4. Beatrice Awah – Assistant National Secretary
5. Chineze Obianyo – National Treasurer
6. Olubunmi Arajuwa – National Financial Secretary
7. Christiana Adejumo – National Publicity Secretary
8. Nachamada Shaltha – Assistant National Publicity Secretary
9. Rhoda Prevail Tyoden – Ex-Officio

This leadership team deployed its best efforts in steering the affairs of FIDA Nigeria in achieving its strategic objectives while ensuring the continued protection and promotion of the rights of women and children across the country. They at all times displayed a good team spirit working purposefully to accomplish set goals.





## NATIONAL EXECUTIVE COMMITTEE MEMBERS



**Amina Suzanah Agbaje**  
Country Vice/National President



**Evelyn Membere-Asimiea**  
Deputy Country Vice President



**Eliana Martins**  
National Secretary



**Beatrice Abongye Awah**  
National Assistant Secretary



**Chineze Obianyo**  
National Treasurer



**Olubunmi Niyi-Arajuwa**  
National Financial Secretary



**Christiana Oyanvutu Adejumo**  
National Publicity Secretary



**Nachamada Shaltha**  
National Assistant Publicity Secretary



**Rhoda Prevail Tyoden**  
Immediate Past Country Vice President  
Ex-Officio

### 3.3 National Executive Council

The National Executive Council (NEC) being the highest decision-making body comprises all BOT members, National Executive Committee members, Past Branch Chairpersons, along with all current Branch Chairpersons and Secretaries and other approved designated persons; stands tall deliberating on key matters and approving matters to ensure efficiency in operations across all branches, maintaining a unified approach to FIDA's mission

NEC consistently met quarterly, as follows:

#### 3.3.1. 2022 National Executive Council and Annual General Meeting

Quarter 1 and 3 NEC meetings were held virtually on the 8th of March 2022, and 29th of September 2022 respectively while the Quarter 2 NEC was held physically in Bauchi State from the 21st - 23rd of June 2022. The AGM was held physically in Abuja from the 25th - 28th of November 2022.

#### 3.3.2. 2023 National Executive Council and Annual General Meeting

Quarter 1 and 3 NEC meetings were held virtually on the 31st of March and 7th of September 2023; while the Quarter 2 NEC was held physically in Akure, Ondo State from the 21st - 23rd of June 2023. The AGM was held physically in Benin, Edo State from the 22nd - 25th of November 2023.

#### 3.3.3. 2024 National Executive Council and Annual General Meeting

Quarter 1 and 3 NEC meetings were held virtually on the 4th of April and 27th of September respectively while the Quarter 2 NEC was held in Kano from 26th to 28th June 2024.

As is customary, the physical NEC meetings and AGMs featured a variety of activities including a Welcome Cocktail, an Opening Ceremony, Continuing Legal Education (CLE) Training sessions, Advocacy Visits and Outreach Programs, a Formal Dinner, a Cultural Night, and Aerobics exercises; this beautiful layout of programmed activities was always enlightening, entertaining and it encouraged great bonding amongst members. Additionally, our AGMs are traditionally flagged off with the commemoration of the 16 Days of Activism Against Gender-Based Violence, after which the AGM activities commence.

You are most warmly welcome to the 2024 Triennial General Meeting, which this year coincides with the celebration of FIDA Nigeria at 60.





### 3.4. Zonal Coordinators

Zonal Coordinators also played a crucial role in providing oversight functions in supervising the activities of FIDA Branches within their respective geographical zones. They tackled issues promptly advising and guiding branches in their operations. FIDA therefore continued to adopt this branch zonal classification within the reporting period:

1. North-Central: Benue, Kogi, Kwara, Nasarawa, Niger, Suleja, Plateau, Abuja, and Gwagwalada.
2. North-East: Adamawa, Bauchi, Borno, Gombe, Taraba, and Yobe.
3. North-West: Kaduna, Zaria, Kano, Katsina, Kebbi, Sokoto, Jigawa and Zamfara.
4. South-South: Uyo, Bayelsa, Cross River, Eket, Warri, Asaba, Edo, and Rivers.
5. South-East: Abia, Anambra, Ebonyi, Enugu, and Imo.
6. South-west: Ekiti, Lagos, Ikorodu, Badagry, Epe, Ikeja, Ondo, Osun, and Oyo, and Ogun

Refer to Schedule Two for details of the Zonal Coordinators who served within the tenure period.

### 3.5. STANDING COMMITTEES

In line with the provisions of Section 30 (3rd Schedule) of the FIDA Nigeria Constitution, (as amended and adopted on 20th November 2020) the National Executive Committee inaugurated the requisite Standing Committees whose members were tasked with working diligently to achieve the goals and noble objectives of their respective committees, thereby advancing the mission of FIDA Nigeria.

The specialized committees drove different aspects of the organization's work, such as the Parliamentary Committee for legislative advocacy, the Convention Committee for organizing national events, the Project Committee for managing key initiatives, the

Public Relations Committee for media engagement, Ethics/Disciplinary Committee for maintaining ethical standards, Finance Committee for overseeing financial matters, Litigation/ADR Committee for legal representation and mediation, and the Special Litigation Team (Ad-Hoc) for handling complex cases. The Continuing Legal Education Committee which focused on member capacity-building through ongoing training and symposia.

We report that the committees were very active and successfully delivered on their mandate. We acknowledge their efforts and sincerely appreciate them.

For further information on committee members refer to Schedule Three

We sincerely thank all standing committees and their members for their commitment and diligence in service. Your consistent engagement were invaluable to our shared mission. The service provided strengthened our efforts and contributed significantly to FIDA's overall success. Thank you for your dedication and your critical role in upholding what our organization stands for.

### **3.6. FIDA Secretariat**

The National Secretariat continued to coordinate the day-to-day operations of the organization working through the following departments and units: Administration and Operations, Finance, Legal, Communications and IT; and Monitoring and Evaluation. We worked with a staff strength of an average of 35 workers within this period comprising volunteers including NYSC members, regular staff and project officers on contract who were deployed and utilized when and where necessary.

The Office maintained her address at 1 Ankpa Close, Ogun Street, Area 2, Garki, Abuja. Our working hours were five days a week from 9.00 am – 5.00 pm Mondays – Thursdays while on Fridays the Secretariat closes at 3.00 pm with staff working both physically and remotely. The official hotline for FIDA Nigeria is +234 (0) 708 849 6115.

To enhance communication and better serve the branches, the Secretariat transitioned its dedicated correspondence email address from **fidanigeria@yahoo.com** to **fidanigeriacorrespondence@gmail.com**. This change reflects our commitment to maintaining efficient and seamless communication with all branches.

## **4.0. FIDA Nigeria - Operational Guidance Documents**

### **4.1. The FIDA Nigeria Constitution and Uniform Bye-Laws**

Throughout the tenure, strict compliance with the FIDA Nigeria Constitution and Uniform Bye-Laws was prioritized as the foundational guide for all operations, decision-making, and organizational conduct.

### **4.2. STRATEGIC PLAN**

FIDA Nigeria remained committed to executing its initiatives by its 5-year Strategic Plan 2021- 2026, which served as a comprehensive roadmap for achieving the organization's objectives. This plan outlines key priorities such as promoting access to justice, empowering women and children, and addressing gender-based violence.

The Strategic Plan also served as a guiding document for monitoring and evaluation, enabling FIDA Nigeria to assess progress, address challenges, and refine its approaches where necessary. This continuous improvement process was critical for ensuring that FIDA Nigeria remains responsive to evolving challenges in the protection of women's and children's rights.



Additionally, in 2023, FIDA Nigeria conducted a midterm evaluation of the 5-Year Strategic Plan to assess the progress made towards achieving the plan's objectives; while also identifying key areas requiring adjustment, and enhancing the effectiveness of ongoing programs. The evaluation provided valuable insights into the successes and challenges of FIDA Nigeria's initiatives, ensuring that the organization remained on track to meet its goals across the respective branches in the country.

### **4.3. ANNUAL WORK PLANS**

To ensure alignment across all levels of the organization, we continued to encourage all 46 branches nationwide to develop Annual Work Plans tailored to the local needs of the organization firmly rooted in the goals of the Strategic Plan.

These Annual Work Plans not only ensured that the branches worked cohesively towards FIDA Nigeria's overarching mission but also provided structure, accountability, and measurable outcomes, allowing branches to identify key activities, allocate resources effectively, and set timelines for achieving specific targets.

This alignment with the strategic plan ensured that FIDA Nigeria's programs were executed consistently and efficiently across the country, while still allowing branches to adapt to their unique contexts.

Furthermore, branches revised their work plans as the need arose.

### **5.0. BEST PRACTICES**

FIDA Nigeria's operations were anchored on robust policies, frameworks, and methodologies that aligned with international best practices. To ensure efficiency and consistency in all activities across branches, the organization adhered to established Standard Operating Procedures (SOPs), ensuring that all interventions and services were delivered with the highest level of professionalism, transparency, and accountability. This structured approach strengthened our internal processes and ensured compliance with global markers in protecting and promoting women's and children's rights.

**5.1. Policies & Handbook:** We developed and put in place the under-listed policies; Administrative Policy; Human Resource Policy; Performance Management Staff Appraisal; Gender Policy; Staff Travel Policy; Workplace Policy on Sexual Harassment; Staff Capacity Development Plan; FIDA Nigeria Sustainability Plan; ICT Policy; Media & Communication Plan; Performance Rating Measures; Child Protection Policy; Property Safeguarding Policy; Welfare Policy for National Executive Council Member and Remote Work Policy.

**5.2. SOPs:** We developed SOPs to guide critical processes across our operations, including Case Management; Finance; States with Multiple Branches; FIDA Wards; Mentorship, and Associate/ Student Membership & Student Chapters and Welfare Policy for Council Members

Templates & Forms were also developed in key necessary areas such as - Reporting templates, assessment templates, Associate/student membership and membership transfer forms and so on.

### **5.3. COMPREHENSIVE WELFARE POLICY FOR FIDA NIGERIA COUNCIL MEMBERS**

In alignment with the FIDA Nigeria Constitution on member welfare, FIDA Nigeria established a structured Welfare Plan to support National Executive Council members during this tenure. The policy categorizes eligible members into three classifications, ensuring welfare support during significant life events. These classifications are Life

Members (all past Country Vice Presidents, National Secretaries, and Branch Chairpersons), Statutory Members (current National Executive Committee members, Branch Chairpersons, and Secretaries), and Former Statutory Members (all past Deputy Country Vice Presidents, Assistant National Secretaries, Treasurers, Financial Secretaries, Publicity Secretaries/Editors, Assistant Publicity Secretaries/Editors, and Branch Secretaries).

This welfare policy provides meaningful support for occasions such as weddings, funerals, and other key life events, fostering solidarity within the FIDA community. Some council members have already benefited from this provision. This initiative reflects FIDA Nigeria's commitment to creating a supportive environment and valuing our members' contributions at every stage of their FIDA journey. This implementation is guided by an SOP.

## **6.0. FOCUSED OBJECTIVES**

The focused objectives of FIDA Nigeria for the outgoing tenured officials revolved around its mission to protect the rights of women and children through legal means.

Key areas focused on included:

1. Promotion of Women and Children's Rights: we ensured the welfare and well-being of women and children, recognizing their pivotal role in societal strength and family stability.
2. Legal Support and Advocacy: we provided necessary legal aid to women and children, especially in cases involving domestic violence, child abuse, and other rights violations.
3. Capacity Building and Empowerment: we strengthened the capabilities of FIDA members, staff, key stakeholders, collaborators, members of the public and community leaders through various trainings, sensitization, enlightenment campaigns and educational sessions on legal frameworks, rights advocacy, and effective intervention strategies.
4. Policy and Law Reform Advocacy: we promoted and pushed for legal reforms at both national and local levels to protect and enhance the rights of women and children.
5. Public Awareness and Education: we raised massive awareness on gender-based violence, legal rights, and available legal services, aiming to empower women and children to advocate for themselves.
6. Collaboration and Partnership: we built strategic partnerships with government agencies, NGOs, CSOs and international bodies to foster a coordinated response to gender-based issues and improve access to justice for women and children.

## **6.0. EXECUTIVE RETREATS AND CAPACITY BUILDING**

### **6.1. FIDA Nigeria Retreats (2022 and 2024)**

FIDA Nigeria held her retreats in both 2022 and 2024, focusing on capacity building, strategic planning, and leadership training.

The retreats conducted were designed to improve organizational performance, promote teamwork, and enhance staff capacity. These multi-day events aimed to align the national secretariat with FIDA's mission, set strategic goals and a sustainability plan for the future.

### **2022 Retreat:**

We held a 3-day retreat from January 13th to 16th, 2022. The event was organized for National Executive Officers and staff.

Key Speakers included Chief Mrs. Victoria Awomolo, SAN, who delivered an insightful presentation on Effective Teamwork and Chief Moji Makanjuola, MFR, who provided training on Effective Communication and Operational Skills.

The retreat also featured presentations from different departmental heads who shared on annual work-plans and reporting to assess achievement and tackle challenges so to realign priorities for the coming years.



### **2024 Retreat:**

To set the pace for the triennial year, a three days retreat was also held in January 2024 with the Theme: Building an Effective Organization Towards Achieving Sustainable Milestones. The retreat critically afforded the Executive team and the national secretariat the opportunity to review the Internal Operational Plan and our external strategies, and fine tune our Exit Plan; we also strategized on plans for engaging Partners and Stakeholders, improving staff capacity, performance and organizational structure so to improve Organizational Effectiveness especially in this triennial year.

Notable speakers who graced the retreat were eminent personalities such as Dr Otiye Igbuzor (Consultant) who facilitated *"Exit Strategic Planning: Goals Setting and Enhancing Competitive Advantage in 2024"* while Dr Benson Olugbuo (Consultant) spoke on *"Operational Effectiveness"*; the sessions were quite enlightening as we were able to accomplish our set objective.

The different departments/units were also opportune to make presentations on their 2023 Annual Reports revealing innovations and successes recorded, challenges faced as well as recommendations going forward, while presenting their 2024 Annual Work Plan.



## 6.2 2023 Capacity Building and Training

In January 2023 a Capacity Building Training was organized for the national secretariat in critical areas such as organizational effectiveness, creative proposal writing, program implementation, and reporting. This training was intended to prepare FIDA Nigeria's workforce to meet project goals and improve internal efficiency. The trained staff capacities was tremendously improved as they now deliver more efficiently and effectively in the areas they were trained.

### Key Topics Covered:

1. Organizational Effectiveness: Trained staff on optimizing internal operations and improving resource management for more effective project delivery.

1. Creative Proposal Writing: Focused on equipping staff with skills to write compelling proposals that align with donor expectations while addressing FIDA's mission.
2. Program Implementation and Reporting: Emphasized the importance of accurate program monitoring, evaluation, and comprehensive reporting to meet donor requirements and ensure transparency. This improved staff understanding of proposal writing enhanced FIDA's ability to secure funding from donor agencies, and strengthened the team's capacity to implement and report on programs, ensuring better documentation and project monitoring.

The FIDA Nigeria retreats and capacity-building training over the years have been crucial in aligning the Executive team and secretariat staff with the organization's vision and mission, enhancing collaboration and sustainability, equipping staff with practical tools for proposal writing, program implementation, and organizational effectiveness. Together, these initiatives have helped to better position FIDA Nigeria for continued impact and growth in its advocacy work

## **7.0. BUDGET**

This tenure has consistently developed and implemented the annual budget in alignment with FIDA Nigeria's strategic objectives. This process has involved comprehensive forecasting, monitoring, and evaluation, ensuring scarce financial resources are effectively allocated to support key programs and initiatives. The commitment to sound financial management has strengthened our operational capacity and enhanced our ability to deliver on our mandate

## **8.0. ACCREDITATIONS**

- ECOSOC Status at the United Nations
- Observers Status at the Independent National Electoral Commission (INEC)

## **9.0. MEMBERSHIP OF BODIES**

FIDA Nigeria continued to be a member of the following statutory bodies;

- Womanifesto
- Nigeria Civil Society Situation Room
- Women's Rights Advancement and Protection Alternative (WRAPA)
- Legislative Advocacy Coalition on Violence Against Women (LACVAW)
- Women's Trust Fund
- National Council of Women Society (NCWS) and indeed a host of others.

## **10.0. ELECTIONS – NATIONAL, BRANCHES, BYE-ELECTIONS, AND CARETAKER COMMITTEES**

- National Elections (November 2021)

The tenure of the Executive Committee of the International Federation of Women Lawyers (FIDA) Nigeria, led by Mrs. Rhoda Prevail Tyoden, concluded successfully on Saturday, 27th November 2021. The outgoing leadership ended its term with significant accomplishments.

During the seamless national elections held at the 2021 Triennial General Conference (TGC 2021), a new Executive Committee was elected to lead the organization for a single term of three (3) years, from November 2021 to November 2024. However, the position of National Assistant Publicity Secretary was left vacant, as the only aspirant at the time was deemed ineligible to contest.

- National Bye-Election for the Position of National Assistant Publicity Secretary
- To fill the vacant position of Assistant Publicity Secretary, the national electoral committee was mandated to conduct a Bye-Election by the next Council Meeting. After a thorough screening process, two eligible candidates were cleared to run, and



following a competitive election, Ms. Nachamada Shaltha emerged as the successful candidate, taking up the position of National Assistant Publicity Secretary on the 8th of March 2022.

- Uniform Branch Elections (December 2021)

In line with FIDA Nigeria's Constitution and the Uniform Bye-Laws, FIDA branches conducted their elections in December 2021, leading to the inauguration of new branch Executive Officers across the country.

- Branch Caretaker Committees and Bye-Elections

Elections could not hold as scheduled in six (6) states during the Uniform Elections due to various challenges. As a result, Caretaker Committees were established in the following states: Gombe, Imo, Kebbi, Osun, Ogun, and Jigawa. Subsequently, Bye-Elections were successfully conducted in Imo, Osun, Ogun, and Jigawa.

Gombe and Kebbi branches continue to operate under caretaker committees, due to either the absence of qualified candidates or lack of interest from members to contest for leadership positions. They shall however be participating in the scheduled 2024 Uniform Branch Elections.

### **11.0. CLE, LEADERSHIP TRAINING, WEBINARS**

FIDA Nigeria has engaged in a robust program of Continuing Legal Education (CLE), Leadership Training, Webinars, and many others from 2022 to 2024. These initiatives enhanced the professional development of members and ensured they were well-equipped to advocate for the rights of women and children effectively.

#### **11.1. 2022 PROGRAMS**

1. International Women's Day Webinar held on the 8th of March 2022 and the theme was: "Gender equality: where we are and a sustainable tomorrow"

2.

**Speakers at the Webinar were:**

- i. Osai Ojigho (Country Director, Amnesty International)
- ii. Grace Jerry (Executive Director, Inclusive Friends Association)

2. Leadership Training for Branch Executives held regionally from the 24th – 26th of March, 2022. Northern Region held in Abuja, South West in Lagos, while South East & South South held in Rivers.

**Topics Covered were:**

Leadership, Team Building, Organizational Effectiveness, Mediation, Counseling, Advocacy, SWOT Analysis, Action Plan, Annual Work Plan/Report Writing, Strategic Plan, Paralegal Training in Communities

**Speakers for the South and East were:**

FIDA Past CVP – Hon. Mrs. Inime Aguma, FIDA DCVP – Evelyn Membere – Asimea, Rivers State Past Chairperson – Hon. Justice Florence Fiberesima, FIDA Assistant National Secretary – Beatrice Abongye Awah and FIDA National Treasurer – Chineze Obianyo

**Speakers for the North were:**

The International President- Ezinwa .N. Okoroafor, Country Vice President Emeritus Rhoda Prevail Tyoden, Hon. Elizabeth Olivia Dazyam, and Mrs Ifueko Ize-Iyamu

**Speakers for the West were:**

Mrs. Eliana Martins (National Secretary), Mrs. Olubunmi Arazuwa (National Financial Secretary), Chief Magistrate Olajumoke Olagbegi Adelabu, Her Honour, Chief Magistrate Kikelomo Ayeye, and Chief Magistrate Adefunke Anoma

3. CLE Training at the AGC held on the 27th November 2022 with the topic: "New strategies in employment of Gender-Responsive Laws and policies in tackling violence against women and their empowerment"

**Speakers at the CLE were:**

Mrs. Rekia Rachael Adejo-Andrew, Mr. Harry Obe, and Dr. Charmaine Pereira

**11.2. 2023 PROGRAMS**

1. First Quarter CLE Training held virtually on the 29th of March 29, 2023 with the theme: "Innovation and Technological Skills in the Digital Space for Achieving the Mandate of FIDA in Empowering Women and Girls"

**Speakers and topics for the CLE were:**

- i. Professor Ogugua V. C. Ikpeze – who spoke on Using Legal and Technological Skills to Empower Women and Girls
- ii. Dr. Ejike Francis Okaphor – who spoke on Innovations in the Digital Space for FIDA's Mandate

2. Second Quarter CLE held during the physical NEC Meeting in Akure, Ondo State on the 22nd June, 2023

**Speakers and Topics were:**

- i. Hon. Justice Bolatito Ajibade who spoke on ICT and the Rights of the Girl Child
- ii. Hon. Justice Bolaji Adegoke who spoke on FIDA Empowerment and Leadership
- iii. Chief Mrs. Olamide Falana who spoke on Report Writing Skills

3. Third Quarter CLE held Virtually on the 27th of September 2023

**Speakers and Topics were:**

- i. Dr. Ngozi Uzoka who spoke on Fostering Teamwork and Etiquette among FIDA Members
- ii. Mr. Chinedu Nwagu who spoke on the Basics of Proposal Writing

4. Fourth Quarter CLE Training held during AGC in Edo on the 23rd November 2023

**The Topics and Speakers were:**

- i. The Disproportionate Effect of Drug Abuse on Children, Women and Persons' with Disabilities
  - ii. Adoption and Surrogacy: Practical Implication in Nigeria within Existing Legal Frameworks
- Mr Ondotimi Bebetu ACN, Narcotica/Assistant State Commander spoke on Operation and Training, NDLEA Edo Command
  - Mrs. Grace E. Erueme, Chairperson of Lady Pharmacists, Edo State Chapter
  - Dr. Ebi Isa (Psychiatrist), Chairperson, Medical Women Association of Nigerin
- Adoption and Surrogacy: Practical Implication in Nigeria within Existing Legal Frameworks
- Prof. Violet Algbokhaevbo, Former Dean, Faculty of Law, UNIBEN

### 11.3. 2024 PROGRAMS

1. FIDA Leadership Training held in four geopolitical zones: Northern region held in Abuja the 23rd of February 2024; Eastern region held in Anambra from 22nd – 25th February 2024, Southern Bayelsa from 22nd to 24th February, while Western zone held Ibadan from 29th February – 2nd of March 2024.

#### **Topics and Speakers were:**

Leadership, Team building, Mediation, Advocacy and Counseling, Organizational Effectiveness, Operational Plan & Branch Reporting, FIDA Strategic Plan, SWOT Analysis.

#### **Speakers for the North were:**

Mrs Rose Nwosu, Mrs Zainab Membe Atoba, Nachamada Shaltha

#### **Speakers for the South were:**

Dr. Ebi Okorodas, Nnenna Igbokwe and Evelyn Asimea (DCVP)

#### **Speakers for the West were:**

Eliana Martins, National Secretary, Mrs Olubunmi Arajuwa (National Financial Secretary), His Worship, Mrs Charity Adeyanju (Chief Magistrate, Ondo State) and Professor Oluyemisi Abimbola, Mrs Deborah Oluyemisi Collins (former Chairperson- FIDA Oyo)

#### **Speakers for the East were:**

Chineze Obianyo (National Treasurer), Prof. Obioma Onyi-Ogelle, Dr. Chigoziri Ojiaka (Former National Secretary), Esther Emechebe (Chief Registrar of the Customary Court of Appeal, Ebonyi State),

2. First Quarter CLE Workshop held virtually on the 2nd of April, 2024.

#### **Speakers and Topics:**

- i. Rita Ilevbare spoke on Mentorship For Succession Planning
- ii. Joy Ejim spoke on Checks, Balances, and Financial Accountability

3. Second Quarter CLE held on the 27th June 2024

#### **Speakers and Topics:**

- i. Hon. Justice Maryam Sabo spoke on Legal Clinic and Case Management Best Practices
- ii. Hon. Justice Amina Adamu Aliyu and Hon. Justice Hussaina Adamu Aliyu spoke on Effective Communication Skills
- iii. Comfort Ulobo Umaru spoke on Better Approaches to Rehabilitation and Diversion Programs for Children

4. Third Quarter CLE held virtually on the 25th September 2024

#### **Speakers and Topics:**

- i. Dame Ebele Veron Ulasi who spoke on Protection and Support for Trafficking Survivors
- ii. NAPTIP Director, TMD Department who spoke on Combating Trafficking
- iii. Ihechi Olanrewaju who spoke on the Role of FIDA and Stakeholders in Trafficking Prevention

### 12.0. FIDA NIGERIA UNITED NATIONS ECOSOC STATUS & PARALLEL EVENTS AT CSW

FIDA Nigeria proudly achieved ECOSOC status in 2023, having successfully pursued recognition at the United Nations while being recognized also at the African Union. Our application was approved by the UN Commission on the Status of Women (CSW) marking a significant milestone for the organization.

At the 68th Session of the Commission on the Status of Women (CSW68), which held in New York from 11th to 22nd March 2024, FIDA Nigeria and her members were privileged to attend and to participate as an organization with United Nations ECOSOC status. FIDA working in collaboration with African Views and other groups hosted a program on March 8, 2024, at Borough of Manhattan Community College, New York where the presentation of AVAWA: Anti Violence Against Women Act was made in commemoration of the International Day for Women.



The Country Vice President Amina Agbaje and the National Secretary Eliana Martins were privileged to speak to the students at the program, it was quite educative and insightful.

FIDA Nigeria likewise hosted a parallel event in collaboration with African Views, titled **"Impact of Legislation on Gender Equality in Society: The Role of Civil Society in Ensuring its Effectiveness."** The event, held on the 13th of March 2024 at the Nigerian Consulate Office (Nigeria House), and featured distinguished speakers including Rhoda Tyoden - FIDA Nigeria Ex-Officio, Amina Agbaje FIDA Nigeria Country Vice President, and Eliana Martins - FIDA Nigeria National Secretary. The session was well moderated by Evelyn Membere-Asimiea- FIDA Nigeria Deputy Country Vice President and was graced by the FIDA International President, Carolina Rios Villota.

The discussions were engaging with a focal direction on the critical role of civil society in ensuring that gender equality laws are effective.



### **13.0. ASSOCIATE/STUDENT MEMBERS. STUDENT CHAPTERS**

Implementing FIDA constitutional provisions permitting Associate/Student membership has charted a path for female law students to play a key role acting as paralegals, providing vital first-response support for gender-based violence in their schools and communities, furthering FIDA's commitment to advocacy and justice.

FIDA Nigeria has 1250 registered Student Members in 18 Universities, inaugurated as Student Chapters with elected officers and appointed Matrons who guide their operations.

FIDA Nigeria held a virtual meeting with the Associate Members (Students and mother branches) on the 19th of May 2024, the meeting aimed to strengthen their connection and lead them right.

The session was moderated by the Assistant National Secretary, Beatrice Awah, and the Country Vice President (CVP) Amina Agbaje, at the meeting encouraged student members to act as advocates for justice and champions of FIDA's values within their institutions. The CVP Mrs. Amina Agbaje highlighted the importance of Associate Members as first responders on campus, charged with sensitizing peers about abuse issues affecting women and advocating for a supportive environment. Members were encouraged to embody the "Consummate FIDAN," being well-informed in FIDA's purpose and ethical obligations while fostering justice and dignity on campus.

The discussion also addressed professional expectations, with Lady Doris Nduanusi offering insights on career development and the realities of the legal profession. National Secretary Eliana Martins closed the session by emphasizing collaboration between mother branches and student chapters, stressing the need for structured mentorship and active compliance with FIDA's policies. The meeting concluded with commitments: Associate Members pledged to stay engaged and diligent, while mother branches agreed to offer support and guidance, thus ensuring the growth of FIDA's mission across campuses.





## **MENTORSHIP**

FIDA Nigeria's initiative for mentorship program was designed to nurture the next generation of female legal professionals by fostering knowledge-sharing and professional development among members. Through structured mentorship relationships, experienced legal practitioners continued to guide young lawyers and law students in acquiring practical legal skills, leadership qualities, and a deep understanding of women's and children's rights. This mentorship policy ensured that membership capacity was well developed by members in most branches.

## **14. 0. PARALEGAL TRAINING**

FIDA Nigeria intensified its paralegal training program aimed at empowering individuals with basic legal knowledge to assist in the protection of women and children's rights within their communities. These trainings have continued to equip beneficiaries with the skills needed to identify, report, and assist in cases related to women's and children's rights, domestic violence, and other legal issues. The program helps expand access to justice by creating a network of trained paralegals who now offer preliminary legal assistance and serve as a bridge between affected individuals and formal legal systems. We have about 600 paralegals working in different communities.

We also held a virtual Town Hall meeting with Community Paralegals to provide refresher training, evaluate their progress, address challenges, and reinforce the critical role they play in advancing access to justice for vulnerable communities. Country Vice President (CVP) Amina Suzanah Agbaje emphasized the importance of paralegals in safeguarding women's and children's rights, while Deputy Country Vice President Evelyn Membere Asimea outlined the expectations, roles, and operational scope for paralegals. The discussion underscored the need for collaboration between paralegals, community leaders, and stakeholders to maximize impact. Speakers highlighted various aspects of effective paralegal work, including

understanding applicable laws, promoting positive legal reforms, and navigating cultural practices that may impede justice. Mrs. Sadus Istifanus Rhoda spoke focusing on the importance of awareness and implementation of relevant laws, while National Secretary Eliana Martins concluded the session by encouraging strong cooperation between branches and paralegals. The meeting concluded with a renewed commitment to service, with paralegals pledging to further their advocacy and justice efforts in local communities.

Furthermore, the following branches conducted trainings within the reporting period with the support of FIDA Nigeria grants: FIDA Abuja, Asaba, Badagry, Bauchi, Benue, Cross-river, Ekiti, Epe, Gwagwalada, Ikeja, Kogi, Lagos, Ondo, Plateau, Rivers, Warri, and Zaria.

## **15.0. PROJECT IMPLEMENTATION**

### **15.1. Introduction**

The National Secretariat working effectively through its Programs Department dedicated significant efforts to secure funding and address societal needs through donor-supported project implementation. In alignment with our strategic plan, the Secretariat proactively attracted, managed, and responded to donor-funded initiatives. The secretariat made sure to prioritize compliance with donor requirements, accurately identified project beneficiaries, and rigorously assessed the outcomes and successes of each intervention. Working collaboratively with all supporting departments and units, the Secretariat ensured accountability, transparency, and efficiency in managing donor funds.

### **15.2. Project Achievements**

1. Increased presence of project interventions in 22 out of 36 states and FCT. Our interventions are more reflected at the sub-national levels which reflects our genuine intentions for impact led programming at these levels. States with project presence within the period include FCT, Adamawa, Sokoto, Kano, Bauchi, Katsina, Plateau, Lagos, Delta, Osun, Ebonyi, Edo, Ekiti, Anambra, Rivers, Bayelsa, Cross River, Borno, Kwara, Kaduna and Kogi States. {Oct 2021 – Sept 2022 :16, Oct 2022- Sep 2023: 20, Oct 2023 – Sept 2024 :14}

2. Successful implementation of thirteen (13) projects within the reporting period with support from Donor Organizations. Amongst the projects implemented include; Strengthening Collaboration amongst Criminal Justice Actors to deepen the Criminal Justice Architecture to ensure the effective Implementation of the ACJA/ACJLs (MacArthur Foundation) , Strengthening Civic Engagement and Local Engagement (SCALE) Project (USAID/Palladium), United Nations Spotlight Initiative (UN-Women), Advancing women political participation (UN-Women), Women Voices & Leadership (Action Aid Nigeria), Strategic Opportunity Fund (Action Aid Nigeria) , Promoting the Inclusion of Women in Peace Building & Conflict mitigation across local communities (CFLI), Enhancing Women & Women with Disabilities Participation & representation in Politics & Governance: 2023 Bayelsa Off-Cycle Gubernatorial Elections (CFLI), Improve Knowledge on Protocol to the African Charter on Human and Peoples Rights on the Rights of Women (Alliances For Africa), Enhancing Gender Responsive Service Delivery By State Actors towards mitigating Violence against Women and Girls (FCDO sub-grant), Enhancing Inclusivity of Women & Youths in the Political Process (Action Aid Nigeria), Work with Gate Keepers including Women Leaders, Youths, Religious Leaders and Traditional Rulers to Address Social Norms that negatively affect the status of Women and entrench violence against women and girls" and Engagement, Coordination and Sharing of lessons on GBV prevention between Religious, Traditional and Government leaders in Nigeria project (Ford Foundation)  
{Oct 2021 – Sept 2022:8 projects, Oct 2022- Sep 2023: 10 projects, Oct 2023 – Sept 2024:6 projects}

3. We have generated grant income of N1,035,444, 379 (One billion , thirty five million, four hundred and forty four thousand , three hundred and seventy nine naira) from new proposals and follow on grants within the reporting period making the Project Department the highest source of revenue generation for projects within the organization. {Oct 2021 – Sept 2022:N256, 612, 269, Oct 2022- Sep 2023: N262,085,511, Oct 2023 – Sept 2024 : N516, 747,590}

4. We have from grant income of N1,035,444, 379 (One billion , thirty five million, four hundred and forty four thousand , three hundred and seventy nine naira) expended about N734,518,572 within this three year reporting period on project activities. The balance income of N300,925,807 is deferred as opening grant income for the next reporting period/ Financial year of October 2024 –September 2025

5. We have within the reporting period submitted 32 grant applications and have had 12 approved grants. {Oct 2021 – Sept 2022: 4 , Oct 2022 – Sept 2023 6 , Oct 2023 – Sept 2024 : 2 }

6. We have been able to specialize our project interventions across three thematic areas namely Legal frameworks & criminal Justice (Macarthur & Alliances for Africa projects), Mitigating Gender Based Violence (FORD 1.0& 2.0, UNSI 2.0, SCALE, WVL, WVL SOP, FCDO sub –grant) and Elections, Democracy & Conflict Mitigation ( CFLI 1.0 & 2.0, Goree Institute, UNwomen).

7. Capacity strengthening of Departmental Staff through attending various identified workshops which has supported improved programming

8. Timeous submission of reports to Donors

9. Strict compliance to implementation Plan and timelines which has helped smooth programming

10. About 2,000 direct beneficiaries across the 21 focal states have been reached and impacted

11. Monthly Departmental meetings have been instituted and whatsapp platform created to foster interactions and collaborations amongst staff

## **EFFECTIVE IMPLEMENTATION OF LEGAL FRAMEWORK**

### **Below are the interventions implemented under Outcome 1:**

1. Strengthening Collaboration amongst Criminal Justice Actors: This initiative was focused on deepening the criminal justice architecture and ensuring the compatibility of the Administration of Criminal Justice Act (ACJA/ACJLs) with anti-corruption laws. It involved sensitization campaigns and the development of Practice Directions, which led to the speedy resolution of corruption cases in five (5) States namely Kano, Rivers, Anambra, Ekiti, and Bayelsa. This intervention was supported and funded by the MacArthur Foundation.



1. Enhancing the Capacity of 20 FIDA members on the Maputo Protocol: This intervention involved improving the capacity of the trained FIDA members to better understand the implementation of frameworks to protect women's rights. This intervention was supported and funded by the Alliance for Africa.

### **INNOVATIVE AND IMPACTFUL MANAGEMENT EFFICIENCY**

Below are the interventions implemented under Outcome-2:

1. Women's Voice and Leadership Project: FIDA Nigeria through this intervention improved access to justice for women and girls in the Federal Capital Territory (FCT) by establishing a referral system and sustainability plan for Paralegal Clinics and also developed community by-laws in collaboration with local stakeholders. This intervention was supported and funded by Action-Aid.



2. The Roles of Women in Conflict Resolution and Peace Building: This intervention focused on increasing grassroots participation in peace-building and conflict resolution in Plateau State, we also developed a Civilian-Security Strategy that is now contributing to the improved community engagement in conflict mitigation. This intervention was supported and funded by Canada Fund for Local Initiative (CFLI).



### **INCREASED ACCESS TO JUSTICE FOR WOMEN AND CHILDREN INCLUDING PERSONS LIVING WITH DISABILITIES.**

Below are the interventions implemented under Outcome 3:

#### **1. Strengthening Civic Advocacy and Local Engagement (SCALE) Project:**

This intervention enhanced the effectiveness of Sexual and Gender-Based Violence (SGBV), Child Early Forced Marriage (CEFM), and Trafficking in Persons (TIP) service delivery through capacity building of community leaders and the development of community by-laws, in six (6) states namely: Plateau, Bauchi, Katsina, Ebonyi, Delta, and Edo. This intervention was supported and funded by Palladium Group.

#### **2. United Nations Spotlight Initiative (UNSI) Project:**

The intervention was focused on eliminating violence against women and girls, through legislative frameworks and gender-responsive policies across six states, which led to the establishment of Special Courts and improved reporting and management of Sexual and Gender-Based Violence (SGBV) cases. This intervention was supported and funded by UN Women.





3. Engagement, Coordination, and Sharing of Lessons on GBV Prevention between Religious, Traditional, and Government Leaders in Nigeria: This project seeks to foster gender-sensitive communities that uphold gender equality and reduce the acceptance and prevalence of violence against women and girls (VAWG). The initiative focuses on promoting a shift in attitudes and behaviours, particularly among traditional and faith leaders, who will collaborate closely with key state actors. The project is being implemented in three focal states—Lagos, Ekiti, and Plateau—and aims to create sustainable change by encouraging coordinated action and shared learning among these leaders. This intervention was supported and funded by the Ford Foundation.



1. FCT SARC Center: This project aimed at providing access to justice and legal support to Survivors at the FCT SARC center in Kurudu under the UNFPA Engagement, FIDA Nigeria engaged through the FIDA Abuja branch to facilitate and coordinate the legal clinic sessions. This intervention was a partnership engagement with NEEM Foundation.

## IMPROVED PARTICIPATION IN GOVERNANCE

Below are the interventions implemented under Outcome 4:

1. Enhancing Participation and Representation of Women and Women with Disabilities in Politics and Governance: This intervention increased the involvement of women and women with disabilities in the political process and provided training and support for stakeholders involved in the Bayelsa State Gubernatorial Elections, with an added focus on enhancing women's participation and political engagement. This intervention was supported and funded by Canada Fund for Local Initiative (CFLI).



2. Advancing Women's Political Participation Project: This intervention focused on boosting women's involvement in politics by providing training and support for election observers and stakeholders, which contributed to improved electoral processes in Kaduna, Borno, Plateau, and Kwara states. This intervention was supported and funded by UN Women.



1. **WE–You Pro: Campaign for Inclusion of Women and Young People in Political and Governance Processes:** This project aims to enhance the inclusivity of women and youth in the political process within the Federal Capital Territory, Abuja, specifically targeting the Bwari, Abaji, Gwagwalada, Kwali, and AMAC Area Councils. The initiative sensitized community members on the importance of women's and youth participation in politics and governance, emphasizing their civil rights and civic responsibilities. Through this campaign, FIDA Nigeria fosters a more equitable political landscape, empowering marginalized groups to engage actively in decision-making processes. This intervention was funded Action-aid.

## **STRENGTHENED GRASSROOTS PRESENCE**

Below are the interventions implemented under Outcome-5:

1. **Promoting Democracy and Good Governance through Participation:** This intervention enhanced the capacity of women and women with disabilities in democracy and good governance, leading to increased awareness and participation in local governance processes. This intervention was supported and funded by the Goree Institute.



1. **Mitigation of Gender-Based Violence through Training of Community Paralegals:** Implemented in the FCT, this intervention was aimed at training community paralegals towards improving local access to justice and addressing gender-based violence, through the establishment of a network of trained paralegals in key communities. This intervention was supported and funded by the Swiss Embassy.



## **2. Addressing Social Norms Affecting Women's Status:**

This project in collaboration with community leaders was aimed at challenging social norms that perpetuate violence against women, it was further enhanced by grass-root advocacy and support systems. This intervention was supported and funded by Ford Foundation.



These projects significantly contributed to advancing FIDA Nigeria's strategic objectives, management efficiency, and robust legal framework. It also led to enhanced access to justice, improved political participation particularly of women, and increased grassroots presence.

### 16.0. NIGERIAN ELECTIONS OBSERVERS

FIDA Nigeria proudly achieved accreditation as an Observer from the Independent National Electoral Commission (INEC). This status enables us to actively observe electoral processes and advocate for women's political participation. In this capacity, we successfully observed the 2023 General Elections in several states, including Kaduna, Borno, Plateau, and Kwara.

Additionally, we took part in the Bayelsa Off-Cycle Election on the 11th of November 2023 and the Edo Off-Cycle Elections on the 21st of September 2024 focusing specifically on inclusion and incidents of violence against women during the electoral process.

Our observations were meticulously documented, highlighting the challenges and barriers faced by women in politics. Following these elections, we convened press conferences and attended the Situation Room briefings held to share our findings and promote discourse around enhancing women's participation in the political sphere.

Through these efforts, FIDA Nigeria remains committed to advancing women's rights and ensuring a more inclusive and equitable electoral environment.



### 17.0. STRATEGIC LITIGATION

FIDA Nigeria has undertaken significant strategic litigation efforts to achieve meaningful milestones in addressing key areas of concern related to women's and children's rights. The organization's proactive Committee ably led by Ogechi Abu successfully secured a landmark judgment in the case of Ms. Deborah Longs Nanpon, resulting in an award of N30 million against Dr. Mrs. Marianne Ahmadu Ali, the wife of former National Chairman of the People's Democratic Party (PDP), Senator Ahmadu Ali. This case underscores FIDA Nigeria's commitment to pursuing justice and accountability for victims of rights violations, reinforcing its role as a leading advocate in the legal landscape.

## **18.0. FIDA NIGERIA PLANNER**

FIDA Nigeria developed a structured yearly planner that serves as a vital tool for guiding and managing the organization's activities. This planner was designed to ensure that all initiatives were executed in line with professional best practices. It helped us to streamline operations by providing a clear framework for planning, coordinating, and monitoring programs throughout the year.

By outlining key objectives, deadlines, and responsible parties, the planner helped us promote accountability and ensured resources were allocated effectively. It also aided us track progress, identify grey areas that we improved on, and kept us aligned with set activities.

This proactive approach supported us greatly in planning and maintaining high standards of operational excellence.

## **19.0. INAUGURATION OF NEW FIDA NIGERIA BRANCHES (2022–2024)**

During the 2022–2024 tenure, FIDA Nigeria expanded its reach by inaugurating new branches to further strengthen its presence and impact across the country especially within judicial divisions in States. These new branches were established to promote and advance FIDA work through legal means, thereby ensuring broader access to legal assistance and justice for vulnerable groups in communities. Below are the details of branches that were inaugurated within this reporting period:

- i. FIDA Suleja (Niger State) Branch was inaugurated on July 26th, 2023, the Suleja Niger State Branch became an integral addition to FIDA's network.
- ii. FIDA Ikeja Branch was inaugurated on September 14th, 2022, at the NBA Ikeja Bar Center.
- iii. FIDA Epe Branch was inaugurated on September 15th, 2022, FIDA Nigeria inaugurated the Epe Branch.

## **20.0. DOCUMENTARY ENGAGEMENT WITH PAST FIDA COUNTRY VICE PRESIDENTS (CVPS)**

During this tenure, we had the privilege of engaging in conversations with several esteemed past Country Vice Presidents (CVPs) of FIDA Nigeria. These sessions provided a meaningful opportunity to capture the rich legacy and insights from the experiences of distinguished leaders who have each significantly shaped FIDA's journey -Ms. Stella Ugboma (1984 – 1988), Mrs. Stella Omiyi (CVP 1989-1991), Chief Mrs. Marlies Allan (CVP 1991-1993), Chief Mrs. Tessa Ikimi (CVP 1993-1997), Mrs. Mercy Agbamuche (CVP 1997-2000), Veronica Odunuga (2000 – 2003), Justice Elsie Thompson (CVP 2003-2006), Ms. Ezinwa Okoroafor (2006 – 2021), Hon. Inime Aguma (CVP 2015-2019) Ms. Rhoda Prevail Tyoden (2019 – 2021); engaging with most of them was both enlightening and inspiring, as each past CVP offered a reflective account of notable milestones, challenges overcome, and impactful initiatives during their tenures.

These insightful discussions allowed our current leadership and members to benefit from the guidance and historical perspective of FIDA's remarkable former leaders, who provided valuable advice and recommendations for FIDA's ongoing mission. By recording these conversations and preserving photographs, we ensured that their wisdom would be available to future generations of FIDA leaders. This initiative celebrates and honors the foundational work and enduring contributions of FIDA's past leaders, adding depth and continuity to our organization's legacy; it is archived for posterity.



## **21.0. INSTITUTIONALIZATION OF FIDA NIGERIA'S ONLINE DATA COLLECTION PLATFORM FOR CASE REPORTING**

In a major advancement for structured reporting and accountability, FIDA Nigeria successfully institutionalized an online data collection platform for case reporting. This platform, a hallmark advancement for the organization, enabled branches nationwide to systematically upload case data, providing a streamlined, centralized record of FIDA's efforts and accomplishments. This online tool significantly enhanced FIDA's ability to track, evaluate, and respond to cases, making case management more efficient and enabling data-driven insights for advocacy and legal intervention.

Through mandatory uploads by branches, the platform has fostered a culture of transparency and real-time information sharing as regards case management within the organization. This centralized approach to data collection has not only strengthened FIDA's internal operations but also underscored our commitment to transparency, accountability, and the effective protection of vulnerable populations. The successful implementation of this platform marks a transformative step in FIDA's operations, empowering the organization to rely on its data to make a more profound impact across Nigeria.

## **22.0. COMPLIANCE AND OPERATIONAL EXCELLENCE: FIDA NIGERIA'S STATUTORY FILINGS AND GOOD STANDING**

During this reporting period, FIDA Nigeria successfully updated its statutory filings with the Corporate Affairs Commission (CAC), achieving and maintaining a status of good standing with this key regulatory body and others. This accomplishment is an essential milestone, reflecting our commitment to accountability, transparency, and regulatory compliance. The updated filings and FIDA's recognized good standing demonstrate that our operations are lawful and aligned with national regulatory requirements, establishing a solid foundation for trust and integrity in our work.

Beyond compliance, FIDA Nigeria has reinforced its operations with well-structured, practical framework designed for optimal efficiency and seamless functioning.

## **23.0. OUTREACHES**

FIDA Nigeria conducts regular outreaches as part of its operation to promote and protect the rights of women and children, particularly in underserved communities. These outreach activities are designed to raise awareness about legal rights, provide free legal consultations, and educate the public on issues such as gender-based violence, child protection, and access to justice.

In addition to legal support, as a philanthropic gesture FIDA also distributes gift items during these outreaches to offer immediate relief and assistance to those in need. These items often include essential supplies for women and children, further demonstrating FIDA's commitment to holistic support. By engaging directly with communities and offering both legal guidance and material aid, FIDA helps bridge the gap between legal services and vulnerable populations, empowering individuals to seek justice and assert their rights. We confirm that at each physical NEC and AGM Program of FIDA Nigeria an outreach was carried out



### Outreach to the Salvation Army Rehabilitation Centre for Persons living Edo State with)



### FIDA Nigeria Outreach to Bauchi State Correctional Centre

## 24.0. NBA CONFERENCE, FIDA SIDE EVENT AND ELECTIONS

### 24.1. NBA Annual General Conference and FIDA Side Event 2022

The Nigerian Bar Association (NBA) held its 62nd Annual General Conference from August 19th to 26th, 2022, in Lagos, with the theme "Bold Transitions." FIDA Nigeria participated actively, with a significant turnout of members. The Country Vice President (CVP) was invited as a panelist during a session on August 23rd, 2022, where she addressed the challenges faced by lawyers with disabilities. Her presentation emphasized the need for inclusiveness and equal opportunities within the legal profession, spotlighting the barriers that limit participation for disabled lawyers and advocating for systemic reforms.

**FIDA Nigeria Side Event (2022):** During the NBA Conference on the 24th of August 2022, FIDA Nigeria hosted a Side Event at the Nigerian Institute of International Affairs (NIIA), Lagos, themed "Repressive Cultural and Religious Norms Against Women and Children: Bold Transitions from Rhetoric to Action." The event examined the cultural and religious practices that violate the rights of women and children, proposing concrete actions to move beyond rhetoric towards effective remedies. The distinguished panel of speakers included Prof. Sylvia Chika Ifemeje, Mr. Frank Tietie, and Mr. Chukwuemaka Eze, while the session was moderated by Prof. Felicia Anyogu. The event was highly impactful, delivering thought-provoking insights and fostering robust discussions on legal and policy reforms needed to protect vulnerable groups.





## 24.2. NBA Annual General Conference and FIDA Side Event 2023

The 63rd NBA Annual General Conference was held from August 27th to 30th, 2023, at the Moshood Abiola National Stadium in Abuja, under the theme “Getting It Right.” FIDANs once again demonstrated strong participation. On August 29th, 2023, the CVP of FIDA Nigeria, Amina Agbaje, presented on the topic “Strengthening the Place of Women in the Legal Profession.” In her remarks, she not only emphasized the importance of increasing female representation in leadership roles within the legal profession but also addressed the sub-theme “Leveraging Technology and Innovation.” Her presentation highlighted how legal practitioners, particularly women, can capitalize on technology to enhance practice, access justice, and build more resilient legal institutions.

### FIDA Nigeria Side Event (2023):

On August 30th, 2023, FIDA Nigeria organized its Side Event at the 63rd NBA Annual General Conference in Abuja, themed “Getting It Right: Women as Agents of Change in Nation Building—Making a Case for the Nigerian Woman.” The event featured an esteemed panel, including Ene Obi, Immediate Past Country Director, ActionAid Nigeria; Johnson J. Usman, SAN, Principal Partner, J.J. Usman SAN & Co.; and Oluwatoyosi Giwa, Project Manager for Access to Justice for Women, Children, and Persons with Disabilities under the Rule of Law and Anti-Corruption (RoLAC) Programme. The discussions centered on the Role of Women in Governance, Nation-Building, and Legal Reform, with emphasis on strategies to empower women as key drivers of social change. The event was well-attended, with participation exceeding the venue’s capacity, reflecting the critical importance of the issues discussed.



## 24.3. NBA Annual General Conference and FIDA Side Event 2024

The 64th NBA Annual General Conference took place in August 2024 in Lagos. FIDA Nigeria’s Side Event was held on Tuesday, August 27th, 2024, as a Breakfast Meeting, with the theme “Pressing Forward: Achieving Enhanced Institutional Structures for Women and Children’s Rights in Nigeria.” The event, supported by Senator Daisy Danjuma, focused on strengthening legal frameworks and institutional capacities to better protect women and children’s rights in Nigeria. The panel featured distinguished speakers, including Dr. Abiola Akiyode-Afolabi, Hon. Olivia Dazyam, and Prof. Mike Ozekhome, SAN, while the session was moderated by Mr. Alex Mouka, Esq.



A Goodwill Message was delivered by NBA President, YC Maikyau, SAN, who led a delegation of legal luminaries to the event. FIDA Nigeria's Board of Trustees (BOT) Chairperson, Chief Mrs. Tessa Ikimi, supported by BOT member Hon. Justice Elsie Thompson and FIDA International UN Representative Hon. Inime Aguma, joined the CVP and National Officers in presenting appreciation plaques to the panelists.

During the event, a short video titled "Voice for Women and Children" was showcased, highlighting FIDA Nigeria's 60-year legacy of service. The Chairperson of the FIDA at 60 Planning Committee, Chief Mrs. Victoria Awomolo, SAN, formally invited attendees to the organization's 60th Anniversary celebrations that outlined the exciting line-up events planned to commemorate this milestone.



### **NBA Elections/FIDA Nigeria Members Elected As NBA National Officers (2024)**

FIDA Nigeria proudly celebrated the victory of several of its esteemed members who were elected as National Officers of the Nigerian Bar Association (NBA). These individuals, known for their dedication to the legal profession and commitment to advancing the rights of women and children, will now serve in key leadership roles within the NBA. Their election further underscores the significant role FIDA members play in shaping the legal landscape in Nigeria.

The following FIDA Nigeria members were elected to the NBA National Executive Committee:

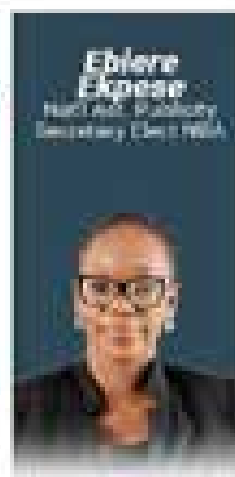
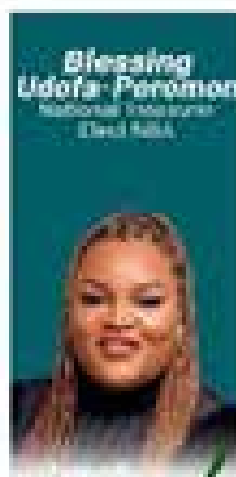
1. Bolatito Animashaun (FIDA Lagos Member) – Elected as the 2nd NBA Vice-President.
2. Zainab Aminu Garba (Former FIDA Kaduna Chair) – Elected as the 3rd NBA Vice-President.
3. Bridget Edokwe (FIDA Abuja Member) – Elected as the NBA Publicity Secretary.
4. Blessing Udofa-Poromon (FIDA Uyo Member) – Elected as the NBA Treasurer.
5. Ebiere Ekpese (FIDA Bayelsa Member) – Elected as the NBA Assistant Publicity Secretary.

FIDA Nigeria congratulates them



INTERNATIONAL FEDERATION  
OF WOMEN LAWYERS  
(FIDA) NIGERIA

FIDA Nigeria congratulates these exceptional amazons. Your success in the NBA elections exemplifies dedication, resilience, and the power of women's leadership. We are incredibly proud and confident that your presence will inspire many more women to step into leadership roles. Congratulations on this groundbreaking achievement and to a future where women continue to break barriers and lead with excellence!



FIDA Nigeria

*Congratulates* YOU



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FIDANigeria

## 25.0. MEDIA AND TECHNOLOGY

Technology and the media are effectively leveraged by FIDA to enhance advocacy, increase public engagement, and amplify its impact and reach across the nation and globally. Social media platforms like Facebook, Twitter, Instagram, Threads, and YouTube were actively utilized to propagate information and educate the public on women and children's legal rights.

Regular press engagements, weekly newsletters, weekly podcasts further informed and educated the general public on gender-based issues, aimed at shifting societal attitudes and ending harmful practices like early child marriage, female genital mutilation, harmful traditional and cultural norms, and gender discrimination amongst other repugnant practices.

**FIDA Nigeria Podcast: Amplifying Gender-Based Advocacy Through Social Media Engagement**



We have also successfully launched an audio-visual podcast, designed to enhance our visibility and engagement across social media platforms. This podcast initiative has become a powerful tool for reaching a broad audience, aiming to inform, sensitize, and educate the general public — especially women — on critical gender-based issues, including rights, responsibilities, and protections. Through engaging formats such as interview questions, interactive discussions, plenary debates, and shared-learning sessions with survivors of Sexual and Gender-Based Violence (SGBV), the podcast creates an inclusive platform for knowledge-sharing and awareness-building on a wide range of topics. Additionally, we respond to online questions from external participants, ensuring the content is relevant and interactive. The podcast episodes are shared on our YouTube channel (@fidanigeria4117), where they provide highly informative and captivating content that addresses pressing societal concerns.

FIDA encourages all branch members to actively support this initiative by watching, liking, commenting, following, and sharing our posts and activities on YouTube and other social media platforms. This podcast stands as a testament to FIDA's commitment to using digital tools to promote justice, raise awareness, and empower communities.

**Our Social Media Handles are:**

Facebook: Fida.Nigeria

Twitter: FIDANigeria

Instagram: Fida.Nigeria

Threads: fida,nigeria

YouTube: FIDA Nigeria

Additionally, FIDA Nigeria is exploring Artificial Intelligence (AI) technology and other technological advancements to enhance operations, improve data collation and management, streamline case handling, improve efficiency in delivering legal assistance, and advance women's and children's rights. By adopting AI, FIDA aims to upscale efficiency and service delivery across its projects, particularly providing legal assistance to indigent women and children.

## **26.0. COLLABORATIONS /NETWORKING**

During this reporting period, FIDA Nigeria collaborated with a diverse range of stakeholders, including international and local organizations, civil society organizations (CSOs), development partners, government agencies, security agencies, and ministries. Key partners included UN Women, Ford Foundation, MacArthur Foundation, Palladium, Swiss Embassy, ActionAid, Civitec, Alliances for Africa, Nigeria Civil Society Situation Room, NEEM Foundation, Solidarity Center, Kofi Annam Peacekeeping Training Center, the Ministry of Women Affairs, NAPTIP, Women Radio, the Nigerian Bar Association (NBA), the Nigerian Police Health, Reform Foundation of Nigeria (HERFON), Health Sector Reform Coalition (HSRC), Legislative Advocacy Coalition on Violence against Women, National Agency for the Control of Aids (NACA), United Nations Population Fund (UNFPA), National Stability and Reconciliation Programme (NSRP), Gender Technical Unit (GTU) of the National Assembly, Civil Resource Development and Documentation Centre (CIRDDOC), and many others. Their support has been instrumental in advancing FIDA's initiatives and enhancing our impact. We extend our gratitude to all our partners and recognize the importance of building strong networks for effective collaboration to achieve our mission and mandate.

## **27.0. VISITATIONS TO THE FIDA HOUSE**

Throughout the tenure, we hosted a range of distinguished visitors, including representatives from international organizations, national agencies, and advocacy groups, which strengthened collaborations such as; NEEM Foundation, Solidarity Center, Akin Fadeyi Foundation, Peace PEPNET, Tabitha Initiative, Devatop Center for Africa Development, and Legend Golden Care Foundation (LGCF) etc.

These visitations reinforced FIDA's visibility and allowed for strategic discussions on advancing the rights of women and children, as well as expanding support for victims of gender-based violence.

## 28.0. COURTESY VISITS

FIDA Nigeria undertook numerous courtesy visits to prominent organizations and embassies, such as the Canadian High Commission, the Norwegian embassy, the UN-House, Foreign, Commonwealth and Development Office (FCDO), Nigerian Police Force Headquarters, Equal Access International, Switzerland Embassy, the National Drug Law Enforcement Agency (NDLEA), Women's Rights Advancement and Protection Alternative (WRAPA), Nigerian Upstream Petroleum Regulatory Commission (NUPRC), the Attorney General/ Commissioner of Justice Ekiti State, Cross River State Governor's Wife, Senator Natasha Akpoti Uduaghan, the Industrial Court, and Mountain of Fire and Miracles Ministries International Headquarters. These visits were crucial in discussing partnerships on shared goals, including improving access to justice, combating drug abuse, and promoting social welfare for vulnerable populations. Such engagements opened doors for mutual support and resource sharing for legal and social initiatives nationwide.



## 29.0. HISTORIC ADVOCACY FOR GENDER EQUALITY: FIDA NIGERIA'S ROLE IN "OCCUPY NASS" AND AFFIRMATIVE ACTION VICTORY

In a landmark moment for gender advocacy, FIDA Nigeria joined forces with other civil society organizations to participate in the powerful 10-day "Occupy NASS" protest at the National Assembly in early 2022. This protest was a response to the Senate and House of Representatives voting against five critical gender bills. The movement saw an unwavering demand for the reintroduction and adoption of these bills, which were essential for advancing gender equality in Nigeria. FIDA Nigeria, led by the Country Vice President and National Secretary, stood alongside dedicated representatives from its Abuja and Gwagwalada branches, as well as staff from the FIDA secretariat. The collective advocacy effort made a significant impact, resulting in three of the initially rejected bills being re-presented, marking a substantial step toward progress in gender legislative reform.

In addition to the protest, FIDA Nigeria, in collaboration with other female-led organizations, achieved a remarkable legal victory on April 6, 2022. Before Hon. Justice Donatus Okorowo, they secured a judgment mandating the Federal Government to

comply with the National Gender Policy 2006. This policy stipulates that 35% of positions within Federal ministries, departments, and agencies be reserved for Nigerian women. This judgment underscored the validity of affirmative action and affirmed FIDA's commitment to advocating for women's representation in government. Together, the "Occupy NASS" protest and the affirmative action judgment signify FIDA Nigeria's enduring dedication to advancing gender equity and setting a precedent for meaningful, transformative change.



### 30.0. FIDA NIGERIA'S STRATEGIC LEGISLATIVE ADVOCACY AND EMPOWERMENT INITIATIVES

Throughout this tenure, FIDA Nigeria demonstrated a steadfast commitment to advocating for women's rights and championing legislative reforms that protect and empower women. In legislative advocacy, FIDA undertook several impactful initiatives, pushing for critical reforms to address gender inequality, combat violence against women, and promote women's rights. Among these initiatives was the Reserved Seats Bill, a key focus of FIDA's advocacy efforts, which aimed to secure designated seats for women within Nigeria's National Assembly to enhance representation. By mobilizing support from lawmakers and key stakeholders, FIDA reinforced the importance of gender-sensitive laws and ensured that women's issues remained at the forefront of Nigeria's legislative agenda.

FIDA Nigeria also worked actively to empower women in leadership through targeted programs designed to build skills in governance, advocacy, and leadership. Through capacity-building sessions, FIDA trained women for political and executive roles, creating pathways for greater female participation across sectors. FIDA's mentorship networks connected emerging leaders with seasoned professionals, providing guidance and resources essential for success. This advocacy for equal representation in both the



public and private sectors underscores FIDA's dedication to nurturing women's leadership, which is essential for building a more equitable and inclusive society.

### **35. 0 FIDA NIGERIA ENGAGEMENTS IN POLITICS, JUDICIARY, GRASSROOTS, GBV INTERVENTIONS, AND WOMEN'S EMPOWERMENT**

FIDA Nigeria's efforts extended beyond legislative advocacy to encompass vital interventions across multiple sectors. Politically, FIDA campaigned for increased female participation in governance, supporting initiatives like the Reserved Seats Bill, and conducted extensive training to prepare women for political office. Judicially, FIDA continued to champion women's access to justice by offering pro bono legal services and taking on landmark cases that protect women's rights, securing pivotal judgments to shape Nigeria's legal landscape in favor of gender equality.

At the grassroots level, FIDA Nigeria engaged in robust sensitization programs, conducting outreach activities that educated communities on women's rights, civic responsibilities, and the significance of gender equality. FIDA collaborated with traditional and religious leaders to promote reforms and challenge harmful cultural practices. In response to the persistent issue of gender-based violence, FIDA Nigeria established hotline services, offered counseling and legal aid to survivors, and advocated for stronger GBV laws, working closely with law enforcement and community groups to drive accountability.

Through empowerment initiatives, FIDA organized skills acquisition and entrepreneurial training programs aimed at enhancing women's economic independence. The organization also held leadership training sessions and fostered mentorship opportunities to position women for success in leadership, business, and governance. These achievements underscore FIDA's comprehensive approach to fostering a society where women are empowered, represented, and equipped to contribute meaningfully to all areas of public life. This tenure stands as a testament to FIDA's unwavering dedication to promoting justice, equality, and women's empowerment across Nigeria.

### **36. 0 FIDA WARDS INITIATIVE**

FIDA Nigeria has expanded its reach by encouraging its branches to embrace impactful initiatives of adopting medical wards in public hospitals such that we can directly target the vulnerable sick indigent women and children in hospitals who need support and protection.

During the reporting period, some branches actively participated in this initiative by regularly visiting and supporting their adopted wards. The participating branches include FIDA Badagry, Plateau, Lagos, Edo, Anambra, Cross River, Kogi, Asaba, and Abuja.

We commend and appreciate the efforts of these branches for their continued dedication.

### **37. 0 UN DAYS OF OBSERVATION AND ACTIVITIES**

We have continued to commemorate the under-listed key dates relevant to our areas of focus through community, media, radio programs, school and market outreaches, conventions, etc. Some of the commemorated days include but are not limited to the following: International Day of zero tolerance to female genital mutilation, International Women's Day, Nigeria's Children's Day celebration, International Day Against Child Labour, International Day Against Drug Abuse and illicit Trafficking, International Day of the Girl Child, International day of Rural Women, Universal Children's Day, -International Day Against Trafficking in Persons, and International day of the Elimination of Violence Against Women.



### **38.0. MEMBERSHIP DIRECTORY**

During this tenure, the Membership Directory was compiled and published, documenting FIDA Nigeria's member base for the period covered. The directory provides an organized list of members across branches. It serves as an essential resource for confirming membership status and ensuring that records are up-to-date, reflecting FIDA's commitment to transparent and cohesive member management. This initiative has strengthened FIDA's internal structure, supporting accurate member tracking and enhancing organizational efficiency across the federation.

### **39.0. COMPENDIUM OF CASES**

This tenure had successfully compiled and published a Compendium of Cases, covering all cases addressed within the designated period. The compendium serves as a documented record of FIDA Nigeria's legal interventions and advocacy work, showcasing the organization's commitment to justice, particularly for women and children.

### **40.0. AFRICA REGIONAL CONGRESS**

The 2023 FIDA Africa Regional Congress (ARC) was successfully hosted in Abuja, Nigeria, from August 23rd to 27th, under the leadership of Regional Vice President Africa, Mrs Joy Ejim. The enlightening, beautiful, and colourful event brought together participants from seven African countries namely: Ghana, Cameroon, Ethiopia, Uganda, Tanzania, South Africa, and Zanziba with FIDA Nigeria representing the largest delegation. The Congress, themed "Digital Technology and Gender Equality: Maputo Protocol and African Women in Focus," featured discussions on leveraging technology for gender equality. FIDA Nigeria's Country Vice President, Amina Agbaje, was a panelist and also presented the FIDA Nigeria Country Report, which was highly appreciated. Our National Secretary Mrs. Eliana Martins Chaired the Planning Committee for the Congress and the successful outcome was a great testament to FIDA Nigeria's outstanding organizational efforts and hospitality.

### **41.0. INTERNATIONAL PROGRAMS**

Within the reporting period, different International Events were held:

- FIDA members attended the online CSW parallel event organized by FIDA International
- Online meeting of International Officers and Member Country Leaders
- The November 2024 International Convention.

FIDA Nigeria as a branch of FIDA International actively participated in events, for member countries to exchange ideas, share best practices, report and share feedback, and collaborate on strategies for advancing women's and children's rights globally.

### **42.0. PRE-CONVENTION MEETING**

FIDA Nigeria held her Pre-Convention meeting during the Quarter 2 National Executive Council (NEC) session in Kano, which focused on preparations for the International Convention taking place in Cali, Colombia; discussions were held on the upcoming



elections, and we nominated and approved potential candidates for key positions as the Country Vice President (CVP) updated members on the unique opportunity for the FIDA International Presidency to be led by an African representative, highlighting Nigeria as a strong contender for this role.

#### **2024 International Convention:**

The CVP Mrs. Amina Agbaje led the Nigerian delegation to the 38th FIDA World Convention in Santiago de Cali Colombia to attend the FIDA International Convention with the theme Determined to Advance Equality for Women and Girls towards a Sustainable Planet and the celebration of FIDA International @80 Anniversary. We presented our Country Report while the CVP also participated in a panel discussion. FIDA Nigeria had the largest delegation in attendance. The convention promoted global cooperation on improving legal protections and support services. FIDA Nigeria shared her success story.

These conventions bolstered FIDA Nigeria's international reputation, positioning us as a leader in advocacy for legal reforms that protect the rights of women and children in Africa and at the international level.

At the FIDA International Convention our most amiable Ezinwa Okoroafor emerged the new International President, while our distinguished Hon. Inime Aguma is now the current International Treasurer. FIDA Nigeria proudly celebrates them for this well-deserved position

Furthermore, we congratulate our Olori Olufumilayo Oluyede as the International Director (representing FIDA USA)



#### **43.0. FIDA NIGERIA INVOLVEMENT IN FOREIGN PROGRAMS**

Within this reporting period, FIDA Nigeria actively participated in a series of international programs, conferences, and collaborative efforts, all aimed at strengthening global partnerships and enhancing advocacy for the protection of women's and children's rights. These engagements reflect FIDA Nigeria's unwavering commitment to aligning with international best practices while advancing the legal profession on a global scale. Notably, FIDA Nigeria was represented at the United Nations Convention Against Corruption Conference in Atlanta, USA: The Country Vice President Mrs. Amina Agbaje

between the 11th -15th December 2023 at Atlanta USA attended the conference of state parties convention against corruption which was supported by the United Nations Office on Drugs and Crime. Her participation at the conference is necessitated towards enhancing FIDA Nigeria work in reducing corruption through national legal frameworks, which is a core area on the Macarthur Foundation supported intervention. The main purpose in participating in the conference was to have a closer view & comparative view on how various governments (state actors) globally institute mitigating measures on corruption through instituted organs of Government. Through the Country Vice President observation, we were able to Improve gender-disaggregated data on corruption offenses by ensuring the criminalization of sextortion, and creating safe and gender-sensitive corruption reporting mechanisms for women and other vulnerable persons.

The Country Vice President used the conference as a medium to share in –country experiences with various Africa NGOs holding various side events on effective response to mitigating corruption while advocating jointly for building accountability mechanisms amongst state actors.

Regional Workshop and WILDAF-AO General Assembly and Workshop held in Lomé, Togo from 10th – 12th October 2023 meeting on women's participation in political and public decision making in West Africa. This event led to the formation of the 50/50 Parity Movement, an initiative dedicated to increasing women's participation in politics and leadership positions across Africa.

We were also represented at the Strengthening Citizen Engagement in Democratic Governance in Africa Regional Program, organized by the Goree Institute and held in Dakar, Senegal. This program provided valuable insights into enhancing citizen engagement in democratic processes, further equipping FIDA Nigeria to strengthen its advocacy for inclusive governance and civic participation and many others



#### **44.0. DISCIPLINE, PETITIONS AND COMPLAINTS**

Within the reporting period, five (5) FIDA branches and individual members faced disciplinary measures; while one was referred to the Ethics/Disciplinary Committee for actions that contravened established guidelines and standards. These sanctions were intended to uphold FIDA's commitment to professionalism, adherence to constitutional procedures, and respect among members.

#### **45.0. PROMOTIONS AND APPOINTMENTS OF FIDA MEMBERS**

FIDA Nigeria proudly celebrated numerous promotions and appointments of its members during this tenure, recognizing their outstanding contributions to legal advocacy and community service. These advancements highlight the caliber of professionals within FIDA and their influence in various sectors.

For detailed information on individual promotions and appointments, please refer to Schedule Three.

#### **46.0. BEREAVEMENTS**

FIDA Nigeria expressed heartfelt condolences to members and branches affected by bereavements during this period.

Details of bereavements and related tributes are documented in Schedule Five, commemorating those who have been part of FIDA's journey.

#### **47.0. ACHIEVEMENTS AND SUCCESSES**

##### **1. Expanded Program Reach and Project Implementation:**

FIDA Nigeria increased its presence to cover 22 out of 36 states and the Federal Capital Territory (FCT), enhancing its sub-national impact. Projects focused on strengthening justice, civic engagement, and gender equality have been implemented across key states, with several receiving donor support from notable partners like MacArthur Foundation, USAID, and UN Women.

**2. Strategic Legislative and Legal Advocacy:** The organization has led critical legislative advocacy, especially for the Reserved Seats Bill, aimed at increasing women's representation in Nigeria's National Assembly. FIDA's advocacy has bolstered gender-sensitive laws and legislative focus on women's issues. Successful cases, such as a significant judgment in favour of Ms. Deborah Longs Nanpon, further showcase FIDA's commitment to legal reforms and protecting rights.

##### **3. Community Empowerment and Gender-Based Violence (GBV) Mitigation**

FIDA Nigeria empowered over 600 community paralegals to improve grassroots access to justice, particularly in gender-based violence cases. They facilitated community outreach, education on women's rights, and partnered with traditional leaders to challenge harmful practices. These activities contributed to reducing GBV and promoting women's empowerment in vulnerable communities.

##### **4. Organizational Strengthening through Training and Compliance**

Staff capacity-building programs were conducted, improving skills in proposal writing, program implementation, and financial management. These efforts improved internal operational effectiveness and compliance with donor requirements, positioning FIDA Nigeria for sustained growth and credibility in managing projects.

**5. Enhanced Access to Justice and Legal Aid:** Through a structured case-reporting system and hotline services, FIDA streamlined legal aid processes, allowing branches to log case data systematically. This structure enabled efficient tracking, timely interventions, and informed advocacy efforts for women and children.

**6. FIDA Shelter:** FIDA Nigeria acquired and furnished a shelter for vulnerable women and children. This facility shall provide crucial support and serve as a haven of safety for survivors of abuse and gender-based violence (GBV), demonstrating FIDA's commitment to protective services.

7. Improved Documentation: Significant strides were made in standardizing FIDA's operational framework by creating comprehensive policies, templates, Standard Operating Procedures (SOPs), and handbooks. This documentation has streamlined processes, ensured consistency in service delivery, and reinforced FIDA's commitment to accountability. These resources are invaluable for training, on boarding, and maintaining high service standards, thereby strengthening FIDA's organizational capacity and effectiveness.

8. Commissioning and Furnishing of the Prevail Centre: We successfully furnished the Prevail Centre, a versatile, multi-purpose event space dedicated to advancing FIDA's mission. The Prevail Centre serves not only as a hub for legal aid and counseling but also hosts workshops, training sessions, community events, and advocacy programs.

9. Improved Documentation: Significant strides were made in standardizing FIDA's operational framework through the creation of comprehensive policies, templates, Standard Operating Procedures (SOPs), and handbooks.

#### **48.0. CHALLENGES**

1. Resource and Funding Constraints: While substantial grant income was generated, FIDA faced challenges in sustaining resources across all branches to meet increasing demands for legal aid, advocacy, and outreach programs.

2. Under-Reporting and Late Submission by Branches: One of the challenges faced during this tenure was under-reporting and delays in report submissions from branches. These issues affected the timely collection of essential data and hindered the ability to effectively assess progress and address emerging needs across branches. Steps were taken to mitigate this, including the introduction of standardized reporting templates, setting clear deadlines, and providing training on timely data collection and reporting. By emphasizing accountability and streamlining the reporting process, the organization has worked towards fostering greater compliance and consistency in branch reporting.

3. Cultural and Legislative Barriers: Legislative reforms faced resistance, especially those challenging entrenched social norms and traditional practices that perpetuate gender inequities. Community advocacy to combat these issues required extensive collaboration with local leaders and sustained effort to gain community buy-in.

#### **49.0. CONCLUSION**

This Triennial Report no doubt highlights FIDA Nigeria's unwavering dedication to advocating for the rights of women and children. Through strategic initiatives, legal interventions, and grassroots advocacy, FIDA has made remarkable progress in driving gender equality and legal reform across the country. Our commitment to empowering vulnerable populations has been evident in every program and project we've undertaken.

Despite facing challenges, FIDA Nigeria's resilience and collaborative efforts with partners have ensured the success of our mission. From leadership development and capacity-building initiatives to strategic litigation and legislative advocacy, we have left a significant impact on the communities we serve. The engagement of our dedicated members and stakeholders has been key to advancing our goals and fostering legal and social reforms.

As we transition into the next leadership phase, we leave behind a stronger and more visible FIDA Nigeria, better equipped to uphold the rule of law and promote justice. The foundations laid during this tenure set the stage for continued growth, impact, and



leadership in advancing women's rights and access to justice. We are confident that FIDA Nigeria will continue to thrive and lead the charge for an equitable, just, and inclusive society for all.

We salute you all for this marvelous work and Accomplishments Congratulations.

### **SCHEDULE OF ATTACHMENTS**

The following form schedules attached to this report to be taken as inclusive details:

#### **SCHEDULE ONE**

List of Standing Committees and their Members

a. Parliamentary Committee: Members of this committee were; Gloria Etim, Ifeyinwa Agnes Okpalaku, Lorrita Ogu, Bilkisus Suleiman Ibrahim, Mary Anayochukwu Akujobi, Ozioma Izuora, Chidinma Onwuchekwa Ogba, Phd, Mrs Chidinma Otuka, Hembafan Utange, Samuel Elizabeth Alisabatu, Bukola Ajao

a. Convention Committee: This committee consisted of all the current national executive committee; Amina Agbaje (Chair), Rhoda Prevail Tyoden, Evelyn Membere-Asimiea, Eliana Martins, Beatrice Awah, Olubunmi Arajuwa, Chineze Obianyo, Christiana Adejumo, and 1 representative from each geopolitical zone of the country: North East - Amina Mustapha, Northwest - Altine Ibrahim, North Central - Justina Allu, South West - Rita Illevbare, South South - Emma Udonsek And South East - Meg Nwagbo

b. Project Committee: This committee is a 9-woman committee and was chaired by the Country Vice President Mrs. Evelyn Asimiea and the 8 members are; Rhoda Tyoden, Eliana Martins, Emem Ette, Phil Nneji, Huwaila Ibrahim Muhammed, Nkiru Okafor And Zainab Atoba

c. Public Relations Committee: This committee consisted of 12 persons and was chaired by the National Publicity Secretary Ms. Christiana Adejumo and deputized by the Assistant National Publicity Secretary Nachamada Shaltha and the other 10 members of the committee are nominees from 10 Branches - Anambra, Rivers, Abuja, Bayelsa, Lagos, Uyo, Plateau, Sokoto, Ekiti, Asaba

d. Ethics/Disciplinary Committee: This committee consisted of 7 members and was chaired By Hon. Inime Chiwenwo Aguma and the 6 others are; Rhoda Tyoden, Amina Agbaje, Eliana Martins, Hon Justice Lizzy Oji, Rose Nwosu, Olivia Danzyem

e. Finance Committee: The committee consisted of nine (9) persons and was Chaired by the national treasurer Ms. Chineze Obianyo, and deputized by the financial secretary Ms. Olubunmi Arajuwa and the 7 others are Rachel Adejo-Andrew, Mary Izam, Grace Ihenacho, Lizzy Akah, Princess Ajudua, Olivia Nwachukwu, Rosemary Onah

f. Litigation/ADR Committee: The litigation committee consisted of the Vice Chairpersons of all the branches and was chaired by the Deputy Country Vice President, Mrs. Evelyn Asimiea-Membere

g. Special Litigation Team (AD-HOC): All existing members remain except anyone who desires to step down

h. Continuing Legal Education Committee: This committee consisted of 6 persons and was chaired by Professor Felicia Anyaogu, and committee members are; Prof Ogugua Ikpeze, Nnenna Eze, Nachamada Shalta, Elizabeth Okotie and Dr. Boma Toby



## **SCHEDULE TWO**

Zonal Coordinators for the different Zones were:

North East; Amina Agbaje, Hon Olivia Dazyam and Nkiru Nwabuze

North West; Rhoda Tyoden, Hannatu Simon and Ifueko Ize-Iyamu

North Central; Amina Agbaje, Hajia Laraba Shuaibu and Eliana Martins

South West; Chief Mrs Victoria Awomolo SAN, Mrs. Titi Akinlawon SAN and Eliana Martins

South South; Olubunmi Niyi-Arajuwa, Chineze Obianyo, and Beatrice Awah

South East; Evelyn Asimiea, Christiana Adejumo, and Margaret Nwagbo

We sincerely commend and appreciate the wonderful work done by the zonal coordinators.

## **SCHEDULE THREE**

Promotions and Appointment of FIDA Members

FIDA Nigeria celebrated the promotions of its members in their respective places of work and we remain focused on supporting members' professional growth and achievements. Some of the members promoted within this reporting period includes:

1. Hon. Justice Dije Abdu Aboki was appointed the substantive C.J. of Kano State
2. Hon. Olivia Dazyam was appointed as Personal Adviser on gender to the governor of Plateau State
3. Deme Debra Pamosoo, FIDA Bayelsa Chairperson was appointed as Chairman, Ekeremor Rural Development Authority, Ekeremor, Bayelsa State
4. FIDA Oyo – celebrated Mama Solanke at 90 and FIDA Nigeria designed and shared e-fliers in different FIDA whatsapp platforms in commemorate her birthday
5. FIDA Abuja and FIDA Rivers joined in Celebrating JSC Mary Odili to commemorate her 70th birthday and retirement. FIDA Nigeria presented her a Clock
6. FIDA Nigeria congratulated Prof. Oluyemisi Bamgbose SAN on her appointment as Deputy Vice-Chancellor (Research, Innovation and Strategic Partnerships) of the University of Ibadan.
7. FIDA Nigeria Rivers state joins in celebrating Hon. Inime Aguma and Hon. Ukel Oyaghiri on their appointments as commissioners
8. FIDA Adamawa joins Hon. Justice Hafsat Abdulrahman on her swearing in as the first female acting Chief Judge of Adamawa State
9. Hon. Mary Abah Izam, Immediate Past Chairperson FIDA Plateau elevated to High Court Judge of Plateau State
10. Ms. Ngozi Ajogwu (Lolo), FIDA Enugu Secretary was elevated to Magistrate
11. Hon Justice Mary Peter Odili, JSC (Rtd) FIDA Board of Trustee Member was appointed the 51st Chairman of the Body of Benchers
12. Ms. Grace Iheanacho Chairperson Ebonyi State was appointed a Senior Magistrate in Ebonyi State
13. Ms. Rhoda Prevail Tyoden, the Immediate Past Country Vice President was appointed BOT Member of the Legal Aid Council and NBA NEC member.
14. Hon. Justice Matilda Abrakasa Ayemieye- appointed Acting Chief Judge of Bayelsa State
15. Justice Monisola Oluwatoyin appointed President Customary Court of Appeal Ekiti State
16. Olufunke Odubanjo- appointed a High Court Judge of Ogun State
17. Adeola Adelaja- High Court Judge of Ogun State
18. Basirat Adebawale- High Court Judge of Ogun State
19. Bolatito Ajibade- High Court Judge of Ondo State
20. Comfort Adangor- High Court Judge of Rivers State
21. Beauty Emmanuel-Okere- High Court Judge of Rivers State

23. Hafsat Isah Bappah- High Court Judge of Borno State
24. Amina Mustapha Ibrahim- High Court Judge of Borno State
25. Buna Makinta- High Court Judge of Borno State
26. Iquo Abia – Permanent Secretary Akwa Ibom State
27. Mfon Edemekong- Permanent Secretary Akwa Ibom State
28. Hon. Maria Omozele Oligbi – Edeko Esq – Edo State House of Assembly Member
29. Hon. Justice Diye Abdu Aboki was appointed the substantive C.J. of Kano State
30. Hon. Olivia Dazyam was appointed and sworn as Personal Adviser on Gender to the Governor of Plateau State
31. Deme Debra Pamosoo, FIDA Bayelsa Chairperson was appointed as Chairman, Ekeremor Rural Development Authority, Ekeremor, Bayelsa
32. Chief Mrs. Tessa Ikimi FIDA Nigeria BOT Chair was given a title by the Olu of Warri as the Ujumota of Warri Kingdom
33. Didi Walson-Jack, MNI, (Former Chairperson of FIDA Bayelsa) appointed Head of Service of the Federation
34. Professor Dame Chinyelugo Carol Arinze-Umobi (FIDA Anambra Member) appointed Acting Vice-Chancellor of Nnamdi Azikiwe University, Awka, Anambra State
35. Eunice Akene Esq (Former Welfare Secretary of FIDA Bayelsa) appointed Special Adviser to the Bayelsa State Governor
36. Tariere Joyce Guita Esq., (FIDA Bayelsa Member) appointed Special Advisers to the Bayelsa State Governor
37. Her Worship, Genevieve Osakwe (FIDA ANAMBRA Chairperson) inaugurated as the ASIEC Chairman/Chairperson Anambra State
38. Tamunoibuemi Eni-George (FIDA Rivers Vice Chair) was inaugurated Secretary, of Rivers State Investment Promotion Agency Governing Board
39. Huwaila Muhammad (Former Chairperson of FIDA Kano) was appointed Chairperson of Women Forum NBA
40. Ademubowale Mercy Adelabu (FIDA Oyo Vice Chair) was appointed the first female Chairman of the Governing Council of Federal Polytechnic Ayede Ogbomosho, Oyo State
41. Evelyn Membere Asimea (DCVP) appointed Head, Office of the Public Defender, Rivers State
42. Hon. Justice Esther Tata (FIDA Taraba Member) appointed Justice of the Customary Court of Appeal.
43. Hon. Justice Nauma Bibonga (FIDA Taraba Member) appointed Justice of the Customary Court of Appeal.
44. Mary Erijo appointed Executive Assistant on Women Development to His Excellency the Executive Governor of Delta State
45. Rita Ikoko appointed Executive Assistant to His Excellency on Women Development
46. Urubi Executive appointed Assistant to His Excellency the Executive Governor of Delta State
47. Ifeoma Iloba promoted to Assistant Director, High Court of Justice Delta State Judiciary
48. Hon. Dr. Evelyn Aluta elected Vice Chairman, Isoko North Local Government Elections
49. Mrs. Florence Agbiji appointed DG for Center for Citizen Rights and the Public Defender and a Permanent Secretary
50. Mrs. Rose Onah was elevated to the rank of Permanent Secretary
51. Mrs. Catherine Ubi was elevated to the rank of Clerk of the Cross River State House of Assembly other includes
52. Caroline Anze-Bishop was elected as the NBA National Treasurer-2022
53. Leah Hassan Dagung was elected as the 2nd female Chairman of NBA Jos Branch

54. Dr.Rabiatu Abdullahi was appointed as a National member of the Nigerian Bar Women Forum (NBWF)
55. Hon.Justice Elizabeth Angai was appointed as a Plateau State High Court Judge
56. Lyna Aliya Ocholor was appointed Principal Secretary to HE the Executive Governor of Delta State
57. Dr. Mrs Evelyn Aluta was appointed Board Member College of Education, Warri
58. Her Honour Julia Utulu was appointed Revenue Court Judge 2
59. Mary Erijo was appointed Executive Assistant on Women Development to His Excellency the Executive Governor of Delta State
60. Rita Ikoko was appointed Executive Assistant to His Excellency on Women Development
61. Urubi was appointed Executive Assistant to His Excellency the Executive Governor of Delta State
62. Mrs.Rauta Dakok was appointed as a member of Plateau State Pension Board 57. Ebiere Emmanuella Ekpese (Facilitator, NBAWF, Sagbama Branch; National Assistant Publicity Secretary, NBA)
63. Dise Ogbise Goddy Harry (State Lead, NBAWF; National Media and Publicity Lead, NBAWF)
64. Bisi Nyanate Fatoki was appointed Member, NBAWF National Governing Council
65. Douye Ebiokpo Kemebigha was appointed Facilitator, NBAWF, Yenagoa Branch; State Lead, NBAWF
66. Pere Amanda Egbuson was appointed Head of Gender Unit, Ministry of Justice
67. Tariere Egbegi was appointed Head of Administration, SGPS unit, Ministry of Justice
68. Ohaka Assayomo Tamaraubrakemi was appointed State Rep/Welfare Secretary and Member Governing Council Eastern Bar Forum; Secretary NBA Sagbama Branch
69. Bomo Tons-Fetepigi was appointed National Legal Adviser of Ijaw National Congress
70. Tariere Egbegi Esq was promoted to GL. 16
71. Pere Egbuson was promoted to GL. 16
72. Bomo Tons-Fetepigi was promoted to GL. 15
73. Dise Ogbise Goddy Harry was promoted to GL. 16
74. Hon. Justice Timi Songi
75. Hon. Justice Christy Enengesi
76. Hon. Justice Ama Pat Zuofa
77. Hon. Justice Blessing Egwu
78. Hon. Justice Theresa AgomHon. Justice Ama Ekpo
79. Hon. Justice Angela Obi
80. Hon. Justice Akon Ikpeme

## **SCHEDULE FOUR**

### **Bereavement**

FIDA Nigeria deeply commiserated with the following members and their families who experienced bereavement during this reporting period:

1. The Country Vice President Amina Suzanah Agbaje lost her beloved mother, Mama Nagwa Helen Danfulani.
2. CVP Emeritus, Hon Inime Aguma loss of her beloved mother GRP Captain Dorathy Obonna Rtd.
3. Chineze Obianyo – National Treasurer lost her beloved father
4. Rita Ilevbare – Past National Assistant Secretary lost her beloved father
5. Akudo Amanamba – FIDA Anambra Chairperson lost her husband
6. FIDA Oyo former Vice-Chairperson, and a committed member Mrs. Oluwatoyin Idowu passed on to glory.

7. FIDA Plateau bereaved over the passing of Late Hon. Justice Ladi Agyer Madaki (Past Chairperson FIDA Plateau)
8. FIDA Nigeria commiserates with Plateau branch over the passing of former Chairperson, Hon. Justice Ladi Madaki.
9. FIDA Nigeria Board of Trustee Member Hon. Justice Margaret Igbetar
10. Nnena Igboke (Former Chairperson of Rivers State)
11. Ijeoma Okoro a member of FIDA Lagos branch
12. Rahila Dauda, (national secretariat staff) lost her dear father
13. Ezinwa Obiajunwa (national secretariat staff) lost her younger brother
14. Nnenna Eze lost her dear mother
15. Prof. Felicia Anyaogu, chairperson CLE committee, and past chairperson of Enugu branch lost her sister
16. Amara Muojeke FIDA Anambra Secretary loss her husband
17. FIDA Imo lost her member Beatrice Onwuzuruike Esq.
18. FIDA Katsina Chairperson for the loss of her father.
19. Adaeze Nkokelonye (Former Program Officer - FIDA Lagos) for the loss of her father
20. Nachamada Shalta loss of her beloved brother
21. FIDA Asaba lost Her Honour Joy Bianchi
22. Hon. Justice Ladi Agyer Madaki former Plateau Chair
23. Hon. Justice Kate Abiri of Bayelsa Branch
24. Hon. Justice Matilda Abrakasa Ayemieye lost her brother
25. Hon. Kate Omietimi lost her father
26. Tariere Egbegi lost her daughter
27. Julianah Modupe Ogundipe lost her father
28. Douye Ebiokpo Kemebigha lost her father
29. Bisi Nyanate Fatoki lost her mother
30. Helen Asanze of Bayelsa Branch lost Father

### **FIDA HOTLINES**

FIDA Nigeria, in collaboration with its 46 branches, has operationalized hotlines to provide timely assistance and support for cases involving women's and children's rights. These hotlines are available Monday to Friday, from 9:00 AM to 5:00 PM, ensuring immediate interventions when needed.





## INTERNATIONAL FEDERATION OF WOMEN LAWYERS (FIDA) AFRICA

FEDERACION INTERNACIONALE DE ABOGADAS

20<sup>th</sup> November, 2023

FIDA NIGERIA  
c/o Mrs. Amina Agbaje  
CVP/National President FIDA Nigeria  
FIDA House  
Abuja

Dear Madam CVP,

### RE: LETTER OF APPRECIATION

I whole-heartedly present the compliments of the International Federation of Women Lawyers (FIDA) Africa and wish to express our deepest appreciation to you in particular and FIDA Nigeria in general (as a Host Country Branch) for the invaluable support received towards a successful hosting of the just-concluded FIDA AFRICA REGIONAL CONGRESS 2023.

Thank you for mobilizing your members across board – BoT, National Executive, Past and Present FIDA International & Regional Officers of Nigerian descent, Past National Officers, Branch Chairpersons, Executive & members, National Secretariat staff and all. Special thanks go to the indefatigable Planning Team headed by FIDA Nigeria National Secretary Mrs. Eliana Martins as the Chairperson with Mrs. Rekia Adejo-Andrew as the Alternate Chairperson, for driving the planning and execution of the program.

We felt greatly honoured by the esteemed presence of the various participants as well as the financial contribution of donors and other forms of support from partners which immensely facilitated the successful hosting of the Congress. Everyone who assisted in one way or the other is highly appreciated.

It is our firm conviction that the application of the insights, knowledge and resolutions from the various conversation themes at the Congress will serve in accelerating the promotion of the rights of Women in Africa.

Please accept the assurances of our highest regards, most respectfully offered.

For: FIDA AFRICA

**Mrs. Joy Ejim (Formerly Joy Ezeigbo)**  
Regional Vice President Africa (North & West)

+234 8051456568  
+234 8033020984  
+256 700459688

fidaafrica@gmail.com  
joyezeigbo@yahoo.co.uk  
Inyirinkindi@gmail.com

FIDA House: Block 1, Flat 1, Ankpa Close  
Ogun Street Area 2, Garki, Abuja



## PHOTO SPEAK



Inauguration of Executive Committee.

## EXCOS/STAFF RETREAT



Executive and Staff Retreat 2022







## Executive and Staff Retreat 2024

### LEADERSHIP TRAININGS



## Executive and Staff Retreat 2024

### OUTREACHES



## FIDA Nigeria Outreach to Bauchi State Correctional Centre





## FIDA Nigeria Visit to Ondo State Juvenile Correctional Center



## Nasarawa Children's Home (Orphanage), Nasarawa GRA Kano State

### ADVOCACY (GOVERNOR, FIRST LADY VISIT, CJ VISITS, BAUCHI, CJ KANO)



## Nasarawa Children's Home (Orphanage), Nasarawa GRA Kano state

### CLE



## CLE AT THE AGC EDO



## SIDE EVENTS AT NBA CONFERENCE



### FIDA NIGERIA SIDE EVENT 2022



### FIDA NIGERIA SIDE EVENT 2024





Dinner 2nd Quarter NEC Ondo



Dinner AGC EDO



## CULTURAL NIGHT



Cultural Night AGC Edo



Cultural Night 2nd Quarter Bauchi



Cultural Night 2nd Quarter Kano



## BUSINESS MEETINGS



Cultural Night AGC Edo

## REGIONAL CONVENTION



## BRANCH INAUGURATION



FIDA IKEJA



## FIDA SULEJA



## FIDA EPE

## LEGISLATIVE ADVOCACY



## WALKS AND CAMPAIGNS







## STUDENTS CHAPTERS



## FIDA WARDS



## CSW





## NEWSPAPER PUBLICATIONS INTENSIFYING FIDA'S MANDATE









# FIDA NIGERIA

TRIENNIAL REPORT 2021-2024