

AMANDLA!

African Women in Law Speaker Series

Vanguard Edition

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Institute for African Women in Law



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WHY AMANDLA?

Amandla is a word that means "power" among the Nguni languages of South Africa. Amandla became a rallying cry against apartheid in South Africa and continues to be a rallying call for social justice.

The Amandla! African Women in Law Speaker Series is a **global diversity awareness program** that aims to amplify the achievements and stories of African women in law. The Series is a collection of short stories on women's achievements, challenges, resistance, resilience, and solidarity. Through this project, we hope to inspire, encourage, and provide hope for future generations of young women across the globe.

Women across Africa have made remarkable strides in the legal profession, yet these achievements are often hidden in global discourses on the legal profession. As a scholar-activist, I constantly encounter discourses and spaces that attempt to erase or marginalize the voice and agency of the African woman. Whether it is in the telling of our history, in decision-making processes, or in mainstream discussions, this erasure occurs in multiple spaces across the profession. From Algeria to Zimbabwe, women continue to play important roles in the fight for social justice.

However, women's sacrifices, bravery, and contributions to nation-building are frequently relegated to the annals of history, rendering their achievements invisible. The silencing of women's experiences finds expression in the "African" proverb "until the lions have their own historians, the history of the hunt will always glorify the hunter." The Amandla Series aims to disrupt the "hunter's story" by creating a platform for the "lioness" to be her own historian and tell her own story.

The roadmap to achieving the United Nations and African Union gender equality targets must begin with acknowledging the strength, resilience, and contributions of women. To loosely interpret the Akan Adinkra symbol, Sankofa— we should not forget our past, for it guides our future. Through legal narratives grounded in African storytelling, the series makes visible the professional trajectory of African women in law.

Through legal narratives and storytelling, African women in law **speak truth to power!**

J. Jarpa Dawuni, Ph.D.
Founder and Executive Director

Legal Narratives

"If the African woman's life experiences and story could only be told in the context of other people's lives and experiences, and not exclusively through her own voice, then how can she be independent of those external filters? Although her existence itself wouldn't be doubted, the objective reality of her identity would be obscured."

J. Jarpa Dawuni, Esq. Ph.D.

Founder and Executive Director-- Institute for African Women in Law
Quoted in Introduction to International Courts and the African Woman
Judge: Unveiled Narratives (Routledge, 2018)

"Legal narratives are an important tool in telling stories—especially those that would otherwise not get told. Storytelling is a salient part of the African and African-American experience."

Judge Gabrielle Kirk McDonald

Former Judge/President, International Criminal Tribunal for the Former Yugoslavia (ICTY)
Quoted in Foreword to International Courts and the African Woman
Judge: Unveiled Narratives (Routledge, 2018)



Julia Sebutinde (Uganda)

Judge, and first African woman on the International Court of Justice.

Former Judge, Special Court for Sierra Leone.

Thirty years ago, if someone had told me that a young girl from a humble family in Kiwafu village in Entebbe, Uganda, would one day be the first African woman judge on the World Court, I would probably think they are crazy! I didn't know of any lawyers that could have acted as role models. I can't tell you that I was particularly informed as to what law studies even involved. I just jumped in there, encouraged by my peers, and then discovered, well, this is quite nice. I quite like this.

The decision to apply for a judicial position on the Court and the subsequent selection process were quite challenging, however. When I was considering the position, I knew no one on the Court, and based on the composition, I questioned what kind of work environment I might find there. I looked at the photographs and profiles of all the judges that had served on the ICJ in the last 70 years of its existence, they were typical elderly, white men mostly, probably set in their ways because of their age. You are crazy, I thought to myself, if you think that they are ever going to accept you as an equal. Where are you even going to start? Do you really think there is a place for you on this bench? I was thinking, even if I was lucky enough to sit on that bench, would they even listen to me? Would I have anything of value to say to any of them? Many un-nerving thoughts went through my head as I contemplated submitting my candidature.

In a world where one half of the population is female and the other half male, I would like for people to say one day that the World Court is comprised of fifty percent men and fifty percent women. That would be gender parity. It serves no purpose for people to ask, what difference or contribution have those three women judges made since they joined the Court ? ... For over seventy years there have been predominantly male judges serving on the International Court of Justice, yet nobody ever asks those kinds of questions when it comes to men. Why should the female judges serving on the Court have to justify or validate their presence or role on the Court? As long as we meet the statutory qualifications and are duly elected, we have as much right to sit on that Bench and to participate in the settlement of State disputes, without having to validate or justify our presence there with "value addition," period.

Quoted in *International Courts and the African Woman Judge: Unveiled Narratives* (Routledge, 2018).



Juliana Laurent Masabo, Ph.D. (Tanzania)

Judge, High Court of Tanzania (January 2019- Present)

Lecturer, University of Dar es Salaam School of Law
(Formerly Faculty of Law), (2006 -Jan. 2019)

Associate Dean, University of Dar es Salaam School of Law
(Formerly Faculty of Law), (2014 -2019)

Growing up in a rural setting where education for girls was not considered a priority fuelled my determination to be who I am today. When I joined my secondary school, my major preoccupation was none other than making my parents proud of their choice to defy the unsolicited adverse advice and mockery from friends and relatives. Later on, it turned into an interesting and successful journey.

At first, I had wanted to be a journalist, as that was the most familiar profession, in addition to teaching, nursing, and policing, for which I had no passion. Journalism would have also helped me report VAW cases, which were rampant in my locality. Having learned from friends that law provides a broader opportunity to fight injustices, I chose law and pursued it with a lot of dedication. The journey has not been easy. Tilting a balance between career and family life was and remains a great challenge. Having taught for many at the university and in my current capacity as a judge, I am comforted by the fact that I have a great opportunity to contribute to the fight against gender inequality and to inspire other women.

My advice to women in law is that, as a woman, you are prone to gender inequality and stereotypes. However, do not underestimate your abilities. Build a network of men and women of substance and surround yourself with people who can intellectually challenge you. Learn from other peoples' experiences and do not make assumptions about how perfect everything is for other people. Aim high, trust your guts and instincts, and take the opportunities when they come your way.



Kudirat M.O Kekere-Ekun, JSC (Nigeria)

Justice of the Supreme Court of Nigeria.

Pioneer Presiding Justice of the Makurdi Division of the Court of Appeal.

I believe that your destiny will find you and that there is a reward for integrity and hard work. After my “A” levels in 1976, I initially intended to study French. I gained admission at the American University in Cairo. Unbeknownst to me, the university had not commenced its French language program. I was advised to take some elective courses pending the commencement of the French program. By the end of the first year, I realised that the university was not ready to offer French. A chance conversation with one of my father’s friends during my vacation led me to change course and apply for Law at the University of Lagos.

As a practicing lawyer in a private law firm, I found it difficult to balance work with my young family. A friend suggested becoming a Magistrate, as the hours were more predictable. I applied and that was how my career on the Bench began. My relatively rapid rise through the hierarchy of the courts was due to the encouragement and support of some Judges and senior members of the Bar, who had been following my career and the reputation I had built for integrity and hard work.

One of my philosophies in life is to start as you mean to go on. Set your standards right from the beginning. Be consistent. People will understand and respect your boundaries as well as your work ethic. I also believe that your work will speak for you. With hard work and integrity there are no limits to what you can achieve. As a judicial officer, I have found that notwithstanding your age or gender, you gain respect on account of your intellect and moral character. I also have a very strong faith in God and believe that all things are possible with His blessing.



Liga Mutia (Cameroon)

Head of Host Country Relations/Privileges and Immunities, African Development Bank (AfDB).

As head of the Host Country Relations/Privileges and Immunities team at the African Development Bank (AfDB), my job entails negotiating host country agreements, engaging with senior Government officials, members of AfDB Senior Management and staff. Frequently, I am one of only few professional women sitting at the negotiating table. This is quite challenging in Africa, particularly in diplomacy, which is male-dominated. I succeed in my work because of the resilience and confidence that I honed at the University of Florida Levin College of Law. An international student then, I became the first African student to serve as Teaching Assistant for the Legal Research and Writing course (2 years). Despite a heavy African accent and “funny” pronunciations, I effectively assisted First Year Law students in legal writing and techniques of research, thus gaining the trust and respect of faculty and students. Since then, I confront every challenge and work to overcome it.

Never think you do not have a place at the table because you are a woman. You will face many setbacks because of the “old boys” network effect in the modern workplace. Nevertheless, you should “wear your pants” and stand tall, despite these challenges. The doors will open when people start appreciating your professional expertise and your resilience.



Maria do Céu Monteiro (Guinea-Bissau)

Co-chair: Coordination of the Technical Commission for the Revision of the Constitution (2020-).

International Judge of the Court of Justice of the Community of West African States (2014-2018). President of the same Court for the Biennium (2014 2016).

President of the Supreme Court of Justice and the Superior Council of the Judiciary of the Republic of Guinea-Bissau, (2004-2013).

As a young girl growing up, I was torn between pursuing a career in medicine or law; the latter won because I did not have the capacity to handle mathematics. After much work, I secured a scholarship to study in Portugal after working my way through high school teaching younger students. By the time I finished high school, I was among the youngest, on the Honor Roll, and with two years of patriotic service to my nation through my teaching preparatory school students. I was awarded the scholarship to study in Portugal for a law degree from the Faculty of Law of the University of Coimbra. Later, I entered the Center for Judicial Studies in Lisbon - C.E.J, for a postgraduate degree in Judicial Magistracy.

Throughout my career, I have occupied many positions. As the first woman judge, the first woman on the Supreme Court of Guinea, and the first Lusophone woman judge to serve on the ECOWAS Court of Justice. I inherited from my mother, the ethic of hard work, to be responsible to my true self and stick to my word. She encouraged me to be resilient and independent, to think, act and decide on my own, and to make my voice heard.

My words of encouragement for other women in law, is that women must work collaboratively and in parallel with men, to establish through positive and concrete attitudes, the right to equality, to produce transformations in the old discriminatory policies that consciously and systematically exclude women from public life and from social development. Women in law should continue their pursuit of hard work, self-training, and continuing education.



Mariam Jack-Denton (The Gambia)

Speaker, Parliament of The Gambia.

First woman lawyer in The Gambia.

I went to law school at a time the legal profession was perceived to be for only men. With perseverance, dedication, and determination, I defied the odds and became the first Gambian woman to be called to the bar. With hard work and commitment, despite the trappings of patriarchy both in society and the legal profession, I opened the gate for more women to join the legal profession. I rose through the ranks to the position of Principal State Counsel and Deputy Director of Public Prosecutions and established the Legal Unit of the Central Bank of The Gambia. I have also been actively involved in politics for the sole purpose of enhancing democracy, the rule of law, and respect for human rights as guaranteed in Gambia's Constitution. I fought against political tyranny and pro-military dictatorship in The Gambia, a struggle which earned me some 111 days incommunicado detention. I successfully challenged my detention, and the court ruled in my favour that my continued detention was illegal and subsequently ordered my release.

Today, I am the first woman Speaker of the National Assembly with a degree in law. My advice to young women in law is to be committed to your course and develop high self-esteem. Do not allow the trappings of patriarchy to diminish your potential to achieve your objectives in life. To be accomplished as a woman in this world is an uphill struggle, but our young women should be equal to the challenge. Work hard, strive for excellence, and prove to society and yourself that when women are given a chance, we can do twice as good as men.



May Agbamuche-Mbu (Nigeria)

National Commissioner & Chair Legal Services

Independence National Electoral Commission, Nigeria

Editor, Thisday Lawyer

Managing Partner, Norfolk Partners

My father, a former Attorney-General of Nigeria, was my greatest professional and personal influence. When I was living in England he would always passionately remind me about pursuing my legal career. That was a source of encouragement and I went on to acquire my LL.M and also become a UK qualified solicitor. My 35 year career has taken me from my chambers, to being a frontline newspaper's legal editor and onto public service initially as a member of the Presidential Project Assessment Committee, where I was the sole lawyer as we reviewed abandoned projects running into billions of Naira. I was dismayed at the way the public sector operated with total impunity and lack of patriotism, and felt more from the private sector must join public service to offer a different perspective and add value thereto. Today I am back in public service as a National Commissioner at the Independent National Electoral Commission, heading Legal Services. It has been a challenging yet rewarding experience. As a woman in a male dominated environment you need to have certain key values, professionalism, integrity, high ethical standards, self-respect, a sense of fearlessness and the strength of character to handle all forms of persecution.

To be accomplished as a woman in the world that we live in today you need humility, the ability to laugh at yourself, to brush off slights quickly, to be courageous, to respect yourself and others, especially those who are at the bottom of the ladder, as they will rally around you when you least expect it. One should also possess the precious ability to show gratitude and appreciate kind help; as well as always trying to be a role model to younger lawyers and being one who celebrates the successes of others. Seeking out a suitable mentor, that is to say a phenomenal woman you look up to who has the values you most treasure, can also be very important in helping develop your drive, determination and 'can do' spirit. Finally, you cannot underestimate the benefit of strong family support. With that there is nothing you cannot achieve.



Memooda Ebrahim-Carstens (Botswana)

Judge, United Nations Dispute Tribunal (retired)

I come from a background not dissimilar to many African women, growing up in an African village with no running water or electricity; of parents who believed in discipline, education, integrity and personal achievement through hard work no matter how poor your circumstances. Most importantly, of parents who believed in the education of the girl child when traditional thinking dictated the opposite. I was born and bred in Botswana, formerly Bechuanaland, one of three British Protectorates, of Asian parentage. I have never been to India and have always considered myself an African. They say African women always face double jeopardy, being female and of colour. I have in my lifetime many a time faced quadruple jeopardy – being female, from Africa, and of Asian and Moslem descent. It is thanks to the vision of my family, the multi-cultural democracy of the Republic of Botswana, the political will and support of my country and the African States, that I progressed to becoming an international judge, hopefully as an inspiration, and as an agent of change to others.

I am a firm believer of the empowerment that flows from our history, particularly through the African culture of oral history, which we have a duty to reduce to writing and digital data, lest it be forever lost to our younger generation and to us. Besides, there are invaluable lessons to be learnt on how to overcome the challenges and adversities we face, from our history. I think we need to remember that not only are our challenges and destinies shaped by history, societal custom and tradition, and customary laws, but that our respective systems were shaped largely by the colonial legal dispensations we inherited. I was recently asked why I chose law as a subject and ultimately the forum within which I work. I responded that I see law as an instrument of change. As judges we are in a unique position to effect change through creativity and activism at the judicial level.

We need to collaborate regionally on law reforms, on appropriate institutions for access to justice, and its enforcement. We need to be courageous and fearless agents of change. But mostly we need to lead by example as African leaders, no matter what our profession. We all must lead, whether as diplomats, politicians, lawyers, and judges; but most of all as mentors and role models for our young persons. I am not a biological mother but in my lifetime, I have been mother to many. More than ever, a child needs many mothers these days. In all this I am constantly reminded of a very important saying from the Setswana language “Motho ke motho ka batho”. Literally translated it “means a person is a person through others.” This idiom is so true to my life, I am here because of others, because of my family, my people, my country, my African continent. I am here because of Umoja, Botho or Ubuntu. No doubt we all have similar expressions – that behind every child is a village, a community. I remain committed to help guide the next generation of women leaders across Africa and the world at large.



Monica Kalyegira Mugenyi (Uganda)

Principal Judge, East African Court of Justice (EACJ).
Judge, Court of Appeal, Uganda.

When I was appointed a judge of the High Court of Uganda, back in 2010, I had a deep sense of apprehension. I had been a lawyer before, frequently appearing in various courts, and I was acutely aware of the criticisms directed at judges. It did not help matters that I was the youngest judge on the bench at the time and female and perceived as a disaster waiting to happen. Three short years later, having disproven even the worst critics, I was appointed a judge of the First Instance Division of the East African Court of Justice (EACJ). A role I was expected to execute alongside my national judicial office. I was elevated to the office of Principal Judge of the EACJ and Administrative Head of the First Instance Division, the first woman to serve in that position.

My challenges trebled. Suddenly the youngest and only female in the Division was the Presiding Judge and Administrative Head of a Division that included judges with more years of experience at the court than I had. I have had the distinct honour of having served seamlessly with these distinguished colleagues, and, together, we have raised the bar on the quantity and depth of judgments delivered by the Division. We have rendered groundbreaking decisions in the area of regional trade and clarified the concept of state responsibility for internationally wrongful acts within the East African Community. As I prepare to pass on the baton of leadership at the end of this year, I am proud of the great team that I leave behind to steer the court to even greater heights. Most importantly, my brothers at the bench did finally acknowledge that gender is merely a state of being, not a definition of capability (or the lack of it).



Motsehoa Brenda Madumise (South Africa)

Rental Tribunal Chairperson

Co- Chair, Interim Steering Committee on Gender- Based Violence and Femicide

Director- Wise4Afrika- Feminist Organisation

The 2018 Protest action on gender based violence under the banner #TheTotalShutDown- womxn in their diversity took their resistance to the streets of South Africa demanding their basic human rights to safety. A movement that galvanised womxn irrespective of their age, religious belief, political affiliation, class, sexual orientation and geography. Armed with comprehensive set of 24 demands, we made our mark in forcing South Africa to pause and take notice of sexism, discrimination, patriarchy, misogyny and toxic masculinity and the effects of such on womxn and young girls. The results of which has been the development of the first National Strategic Plan on Gender -Based Violence and Femicide that is multi-sectoral in its approach and implementation. As we address prevention strategies we working are tirelessly to advocate for justice for victims of gender discrimination and gender- based violence- we are challenging and exposing the gender dat gap that is at the root of perpetual systemic discrimination against womxn and that has created and continues to create a pervasive but invisible bias with profound effect on womxn's lives.

My advice for women in law is to be consistent and authentic. Be engaged and stay engaged, build a network of collaborators based on mutual respect and shared vision. Do not chase funding- let the work speak for itself and funding will follow.



Ambassador (Dr.) Namira Negm (Egypt)

Legal Counsel of the African Union. Ambassador of Egypt to Rwanda. Legal Advisor to the Mission of Egypt to the United Nations in NY.

Being a woman is still not an easy task in the workplace. In my junior years, I had to work with a boss who told me to my face, 'I don't like working with women'. I did have a hard time, yet I kept to my principles and did my work to the best of my ability. In the end, he acknowledged my good work in my appraisals. This experience taught me how to resist a discouraging environment and concentrate on my personal development (I was working on my Ph.D.) which assisted me a lot in the future. Recently, my challenges at work have become different— they can come from a subordinate or from political actors. Yet persistence and honesty are the backbone of my success.

My advice for other women in law is, in the work place, forget that you're a woman. We are humans above all else, despite being discriminated against based on gender. I recall, I used to tell my men colleagues that I sat for exams and joined the foreign service just like any of them. We are equal before the law— we have to believe in ourselves and our abilities in order to really believe that we are equal. Don't run away from challenges, but go through with a target that you want to reach and always look to the future. Every experience in life, either positive or negative, teaches us a value or a principle, what to do and what to avoid... all these should encourage us to move forward and never cry over spilt milk.



Nancy Baraza, Ph.D. (Kenya)

Professor of Law, School of Law, University of Nairobi.
Former Deputy Chief Justice, Kenya.

Africans believe that a mother's tears are powerful- and indeed they are. As I commenced into my education as a young child, my mother the late Rachel Nabifwo, looked into my eyes and told me "I wish I had the opportunity to finish school. I did not, so, you are fortunate. Utilize it well and you will be great one day." With tears in her eyes, she let me go. I hesitated, then ran off to school. My mother's tears that morning would be my driving force for the rest of my life. My mother had been orphaned at twelve years, and much as she wanted to get a reasonable education, poverty did not allow her to. I took her advice seriously and ran with the opportunity - literally ran, through rain, shoeless and without an umbrella over my head. None of us, however, imagined how far I would run in search of education.

As I took oath of office as the first Deputy Chief Justice and Vice President of the Supreme Court of Kenya in June 2011, my mother's wise counsel thirty-five years back, became a reality. Nobody could then have imagined that the young village girl from a remote, deprived area in Mt. Elgon area of Bungoma county could become the Deputy Chief Justice of the Republic of Kenya. Although I resigned from the job under painful circumstances, I remained resilient, joining the University of Nairobi as a lecturer, and soon thereafter earning a PhD in law, a rare feat in the university. For young African women lawyers, I encourage you to chase your dreams. Nothing should stand in your way. You must be strong and resilient.



Nkemdilim Izuako (Nigeria)

President, United Nations Dispute Tribunal.

Commonwealth High Court/Court of Appeal Judge,
The Gambia.

High Court Judge, Nigeria.

My biggest professional challenge was my refusal in 2001 to be told what decision to give in a case in which the governor of my state was interested. I was punished with a transfer, an official query and several attempts on my life. I was helped by Amnesty International to flee Nigeria in 2003. As a Judge in the Court of Appeal in The Gambia in early 2006, I offended the government when I gave a minority judgment in a politically-motivated case. I was punished with non-renewal of contract. At the United Nations Dispute Tribunal (UNDT), leading the Judges to assert their position earned me an early termination of my contract.

My advise to other women in law is that although it is difficult and uncomfortable, dangerous even to resist official or other pressures to give decisions against your conscience; you earn respect, you stand tall and fulfill the oath of your office to work with integrity. When you do the right thing, you contribute to making the world a better place, you become a shining example to others who realize that they can live up to the judicial oath. My family, friends and colleagues are proud of my work. In my teaching and mentoring of law students, I can show them through my personal examples that integrity is integral to the law.



Olufunmilayo Atilade (Nigeria)

Former Chief Judge, Lagos State Judiciary.

Managing Consultant, Williams Hamilton Juris Consult.

I was called to the Nigerian bar in 1976. After years of practice, I joined the Lagos State Judiciary in 1982 as a Senior Magistrate. I was excited about being my own boss in my own courtroom and I craved courtroom experience. I was able to juggle being a wife and mother with my official duties as I could work within my own schedule. I encountered some hostility from some of the other magistrates who were all as old as my parents, but I plodded on with the job. After 15 years, I rose through the ranks and became a Chief Magistrate and I was appointed a High Court judge in 1996. In 2014, in line with the judicial norm of seniority, I was appointed the fifteenth Chief Judge of Lagos State. By taking this position, I succeeded my sister Justice Ayotunde Phillips who was retiring from the position. We made history in the Nigerian judiciary as sisters who succeeded each other as Chief Judge. As Chief Judge, I worked with my staff to increase the number of Family Courts and employed more Assessors to assist the judges. I created Revenue Courts, visited the prisons several times and set free many inmates awaiting trial, with emphasis on teenagers and youths. I set up an E-Library and health scheme for junior staff. I retired statutorily as Chief Judge in 2017. I sat on a Judicial Tribunal in the Seychelles Islands for a few months in 2018 and presently I run a consultancy hosting international training seminars for judicial officers. Apart from a few challenges (putting it mildly), I would say I enjoyed my 35 years on the Bench.

There were a few hard times as a magistrate when I felt like resigning my job. However, my personal resolve combined with support from my family kept me going. About 75% of the Lagos Judiciary comprises women and men have become an endangered species. Women should try harder to support each other and hold each other up. It is through support that we can rise together or else, divided we shall fall together. It is still a man's world out there. We have to present a united front and stop petty jealousy and squabbling among ourselves. Work hard and keep your eye on the ball and you will get to your desired destination.



Oluremilekun Adegoke (Nigeria)

Principal Partner, Pine Consult, Abuja, Nigeria.

Chairperson, Sanctions Appeals Board, African Development Bank (AfDB) Abidjan, Côte d'Ivoire.

Former President, Court of Appeal, The Gambia.

I first trained as a nurse, but I later proceeded to study law. I engaged in a rigorous private legal practice for about a decade before I was appointed a lecturer by Nigerian Law School, where I rose to the level of Director–Academics.

I had a generally fulfilling time teaching law at the Nigerian Law School. I had an impactful working experience despite opposition and discriminations due to male dominance. But I became resilient and steadfast even as my forthrightness and hard work could not be questioned. As a teacher, I developed a unique way of instilling ethics and morality in students while teaching. I honed my mentoring and coaching skills, having mentored many men and women, old and young, among the thousands of students that have passed through my tutelage in over two decades. In 2016, I was appointed a Judge of the Court of Appeal of The Gambia and later the President of the Court, at a time when the host country was not politically clement. But I was focused and committed to my work with all humility and integrity. I returned to Nigeria due to political changes in the host country.

During my career, I experienced adverse and unequal treatments where men seemed preferred on narrow premises. I was not deterred but rather committed to study and research. I became resolute and bold to always stand for what is right and uphold integrity. Career women in law, should possess integrity without compromise. You do not need recognition or promotion at all costs, but rather to be determined, hard working and resilient where ever you are. I am passionate for the rights of women generally but most especially, their socio- economic rights. Women need to survive and be sustained socio-economically just like their male counterparts. Besides being committed as a teacher, I devoted time to legal publications and have since continued to develop myself in the field of Arbitration. Post voluntary retirement from teaching, I became a Member of the Institute of Chartered Secretaries and Administrators (ICSAN).



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