

Overview of Women's Rights in Marriages and Workplaces in Nigeria.

A presentation at the Interaction Meeting of the Justice Education Fellowship.
Held remotely via Zoom
On the 9 September 2021
Organized by the Justice Education Nigeria, Action4Justice and the NULAI Nigeria.

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The **36th**
SabiLaw
Lecture
Series

WOMEN'S RIGHTS IN NIGERIA

FOCUSING ON MARRIAGE AND THE WORKPLACE

By **ONYEKACHI UMAH, ESQ. LL.M. ACI Arb (UK)**

Lawyer | Arbitrator | Notary Public | Legal Awareness Expert
#SabiLaw #DailyLawTips #SabiLawLectureSeries
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9 SEP. 2021
11:00am



@Zoom



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on rights and laws to your group/organization.

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JUSTICE EDUCATION NIGERIA

An interactive meeting on

WOMEN'S RIGHTS IN NIGERIA

focusing on

MARRIAGE AND THE WORKPLACE



Ozioma Beulah Soludo
NJEF Fellow on Women's Rights
(Marriage Rights)



Guest
Mr Onyekachi Umah
Lawyer, Notary public and Legal
Awareness Expert.



Phoebe O. John
NJEF Fellow on Women's Rights
(Workplace Sexual Harassment)

Highlights

- Introduction of the Guidebooks on Marriage Rights and Workplace Sexual Harassment,
- Question and Answer segment and much more..

DATE: THURSDAY 9TH SEPTEMBER 2021
TIME: 11:00AM VENUE: ZOOM

Profile of Onyekachi Umah



- Onyekachi Umah is a Legal Practitioner, Arbitrator, Notary Public and Legal Awareness Expert, with over a decade experience in human rights, criminal law and civil law in Africa. He has published over 820 legal articles in diverse areas of law, delivered over 35 public lectures, anchored over 67 law radio/tv shows and supports several organizations across Africa.
- He holds a Master of Laws; a Master of Business Administration and he is a doctoral degree candidate. He also hold a certificate in Law of Contract from Harvard University. He is an alumnus of the United Nations Institute for Training and Research, Geneva, Switzerland; the United States Institute of Peace, Washington, D.C., USA and the Tekedia Institute, Boston, USA.
- Mr. Umah is the managing partner of a leading law firm; Bezaleel Chambers International and the Executive Director of Sabi Law Foundation (a not-for-profit and non-governmental legal awareness organisation) with the project website; www.LearnNigerianLaws.com.

1. Presentation Plan & Outcome

1. Justification of presentation
2. Establishment of baselines
3. Highlights on the rights of Women in Nigeria; specifically in Marriages and Workplaces
4. Insights on the rights of women in marriages and workplaces as well as the lawful and effective legal remedies.
5. Measurable Expected Outcomes: Participants will understand and explain the rights of women in marriages and workplaces across Nigeria. Participants will give examples and explain lawful and effective legal remedies for women whose rights are threatened or violated.



2. Justification



1. Traditions and cultures often threaten and violate the human rights of women.
2. More women are illiterate than men
3. More women are victims of rape and other shades of domestic violence
4. Women are often oppressed by men and women in marriages (homes) and workplaces
5. This presentation is designed to increase awareness on the rights of women at homes and workplaces and encourage women to demand enforcement of their rights.

3. Assumptions



It is assumed that participants understand the following terms/concepts;

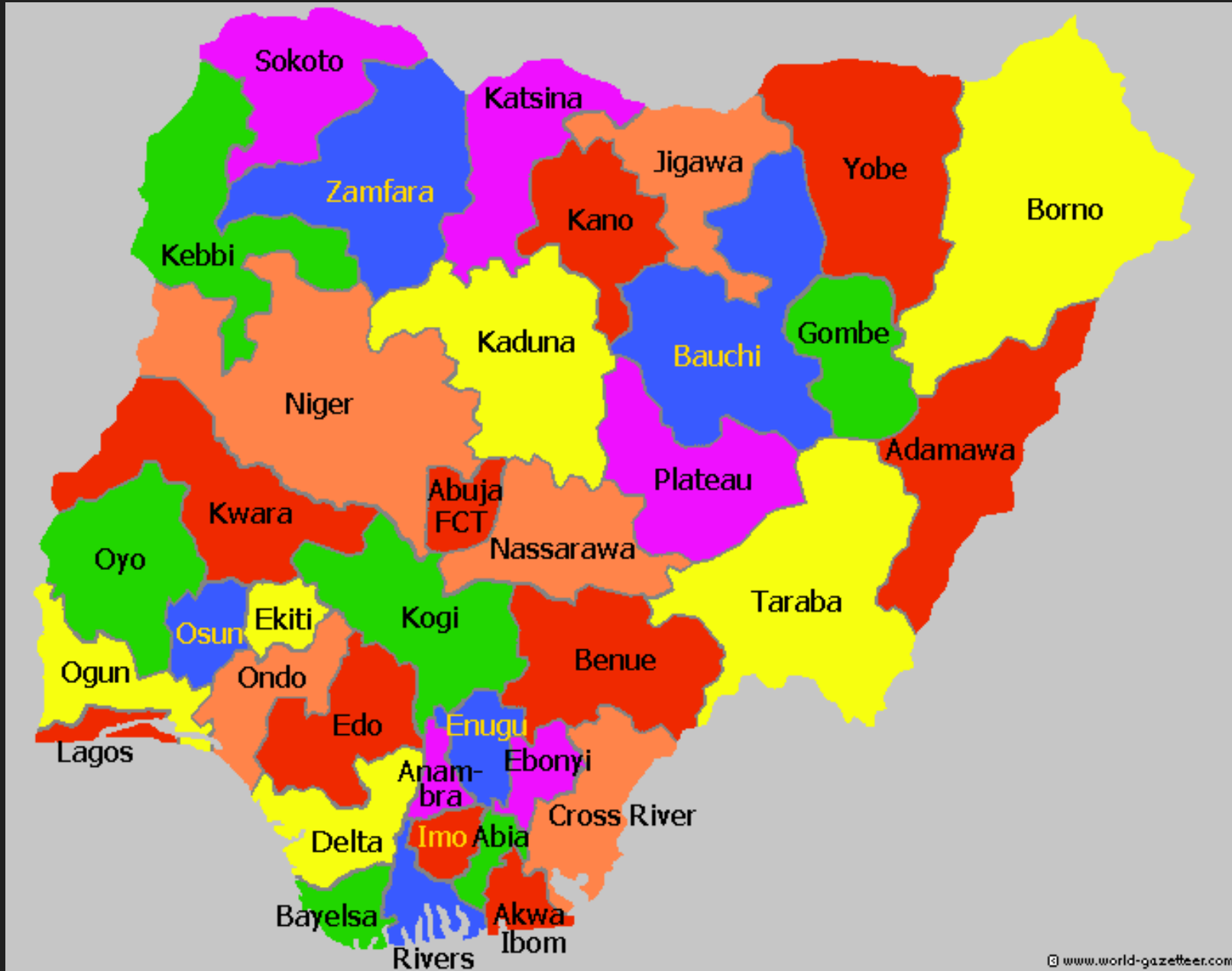
1. Woman
2. Rights
3. Human Rights
4. Marriage
5. Workplace

4. Facts



1. 1 in every 4 women are victims of domestic violence
2. Covid-19 Pandemic and lockdown increased domestic violence
3. Sexual harassment against women in workplaces is on the rise.
4. Rights of women in the workplace are contained in a federal law

Map of Nigeria. Violators and Victims live here!



5. Insights on the Women's Rights in Marriage

Every bride is a human being! Bride price in marriages is not price for the bride!

1. Marriages in Nigeria
2. Marriage Rights
3. Right to Enter into Marriage
4. Right to Exit Marriage
5. Child Custody
6. Ownership of Property of Marriage
7. Right to Maintenance
8. Right to Inherit Property from Families of Orientation & Procreation
9. Women's Rights Violation: Civil or Criminal ?



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6. Insights on the Women's Rights in Workplaces

Unsolicited erotic comments, remarks, looks and touches are everyday challenges in workplaces!

1. Sexual Harassment
2. Discrimination
3. Leave and Holiday
4. Work Condition
5. Salaries and Wages
6. Role of Employers
7. Role of Co-Employees
8. Role of Victim



7. Seeking Justice



**Rights without remedies are dead!
Life is worth more than marriage and work!**

1. Cause of Action
2. Court Options and Remedies
3. Out-of-Court Options and Remedies

8. Recommendations



1. Get to Sabi Law (understand law)
2. Understand your family and workplace
3. Set boundaries early
4. Speak up early
5. Gather and keep all evidences
6. Speak with your lawyer.

9. Conclusion



“Reducing the growing violation of women rights starts with understanding those rights and their remedies, aside having committed institutions for the enforcement of those rights. Women and men will never demand and stand up for rights that they know not.”

Thursday, 9 September 2021.

Chez Moi, Abuja.

Thanks to all participants and the organizers of this event for this great opportunity.

Feel free to connect with me to continue this discussion!

Thanks to my awesome team for their support in this work:



IT/140956

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