



Gender Transformation & Empowerment

UGANDA WOMEN'S NETWORK



ANNUAL REPORT 2018

Crossing Barriers, Building Bridges: Unleashing Collective Power

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Unleashing Collective Power

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ACRONYMS

ACFODE	Action For Development
AMwA	Akina Mama wa Afrika
CAO	Chief Administrative Officer
CDOs	Community Development Officers
CEDAW	
CEDOVIP	
EPRC	
FIDA – Uganda	
FOWODE	
GBV	Gender Based Violence
SWGS	
UWONET	Uganda Women's Network
UWT	
WDG	Women Democracy Group
WORUDET	Women and Rural Development Network

CHAIRPERSON'S REMARKS



On behalf of the members of the Board, the membership and UWONET secretariat, we have been more than privileged to serve the Network since our re-election in office in May 2018. We sincerely thank you for entrusting us deliver on governance and oversight duties of the secretariat and network at large.

In 2018, the network reached notable milestones including celebration of **25 years of active existence and advocacy on women's rights and gender equality**. During the year, the 4th National Women's Week was successfully organized and we launched a gender country assessment research which was first of its kind for the Network. All these were celebrated successes not because of the secretariat strength but the joint efforts of members, allies and various stakeholders from the grass roots, national, regional and international levels and must add with support from development partners.

In 2018, **the UWONET strategic plan 2014 – 2018** came to an end and the secretariat with the support of independent consultants conducted an evaluation process to not only inform our new strategic direction but also to reflect on the relevance of what had been done for the last five years. This process was very inclusive and diverse consultation made with different stakeholders including member organizations, allies and development partners.

During 2018, the Board was able to formulate, review and ensure implementation and also adherence to organizational policies and procedures. Policies developed included the Board Charter which - guiding tool to the Board's cooperate governance obligations enshrined in UWONET's constitution, the Gender Policy and amended the Human

Resource Policy and Finance and accounting Policy. We are optimistic that the above reviewed and amended policies will strengthen the institution and position her better to deliver on her mandate.

As mentioned earlier, 2018 was not smooth all through; a number of challenges were encountered all the way among which included over whelming expectations from beneficiaries and stakeholders and inadequate funding for women's rights cause and movement building.

As I conclude, I want to once again thank you for your commitment to the women's cause, and the network in particular. I would also like to call upon you to once again walk with us this 5-year journey and beyond where our main niche is centered on movement building and building a cohort of influential women leaders and organizations across the sectors for gender equality and equity.

For God and My Country,

United Women Can!

Hon. Tezira Jamwa
Chairperson UWONET

EXECUTIVE DIRECTOR'S REMARKS



First and above all I thank the Almighty for granting us the opportunity and ability to successfully work through the year 2018. It is with profound thanks that I acknowledge the UWONET Board of Directors, staff, members, partners and allies in the women's movement for their support in 2018.

2018 was indeed year of key accomplishments and ground breaking success in so many different aspects geared towards gender equality as well strengthened efforts towards an inclusive culture within the women's movement.

With an increased sense of awareness towards demand for accountability we observed a mass action towards key asks for women and girls this was demonstrated in so many ways for instance, the women's match on the rampant murder of women and girls, press conference on school fires and so many other joint actions for advocacy.

During the year, UWONET crossed yet another mile stone in the history of the organization as she marked 25 years of her existence and successful contribution towards transforming the lives of women, girls, boys and men in Uganda for Gender Equality. Since her birth in 1993, UWONET has lived to her core objectives of advancing gender inequality and promoting women's rights through advocacy. So far, UWONET is proud to mention that there have been tremendous strides registered in terms of key policies and laws, change in mindsets to mention but a few.

The 4th National Women's Week was convened under the theme "Crossing Barriers, Building Bridges." As UWONET we believe in the power of creative collaboration and partnerships for provocative, progressive models that bring momentum to our diversity efforts. There were a number of activities that were held across the week and these included;

the Girls Arise school visits and conference, the Inter-Faith Intercession, Research symposium, Women's Week conference, Women's Pro-Bono Camp.

In order to respond adequately to changing needs and trends of women and girls as a key focus, UWONET also delved into carrying out a number of studies that were intended to provide updated information and data on key issues as an evidence-based advocacy strategy. We believe that this will take a long way towards transforming lives thus an improved society for all.

2019 will be yet another year filled with new and exciting engagement for UWONET which include; as we look forward towards **first year of implementation for the new strategic plan (2019 – 2023)**, 2nd Regional Women's Week, admission of new membership and continued institutional growth. I invite you all to continue walking the UWONET journey through partnership at all levels.

I want to express my gratitude and deepest appreciation to all our stakeholders; you are our strength!

FOR GOD AND MY COUNTRY

Rita Hope Aciro – Laker

Executive Director

STRATEGIC OBJECTIVES

THEMATIC

AREA 01

Women's Leadership and Democratic Governance

Strategic Objective 1: To build a cohort of women leaders at national and district levels to participate, engage and influence decision-making structures and processes at different levels and institutions for gender responsive leadership and democratic governance.

Strategic Objective 2: To advocate for implementation and reform of laws and policies for increased women's participation in leadership and democratic governance.

Strategic Objective 3: To strengthen capacity of civil society on social accountability and constitutionalism.

THEMATIC

AREA 02

Women's Rights and Access to Justice

Strategic Objective 1: Advocate for the implementation, reform and enactment of laws, Policies, programmes and Regulations for the promotion and protection of women's human rights.

Strategic Objective 2: To reduce tolerance to VAW/G and GBV in the social-economic, legal, policy and political structures.

Strategic Objective 3: To influence promotion and protection of women and girl's reproductive health rights in government planning, implementation and monitoring processes.

THEMATIC
**AREA
03**

Women's Economic Justice and Empowerment

Strategic Objective 1: Advocate for the implementation, review, and formulation of gender responsive trade policies, laws and regulations at local, national, regional and international level.

Strategic Objective 2: Advocate for increased women's access, ownership, control and benefit from economic resources.

Strategic Objective 3: Strengthen capacity of civil society to engage, influence and demand for gender responsive policies and guidelines for equitable national resource allocation, distribution and management.

THEMATIC
**AREA
04**

Institutional Development and Organizational Strengthening

Strategic Objective 1: To develop, implement and sustain policies and mechanisms for institutional governance.

Strategic Objective 2: To document and increase visibility of the network's interventions.

Strategic Objective 3: To strengthen institutional capacity to meet the mandate of the organization.

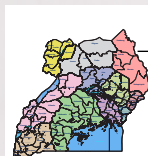
OVER VIEW OF 2018

statistics and summary



21,377 beneficiaries

in total reached



63 districts

(including those
in partnership)



11,592 people

benefited from GBV
Advisory Center
Services in **3** districts



12 projects

implemented with
support from
11 donors



85.3% completion

Planned Activities



Who we worked with

Members:

1. FOWODE
2. ACFODE
3. CEDOVIP
4. UWT
5. Slum Aid Project
6. FIDA – Uganda
7. SWGS
8. Isis WICCE / WIPC
9. National Bahai Committee for the Advancement of Women
10. UMWA
11. Association of Uganda Women Medical Doctors
12. Deborah Kaddu Serwadda
13. Judy Kamanyi
14. Dr. Mary Ssonko
15. Sheila Kawamara

Political parties / Academic / Research

1. EPRC
2. Applied Research Bureau
3. REEV Consult
4. Busara Center for Behavioural Economics
5. Center for Basic Research
6. College of Humanities and Social Sciences Makerere University
7. Gender Mainstreaming Department Makerere University

OPERATING CONTEXT IN 2018 Political



In 2018, the Electoral Commission in Uganda launched the Strategic Plan and the Road map for 2020/2021 General Elections. The Chairperson of the Commission stated that the **number of new administrative units – 141 districts** in 2020/2021 from 112 districts in 2015/2016¹ – implies the increase in costs of conducting the elections to an estimated amount of **357.82² billion Uganda Shillings**.

The year 2018 was characterised by a number of elections conducted around the country. Elections of LCI and II Chairpersons were conducted after 17 years. The method of voting by lining up behind a preferred candidate disenfranchised many Ugandans in form of privacy, independent choice of candidates and this triggered violence during and after the elections.

The Bye elections conducted in the districts of Bugiri, Jinja, Rukungiri, Sheema and Arua were marred with violence to which citizens lost their lives and properties.

1 <https://www.ec.or.ug/sites/default/files/2020-2021-general-elections/Remarks%20By%20Secretary%2C%20Electoral%20Commission%20at%20the%20Launch%20of%20the%20Strategic%20Plan%20and%20Roadmap%20for%202021%20Elections.pdf>

2 <https://www.ec.or.ug/sites/default/files/2020-2021-general-elections/A%20Presentation%20on%20the%20Electoral%20Commission%20Strategic%20Plan%20and%20Roadmap%20to%20the%20%202021%20General%20Elections.pdf>

2018 saw the emergence of a new political pressure group such as People Power that has caught the attention of Ugandans. It is purely political and seeks to address particular political interests and pushing for particular agenda like ending political suppression.

2018 was characterized by an atmosphere of economic anxiety several new taxes were introduced which had diverse gender implication on women. These included; the “Over The Top” tax (OTT), Social Media tax, Mobile Money tax as contained in the Excise Duty (Amendment) Act 2018.

Poverty in most of the regions and districts of the country remained high estimated according to the Uganda National Household Survey (UNHS) at **60.8** in Karamoja, **42.1** in Busoga, **27.3** in West Nile, **40.5** in Teso and **34.7** in Acholi region among others.

The influx of refugees in the West Nile and Acholi region has created tension among the refugees and the hosting communities such as Yumbe and Lamwo districts. This has affected the environment as trees are cut to cater for human activities. There is also increased pressure on the available services in the districts such as health units, schools among others due to the increased number of people in the districts hence affecting service delivery.



WOMEN'S LEADERSHIP AND DEMOCRATIC GOVERNANCE

It has been proven that empowering women has a multiplier effect. The increase in participation and influence of women in positions of leadership at all levels of decision making, can help strengthen policies and legislation for greater gender equality.

The women's leadership initiatives at UWONET and her partners have been grounded in unleashing the potential of current and future female leaders at different levels to drive sustainable development.

This section highlights strategic actions taken by UWONET in 2018 to remove barriers to equal participation and engagement of women and girls in leadership and governance.

CAPACITY BUILDING

While working with our partners, we are committed to strengthening women's meaningful political participation and influence in decision making processes.

In 2018, Women Democracy Group (WDG) trained 1298 women leaders / councillors including male speakers in 52 districts and 126 sub counties. The training was aimed at enhancing skills set and knowledge base of local leaders on; gender and gender mainstreaming; women's rights, procedures and processes of Local Council operation and how councillors can effectively work with technocrats for sustainable service delivery.

In addition, UWONET and her sister organisations mentored and coached the women leaders. The mentorship was intended to nurture the women caucuses on advocacy and networking, build common legislative agendas and strategies for advancement of women's rights.



As a result, the leaders committed to addressing issues affecting their communities and districts through mainstreaming gender in plans, budgets and legislations for gender responsive service delivery. During the mentorship it was noted that women leaders are more vigilant on advocacy issues affecting women and young girls in the community. Action plans were developed to support advocacy and influencing.

PLATFORMS: TAKING OUR RIGHTFUL SEATS

National Dialogue: Ensuring Women are well represented.

Women's participation in peace negotiations and peace-building has always been at the informal level and rarely visible to the formal peace makers and keepers of peace. Between 1992 and 2011, women globally only made up 2% of chief mediator, 4% of witnesses and signatories, and 9% of negotiators (UN Women 2012).

To ensure that women and their "common agenda" are well represented in the National Dialogue process,

SHARING STORIES

Some of the beneficiary Voices from the Leaders/ Councilors Training:

"Council is the highest planning unit at the district and sub county. As the Speaker, you have to ensure that councilors are inducted on their roles and responsibilities. The district has already done that for the councilors.

I thank UWONET for training us," Joseph Eruu, Speaker, Napak district.



UWONET entered into partnership with the Elders Forum and Inter-religious council in preparation for the National Dialogue Process. She was selected as one of the organisations on the steering committee of the dialogue, and will be mobilizing participation of women in the process to ensure that issues perpetuating gender inequalities in the country inform and shape the direction of the dialogue.

UWONET also organized a women leaders' consultative meeting for the national dialogue process, and led on gender analysis of the National Dialogue working framework paper. Through these engagements, key gender gaps were identified to inform a working paper on women's equal participation in the Dialogue Process. In addition, two women representatives (Patricia Munabi and Rita Aciro) were nominated to the national dialogue think tank.

Creating platforms for shared learning

In bid to strengthen relationship between women councillors and technocrats, UWONET in April 2018 facilitated an interface between the councillors and technocrats who included; CAO, LCV, district Speaker, sub county Speaker, district councilors, sub county councilors and chiefs. The aim of the dialogue was to create a link between technocrats and the politicians as well as share information on available opportunities for women in the district and build partnerships with women leaders to deliver. The leaders were called upon to integrate and conduct continuous sensitization meetings through the CDO's office. Likewise, the Sub County Chiefs were told to allocate resources for induction of sub county councilors on their roles and responsibilities as well as radio talk shows while Councillors were urged on lobbying for radio talk show airtime from the CAOs for the Government programs.

and involve women councillors in the district coordination meetings. As a result, this will lead to improved working relations with the councillors and the technical arm. For instance, Napak District allocated 1 million Ugx for FY 2018/2019 towards gender events and for procurement of bicycles for People with Disabilities to procure at least 2 . With regards to Human resource, while recruiting, the females are given an additional score to women so that they can effectively compete for positions in the district for example the 2 women were recruited respectively the CDO and the Probation Officer in accordance with the recruitment guidelines and policy.

Strengthened Voice and Accountability on issues of Gender Equality

Uganda Women's Network also made deliberate efforts to work with and through the government structures for sustainability.

UWONET utilized the approach of caucusing that was used to bring the women and selected male leaders together irrespective of their political affiliation for gender and women's rights. During the implementation period, the caucuses were supported to develop joint gender action plans and followed up to implement the agreed recommendations which if fully implemented with a greater impact both during the project period and beyond the project period. "In Lamwo district for instance, the Women Caucus successfully influenced the passing of a resolution for government to contribute 1,000 Ugx for every child enrolled in primary school towards

SHARING STORIES

Some of the beneficiary Voices:

"The women councilors keep in touch with their Sub county chief to go and monitor government programs. For instance, women councillors are so active in the recovery of government programs e.g. Uganda Women Entrepreneurship Program and Youth Livelihood. In this regard they have are very supportive to the technical arm implementing these programs".

CDO Nadunget subcounty

"It's good that we are interacting now as technocrats and councillors because the technocrats usually fear that the politicians are there to disorganize and take their offices or even see only what is wrong. Yet we are all there to support each other. So it is good we are here today, let's support each other," Hon.

Akot Christine, Vice District Chairperson, Moroto.



menstrual hygiene. The implementation of this decision will commence in the Financial Year 2019/2020 to enable schools provide young girls with sanitary pads.”

The resolution was because many girls dropped out of school for among other reasons due to lack of sanitary pads which affected the

girls’ completion rates in higher institutions of learning and greatly affects girls and women’s ability to compete in the job market. According to the District Education Officer in Lamwo district “the illiteracy rate of girls is very high, the retention rate of girls is at 29% lower than that of boys at 33%. He also noted that other reasons for girls dropping out of school especially among the border communities such as Padibe and Ogili is that girls are expected to help their parents (mothers) grow, weed simsim (a commercial crop).” This is an indication that the disproportionate burden of unpaid care on women and girls and the impacts on girls education.

Elsewhere, women caucuses championed for GBV issues in council. As a result, Namutumba District Caucus advocated for a GBV vote in the budget passed in 2017 and effected in 2018 specifically for GBV in their budget for financial year 2018/2019 hence having 3Million Ugx allocated. Additionally, two million Ugx (2M) through Planners office in Mayuge was allocated to the GBV Advisory Center to construct a client’s waiting shade among others. This will be effected this financial year 2019/2020In Kamuli, district leaders passed an ordinance on Ending Child marriage and Child Labor. Councilors have also been able to influence resource allocation with a gender lens e.g. the

Vice Chairperson (member of the caucus) of Mayuge district influenced the inclusion of women of the list of beneficiaries for the Operation Wealth Creation.

STRATEGIC POSITIONS PROVIDED TO THE WOMEN

At the subnational level, Uganda Women's Network in Partnership with 3 district women's networks (Pacheco in Nebbi/Pakwach districts, Nakerere Women's Rural Activist in Kotido district and Women and Rural Development Network (WORUDET) in Lamwo district conducted engagement meetings in each of the three districts with women and men in political (elective) leadership for the districts to appreciate women's leadership and that women can make a contribution. Resultantly, some of the districts now have more female representation on their Executive Committees. In Pakwach district, female political leaders are now given the opportunity to vie for leadership positions and are elected. The Speaker and Deputy speaker are both female, and the Executive has two female representatives.

Regional dialogues which brought together **130 (68Males, 62Females)** stakeholders across the 4 districts of Kotido, Lamwo, Pakwach and Nebbi mounted pressure on the district political leadership to include women's voice in the decision making process. For example in Lamwo district, "the LCV chairperson was challenged why there were no women on the executive and how this would lead to gender blind decisions. A few months after the regional dialogue, he reshuffled his Executive to include at least 2 women and 3 men. While we are not yet at parity, we have made some strides in that direction. UWONET also sees a similar position in Pakwach district where the district has been branded "the district for women".

SHARING VOICES

Some of the Voices for the beneficiaries: "I did not endorse Operation Wealth Creation programme of giving out cows because there were no women on the lists. They were saying the women did not own land on which the cows would graze. With my influence 35 women benefited", Member of the Mayuge District Women Caucus.

Some of the Voices for the beneficiaries: "As female Councillors, our participation has been greatly boosted the trainings and meetings we have with UWONET. Previously our male colleagues did not pae said, or even think we could be good leaders. But nowadays when we stand up to speak, we challenge them and they respect us more. Some of them now support our positions."

Hon. Rose Namoe,
Chairperson, Kotido Women' Caucus.

MENTORSHIP AND COACHING OF DISTRICT COUNCILORS

In 2018, as a build-up of the previous years, **15 district local councils** were supported to strengthen district women's caucuses. The district women's caucuses continued to organize and build consensus on how to position themselves and influence gender responsive advocacy in council. Through the caucuses, the influence of women in council has grown evidenced with the quality debates in council and within the various committees that has yielded specific budget allocation and consideration for gender and women's rights in the district budgets and plans. Caucus review meetings provided space for the women councilors to review the caucus plans and prioritize concerns to be advanced in council. One caucus review and reflection meeting was held during the year, thus providing an opportunity for the women caucus to discuss priorities to be advanced for consideration in council before and during the budget approval processes.

UWONET convened **40 Women Councillors** at district and subcounty levels for orientation on women and girls issues when passing the District and Sub county Local government budgets. The Women Councilors also shared their experience on handling GBV within their communities and called for more support from the center staff more so the Districts where the Advisory centers are located. Further still trainees were encouraged to create and implement bye laws that will help curb violence Against Women and girls within the communities from the grass root.

As a result of the mentorship and coaching the following results were realized. The women caucuses were instrumental in influencing council to consider allocation of financial resources on aspects which are pertinent to women and girls from respective districts through moving of motions and lobbying. Examples of this include:

In Agago district, women caucus lobbied for solar panels to be installed in health centers to enhance access to services especially at night. The caucus proposed that each financial year a small budget should be put aside to light up 5 or 6 health facilities. By November 2018, 42 of the 48 health facilities in the district had lights installed. The caucus expects that by the coming financial year all the remaining health centers will have lights installed.

In Moyo district, there was a big challenge concerning delivery beds, especially for mothers with disabilities who were forced to deliver on the floor, exposing them and their new born babies to a high risk of infections. The caucus identified this and embarked on ensuring that mothers with disabilities received equal treatment during birth. They lobbied for adjustable beds from development partners and UNICEF donated 10 beds for the health centers Ills of Besia, Laropi and Lefori. The district is also considering a

budget to purchase at least 2 adjustable beds for each of these health centers in the FY 2019/2020.

Advocated for delivery beds for women living with disability

In Moyo district, a monitoring visit by the women caucus established that mothers with disabilities were delivering on the floor which causes high risk of infections for the mother and the new born baby. The caucus identified this and embarked on ensuring that mothers with disabilities receive equal treatment during birth, the nurses harassed these mothers with some questioning them why they opted to have children yet they are disabled, some thought the services of traditional birth attendants. The women caucus lobbied for adjustable beds, UNICEF donated 10 beds for the health centers of Besia, Laropi and Lefori which are H/C III, through the lobbying of the caucus, other partners also donated a consignment and the district is looking into its budget to buy at least 2 adjustable beds for each of these health centers. (Interview with Women Caucus, Moyo)



Situation before, mothers with disability delivered from the floor



The new delivery beds for mothers with disability as a result of advocacy by women caucus

Secondly, over **25 motions** were moved by women caucuses pertaining to gender equality, women and girls' rights and social issues in the respective districts. Also, an increased number of women in leadership positions was registered, many women were elevated to the positions of responsibility in councils. The number increased from 20 in March 2017 to 35 by May 2018. Generally, activism for gender equality and women's rights, the women have challenged gender inequality and injustices on women.

UWONET also facilitated **30 radio talk shows** held across 15 districts in Acholi, Lango and West Nile, the women councilors were able to provide feedback to the electorate, breaking down the 2018/2019 budget priorities and caucus achievements. Other areas were on persistent social injustices affecting women. The women councilors took this opportunity and mobilized women candidates and voters to participate in the concluded LCI elections.

WOMEN'S RIGHTS AND ACCESS TO JUSTICE



During the year, the country underwent a number of developments that shaped its current context. It was a unique year for the access to justice department due to a number of processes that were aimed at promoting women's rights which were ongoing and key to programme implementation.

CEDAW REPORTING YEAR

2018 was the reporting phase for the 9th CEDAW report presented to the CEDAW committee in Geneva. This was critical because Uganda last submitted the 4th-7th report in 2010. UWONET together with Plan International met members of the CEDAW technical working group to plan for writing the 9th Alternative CSO report on CEDAW.

1 MAPUTO PROTOCOL TURNS 15

“Inequality can be done away with only by establishing a new society, where men and women will enjoy equal rights, resulting from an upheaval in the means of production and in all social relations. Thus, the status of women will improve only with the elimination of the system that exploits them....” Thomas Sankara

The African continent has made some strides towards eliminating the system that exploits and discriminates against women. One of these steps is the adoption of the Protocol to the African Charter on Human and Peoples’ Rights on the Rights of Women in Africa (Maputo Protocol) on 11th July 2003 in Maputo, Mozambique, it later came into force in 2005.

The Protocol has also been celebrated for having an authentic African fingerprint in being an African tailored solution for African problems. This brief snapshot illustrates what a strong framework for protection exists for women in Africa.

Uganda commemorated the 15th anniversary celebrations of the Maputo protocol at Hotel Africana which was hosted by Akina Mama wa Afrika (AMwA) and Solidarity for African Women’s Rights (SOAWR) on 11th July 2018 UWONET presented a paper on Uganda’s journey of ratification and achievements at the 15th commemoration of the Maputo Protocol.

THE DISSEMINATION OF THE SYLVIA TAMALE SEXUAL HARASSMENT REPORT AT MUK

In its findings, the Committee found gaps and weaknesses in the existing policy. Since the policy was passed twelve years ago, Makerere University has been transformed by the collegiate system, which means that the very conceptual framework on which the policy was based is no longer operative. Such deficiencies and gaps need to be corrected in order to strengthen the provisions of the policy and to improve its efficacy.

The report further outlines academic and administrative policy changes that need to be made to weed out loopholes that are exploited by perpetrators of sexual harassment. These include developing a fair and transparent system of examination assessment including well-defined evaluative criteria and a meaningful system of feedback; addressing various complaints related to examination results to eliminate



face-to-face contacts between complaining students and relevant examiners; and discouraging consensual romantic relationships between staff and students.

Above all, and in line with the Constitution of the Republic of Uganda and the University Gender Equality Policy, the university should adopt an affirmative action policy programme in order to close the gender gap in its administrative and academic activities as these aggravate unequal power relations at the university.

Marriage and Divorce Bill still on the order paper of Parliament

The bill was initially meant to reform and consolidate all laws relating to marriage, separation and divorce as well as providing for recognized marriages in Uganda, marital rights and duties, and recognition of cohabitation in relation to property.

Among others, the bill also seeks to ban widow inheritance, which the activists argue conflicts with the constitutional guarantee of free consent to marriage. Other provisions relate to proposed change of bride price to marriage gifts, marital property rights, marital disharmony and dissolution ranging from separation, divorce and remarriage.

The passage of the bill will help align development goals as well as help to achieve gender equality in Uganda. The bill seeks to regulate the rights and obligations of those within the institution of marriage and provide consolidated laws to uphold the institution of marriage to promote social justice within the family unit.

THE NATIONAL INTER-GENERATIONAL DIALOGUE

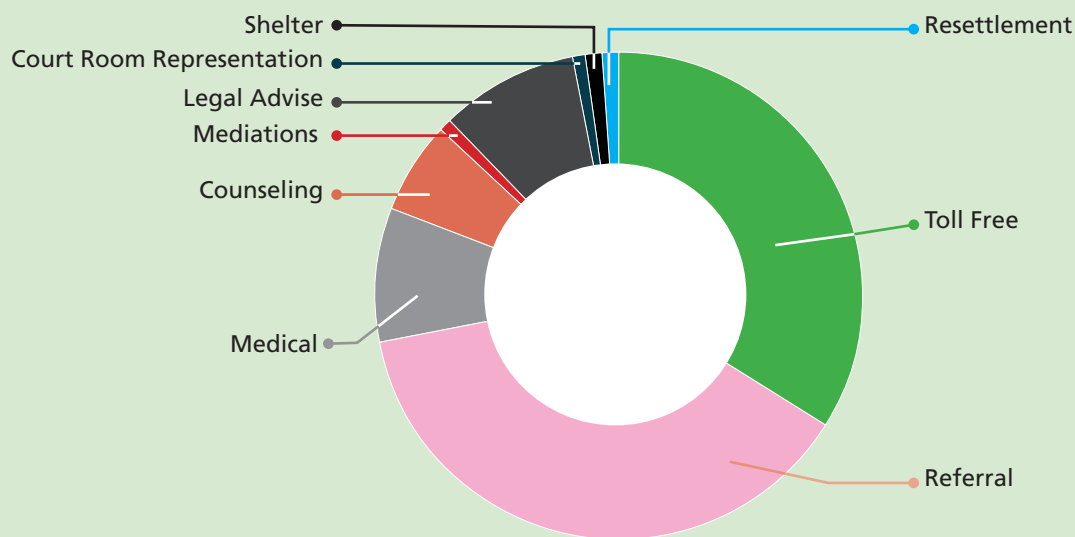
The National Inter-Generational Dialogue was convened as part of the 2018 16 Days of Activism against Gender Based Violence Campaign under the theme “End Gender Based Violence in the World of Work”. The Campaign is marked every year from 25th November to 10th December to draw public attention to and advocate for the elimination of Gender Based Violence across the globe. The Dialogue was also convened in commemoration of International Human Rights Day. The National Inter-Generational Dialogue is one of women’s movement building platforms aimed at bridging gaps and sharing experiences for the empowerment of all women, girls and actors promoting women’s rights.

The Dialogue explored generational shifts in Violence Against Women and Girls and Social Norms. It aimed at creating a space to connect up-and-coming gender equality activists with veterans to develop new strategies to achieve gender equality and eliminate violence against women and girls. This was held on the 10th December 2018 at SKYZ hotel in Kampala.

16 days activities – end of funding event

GBV SHELTER SERVICES AND WORK

Total number using GBV service	11,592
Legal advise	3,985
Court Room Representation	55
Counselling	4,370
Shelter	155
Resettlement	148
Medical	93
Referral	690
Mediations	1,044
Toll free	1,052



Increased access to holistic services for GBV survivors through GBV centers

1. Operationalization of the referral pathway which has enabled survivors to access justice at all points of service delivery.
2. There is a strong good working relationship with stakeholders especially LC 1 chairpersons, the police, Community Development Officers, CAO's office, the RDC among others which has made case handling easy since they have been empowered to handle cases of GBV through joint interventions.
3. Successful handling of cases through use of the different mechanisms where by reconciliations among partners have been realized, where multiple memorandums of understanding have been entered into. Consequently, mutual understanding has been registered in homes that were continuously counselled and visited.
4. Other survivors have been able to acquire back their properties and land.
5. Strengthened coordination among different stakeholders addressing GBV due to the continuous coordination meetings for joint management and response to GBV in the community. This has also resulted in increased networking with other actors like CSOs in the district.

6. Instilling confidence in the community within the region about GBV center services: UWONET and its partners have continuously sensitized the community members about the work GBV centers do. This has increased the number of referrals to the GBV Center. The referrals are a manifestation that they trust the services offered and there is actual assistance to the survivors rendered.
7. "From the various meetings UWONET has been invited to and from the different stakeholders we have engaged with, the team has on countless occasions received compliments in relation to our work stating that "UWONET STAFF CANNOT BE COMPROMISED" this is very positive feedback. This translates into various case referrals due to impartiality, hence gaining more trust in the services offered", UWONET Kamuli GBV center program Coordinator.
8. Overall there has been an increase in the number of survivors sheltered which shows that people are aware of the shelter services offered by UWONET and are actually reaching out for the same. The awareness has been done through community mediations which also double as sensitization sessions.
9. Survivor Support Groups has done much in referral path way and handling of minor cases on the ground.
10. In the year 2018, a total of 701 walk in clients at the Namutumba GBV center: 605 (F):96(M). 354 (50.5%) of the walk in clients were new (had never accessed GBV center services before). GBV service trend indicates that January had the highest number of walk in clients. This is due to the very dry season where there is hardly any cultivation happening. Since the largest percentage of men practice polygamy and have 2-3 wives, this causes many households to disagree and have misunderstandings due to limited provision by the head of the house (that is, the man). During the cultivation season, the community members are much more in peace and unity ready to work together as the cultivation season approaches. This automatically drops the number of survivors/ clients who come to report cases neglect to provide for the family. Families are preoccupied, this translating to fewer fights and disagreements between couples and children, hence a reduction in GBV cases being reported at the GBV Advisory Center.

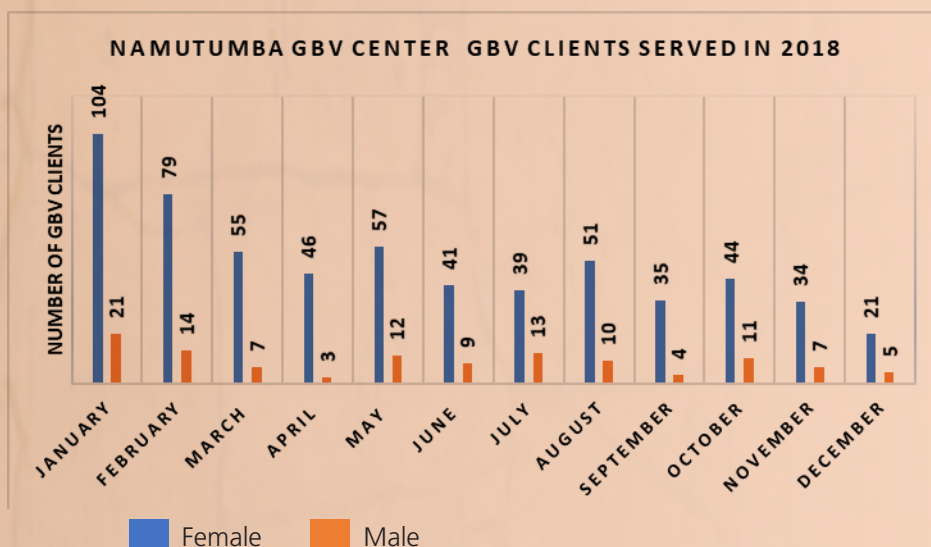


Figure 2: Namutumba GBV clients served in 2018

Opening of the Mayuge GBV Advisory center and the 3rd Advisory center: Mayuge served 240 GBV clients of which 201 were Female and 39 were Male; and Kamuli served. January to April registered a high number of cases due to the dry season that caused a lot of famine that made many men to abandon their families to the places where there was comfort. The other factor was school time where schools were demanding for school fees and the responsible parents were nowhere to be seen hence the reporting for help.

The Kamuli GBV shelter and Advisory center has served a total of 1444 clients. Of these, 1018 (70.5%) are new clients. Below is a graph showing the total number of clients received at the advisory centre. The total number of new clients was 638 and 806 were old clients totalling to 1444 compared to last year with 1257 clients in 2017, this shows a notable increase of clients reporting cases. Due to the massive awareness and sensitization, men and women come to advisory center for assistance and most times the clients whose cases have been concluded usually come back to report the same or other kind of violence perpetrated on them either by the same or different perpetrators.

GBV survivors provided with temporary shelter and resettlement

The Namutumba GBV shelter supported a total of 70 individuals including dependents during the period from January to December 2018 while Kamuli shelter has accommodated 135 individuals: 52 women and 83 children. Total individuals served by the two shelters are 205.

All GBV survivors are received by the shelter matrons who do further interviewing of clients, counselling, and generally providing psychosocial support. The matrons track their progress throughout the period while in the shelter. The survivors are also given basic knowledge on GBV referral pathways. Most of these survivors suffer physical violence, having been beaten by their spouses, chased from their homes with nowhere to be. While in the shelter they received food, beddings, some received dresses because they didn't have enough clothing.

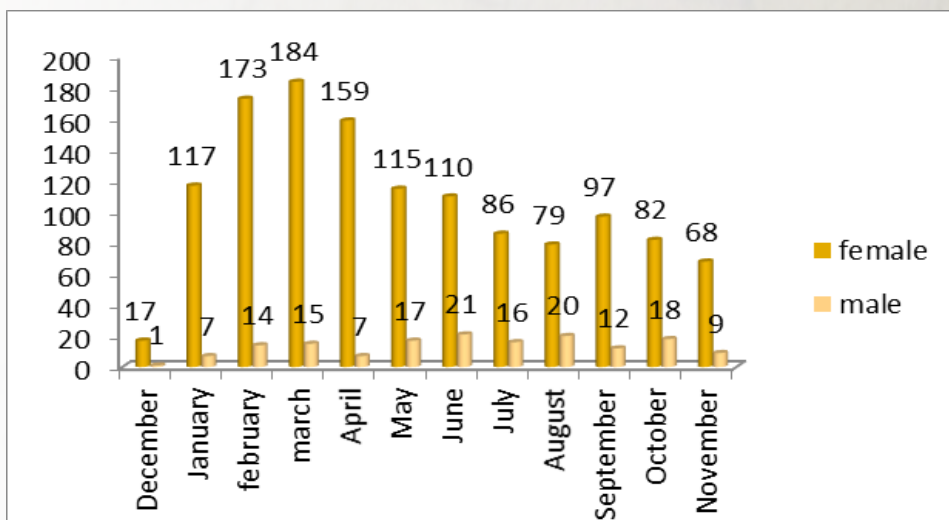


Figure 3: The joy and gratitude of the relatives/family members of sheltered client, 15 year old Suzan Jackline as she was being re-integrated into the community in Lwatama village, Ivukula S/C.

GBV advisory services rendered to GBV clients

The 3 centre offer a range of services including: psychosocial counseling, legal counsel and court representation, medical examination for criminal cases and medical support for survivors that fall sick while at the shelter; and, Alternative Dispute Resolution (ADR)³ through facilitation of mediation, reconciliation, arbitration and negotiations. In addition, linkage support to clients who may need additional attention from another stakeholder such as district local government departments, authorities and other CSOs is also provided. This is done through referrals. The referrals are tracked (what is referred to as 'Case Follow') to ensure that the support given is meaningful.

On the whole Psychosocial counseling (35%) and legal assistance (32%) are the key services required by the majority of GBV clients. This is followed by mediations (8%) and referrals (8%). Toll free (7%) is a service of information provision to either existing or potential clients as well as relatives, friends or duty bearers seeking help for GBV survivors (see figure 4 below).

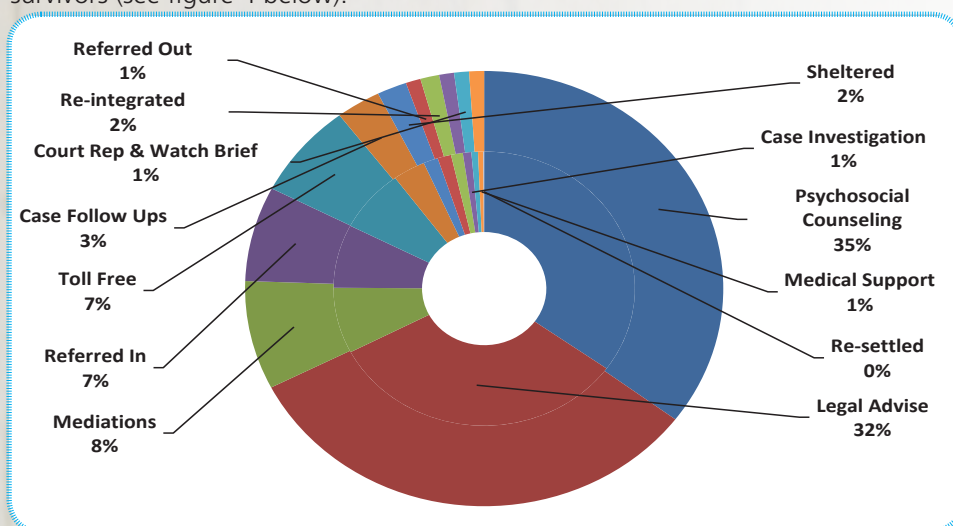


Figure 4: Percentage of the types of services rendered by the three centers to GBV clients and GBV actors

Noteworthy is that, the services that are sort of low percentage viz. Case follow ups (4%), Sheltering (2%), Case investigations (1%), Reintegration (1%), court representation and watch briefs (1%), medical support (1%) and resettling (0%) are the ones which make the GBV center running very expensive. They require funds.

³ ADR means that clients are provided an opportunity to discuss their issues with the aim of empowering them to reach workable solutions



Figure 5: UWONET staff and a CFPU Police Officer during a defilement case follow up on a former sheltered client, 17 year old girl in Namaato village, Namutumba Subcounty.



Figure 6: A sheltered pregnant woman undergoing a scan at a private Medical Center in Iganga, to ensure her foetus of 7 months is well after battered by her husband over a domestic misunderstanding.



Figure 7: UWONET staff interacting with the community during a case investigation on assault of a pregnant sheltered woman.



Figure 9: Community mediation held in Namboote, Kibaale Sub-County by UWONET in collaboration with the Police on a case of child neglect and eviction by sheltered client (sitting on a stool with her back to the camera).

Mediations

These can either be done jointly with stakeholders or just as the office staff. Usually when clients are invited to the office and the matter is not resolved, community mediations are scheduled so as to involve more community members, to get more information and to create community awareness on the issue at hand such as, land & property rights, child custody battles, child neglect and so on.

Community Outreaches

The centers also undertake community outreaches aimed at increasing the communities' knowledge on GBV as a human and social issue, how to prevent and respond to GBV. These community outreaches held as funded and non-funded. In Mayuge, outreaches were conducted in the sub counties of Busakira S/C, Kityerera S/C, Bukatube S/C, Buwaya S/C and Mpungwe S/C. The non-funded outreaches are those where Local Council leaders did mobilization of people within their villages and invited GBV Center staff to sensitize the communities; while the funded outreaches are

"I have observed the following as the key causes of violence in homes: early pregnancies, late pregnancies, having too many children, and producing children rapidly. In one way or the other, domestic wrangles emanate from these 4 different issues. I urge you to take note of these and find solutions to these problems. One of the ways is through seeking knowledge from different duty bearers", Mrs Kalembe , Joy, Kamuli general Hospital SMO.



those undertaken by the GBV centers. Through these outreaches over 1700 people were reached out to. It was noted that more men turn up for outreaches than women possibly because more women are occupied with unpaid care work.

Toll free access

Previously the only clients with airtel numbers were able to call the toll free lines however this has since been fixed where all different networks can access the toll free line.

CEDOVIP: Community mobilization and sensitization on GBV issue

Seventy-five percent (75%)-24 of the 32 - sub counties where the SASA! Program was implemented completed the four phases of SASA! Many of the community members, community activists and Community Development Officers (CDOs) who were involved in this work are fairly skilled to mobilize their communities to prevent violence and to inspire communities to use their power positively to create safer and healthier families and communities. Many communities are aware that violence is unacceptable and consequential and are playing a key role in creating safer environment for women. Furthermore, the community members who were engaged in SASA! and have enjoyed the benefits of non-violence have come up with mechanisms (codes of conduct) that continue to bind their peers, friends and neighbours to non-violence behaviour.

Inter Religious Council of Uganda (IRCU): Muslim Faith Community mobilized for Gender Based Violence prevention and Response

There is increased understanding and appreciation of gender roles and responsibilities among the men especially in the Muslim community where women felt undervalued. Furthermore the religious leaders have increased their respect for women and appreciate their role in communities and now have a voice and space to engage in issues concerning them. This was achieved through proper teaching, creating awareness targeting misconceptions and myths about women and their role in the Muslim communities.

"The GBV program has enlightened the Muslim men and now I feel more appreciated." Muslim woman

Uganda Episcopal Council (UEC): Catholic Faith Community mobilized for GBV prevention and Response

The first ever women stand-alone body has been formed in the 167 years of the Catholic Church in Uganda. This stand-alone organization is the Uganda Catholic Women's Apostolate. The women voted for the first ever National President of the Uganda Catholic Women Apostolate, a one Maria Asumpta Gidudu from Lugazi Diocese. The thirty three (33) Bishops of the Catholic Church in Uganda upheld the program and owned it to the extent that participated in the Commissioning of the 38 women leaders from the 19 Diocese of the Catholic Church in Uganda.

"When I was elected to head women, I mobilized 500 women in our parish, each woman was required to make a contribution of 50,000/- that gave me 2,500,000/- for a start. A small committee was put in place to guide our activities so as to generate more income. Today, we boast of 3 "Bodabodas" motor bikes, two are hired by the nuns to transport their bread to trading centers and pay the group 200,000/- per bike per month. That's 400,000/- per month. The third bike is used by the youth and they deposit 10,000/- to our account per each working day and Saturday. Some women who need assistance to go to hospital can use the services of the youth. Today 26th April 2018, we want to buy "land" for commercial agriculture." Woman leader, Budaka Parish.



MGLSD: National, district and community level coordination for effective GBV prevention and Response

The Ministry of Gender, Labour and Social Development worked with officials of the Busoga Kingdom to develop an Action plan that will be used as a tool for mobilizing funds for the Busoga kingdom. The Busoga kingdom action Plan prescribes interventions to address the GBV which emanate from the unequal power relations between men and women in the Busoga Region. The priority areas include; Strengthening Structures of OBB to reduce GBV; Awareness Creation on Socio-cultural practices that impact on GBV among women and girls, boys and men; Improve Livelihood of women, girls and boys; Integration of HIV and AIDS in GBV programming; and To monitor and evaluate progress of the Action Plan. Furthermore, the Ministry of Gender, Labour and Social Development conducted 32 meetings in the 8 programme Districts and 64 coordination meetings at the sub county level. Through the District coordination meetings the Districts were able to develop action plans for GBV implementation and allocation of funds from the District and sub county Budgets. The districts committed to continue with the JTP interventions including; the District and sub county coordination meetings and collection of GBV incident data.

WOMEN'S ECONOMIC JUSTICE AND EMPOWERMENT

In 2018, Uganda's economy suffered greatly recording a trade deficit of 319.60 USD Million in November of 2018, as a result of the riots and civil strife in the country; the country's dependence on fuel imports and exportation of agricultural products such as coffee and cotton. This had negative implications on trade and business in Uganda especially in rural areas due to increased transport costs. The economic situation was worsened by the introduction of Social media and mobile money taxes; something that had negative effect on prices of commodities and business.

Under the women's economic justice and empowerment programme area, UWONET believes that Women's rights to access, control and ownership to productive resources individually and collectively needs to be reinforced by policy, practice, and enabling environments. The structural, institutional and socio-cultural barriers that hinder women from this pursuit should be challenged through economic and legislative reforms intended to recognize that women have economic rights which entitles them to share and own not only the products of their labour but also have control over decisions intended to transform them economically



UWONET work under this programme area was to advocate for the implementation, review, and formulation of gender responsive trade policies, laws and regulations at national, regional and international level, because women's participation and engagement to influence gender-responsive macro and micro economic planning and policy formulation and implementation is key to addressing the underlying causes of women's economic marginalization at regional, national and local levels.

POLICY ENGAGEMENT

UWONET continued to her policy engagement initiatives by working together with like-minded organizations through coordinating the women in trade cluster. Following the engagements with the Ministry of Trade, Industry and cooperatives on the amendment of the national trade policy, UWONET continued to provide spaces for women farmer groups and women in business from the districts to interface and present their challenges to the line ministries. Advocacy meetings were held with Ministry of Trade Industry and Cooperatives, Ministry of Agriculture, Animal Industry and Fisheries and Uganda National Bureau of Standards (UNBS) to highlight the concerns from the project districts. Commitments were made by the different ministries towards addressing these issues. The Ministry of Agriculture acknowledged the limited extension workers and recruitment will be boosted in the Financial Year 2019/2020, the Ministry of Trade committed to integrating these concerns in the development of the new Trade Policy 2019. UNBS committed to supporting in certification of products for better markets.



Strengthening women's entrepreneurial capacity

Building on the entrepreneurial capacity building provided in 2017, the women groups benefited through mentorship and refresher sessions. 303 women in business and women farmers were supported in Mubende, Zombo, Amuru, Kaabong, Kotido and Lamwo districts. The mentorship and refresher sessions were based on gaps highlighted during the monitoring done in these districts, some of the gaps were on business management, value addition, marketing, business diversification. UWONET partnered with Uganda Registration Services Bureau (URSB) to provide information on business registration and procedures. As a result, 30 women businesses were registered in Kaabong, Kotido and Lamwo districts. The interaction brought the services near to the women. It was observed that the women were initially scared of high registration fees which also affected their ability to compete for bids at the district Local Government. In relation to business diversification, the women were provided with practical skills on selected projects such as soap making, Vaseline, chalk and candle making. And as a result, there is evidence of change of business strategy and diversification among the beneficiaries having some of them who were previously purely farmers start on small scale businesses thus leading to more income generation for their families.

Collaborations with the private sector

These platforms provided an interface between rights holders and duty bearers in regards to restoring a favorable business operating environment in Mubende, Zombo, Amuru, Kaabong, Kotido and Lamwo districts. 12 such interactions were held and follow-up meetings thereafter to track implementation of commitments by the duty bearers in addressing the issues raised and some of which included; limited extension services for women farmers, limited market access and price fluctuations, pests and crops diseases in the markets the issues were; poor hygiene and sanitation (congested water channels/poor drainage system, irregular waste disposal, poor hygiene among market vendor). As a result, the beneficiaries were empowered to demand for better services and responsiveness among the duty bearers was evident to address the issues raised and the following actions were taken to address the issues raised; The town councils committed to allocate budget lines for the market development, health inspectors were tasked to have regular inspection and supervision of the markets, the market executive were tasked to operationalize bylaws to govern the market operations and continuously sensitization on policies governing trade. Specifically, in Kotido district, street lights were installed along the market street, a police post was established in Kotido municipal market to improve security.

Economic empowerment for women leaders

A leader with pivot of influence to the community has to be exemplary in all aspects including self-reliance, independence, and resilience with agency. In execution of their oversight role such as monitoring service delivery, the women councilors face hurdles related to financial facilitation. To counter such hurdles the women leaders were supported to form caucus saving clubs in 2017. A follow up of the caucuses in 2018 showed 15 women caucuses have savings groups that have boosted their incomes and enabled them to perform their roles as leaders. Through the savings pools, most of the women councilors started businesses. For example, Kileleshwa district women's caucus reported that out of their funds, 60% is used to facilitate their meetings out of their 100,000 shillings collection monthly per individual.

Economic empowerment of Survivors

This was in Jinja district and brought together key players in the 08 districts of the program implementation. The main objective of this training was to empower survivors to identify economic empowerment opportunities (e.g. vegetable gardening); savings, and access to UWEF. They are supposed to disseminate this information to fellow women at the grassroots. This is also a key sustainability mechanism for the GBV survivors beyond the program lifetime.

Through this training, the trained participants have been able to influence other women within their circles towards economic empowerment through encouraging them to save for the future, investment and access to UWEF.



Kekulina Gonda, a GBV Survivor Support Group member and also Chairperson for 'Namutumba Town Council Women group' leading a group discussion on how women groups can acquire Uganda Women Entrepreneurship Fund (UWEF).

INSTITUTIONAL STRENGTHENING AND ORGANISATIONAL DEVELOPMENT

UWONET ANNUAL GENERAL ASSEMBLY AND ELECTION OF NEW BOARD

During the year, UWONET held an Annual General Assembly at which elections for new Board members were held.



UWONET @ 25 CELEBRATION

Last year 2018, UWONET crossed yet another mile stone in the history of the organization as she marked her existence and successful contribution towards transforming the lives of women, girls, boys and men in Uganda for Gender Equality. Additionally, a reunion was organized for all the people who served UWONET over the years and her membership as part of the process of documenting the individual's contribution to the growth of the network



STAFF REFLECTION

At the end of January UWONET held a staff reflection which included staff from the secretariat, Busoga staff and volunteers from the district network offices. Among the key activities during the reflection was; a tour at the Social Innovation Academy, presentations from the programme team, Introduction to photography, Monitoring and Evaluation, survey findings on SWOT analysis, withholding tax guidance, feedback on retreat 2018 report, survey organizations report 2017.



FRIDAY GROUP LUNCH

The discussions started in January 2018 at the 1st staff meeting at secretariat to start the Friday Group Lunch (FGL), an avenue for peer learning, team building bonding and relaxation. Every Friday staff are encouraged to have lunch together and share knowledge on different topics and among these were was a training: on Corporate Identity (H3000 TA Mareike) and Twitter training. The trainings were aimed at increasing UWONET's visibility with her stakeholders.



TRAINING IN PROPOSAL WRITING

This was an all-day training for staff and the main focus was on developing the concept, log frame and budget as well as improving the writing through sharing of experiences and new learning. The only 'action or commitment' besides improving our proposal development process and writing, was to become familiar with the organisational



Resource Mobilization Policy and develop more concrete fundraising guides and roles of responsibilities.

PARTICIPATION IN THE GENDER PRE- FORUM HELD IN GARBONE, BOTSWANA

UWONET was privileged to take part in the sessions on gender justice, women's rights and human rights. The meeting was a reflection on the 2018 African Charter under the theme on "winning the fight against corruption" additionally, the meeting also examined the different frameworks of AU's democratic governance and the African charter.

LAUNCH OF THE SECOND DGF FUNDED PROGRAM

On 28th June 2018 UWONET and her partners launched the "Women and Youth Empowerment for Leadership and Women's Rights program at the Golf Course Hotel in Kampala. The program was developed to strengthen gender responsive governance through enhancing gender responsiveness in policies, budgets, plans, projects, monitoring and evaluation in 45 district Local Governments across the five (5) regions of Uganda (North, East, South, West and Central). The program intends to: increase collaboration between male and female councils to build support for women 's leadership and gender



responsive planning, budgeting, implementation and monitoring and evaluation: and to enhance activism, networking amongst women's civil society organization at the district level for promoting of women's rights and gender accountability.

4TH NATIONAL WOMEN'S WEEK

The 4th National Women's Week was convened from the 17th-26th October 2018, under the theme: "Crossing Barriers, Building Bridges: Unleashing Collective Power." The aim of the 4th National Women's week was to strengthen ties between Women's Rights Organizations, Government Ministries, Departments, Agencies and Officials, Civil Society Organizations and Non-Governmental organizations across the country in an effort to build bridges for collective power for women's rights and gender equality. The space aimed at promoting the sharing of knowledge and experiences to holistically address the multi-dimensional factors that continue to impede women's empowerment, gender transformation and inclusive development. There were a number of activities that were held across the week and these included; the Girls Arise school visits and conference, the Inter-Faith Intercession, Research symposium, Women's Week conference, Women's Pro-Bono Camp. Throughout the whole week we had a total number of 4,270 participants for all respective events and activities held across the entire week.



REGIONAL PRE-CSW62

A regional Pre-CSW62 Strategy Meeting of women's rights organizations was held in Addis Ababa, Ethiopia and UWONET was among the Women's Rights Organizations that took part in these processes. This process culminated into a common advocacy position and policy recommendations with key messages to be used to lobby governments prior to and during the CSW62. The Pre-CSW62 Strategy Meeting brought together national, sub-regional and regional representatives of women's rights organizations, UN agencies and partners working and supporting the work of women's rights organizations in East, West, North, South and Central Africa

As a result, consensus recommendations from the African Women's CSW62 Advocacy Position and Policy Recommendations on the CSW62 Priority Theme: "Challenges and Opportunities in Achieving Gender Equality and Empowerment of Rural Women and Girls" included; Recognize, value, reduce and redistribute women's unpaid care work; including through universally accessible, affordable, quality gender-responsive public social services. It is important to include the unpaid work of women as carers, farmers, producers and processors in gender-sensitive women's economic empowerment programmes and policies. Governments must measure and reflect unpaid care work in the national GDP; and ultimately, increase budgetary and resource allocation for effective implementation of policies to address unpaid care and domestic work.

PHOTO A1

ADVOCACY INITIATIVES

INTERNATIONAL WOMEN'S DAY PRESS CONFERENCE 2018

The 2018 national commemoration of the IWD was under the theme "Empowerment of Rural Women and Girls: Opportunities and Challenges" Uganda Women's Network (UWONET) coordinated different human rights organizations and individuals to engage, reflect and collectively raise voices on the state of women's rights as a national concern. The press conference was held at FIDA offices bringing together different representatives from different CSOs, NGOS, and private sector organizations.

In the press statement the women's movement highlighted different challenges as impediments to the attainment and enjoyment of their rights which included; Women's Land Rights, Poverty and Inequality, Health Care, Education, Harmful Cultural practices and Security of Women.

PRESS CONFERENCE ON SCHOOL FIRES

The press conference was as in view of the rampant school fire out breaks witnessed within the country. There about nine students that were reported to have lost their lives in the fire incident at St Bernard's Mannya secondary school in Rakai district. It was upon this background that UWONET together with her members and allies organized for a press release on 15th November 2018, at the UWONET secretariat offices making specific demand to the government of Uganda to see that such incidents are well managed and also prevented from happening within schools.

THE WOMEN'S MARCH ON WOMEN'S LIVES MATTER

The message was clear: Ugandan women are sick of living in fear and demand answers and accountability for the murders of more than 40 women, a macabre trend here since 2015, 20 bodies were found in the space of a few months throughout Wakiso district some mutilated, others raped and strangled. Other than gender, there were no specific targets:

some of the victims were shopkeepers; others were students, sex workers and housewives. Nobody has been found guilty and no comprehensive report has been produced by the state since 2017.

#FreeWomensHands #ShareCareWork campaign

The #FreeWomensHands #ShareCareWork campaign was a digital campaign that was carried out by UWONET with a call to government to increase investments to the key sectors of health, education and agriculture. They believe that investments- that are alive to the ways in which patriarchy has left women at the periphery of society- in these pro-poor sectors would lead to reducing women's unpaid domestic and care work load. UWONET also called for the value of women's unpaid work documented in national statistics and call upon government to embark on a nation-wide campaign to change attitudes about women's gender and care roles.



COMMUNITY EMPOWERMENT AND SOCIAL ACCOUNTABILITY

UWONET facilitated 15 dialogue platforms, which were held between women in the private sector and the duty bearers, to interface on issues affecting the business operating environment in Kotido, Kaabong, Zombo, Mubende, Amuru and Lamwo districts. As a result, the beneficiaries have been empowered to demand for better social services and the following actions were taken to address the issues raised; In Kotido district, 2 street lights were installed along the market street. 2 market access roads were constructed; 2 Pit latrines emptied; garbage collected twice weekly; 3 water points were constructed and a police post established in Kotido municipal market to improve security. In Paidha town council market in Zombo district, garbage is being collected by the town council at least twice a week. In Zeu Sub County, Zombo district, a survey to assess the water table was done and a site identified for drilling a borehole. In Amuru town council market, the latrine was renovated and another allocation for a latrine is expected under NUSAF III. In addition, in Pabo market, Amuru district, a guard was recruited to guard at night following the many break-ins experienced; Tap water was extended to the market and vendors are able to access water and a broken bridge in Lojoro ward to Amuru town council was repaired following a council meeting which gave a directive for immediate repair to aid market access for farmers.

YOUNG PEOPLE AND MENTORSHIP PROGRAM

UWONET has been one of the organizations leading advocacy in the women's movement. UWONET's advocacy role requires building a critical mass to sustain women's rights advocacy and gender equality. The youth in Uganda possess a great potential being that they are a majority population. They are however, faced with a number of challenges ranging from unemployment and employability. UWONET intends to culminate the youth potential by empowering them through enhancing their leadership capacity, increasing their knowledge and awareness and on pertinent gender issues.

In 2018, UWONET continued to mentor young professionals through its annual internship programme. Following the previous year's partnerships with insight Global, UWONET facilitated learning for 2 interns from Canada. This exposed them to development work in Uganda thus enhanced their knowledge. Experience of one of the interns has been documented below:

My time at UWONET

Throughout my internship, I learned and polished essential workplace skills such as report writing, editing drafts, taking minutes in meetings, conducting research, appealing to donors, writing blog articles, running social media accounts, creating brochures, and planning and attending events. The diversity of the work kept me engaged. As a result, I learned the ropes of various sections of the NGO and was able to take an in-depth look at how the departments interact and how the work is mutually enforcing. I discovered the different positions that make up an NGO, which is something I was never taught in university due to the focus on theoretical analysis over practical application in the workplace. All the while, I formed lasting friendships with my co-workers and felt empowered by how much I was learning.” Emily SmallWood

UWONET also continued to facilitate 6 district (Agago, Abim, Amudat, Kabong, Moroto and Napak) based young professional. As a result of the internship and work experience, 2 of the district based interns got employment in the districts.

UWONET also engaged with young leaders in higher institutions of learning in 2018. New partnerships were established with 3 institutions of higher learning to reduce social tolerance to sexual harassment in these institutions. Sexual harassment was widely discussed in mainstream and social media, in 2018 especially in the first quarter of the year, after a video on a sexual harassment incidence was posted by an investigative journalist earlier on in the year. There was a public outcry on the prevalence of the incidence and a call for institutions to respond to the vice. UWONET's intervention will focus on empowering student leaders by enhancing their knowledge to create awareness on sexual harassment and for the institutions to put in place mechanisms for reporting and responding to the vice.



KEY RESEARCHES AND KNOWLEDGE MANAGEMENT

EVALUATION OF THE UWONET STRATEGIC PLAN 2014-2018

UWONET is currently in the final year of the strategic plan (2014-2018). While UWONET will be developing a new strategy (2019-2023), this drew lessons and best practices from the previous strategy and present UWONET with a mandate to nurture women's organizations, institutions and structures and the women's movement in general to create an independent space to women for voice on women's rights to transform gender inequality, equity through women's leadership socio-economic development at national and sub national level.

THE GENDER ASSESSMENT RESEARCH

The Gender Assessment Research is study that was carried out by UWONET to re-examine the gender equality situation in Uganda. The assessment was conducted through review of secondary data and field surveys covering twenty districts (20) from all the sub regions of Uganda. The assessment aimed at re-examining the gender equality situation in Uganda and identifying critical issues such as gender-based barriers to economic opportunities, social services, and to enhance leadership for decision-making. Thus to leading to an evidence based strategy for advocacy and lobbying for policy makers.



FORMATIVE RESEARCH ON VAW/G AND SOCIAL NORMS

“Formative Research on VAWG and Social Norms in Uganda” aims to highlight how communities, understand, frame, interpret and transmit social norms that promote violence against women in the private sphere and how these interpretations influence policy and practice has been concluded. This research sought to elucidate “barriers to desired behaviours, the current facilitating, positive practices that could support the positive behavioural changes and the opportunities for changing negative practices”. The research intended to support local and national advocacy and programming to reduce social tolerance to Violence Against Women and Girls (VAW/G) and Gender Based Violence (GBV) in general.

GROUND BREAKING RESEARCH ON WECARE “Gender Roles and the care economy in Uganda’s Households”

Uganda Women’s Network (UWONET) in partnership with OXFAM launched a report that explored the ways in which the unpaid care and domestic workload on women keeps them poor and perpetuates inequality over generations. According to the



PHOTO A2



PHOTO A3



PHOTO A4

report, women spend 8 hours daily on domestic and unpaid care work compared to men who spend only four hours.

The study was carried out in the districts of Kaabong, Kabale and Kampala, the key findings indicated that women are socialised to accept the unpaid care workload from childhood- at the expense of their health, happiness and economic prospects. Additionally, the report presented an analysis of the links between social norms, the division of work for males and females, as well as time patterns in daily care work taking into consideration the rural/urban divide. It found that at childhood, girls spend 4.8 hours a day on unpaid care and domestic work while boys spend 3.8 hours.

NETWORKING & MEMBER ENGAGEMENT

UWONET recognizes that in order for its advocacy efforts to achieve the desired impact of gender equality, networks, coalitions and partnerships must be continuously built and strengthened. UWONET plays a coordination role by leading and steering a number of coalitions, namely: Marriage Bill Coalition.

UWONET is a member of several inter-governmental working groups and steering committees including the inter-ministerial committee on State treaty reporting hosted by the Ministry of Foreign Affairs. As a gender advisor on this committee, UWONET utilized the opportunity to input into the draft State Report to the African Commission on the African Charter and demand for the State Report on the Maputo Protocol (The Protocol to the African Charter on the rights of Women). This reporting process has flagged new advocacy issues and underscored the urgency of the enactment of pending gender bills in Parliament identifying the bills as priority.

UWONET coordinated the SDG 5 working group and produced a paper on the gender and women's human rights issues that were presented at the national level meetings held and at an international forum hosted in America. SDG coalition is coordinated by the Uganda National NGO Forum and the Forum for Women in Democracy in Uganda. UWONET participated in the review of the Legal Aid Bill under the lead of LASPNET. UWONET being a legal service provider and in the field of Gender and Women's rights, it was important to take part in these processes. As a result, there has been more recruitment of magistrates due to the continued advocacy from the steering committee meetings and DCC meetings.

WAY FORWARD

UWONET will continue working with the networks and increase the capacity of non-state actors to challenge patriarchal tendencies that impede women from advancing in all spheres of life. In addition, as a mode of work, UWONET and partners will also ensure sustainability of the action by strengthening internal institutional capacity of district Networks to integrate project activities. Sustainability will also be insured by community and beneficiary participation through the involvement of the local councils, community dialogues and sharing information through IEC materials and social media platforms such as face book.

UWONET will continue Advocacy on the Pending Bills in Parliament and also engage with Focal Persons of Line Ministries and Departments on Gender Equality.

FINANCIAL STATEMENT

UGANDA WOMEN'S NETWORK

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2018

		2018	2017
	Note	UGX	UGX
INCOME			
Grants	3	5,704,114,770	5,956,708,522
	4	91,747,726	172,350,586
TOTAL INCOME		5,795,862,496	6,129,059,108
Less Refunds to donor		(20,838,280)	(4,725,643)
Total Income Net of refunds		5,775,024,216	6,124,333,465
EXPENDITURE	5		
Women's Leadership & Democracy Governance	I	1,675,100,413	1,996,719,551
Women's Rights and Access to Justice	II	1,246,689,125	1,235,520,215
Women's Economic Justice & Empowerment	III	406,647,646	398,829,019
	IV	2,729,980,221	2,488,728,996
TOTAL EXPENDITURE		6,058,417,405	6,119,797,781
DEFICIT BEFORE CAPITAL EXPENDITURE		(283,393,189)	4,535,684
Less: Capital Expenditure		(6,362,000)	(25,655,400)
DEFICIT FOR THE YEAR		(289,755,189)	(21,119,716)

UGANDA WOMEN'S NETWORK

STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2018

	Note	2018 UGX	2017 UGX
Non current assets			
Property and equipment	7	225,392,931	290,127,714
Operating lease	7	337,500,000	350,000,000
Total non-current assets		562,892,931	640,127,714
Current assets			
Debtors and prepayments	8	507,628,360	984,529,466
Cash & Bank Balances	9	1,855,208,170	1,648,919,008
Total current assets		2,362,836,530	2,633,448,474
TOTAL ASSETS		2,925,729,461	3,273,576,188
Accumulated fund			
Restricted Fund	10	2,277,097,333	2,380,195,190
Capital Fund	11	562,892,931	540,127,714
General Reserve	12	19,043,352	205,800,684
Total accumulated funds		2,859,133,616	3,226,123,588
Current liabilities			
Payables & Accruals	13	66,595,845	47,452,600
TOTAL ACCUMULATED FUND AND LIABILITIES		2,925,729,461	3,273,576,188

The financial statements on pages 27 to 55 were approved by the Directors on 2019 and signed on its behalf by:

Board Member

Board Member

UWONET TEAM

NO.	Name	Role
Board of Directors		
01	Tezira Jamwa	Chairperson
02	Perry Aritua	Vice - Chairperson
03	Debbie Sserwadda	Secretary
04	Dr. Peace Musiimenta	Secretary
05	Juliet Were	Treasurer
06	Rita Aciro Lakor	Ex-Official
Secretariat Staff		
08	Rita Aciro Lakor	Executive Director
09	Walter Andama	Finance and Administration Manager
10	Laureen Karayi	Coordinator, Women's Rights and Access to Justice
11	Sarah Jesca Agwang	Coordinator, Women's Economic Justice and Empowerment
12	Susan Labwot	Coordinator, Women's Leadership and Democratic Governance
13	Sandra Komuhimbo	Coordinator – Research, Knowledge Management and Advocacy
14	Edith Nabuzana	Finance Officer
15	Anthony Nakhaima	Accounts Assistant
16	Sayda Nankwanga	Administrator
17	Anita Langthaller	Monitoring and Evaluation Technical Advisor (HORIZONT3000) (until June 2018)
18	Flavia Ajok	Programme Assistant, Women's Leadership and Democratic Governance

NO.	Name	Role
19	Julian Naluuwooza	Program Officer, Women's Leadership and Democratic Governance
20	Rita Dradrimiyo	Program Officer, Networking and Capacity Building
21	John Kazibwe	Information Technology Officer
22	Yvonne Komuhendo	Social Worker
23	Ramadhan Muweleza	Monitoring and Evaluation Officer
24	Paul Okula	Procurement Assistant
25	Justine Najore	Administrative Assistant
26	Alex Dralega	Officer Assistant
27	Samuel Butele	Security Officer
28	Jude Okesya	Driver
29	Twalibu Kagwa	Driver
30	Madina Nabossa	Welfare Officer
31	Racheal Wanyana	Volunteer, Research Knowledge Management and Advocacy
32	Timothy Mwanje	Intern, Research Knowledge Management and Advocacy
33	Emilly Baird	Intern, Women's Rights and Access to Justice
34	Emilly SmallWood	Intern, Women's Rights and Access to Justice
35	Steven A	Intern, Monitoring and Evaluation
36	Hilda.K.Nattyaba	Intern, Research Knowledge Management and Advocacy
37	Daphine Vicky Ekinamushabire	Communiation officer (until March 2018)

NO.	Name	Role
Gender Based Violence Advisory Center and Shelter in Namutamba District		
38	Justine Nabwire	Coordinator and Legal Officer
39	Rachael Nyemera	Programme and administrative Assistant
40	Sharleen Kabajungu	Assistant Social Worker
41	Henry Kisikwe	Driver
42	Sanyu Rita	Assistant Matron
43	Waiswa Charles	Security
44	Malanga Emmanuel	Security
45	Namabanda Brenda	Welfare Officer
46	Tracy Nabugoda	
47	Evelyne Nyasenya	
Gender Based Violence Advisory Center and Shelter in Kamuli District		
48	Sandra Namudiba	Coordinator and Legal Officer
50	Hellen Aliwayatya	Administrative Assistant
51	Harriet Nabirye	Assistant Social Worker
52	Prossy Timugibwa	Hygiene Officer
53	Ivan Sajabi	Driver
54	Eriki Moses	Security
55	Kabale Samuel	Security
56	Nabuyondo Cissy	Volunteer
57	Olive Zimba Mary	shelter Matron
Gender Based Violence Advisory Center and Shelter in Mayuge District		
58	Susan Achen	
59	Racheal Nyemera	
60	Harriet Namukenge	Legal Officer
61	Resty Namulemeri	

SUMMARY OF THE LAST 25 YEARS IN PICTURES





JOURNEY OF Passion (2015)



AGM 1997



AGM 2003 & 2005

UWONET Retreat 2000



Farewell & Retreats



International Womens Day 2009, 2010 & 2011





Peace and conflict training



Human Rights Training 2005



Dialogue on Women and Political Transition 2005Candidate training





Election 2016



On War in Uganda



ADVOCACY



Domestic Relations Bill Meetings (1999, 2000, 2002)



Marriage & Divorce Bill



Regional Workshops 2005



Launch of Women's Manifesto 2015



Uganda Women Representatives in East African Legislative Assembly 2001, Dinner 2002, 2012





Gender Transformation & Empowerment

The Universal Periodic Review "has great potential to promote and protect human rights in the darkest corners of the world"
— Ban Ki-moon, UN Secretary-General





INPUTS INTO THE CIVIL SOCIETY UNIVERSAL PEER REVIEW (UPR) REPORT 2016





Contact;

The Executive Director

Uganda Women's Network

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