



UWONET

**ANNUAL REPORT**  
**2015**

GETTING THE UNFINISHED BUSINESS ONTO THE POLITICAL AGENDA



Gender Transformation & Empowerment

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## Acknowledgment

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With profound gratitude, Uganda Women's Network (UWONET) acknowledges the tireless efforts of our Board, Members, Allies, Women Networks and Staff towards advancing Gender transformation and Empowerment.

We acknowledge the support of government mainly through Ministry of Gender, Labour and Social Development, Justice, Law and Order Sector (JLOS) and the local governments where all our programmes are. Our work would not have been easy without your support.

Last but not least, we thank our development partners who have supported us over the years and made UWONET the voice of women in Uganda.

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## Acronyms

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|        |                                                                            |
|--------|----------------------------------------------------------------------------|
| CEDAW  | Convention on the Elimination of all Forms of Discrimination against Women |
| DCA    | Dan Church Aid                                                             |
| DP     | Democratic Party                                                           |
| FDC    | Forum for Democratic Change                                                |
| GBV    | Gender Based Violence                                                      |
| JEEMA  | Justice Forum                                                              |
| MGLSD  | Ministry of Gender Labour and Social Development                           |
| ODOWOL | Organization for the Development of Women in Lamwo                         |
| PPP    | Peoples Progressive party                                                  |
| UNDAF  | United Nations Development Assistance Framework                            |
| UPC    | Uganda People's Congress                                                   |
| UPC    | Uganda People's Congress                                                   |
| UWONET | Uganda Women's Network                                                     |
| WDG    | Women Democracy Group                                                      |

## Message from the Chairperson



*This was a year of great achievements that have made a difference to the lives of millions of Ugandans, in particular women and girls.*

On behalf of the Board of Directors and the Members of UWONET, with great pleasure I present to you the Network's annual report for the year 2015. This was a year of great achievements that have made a difference to the lives of millions of Ugandans, in particular women and girls.

As the country geared for the general elections, UWONET used the opportunity to rally the women of Uganda to demand for prioritization of women's concerns, interests and aspirations from political parties and those that wish to stand for elective offices. UWONET coordinated the development of the Women's Manifesto 2016–2021 under the Women's Democracy Group (WDG). The Women's Manifesto identified five key issues for prioritization by political leaders and these issues include; i) Women's health, ii) Women's property and land rights, iii) Women's economic empowerment, iv) Women and Girls' Education and v) Women, Politics and decision making. The Manifesto, beyond stating women's demands, is also a tool for holding leaders accountable for advancing gender equality. As such, the manifesto will inform our work in the coming years.

UWONET together with members and sister organizations worked towards identifying, training and mentoring women vying for political leadership. I take this opportunity to congratulate the gallant women of Uganda who bravely offered themselves as leaders for elective positions, ahead of the 2016 general elections.

As UWONET continues to be recognized as a unifying force and an authority on women's policy issues, we commit ourselves to continue serving all our stakeholders in this regard and ensuring that the women's concerns are effectively dealt with at levels of policy making and implementation.

Hon. Tezira Jamwa

Chairperson UWONET

## Message from the Executive Director

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*UWONET continues to grow in its policy engagement and programmes.*

It is with great honor and pride that I present to you UWONET's Annual report for the year ended 2015. The report gives an account of the actions taken over the last year, the strides made and indicators to success, barriers that still exist and how some were overcome.

Now in the second year of implementation of our Strategic Plan (2014–2018), UWONET continues to grow in its policy engagement and programmes. In the last one year, we registered achievement in various areas which include; Development of a gender responsive Constitutional Reform agenda which was presented to the Legal and Parliamentary Affairs Committee, identifying, training and mentoring over 2500 women candidates across the country ahead of the 2016 General Elections, Development of common agenda on the Marriage and Divorce Bill between CSOs and faith based institutions, establishment of a GBV shelter in Namutumba district and development of a Women's Manifesto 2016–2021.

We also take pride in creating strong linkages with grassroots women's organization and the larger civil society, enhancing local community capacity for local advocacy in the promotion and protection of women's rights, better collaboration with Local Governments, line Ministries and Institutions at the national level and very importantly so, influencing policy and decision making both at district and national level for gender responsiveness.

UWONET continued to be the center and voice on women's rights and issues of social justice. I would therefore like to thank our key strategic development partners for the continued support towards our vision, the trust and believing in us. I do also thank the different government ministries, institution and the local government for the support given to us. To UWONET members and allies, we are the network because of you and for that we say, thank you.

Last but not least, to the team at the Secretariat, thank you for your commitment and high levels of professionalism.

Aluta Continua!

Rita. H. Aciro-Lakor

Executive Director

# About UWONET

Uganda Women's Network (UWONET) was formed in 1993 as an advocacy network by 16 national women's organizations, institutions and 9 individuals. The network was formed out of the East African Preparatory Conference held in Kampala in 1993 to spearhead Uganda women's efforts that led to the participation in the UN World Conference on Women held in Beijing in 1995. UWONET was formed to champion a united voice and create space to women to collectively address and take action on gender based discrimination in spheres of social economic and political life of women in Uganda at all levels.

UWONET is a registered Non-Government Organization with a fully functioning secretariat composed of full-time staff and volunteers headed by an Executive Director. The secretariat is the nod of the network and is overseen by a board of directors who report the general assembly. It is responsible for co-ordination, implementation, monitoring and evaluation to advance gender transformation and empowerment.

## **Vision**

A Uganda Society free of all forms of gender-based discrimination

## **Mission**

To coordinate action among UWONET membership and targeted stakeholders through networking, capacity building, resource mobilization, policy research and advocacy for the attainment of gender equality in Uganda.

## **Objectives**

1. To promote women's access to power and decision making positions in all sectors and at all levels;
2. To improve the socio-economic conditions of women and other marginalized groups;
3. To work towards the achievement of equal opportunities and rights to women in all sectors and increased access to and control of resources and benefits;

4. To work towards the elimination of defilement, rape, violence against women and other forms of abuse against women and children in society; and;
5. To collect and disseminate information on the priority issues of concern to women.

### **Core Values**

**Honesty:** We are open and truthful in whatever we do and we condemn all forms of dishonesty.

**Justice:** We uphold the principle of impartiality in our operations and relations and we are opposed to discrimination.

**Equality:** In pursuing our endeavor, we treat men and women with fairness without gender discrimination and we strive to fight for the elimination of all forms of unequal relations.

**Accountability:** We hold ourselves accountable to go to the highest level of ethical behavior and responsibility in our actions, while minding integrity in our performance.

**Volunteerism:** We commit and put our services to working for the attainment of gender equality without anticipated reward.

**Mutual respect:** We respect each other's views and contributions, cognizant of the fact that each individual is endowed with different and unique capabilities which are useful and contribute to the common good.

**Unity in Diversity:** We acknowledge, respect and celebrate diversity in the women's movement and strive to achieve unity amongst women and organizations and with like-minded actors.

**Participation:** We appreciate each other's participation and encourage ourselves to participate actively in the network's affairs because it is our conviction that together we can achieve our goals.

### **Our Theory of Change**

UWONET believes that women should live a dignified life and for this to be attained there should be equal opportunities; access to information and knowledge to enable them make informed decisions about their lives. We believe that eliminating gender based discrimination can be attained through unwavering individual and collective action, led by the women, and reinforced by unity, consistent rights-based alternatives and movements that address the structural causes and consequences of gender inequality. We pursue partnerships that contribute to enabling all people to live in a just and fair society.

# INTRODUCTION

The year 2015 marked the second year of implementing UWONET's Strategic Plan (2015–2018) premised on centering women's power in socio-economic and political processes as a means to ultimately achieving gender equality. This report is a summary of the key actions that the UWONET Secretariat in partnership with her members and alliances implemented in 2015 in line with the 2014–2018 Strategic Plan to advance Gender Equality and Women's Empowerment. The report documents strategies and approaches UWONET utilized to deliver on four thematic areas, highlighting the outcomes and impact. The report also draws on emerging issues, challenges, threats and lessons learned in the course of executing the strategic plan in 2015.

## Thematic Areas

The broad thematic Areas that UWONET focused on during the year included;

- a. Women's Leadership and Democratic Governance
- b. Women's Rights and Access to Justice
- c. Women's Economic Justice and Empowerment
- d. Institutional Development and Organizational Strengthening

## Key Milestones

2015 registered major successes and these include;

1. Over 2337 survivors accessed quality and comprehensive GBV services at the Advisory Centers and GBV Shelters in Kamuli and Namutumba districts.
2. The Women's Manifesto 2016–2021 was developed and successfully launched.
3. 2,600 women candidates in 55 districts trained on knowledge and skill of campaign mobilization, public presentation, and managing pre and post polling day, understanding legal framework for women's participation in politics and understanding political parties ahead of the 2016 General Elections.
4. A gender responsive Constitutional Reform agenda was developed and presented to the Legal and Parliamentary Affairs Committee and Uganda Law Reform Commission.
5. Set the Research Agenda, a comprehensive study report on care work and its social-economic and political implications for women's rights was done. The report informs UWONET's advocacy agenda to improve the social, economic and political status of women.

6. A common agenda on the Marriage and Divorce Bill between CSOs and faith based institutions reached and drawn. This agenda is aimed at influencing the enactment of the Marriage and Divorce Bill in the 10<sup>th</sup> Parliament.
7. There is increased attention towards women's human rights violations. UWONET's participation in the BBC 100 Debate which focused on women's rights, cultural norms and practice that perpetrate gender based discrimination is an important indicator.
8. The voice and capacity of women on women's economic empowerment and movement building as a driver of development was strengthened.
9. At district and national level platforms for women's rights and gender justice are now fully operational and Functional.
10. 104 change agents (men and female) addressing VAW/G and advancing women's land rights in Karamoja and Acholi.
11. 180 grassroots women leaders including traditional and non-traditional have enhanced capacity and demanding for land justice, gender justice and violence free communities
12. 4 Interns benefited from the 9 month internship programme.

## Key Strategies

UWONET's approaches and strategies are:

- ✿ Capacity building, mentoring and nurturing
- ✿ Coalitions/movement building
- ✿ Policy advocacy
- ✿ Networking and Partnerships
- ✿ Peer review and shared learning
- ✿ Research and documentation
- ✿ Information sharing and dissemination
- ✿ Awareness creation and conscientisation
- ✿ Coordination-working with all UWONET members



# THEMATIC AREAS



# THEMATIC AREA

# 10

## WOMEN'S LEADERSHIP AND DEMOCRATIC GOVERNANCE

*“Equality between women and men is a matter of human rights and a condition for social justice and is also a necessary and fundamental prerequisite for equality, development and peace. A transformed partnership based on equality between women and men is a condition for people-centered sustainable development”* (Beijing Platform for Action, excerpt from Mission Statement).

The Women's leadership and Democratic Governance programme is premised on the principles that women have the right to participate in decisions that define their lives and that this right is the foundation of the ideal of equal participation in decision making among women and men. UWONET believes that unless women are at the front of decision making, laws, policies and structural practices will not reflect the needs and interest of women.

### Strategic Objectives

- Enhance the capacities of women leaders at national and district levels to participate, engage and influence decision making structures and processes for gender responsive and democratic governance;
- To advocate for the implementation and reform of laws and policies seeking to increase women's participation in leadership and democratic governance and;
- To strengthen capacity of civil society on social accountability and constitutionalism.

## Thematic Delivery

UWONET spearheaded numerous efforts to influence structural changes to make the Ugandan society more inclusive and democratically governed society, such as influencing gender responsive reforms for increased women's participation in governance. These were a buildup on processes that had been initiated and registered in specific fields of work.

### 1.1 Influencing Gender responsive reforms for increased women's participation in governance

#### 1.1.1. *Compilation of a gender responsive constitutional reform compact and engagement with Parliamentarians*

In October 2014, UWONET together with Women Democracy Group (WDG) members held countrywide consultations that translated into a Constitutional Reform Compact from a Gender Perspective shared at a national consultative meeting in early 2015. The compact presented major demands put forward for constitutional amendment so as to further entrench gender equality and women's rights in the constitution; the subsequent laws and policies. Some of these demands include i) reform of electoral system to proportional representation and ensuring a 50:50 representation of women and men at all levels as per the African Charter on Democracy and Elections, ii) restoration of term limits for all political leaders and not only women, iii) inclusion of minimum educational level for councilors, iv) increasing the proportion of funding to women leagues and activities within political parties among others.



*WDG members at a breakfast meeting with LPAC on Proposals for Constitutional reforms from a gender perspective. The legislators encouraged women to demand for a 51% representation in decision making since women constitute over 51% of the population.*

The compact was further used to engage several Parliamentarians ahead of debate of the Constitutional Amendment Bill including UWOPA and LPAC members. In the meeting with the LPAC, the legislators complimented the issues in the compact and made several suggestions to enrich it for instance making a demand for a 51% representation of women at all decision making levels rather than the traditional a third since women constitute over 51% of the population.

One of the most appreciated proposals was the idea of reforming the electoral system from the current system of First Past the Post (FPTP) to proportionate representation (PR). UWONET and the women leaders argue that PR system strengthens multiparty system as voters indicate their preference for a particular party and not the candidate. Secondly the PR system ensures that every vote cast is not wasted, enhances fairness and inclusiveness in an election. It also shields elected leaders from undue demands of citizens and enhances multiparty democracy as focus is placed on political parties and not individuals.

While these proposals and others did not see the day light of the final reform presented to parliament, debated and passed, the committee recommended building the mind-set of citizens to appreciate the proposed change of system and research for comprehensive information on PR system. UWONET and partners will the post-election discourse to keep discussion on the reforms.

### **1.1.2. Development of the Women's Manifesto 2016-2021**

UWONET has since 1996 coordinated and led in the process of aggregating views, concerns and aspirations of women across the country to inform development of a manifesto that is commonly used by women's rights and gender equality actors and constituents at various levels to influence political party manifestos and campaign messages. The Women's manifesto is a political and advocacy document that is used to generate demand towards gender equality. Once again the 4<sup>th</sup> Women's manifesto for 2016-2021 was successfully developed and officially launched in 16 regions, bringing together 90 districts (80% of the



*The Chairperson UWOPA Hon. Betty Amongi is flanked by members of the Women Democracy Group during the launch of the Women's Manifesto at Makerere University.*



**Top**—Women Activists March along Kira Road from the Uganda Museum to Makerere University to launch the Women's Manifesto.

**Bottom**—JEEMA representative Aida Mbawadde commits to support the Women's Manifesto.

districts in the country). It emerged as the first on the scene among several other interest groups and citizens-led manifestos that were yet to be published at the national level.

The Women's manifestos 2016-2021 presents five key issues that the women called on all political parties and players to pay keen attention to and prioritize in the next term of government. These include 1) Women's Health; 2) Women's and girls' education; 3) Women's land and property rights; 4) Economic Empowerment of Women and 5) Women's participation in leadership and Decision making-50/50 representation of women and men at all levels. The Women's manifesto was developed through various consultations at national level including; grass root consultation in 16 regions, bringing together 90 districts (80% of the districts in the country); one national level synthesizing meeting with over 200 stakeholders including selected women leaders at district and national level, political parties, development partners, youth group and religious leaders; document reviews and policy analysis on gender equality and women's empowerment.

While advancement of gender equality and women's empowerment has gained considerable successes, from the consultations and synthesis of the manifesto, these five issues were considered the *"unfinished business"* due to the reality that;

- i. The health of a mother impacts not just the family but the entire community. Her ability to access and receive necessary healthcare largely determines health outcomes for her children and entire family. Like many developing countries, the maternal mortality rates for Uganda has actually gone up from 435/10000 live births to 438/10000, this is worrying for women, the nation and impact on sustainable development in the country.
- ii. Centrality of Land as a source of livelihood and economic development is critical to women. This is due to the gender burden that places women to provide food, water, fuel and medicine. Although 70% of the women are engaged in agriculture, less than 20% control outputs from their efforts.
- iii. Research shows that children who fail to complete primary school earn less as adults, and their children will in turn be less likely to receive a good education, threatening both the inclusiveness and rate of Uganda's long-term development.
- iv. Poverty remains firmly entrenched in rural areas, which are home to 84% of Ugandans, majority of who are women. About 27% of all rural people—some 8 million men, women and children—still live below the national rural poverty line. Women are worst hit by chronic poverty in Uganda. They are the most illiterate, the most involved in un-gainful employment or work where they don't get paid.
- v. Women's participation in politics and decision-making is a fundamental ingredient for good governance and democracy. While Statistics indicate a steady rise in female participation in political leadership i.e. From 14% in 1996 to 35% in 2011, the increase in this number has not translated into realistic improvement of women's Social-economic and political status.

For wide ownership and building popular support, the Manifesto was translated into 8 major local languages including Luganda, Luo, Runyankole-Rukiga, Rutooro-Runyoro, Sabiny, Ateso, Lugbara and akaramojong. At least 4,500 copies of the English and 12,000 copies of the local languages were printed and disseminated widely at national level and in 16 regions, bringing together 90 districts (80% of the districts in the country) to inform political negotiation and demands from the citizens, influence political party manifestos and inform campaign agendas of political candidates.

Furthermore, WDG strategically engaged selective political parties with representation in Parliament through participating in development of their manifesto to ensure that issues in the Women's manifesto are mainstreamed. These political parties include; NRM, DP, UPC, FDC.

### **1.1.3. Observation of the build-up electoral processes and engagement on reforms**

Elections are essential element of good governance and democracy. They provide needed legitimacy and enable citizens to take part in shaping a common future of their country. Election observation is a valuable tool for improving quality of elections. Both local and international observers help build public confidence in the honesty of electoral processes; promote and protect the civil and political rights of participants in elections.

Over the years, civil society has played a vital role in enhancing free and fair elections in Uganda. They have engaged in advocacy for constitutional and electoral reform, drafting of the citizen's manifesto, civic education, election observation and monitoring, compiling reports on elections, and through promoting peace and nonviolence during elections. UWONET for the last 20 years has been part of the domestic election observation teams with specific interest to mainstream gender in electoral observation processes and map emerging gender trends for policy advocacy. The organization has also been part of the larger civil society election observation coalitions such as Democracy Monitoring Group (demgroup) in 2011 and Citizens Election Observation Network-Uganda (CEON-U) for the 2016 general elections.

Together with WDG members, UWONET observed the electoral processes to the buildup of the 2016, UWONET and partners observed the pre-election processes which included; Identity Registration, update of voter's registry, Display of voter's registry and Political party nominations. The consortium focused on assessing compliance of the pre-election processes to international, regional and national legal standards on elections and gender, conformity to gender norms and practices and impact on women's overall participation in the elections.

The legal frameworks in Uganda to a large extent enables women to participate in the electoral process as equals with male candidates and largely conforms to international and regional standards on gender and women's participation in elections. The constitution and election related legislation promote the equal participation of women and men in an election. They promote the principles of gender equality, equal voting rights for women and men, freedom of association, assembly, movement and speech and expression including freedom of press and other media.

However, the introduction of new nomination fees by Parliament through amendments to the Presidential, Parliamentary and Local Government Acts, barely two months to nomination for all elective positions undermined the equal participation of men and women. For instance, Presidential Candidate are expected to pay 20,000,000/= shillings up from 8,000,000/= in 2011. Members of Parliament are expected to pay 3,000,000/= up from 200,000/= in 2011. According to statistics from the Uganda Population Report 2011/12 by the Uganda Bureau of Statistics, most women have less access to resources than men in Uganda. The amendment was also introduced barely three months to the elections which would not allow ample time for the women and youth raise the necessary funds for nomination.

## Observations:

### i. Update of the Voter Register Process

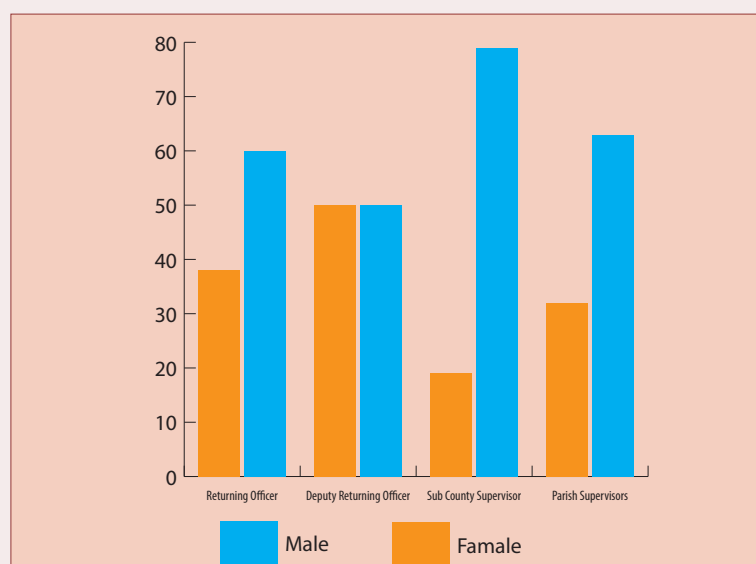
Section 18 (1) of the Electoral Commission Act mandates the EC to compile, maintain and update the voters register. In 2014, Parliament passed the Registration of Persons Act, 2014 which granted EC authority to use the data from the citizen registration exercise for elections. While this was considered economical to state resource, the limited communication on whether the EC will issue a voters card for voting; rely on the national identity card or use the voters register as the basis for voting caused confusion and alarm from the citizenry on the transparency of the elections.

In addition, UWONET and partners noted that the Guidelines issued by the Electoral Commission on the update of the national voters register for the 2015–2016 elections did not explicitly provide for pregnant women, the elderly, men and women with infant children to be given priority in the exercise.

Furthermore, Page 8 of the Guideline under Section 5.1 stated; *Recruitment and functions of update officials: The Returning Officer will take into consideration the persons who have worked as Update, Registration or Display officers before. Those whose performance was not satisfactory will not be appointed.* As a result, there was low recruitment of women in the Election administration as many women had not been employed before.

The chart below shows information from gender long term observers from 10 districts of Kumi, Kamuli, Jinja, Arua, Yumbe, Koboko, Nebbi, Oyam, Rukungiri and Lira. More males than females are employed in various election administrative positions. The EC according to one of the election officials interviewed in Jinja district employs people based on their qualification. Where a female or male candidate does not have the qualification, she or he will not get the job opportunity.

### ii. Composition of women in electoral administration in selected districts as observed by WDG:



As a result of the observation, UWONET and partners engaged the Electoral Commission to advocate for gender friendly reforms. The team recommended review and engendering of all electoral guidelines for the next phases of the election process to enhance equal participation by women and men as election officials. In addition, guidelines on voting should spell out a provision to ensure that pregnant women, women and men with infant children and the elderly are given priority as they come to vote.

It was noted that some of the reforms would come within the shortest time while those that were more technical were documented to inform future reforms. Building on this encounter and several others that have happened in the past, UWONET will continue to engage with the processes and the Commission to ensure mechanisms that allow for equal participation of women and men are developed and implemented.

Similar engagement meeting were held in the districts of Abim, Napak, Moroto, Nakapiripri, Amuria, Katakwi, Soroti with key players in the electoral process including the Police, media, the Electoral Commission, representative of political parties, civil society among others. These helped to provide district platforms for dialogue on non-violent, non fraudulent, peaceful elections and more importantly creating a favorable environment for participation of all especially women. Out of the meetings, it was agreed that;

- i. Political candidates refrain from inciting violence and follow the electoral guidelines on campaigns to avoid inconveniences
- ii. Media to provide equal coverage to both men and women and avoid sexually women candidates
- iii. Electoral Commission to continue explaining to communities through platforms such as radio changes in the electoral roadmap; draw more clarity on whether the EC will issue a voters card for voting; rely on the national identity card or use the voters register as the basis for voting
- iv. Police was cautioned application of the law on opposition parties which may spur violence in the electoral process
- v. CSOs in the region were encouraged to continue



*District meetings with Election Commission, Police, Media, Political parties, district stakeholders on to harmonize expectations during the election for a conducive environment*

sensitizing the communities on their right to vote and encourage them to check for their names in the voter registry.

## 1.2 Building capacity of women leaders to participate in leadership and advance gender equality

### 1.2.1. Building capacity of women candidates for the 2016 elections

Globally and regionally, it has been reaffirmed that full participation of women and men in the electoral processes is not only essential for sustainable development but also signifies a country's commitment to promoting gender equality and protection of human rights. Uganda has made significant strides in promoting women's participation in Political leadership and electoral processes. This is evident by presence of several international, regional and national legal instruments that seek to enjoin the state to guarantee women's rights and equal participation. Remarkable steps have also been taken to address structural imbalances and harmful cultural practices that perpetuate women's disempowerment.

Under the 1995 Constitution, Government The affirmative action policy provides for a minimum 30% inclusion of women in Local Councils (as councilors) and a mandatory woman MP seat for each district (The Uganda Constitution, 1995). This has brought more women into mainstream politics and key government positions. A trend analysis from 1986 to date is shown in table 2 below:

**Table one:** Women in Uganda's Legislature (1989-2011)

| Year | Districts | Assembly   | AA  | Open seat | Others | Total Women | Total Men | Total mps | % Women | % Men |
|------|-----------|------------|-----|-----------|--------|-------------|-----------|-----------|---------|-------|
| 1989 | 39        | NRC        | 39  | 2         | 9      | 50          | 230       | 280       | 18      | 82    |
| 1994 | 39        | CA         | 39  | 8         | 3      | 50          | 236       | 286       | 17      | 83    |
| 1996 | 39        | Parliament | 39  | 8         | 4      | 51          | 225       | 276       | 19      | 81    |
| 2001 | 56        | Parliament | 56  | 3         | 6      | 75          | 230       | 304       | 24      | 76    |
| 2006 | 79        | Parliament | 79  | 14        | 1      | 100         | 219       | 319       | 31      | 69    |
| 2011 | 112       | Parliament | 112 | 11        | 8      | 131         | 244       | 375       | 35      | 65    |

However, whereas women in Uganda command a significant physical presence in district Local Councils and Parliament, this has not translated into the desired impact for women in improving their social, economic and political status. The stagnated status of women can be attributed to a number of factors at individual and institutional levels as well as the social cultural environment. The performance of women legislators is constrained by amongst others lack of skills and knowledge on their legislative mandates including policy making; double burden of care work that confine women into domestic work with limited time for public representation; lack of clarity on women's rights, their mandate and constituency and limited support from political parties.

This is an extract projecting the experiences of a woman vying for political office. *“Since I joined politics I met challenges like hate speech from my opponents. The electorates demand some money from you before you are nominated. The opponents who failed in primaries have also come back as independent candidates. What I have realized is that there is no use of primaries. The electorates are lacking knowledge in elections because they are looking at money. I have also found that it was very expensive to go into primaries because of the costs of nomination in the campaigns. There are no strong rules in the party to support candidates.”* Ayaro Beatrice

A total of 2,627 women candidates vying for Member of Parliament, LCV councilors, female youth, and persons with disability, district mayors, and LCIII- those on direct seats were trained on campaign management skills. The training focused on equipping the women leaders, both incumbents and new entrants on campaign mobilization, public speaking, balancing domestic and campaign roles and understanding international, regional and national legal framework for women's participation in political leadership. These were key in supporting the women leaders adapt to the changing political terrain that would facilitate or hinder their participation in the elections. They were also updated on the electoral road map such that they would not be sidelined by irregularities.

During the training, it was noted that majority of the women are still confined within the affirmative seats. The Women cited factors such massive use of money in the campaigns,



*Women candidates aspiring for political leadership from Amuria, Kumi, Katwaki and Soroti attend a training organised by UWONET ahead of the 2016 elections.*

limited support from the political parties and community altitude towards women standing for direct seats as hindrance to women vying for direct seats.

*“The community is still challenged by culture, there is no way the community will vote for a woman who contests for the same position as a man.”* Stated a woman candidate in Moroto district

While affirmative action has been credited for increasing the number of women in political leadership, propelling local support for women’s leadership and changing altitude of decision-making bodies to ideologically accommodate a broader understanding of leadership and gender equality, the confinement of women in affirmative seat narrow the ability of women to compete with their male counter parts and solicit citizenry support on equal basis, which would increase the number of women in decision making foras. This also demonstrates women’s political leadership is a given and not right.

Despite an increase in the number of new entrants into the political campaigns this year, the women leaders from the caucuses constituted 20% of the total number of women leaders trained. The women used knowledge and skills acquired during the mentorships to vie for different political positions i.e. At least 21 of the women caucuses attempted to vie for Parliamentary seats from the 55 districts. The caucuses also profiled capability of the women to deliver on basic service which made them more acceptable to the electorates.

The women candidates appreciated the knowledge and skills that they acquired. Following analysis of the evaluation forms from the training workshops, over 80 percent of the participants indicated that they had not received any training on how to prepare for an election and how to run a successful campaign.

*“Thank you for renewing our spirit, we have learnt the importance of respecting each other and that our issues are the same there is no need for enmity”*

*“I am very happy, God has given us a chance to improve, and everyone is taking something good in our minds with us”* Hon. Chebonario Ann, Amudat district.

### **1.2.2. Fostering spaces for reflection and shared learning among women leaders**

In 2015, UWONET together with her members in the Women’s Democracy Group–WDG (Action for Development (ACFODE), Centre for Women in Governance (CEWIGO), Forum for Women in Democracy (FOWODE), Uganda Women’s Network (UWONET) and Women Democracy Network–Uganda Chapter (WDN U) supported women caucuses across 50 districts. The purpose was to provide a platform for women councilors to have a common voice and effectively advance gender equality and women’s rights concerns in council. This resulted in improved quality of debates and the ability to move motions in council.

Although the performance of the women in council has greatly improved, by percentage rating up to 70% from 20%, more work still needs to be done for even better outcomes and to sustain what has so far been achieved.

In an interview with the District Speaker of Agago, she noted that women’s ability to consult their electorate needs to be enhanced to strengthen downward accountability.

The male champions on gender equality and women's rights concerns in council further applauded the increasingly great performance of the women in council. The speaker noted that male champions have continuously provided the women caucuses with technical support, taking into consideration the low level of education among women councilors in the project districts. To sustain the momentum, UWONET has facilitated periodic caucus review meetings to assess women's legislative agenda and supported inter-district information sharing and learning forums for women caucuses.

In Lamwo district, the women's caucus visited schools and realized a high dropout rate among girls and absence of female teachers. With these findings they engaged the District Education Office and influenced the posting of two female teachers in Kwonchok Primary school in Madiop Sub County.

### **1.2.3 Mentorship and young people's initiative**

According to a 2013 UNFPA report, the population of young people in Uganda is estimated at 78%, thus comprising the majority. UWONET has for the last two decades successfully steered the women's movement in Uganda, which has by and large comprised of accomplished women. Since 2010, UWONET has been reflecting upon making the women's movement more inclusive of the youth women as well as men and boys at the grassroots.

UWONET therefore embarked on a mentoring program to nurture this potential, and develop the skills of young people who are the future leaders of the women's movement and who will ensure its growth, inclusiveness and vibrancy.

In this mentorship programme the youth are being encouraged to vest interest in advocating for gender issues and to enhance collective actions for women's rights.



*The 2015 interns Paul Okula, Rita Dradrimiyo (Programme Officer), Elizabeth Karamura, Rachael Mishambi, Juliana Asimwe and Adriane Lynch, cut a cake to celebrate with two of their colleagues who got employment six months after joining UWONET.*



*Students of Toroma Girls listen to the Senior Matron during the mentorship of young girls into leadership conducted by UWONET.*

## **i. Internship Programme**

UWONET runs a 9 months internship programme for young male and female professionals. This internship programme aims at providing practical professional experience for graduates working in a women's rights organization that is engaged in development work. Five (4 females, 1 male) graduates with different educational backgrounds from five universities participated in this year's internship programme. Interns were attached to thematic areas where they learnt practical approaches and strategies, supported project planning and management, and built up knowledge and skills in development work.

*"I had the privilege to participate in numerous activities which enhanced my understanding of women's concerns. To some members of the public UWONET represents an organization that simply exists to "make women stubborn and disrespect the natural order of things." But for those of us who have intimately engaged, worked or researched about it, you come to realise that she is a blessings from God, an initiative to raise voices of women and a flag for democracy."* Elizabeth Karamura, Intern

*".....Prior to coming to UWONET I had very little knowledge and understanding of the extreme situations at the grassroots. Now I have a profound appreciation for the need for sensitization about certain issues like poverty, the high school dropout rates, child marriage, defilement and societies' under-appreciation of women's concerns, to mention but a few. I have also had the opportunity to travel to different parts of the country and immerse myself in culture that I would otherwise not have seen or experienced. As a result of the internship I know that my country, and particularly the women in my country, has so much potential and I have developed a commitment to ensuring that potential is reached...."* Juliana Asiimwe, intern.

UWONET can proudly acknowledge that the internship programme has gained popularity, because of its impact, with more young people wishing to work and volunteer at the

secretariat, since 2012. For instance in 2013, 53 applications were received, 105 in 2014 and over 200 in 2015. This is evidence that this training is valuable experience.

## **ii. Engagements with young people**

As one of the strategies for building the women's movement, UWONET committed to working with young people. Engagements with young people were started five years ago with the objective of building up knowledge on gender and women's rights and developing youth friendly approaches to addressing social issues affecting youth.

In 2015, UWONET organized meetings in secondary schools and institutions of higher learning and targeted over 295 students leaders (237 females, 58 males). Institutions of learning that benefitted from UWONET's mentorship sessions include Wera Technical School in Amuria district, Toroma Secondary School in Katakwi district, Moroto secondary school in Moroto district, Nakapiripirit Secondary School in Nakapiripiti district and Kangole Girls Secondary School in Napak district,

These mentorship sessions were spearheaded by the 2015 UWONET young professionals who provided inspirational talks to students. Participating students were encouraged to take up leadership roles. Follow-up activities found that more female students were inspired and had taken up leadership roles. Toroma secondary school in Katakwi district had 6 female students who took up the position of class captain after the inspirational talk by the UWONET young professionals.

The young people's initiative has also been a platform for education and conscientisation on women's rights violations in schools. Gender Based Violation and SRHR violations are thematic issues that young people continue to face, affecting their completion rates and ability to participate in leadership roles. To act upon these revelations UWONET in Partnership with ACFODE, and with support from UNFPA developed a youth friendly programme which targeted schools in 8 districts of Kanungu, Yumbe, Oyam, Moroto, Kaabong, Kotido, Mubende and Katakwi to engage young people and help them to better understand these issues.

ACFODE went on to involve school management in an effort to influence curriculum, school programmes and school activities. The Chairpersons of school management committees (SMCs), Board of Governors (BOG), Chairpersons of Parents Teachers Associations (PTAs), Senior Women Teachers (SWTs) and Senior Men Teacher (SMTs) were sought and specifically targeted, for instance Parents Teachers Associations (PTA) meet annually during which GBV sessions on aspects like, ending child marriage viz á vis its implications to her rights are included in the meeting agenda.

Youth friendly corners also known as counselling rooms in schools have been established where counselling for students experiencing violence were set up to offer basic support. In Ngai S.S in Oyam, 230 students (71 girls, 159 boys) in the first term received counselling. GBV clubs were also formed to receive and refer GBV cases reported in the schools to management. Feedback from the senior woman teacher of Katakwi High school indicated that 18 cases of sexual harassment were reported by the girls during the year.

Addressing commercial sex and forced prostitution of girls in school remains a challenge because the majority of students who engage in the practice raise money for scholastic

materials and school fees. It continues to contribute to un-planned pregnancies and girl child drop out.

While this initiative is strategically useful, it is recommended that clear GBV school club guidelines need to be put in place to ensure sustainability of this intervention.

### **iii. The role of youth in 2016 elections**

As the country prepared the February 2016 general election, media reports showed that the youth were being recruited into militias and vigilante groups by various political actors and used to incite violence.

UWONET in partnership with the School of Women and Gender Studies, Makerere University organized a dialogue under the theme *“The role of the youth in enabling peaceful elections in 2016.”* Challenges of inciting violence among young people were highlighted namely; high levels of poverty among the youth, lack of information and high rates of unemployment. The dialogue attracted youth in and around Kampala. Over 120 (73 female, 53 male) university students from Makerere University, Kampala International University and Kyambogo University were in attendance.

The highlight of this dialogue was the resolve that even though the youth underplayed their role, they had the power to resist being manipulated but rather to vote based on issues and committed to a violence free election through personal actions and being messengers of peace in their localities.

## **1.3 Nurturing civil society alliances for greater influence in democratic governance**

Gender mainstreaming is an essential process for critical analysis of gender inequality; formulation of laws, policies and programmes necessary for achieving equality between men and women. Unless the interest of both men and women are reflected in laws, programmes, activities and monitoring, social-economic development of Uganda, efforts to address imbalance to equal participation, access to privileges and opportunities by men and women, boys and girls will continue to remain limited.

As a gender focused institution, UWONET has steered capacity building, documentation and research on gender within its membership and alliance. In 2013, UWONET and the Dan Church Aid (DCA) signed a cooperation partnership to support the DCA partners on gender mainstreaming. The process commenced in 2014 with a Gender audit process of three selected partner organizations from the three development partners of DCA which included Right to food, Active citizenship and HIV/AIDS. The partners selected for the gender audit included Rakai Counsellor's Association (RACA) and Church of Uganda-TEDDO (COU-TEDDO) and the Institute for International Cooperation and Development (C&D). The process assessed capacity gaps, policies and practices that facilitate or hinder gender mainstreaming within programming on the three development focus or the institutions.

From the gender audit, gender mainstreaming guides were developed to support long term processes of gender mainstreaming by the partners. Armed with the information obtained

and the guides developed, UWONET held a two day session with 19 partners on gender mainstreaming processes and application of the guides developed. The sessions addressed organizational cultures, practices and policies that inhibit or encourage equal participation of men and women in given tasks, leadership and decision making in organizations.

### **1.3.1. Gender and Institutional Leadership**

UWONET is steering capacity enhancement processes for gender mainstreaming at institutional level. During the period UWONET facilitated trainings for DCA funded partners on gender mainstreaming targeting staff, management and Boards of the different organizations. The partners attested to the fact that the trainings were eye opening to some of the imbalances, organizational cultures, practices and policies that inhibited women's participation in given tasks and in leadership and decision making. At the end of the trainings all the partners developed institutional gender mainstreaming action plans. UWONET and DCA will continue to monitor and offer follow-up support to ensure the cause is realized.

In addition, a phased gender mainstreaming capacity enhancement programme was developed for two selected partners; Rakai Counsellor's Association (RACA) in Rakai district and Church of Uganda-TEDDO (cou-TEDDO) in Soroti district. During a recent follow-up exercise a number of remarkable changes were noted within these institutions for instance RACA was able to elect 4 women out of nine members on their new board, an increment by 3 from previously only 1 board member. Furthermore, 2 staff were appointed as gender focal persons in the organization as a commitment to further steer gender mainstreaming especially in programming. Progress is also being made towards reviewing existent institutional policies such as the Human Resource policy to make it more gender responsive. In COU-TEDDO, 2 field staffs were also appointed as gender focal persons and attempt has been made to revise their data collection tools to ensure there is gender disaggregation. Commitment was made to review the leadership structure so as to get more women on board.



*DCA funded partners pose for a group photo after under going a training at the UWONET Secretariat.*



# THEMATIC AREA

# 2.0

## WOMEN'S RIGHTS AND ACCESS TO JUSTICE

Women's Rights and Access to justice remained a key focus area for Uganda Women's Network (UWONET). Access to justice is the ability of people to seek and obtain a remedy through formal or informal institutions of justice for grievances in compliance with human rights standards. This thematic issue was a focus during the second year of implementation of UWONET's strategic plan because women and girls who are the most marginalized groups in society fear the system, see it as alien, and do not access it; where the justice system is financially inaccessible; where individuals have no lawyers; where they do not have information or knowledge of rights; or where there is a weak justice system.

While Uganda's policy and legal framework provide the overarching framework for human rights protection and promotion and the government has strengthened the capacity of different stakeholders to respond to grievances including the Uganda Human Rights Commission, appointment of judicial officers, resourcing to the Equal Opportunities Commission which is now fully functional among others, there are a number of systematic weaknesses that continued to undermine access to justice for women and girls, which informed UWONET's 2015 advocacy agenda. The Marriage and Divorce Bill, the Sexual Offences Bill remain pending. In other cases, laws have been passed but without accompanying regulations there by impeding their proper implementation for example the Public Order Management Act, 2014.

Access to justice for women is further constrained by the low case disposal rate at 30.6 percent as reported in the JLOS Semi-Annual Performance Report 2014/15, inadequate human and financial resources and low levels of awareness on the existing legal and policy framework especially among women and girls which inhibited their ability to have their voices heard, exercise their rights, challenge discrimination or hold decision-makers accountable.

Recognizing this, 2015, was a buildup of efforts commenced in the last three years, which saw the establishment and launch of GBV shelters in Namutumba and Kamuli districts which supported over 3000 survivors (95 percent female and 5 percent male), a more coordinated national and district advocacy effort that engendered the NDP II, lobbied both district and central government to prioritize access to justice through implementing the Domestic Violence Act, the National Land Policy, passing the Marriage and Divorce Bill and the Sexual Offences Bill and the Ministry of Health Directive on the amended Police form 3 and 3A. UWONET also strengthened district women networks and community structures in an effort to foster dialogue and conversations among communities and duty bearers on rights and responsibilities for better service delivery and an environment that promotes and protects women's human rights.

Working with district women's networks is a tested and proven strategy UWONET has used since 2010. The networks comprise of community based organizations whose mandate and mission on specific issues are in line with UWONET's. The district women's networks spear head issue specific local activism, community dialogue and connect grassroots issues and evidence to the national, regional and international level advocacy agenda. Over the years, the district women's networks have demanded for resources for the JLOS more particularly, the police and the health facilities for justice. In Kaabong district, they influenced a district resolution that proposes penalties and disciplinary measures for health workers who demand for money before completing PF3A.

Delivery of UWONET's actions for the year was anchored on coalition building and movement building around three strategic objectives; these objectives included;

- a. To advocate for the implementation, reform and enactment of laws, Policies, programmes and regulations that promote and protect women's human rights;
- b. To reduce social tolerance to VAW/G and GBV, influence promotion and protection of women's reproductive health rights.
- c. To Increase awareness and Knowledge on VAW/G and access to Reproductive Rights for girls and young women.

UWONET undertook to coordinate joint advocacy actions, and fostered the formation of strategic issue based coalitions at both national and district level in 20 districts. These coalitions included;

- i. The Marriage and Divorce Bill Coalition,
- ii. The CEDAW taskforce,
- iii. The CSO–CSW taskforce,
- iv. The Domestic Violence Coalition,
- v. The JLOS Human Rights and accountability committee.

District women networks comprising of women's rights community based organizations and women political leaders were co-opted to support UWONET's social movement building efforts.

This process was guided by three strategic objectives, namely;

- a. To advocate for the implementation, reform and enactment of laws, Policies, programmes and regulations that promote and protect women's human rights;
- b. To reduce social tolerance to VAW/G and GBV, influence promotion and protection of women's reproductive health rights.
- c. Increased awareness and Knowledge on VAW/G and access to Reproductive Rights for girls and young women.

## Thematic Delivery

### 2.1 Advocacy for the Implementation, Reform and Enactment of Gender Responsive Laws

#### 2.1.1. Advocacy on the Marriage and Divorce Bill for a fair and just family law

The Marriage and Divorce Bill has a long and tortured history. A version of the bill was presented to Parliament in the 1970s, with a view to improve women's rights in marriage and also to consolidate the multiple acts regulating customary marriage, Hindu marriage, civil marriage, Christian marriage, and Islamic marriage. This bill failed to pass. A 2003 Domestic Relations Bill sought to achieve the same goals, but faced enormous resistance from Muslim groups opposed to the provisions banning polygamy. After being rejected by Parliament in 2006, the bill was split into a Muslim Personal Bill, which covers Muslim marriages, and the Marriage and Divorce Bill, 2009.

After over 40 years of lobbying for the Bill, in 2015, UWONET and the Marriage and Divorce Bill Taskforce (a coalition of over 40 women's rights and human rights organisations and



*A Marriage and Divorce Bill Reflection Retreat: Rethinking our approaches*

government institutions) broke ground. The 9<sup>th</sup> Parliament passed 20 clauses of the Bill. However, the celebrations among the women's movement was short-lived when the Executive influenced and halted the process. Members of the 9<sup>th</sup> Parliament received 5 million Uganda Shillings to consult on the Bill; with limited understanding and knowledge about the Bill, they largely de-campaigned the Bill claiming that the Bill intended to change the social order of the Ugandan communities.

Religious leaders, cultural leaders and political leaders supported the legislators to publically oppose the Bill.

*"The New Vision Newspaper of 18th February 2015 reported that the Uganda Joint Christian Council (UJCC) issued various statements warning against the passing of the Bill arguing that its provisions are inducements for divorce, turning cohabitation into marriage, and making a woman and a man equal in a marriage which the UJCC argued is contrary to Christian teaching."*

*"This is resurrecting something that is dangerous to marriages in Uganda. The Bill is very hostile to men and instead of solving marriage problems it will create more marital conflicts and separations."* Dr. Martin Ssempe, a family life activist was quoted by the same newspaper on receiving information that the Bill would be debated in the 9<sup>th</sup> Parliament."

It is such resistance that prevented the passing of the Bill into law in the 7<sup>th</sup> and 8<sup>th</sup> and 9<sup>th</sup> Parliament.

The Marriage and Divorce Bill coalition, coordinated by UWONET organized a retreat for the members, to reflect on the on-going processes as well as develop new strategy. One of the strategies agreed upon was to develop a common agenda (position) with faith based institutions, they have huge influence and a following. On 12<sup>th</sup> May 2015, a technical convergence retreat which brought together representatives from the Inter religious Council of Uganda and the civil society coalition on the Marriage and Divorce Bill for the first time, in the advocacy history of the Bill, developed a draft common agenda. The agenda is currently pending endorsement by the Council of the Presidents and will be jointly presented to the 10<sup>th</sup> Parliament and a demand for immediate enactment of the Bill.

Another remarkable win for the women's movement, was the judicial position on bride price, in line with the position in the Marriage and Divorce Bill. In a land mark supreme court decision on the 6<sup>th</sup> of August 2015, in Mifumi (U) Ltd and Ors V the Attorney General AG and Kenneth Kakuru, (constitutional Appeal no 2 of 2014), Justice Jotham Tumwesigye in his lead judgment which was upheld by the court held that the Constitutional Court erred in law when it held that it was not essential to declare the custom of demand for refund of bride price unconstitutional and accordingly declared that the custom and practice of demand for refund of bride price after a breakdown of customary marriage is unconstitutional as it violated Article 31 (1) (b) of the Constitution and devalues the worth, respect and dignity of women and completely ignores the contribution of a woman to marriage up to the time of its break down. The ruling cited a woman's contributions such as domestic labor and child care among others. UWONET and the coalition believe this landmark decision is one step in ensuring that women do not stay in abusive relations owing to the fear that their families will be asked to refund the bride price.

A table of sample positions that were agreed upon

| What will change                                                                                                                                               | What is still in the Bill                                                                                                                                                  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| The Title of the Bill will be the Marriage Bill                                                                                                                | The Bill will continue to focus on aspects in the current Divorce Act, and the inclusion of provisions on divorce be highlighted clearly in the objectives and or preamble |
| The Clause on Cohabitation be removed and property rights of cohabitantes be protected in a separate law to be proposed by the religious and cultural leaders. | Clause 114 in its entirety is retained in the Bill. This clause provides for instances when a husband and or wife can negotiate ability to engage in sexual intercourse.   |
| Clause 14(1) should be amended that if the receipt of marriage gifts is waived, no one can invalidate the marriage gifts on those grounds.                     | Clause 128 on polygamy is retained in its entirety                                                                                                                         |

Although only 20 clauses of the Bill were debated and passed by 9th Parliament. The Bill remains on the order paper of Parliament and will be debated upon by the 10th parliament; this is an opportunity for UWONET and the MAD Bill coalition to lobby for the full enactment of the Bill.

### **2.1.2. Advocacy for the full implementation of the National Land Policy and Land Laws**

While women are primary users of land and provide the bulk of “non-contractible” agricultural labour in Uganda, men dominate the majority of decisions related to land use and management, and the security of women’s land tenure can be tenuous. Due to the misunderstanding of customs relating to land and/or the pervasive patriarchal system, women are regularly denied full benefits of this resource and discriminated against in land matters and their access is largely dependent on the good relationship that a woman has with the male relatives, a lived reality that is contradictory to the Constitution, Land Act and International instruments.

The pilot project built capacity of 180 grassroots political women leaders, mentored 48 community activists and strengthened 4 district women’s networks to engage, influence and lobby for implementation of the NLP and existing land laws for women’s land justice with emphasis on succession, inheritance and functionality of formal and informal Land management structures at Local level. District led community dialogues which targeted 600 men and the traditional land administration and management systems for women’s land justice and security.

The men targeted comprised of opinion, religious and cultural leaders. As a result, men now appreciate women’s land justice. In the picture below, community members including men in Akwang sub county in Kitgum district committed to bequeath and sharing land and property rights among both boy and girl children equally. This had never been seen in the sub county before. This is a positive indication of shift in mind-set on women’s land rights.

UWONET's work in the last 5 years shows a major discrepancy between Ugandan land law and its implementation. The traditional institutions involved in the mediation of land disputes have not incorporated national and international human rights norms in to the administration of land law at the local level. Customary laws and practices give ownership of land to men or male heads of extended families, while women enjoy 'secondary' rights in the form of access to and use of land through their husbands, fathers, brothers, or other male relatives.

It was against this background, that advocacy for implementation of the National Land Policy and the existing land laws remained a priority issue for UWONET. UWONET piloted a project in Northern (Kitgum and Lamwo) and North Eastern Uganda (Kaabong and Kotido), regions where the traditional justice system is more dominant; clan leaders and elders determine the shape of the development agenda and local communities are more loyal and pay allegiance to the traditional system and leaders unlike to government leaders. This system subtly limits women's abilities to access their rights to their own and their family's land and limits their capacity to claim redress or to seek protection where these rights are violated.

Through the project, women are increasingly being supported by women leaders and the community to enjoy and benefit from land. *"In Lochom village in Kaabong Sub County (S/c) a woman was evicted by her husband because he had married a second wife. When she reported this to the women leaders, they supported her in following up the case and the matter was settled. She is happy in her marital home."*

Another councillor in Gili Gili Parish Palabong, Namkora Sub County, Kitgum District, narrated her experience... *"a widow came to me saying that her in laws wanted to push her off her land. She was worried that the customary land was in the process of being sold and the family did not involve her in the land transactions. The widow's husband had passed on in 2004 and in 2008, her in laws started to bother her to move her off her late husband's land. As a woman leader, I understand that this is injustice. I tried to dialogue with the widows in- laws who wanted to sell the land and requested them to involve the widow as well. But the family members were hesitant hence this prompted me to refer the case to Human Rights Commission paralegals who got for the widow a lawyer and have since helped this widow in the court procedures. The widow won the case and she has since owned/ reclaimed her land"* Sub county Councillor

These progressive cases inspire UWONET to continue to advocate for women's land justice and security. Women now attest to a formal land justice system/mechanism that supports women's land rights. In the past, women did not understand the processes and procedures for a perpetrator to be brought to book which discouraged them from seeking justice. UWONET produced and translated 9,180 education and communication materials which built knowledge on the processes and procedures for women's land justice.

Radio platforms were also utilised for wider outreach beyond the project sub counties. As a result, at least 5000 households were informed about the importance of women's land ownership and women's rights. Messages re-affirmed how negative cultural practices and beliefs influence women's land rights injustices and contradict with the land laws and policy. Follow this link to view the spot message on women land rights; [https://www.youtube.com/watch?v=0d\\_tqjPOSJY](https://www.youtube.com/watch?v=0d_tqjPOSJY)

At national level, an opportunity presented itself as the country prepared for the 4th elections under multiparty democracy, key on the agenda was the Constitutional review processes. UWONET met with the female members of Parliament in an effort to garner their support for financing of the National Land Policy and to support the proposed constitutional amendment to include a provision specifically towards advancing women's land and property rights. While UWOPA unanimously agreed to support UWONET's position, these proposals were not taken on.

## 2.2 The Constitutional Review Process

As the country prepared for the 4<sup>th</sup> elections under multiparty democracy, key on the agenda was the Constitutional review processes. Through a country wide consultation processes that was spearheaded by UWONET, women's land rights and the need to finance the National Land Policy was one of the priority gender issues raised for inclusion in the women's memorandum that was presented to Parliament.

Although female members of Parliament (Uganda Women Parliamentary Association–UWOPA) unanimously agreed to support the proposed constitutional amendment to include a provision specific to advancing women's land and property rights, this was not adopted.

However, UWONET has continued to engage the relevant stakeholders on women's land and property rights and financing for land justice.

The advocacy initiatives which targeted stakeholders in government, and members of the 9th Parliament called for;

- i. The enactment of legislation to protect the rights to inheritance and ownership by women and girls and enable both men and women enjoy equal rights to land before marriage, in marriage and after marriage without discriminations;
- ii. Review and regulate customary rules to avoid violations;
- iii. Design and implement a regime of matrimonial property law aimed at the protection of spouses, and;
- iv. To amend the land Act cap 227 so as to restore the consent clause to protect children below 18 years.

UWONET in partnership with OXFAM championed the advocacy for women's land justice in 4 district local governments, namely; Lamwo, Kotido, Kaabong and Kitgum. Policy dialogues were organized at district level to mobilize support and draw attention towards women's land injustices, which have for several decades not been prioritized. 2015, being a pre-election year, UWONET strategically carried out a country wide consultative process that resulted in the development of the Women's Manifesto as a political advocacy tool. Five key thematic issues which included women's land and property rights were demanded for as commitment and support from the aspiring leaders.

As a result, several Commitments were secured: In the words of an aspiring candidate, Hon. Achoboi Rebecca of Kodito district said, ***“If I get elected into office, my focus will be on land rights for women. I will advocate on women inheritance of land and to allow ownership to be equal.”***



*Programme Coordinator UWONET Laureen Karayi with change agents from Lamwo. Change agents have been key catalysts in raising awareness and injustices in the community.*



*Grassroot representative from Kotido district in Parliament sharing experiences of Karamoja women and Land Justice.*

Women leaders in council who were targeted committed to support fellow women in securing rights over their pieces of land.

Community members whose knowledge has been enhanced on women's land and property rights have also committed to bequeathing and sharing land equally among their boy and girl children. Getting men agree to bequeath land to both boys and girls is a huge milestone that UWONET celebrates. This accounts for an important breakthrough on cultural and patriarchal barriers that have.

### **2.2.1 Gender Analysis of the National Development Plan.**

The Government of the Republic of Uganda (GOU) National Vision is to Transform Uganda from a peasant to a Modern and Prosperous Country within 30 years. This Vision is being implemented in 5-year National Development Plans (NDP) Phases.

In 2015, the National Planning Authority (NPA) embarked on the development of the Second NDP whose theme is Strengthening Uganda's Competitiveness for Sustainable Wealth Creation, Employment and Inclusive Growth.

The Women of Uganda through UWONET consider the development of the second NDP as an important entry point for influencing the development agenda as well as an opportunity for the promotion of gender equality and women's empowerment. In responding to this opportunity, Uganda Women's Network (UWONET) came up with a civil society issue paper on gender equality and women's empowerment to inform the development of the National Development Plan, 2015/16–2019/20.

With consistent lobbying and advocacy, there are indications of improved gender responsiveness in the NDP11 compared to NDP 1. Although there is inconsistency in the articulation of critical gender and women issues in the situational analysis across all sectors, there are at least deliberate efforts being taken to define appropriate interventions towards gender equality and women's empowerment in some of the sectors. In these sectors, there are CSOs' proposals that were integrated into the NDP11 with considerable detail namely;

the sectors of education, health, social development and agriculture. For those sectors that are explicitly gender blind, (ICTs, oil, gas, energy and mining) UWONET will continue to engage corresponding Sector Working Groups, by actively reviewing their Annual Sector Performance and simultaneously make inroads for articulating and integrating gender and women issues into this process.

### 2.3 Advocacy and social movement building for the Elimination of GBV/VAW/G

GBV and VAW/G is a public health concern that continues to occur unabated in homes, communities and institutions as a socially accepted practice. The UDHS affirms the alarming prevalence rates with physical violence among women aged between 15–49 at 56.1% and sexual violence at 27.1%.

**Community Dialogues:** UWONET organized community dialogues at both community and sub-national level as a tool for increasing attention towards GBV/VAWG, influencing community priorities and concerns for inclusion in the national and district budgets, denouncing violence against women and Girls and calling upon communities to speak out and report to the nearest local authority

The dialogues were also used as a platform to raise awareness on issues that informed national level advocacy. The dialogues were conducted by district coalitions and alliances that were strengthened in 4 districts in Karamoja and Acholi Sub-region namely; Kaabong, Kotido, Kitgum and Lamwo. These dialogue sessions were strategically positioned as the link between local authorities and beneficiary communities. Follow-up visits indicated that some communities are now able to openly condemn practices that condone and perpetrate violence.



*Members of a local drama group in Kaabong district perform before community members a play about the problem of gang rape in Karamoja and its effects on girls.*

Through the community based approach, increased intolerance to GBV and VAW/G is being registered. Many women and girls are seeking help from the different referral centers and more men are adopting more acceptable approaches to addressing household problems. Below are sample community voices testifying to the changes that they are now experiencing in their households after attending the community dialogues.

*“I appreciate the dialogues that UWONET organized. My husband was very abusive but I never reported to anyone because I believed this was ok. After attending the dialogues, I understood that I could seek help from elders; I reported the matter to the elders who convened a family meeting. My husband has since reformed and he has stopped beating me.”* Adokorach Brenda, aged 26 from Padibe East Sub County.

*“I have now realized that planning together with my husband about our family development concerns has reduced the quarrels in the household. We make decisions together on issues of resource distribution in our home.”* Kataike Gloria, Kakusi village, Kibale s/c—Pallisa district.

*“My wife and I used to fight a lot. But we learnt from a community meeting organized by UWONET that there are ways of resolving conflict without violence. So I now talk to my wife. I stopped beating her. We work out things together and now my wife and I are very hard working.”* Komakech Denis, Kitgum district.

In Kapedo Subcounty in Kaabong district, community elders passed a resolution to first ascertain the age of a girl before marriage. This is in a bid to enforce the 18 years age requirement. This effort has made an immense contribution to the reduction of the practice of child marriage.

A recent study conducted by CEDOVIP indicated that the medical costs for GBV and VAWG are in billions of Uganda shs per year. Persistent community education about the associated problems and effects is gradually beginning to pay off. Communities are now more cognizant of this. In some communities, collective action is now being taken for perpetrators of violence to compensate their victims. This has been demonstrated in the community of kanawat Kapedo Subcounty in Kaabong district, where elders have passed a resolution that forces spouses who subject their partners to violence to pay the medical costs. Compensation which is determined by the community is also demanded from the culprit. Such resolutions are now being implemented.

### **2.3.1 Male Involvement, an approach to reducing social tolerance to GBV**

Uganda, like many African counties has a traditional justice system that is more dominant to statutory law; clan leaders and elders shape the development agenda. Community members are more loyal to the traditional system and leaders and yet this system is often very patriarchal, biased against women and re-enforces notions of male dominance and superiority particularly in decision making. This system denies women their full rights and increases women’s vulnerability.

*“Communities including clan leaders are ignorant of the existing laws and policies and deny women the opportunity to own property and land,”* affirms Dodoi Cecilia, the LCV councilor in Kotido district.

To address this challenge, UWONET and 4 district women's networks in the Karamoja and Acholi sub-regions partnered with OXFAM to facilitate a community strategy for the elimination of GBV/VAW/G and promotion of women's land and property rights.

This strategy engaged men and boys as community change makers in the fight against GBV in communities and championing women's land and property rights. This strategy was used because men are the decision makers in land administration and allocation, and that clans are male dominated and headed. It was therefore critical that men are involved in awareness raising about women's land rights. 600 men including Religious, Cultural, and Opinion Leaders, together with 200 duty bearers were targeted and oriented for gender sensitive service delivery during the year.

Today more and more decisions are being made NOT to evict widows and children from family land. And many more women have started to own land. This however, is yet only visible within town council areas.

### **2.3.2 Financing and prioritization of GBV/VAW/G and SRHR**

Over the last ten years, government has made considerable progress at improving the status of women and girls by passing numerous pieces of legislation which have had direct impact on the promotion and protection of women's rights. Such pieces of legislation include the DVA and FGM Act. The dilemma that remains is the poor implementation of the existing laws and policies, weak coordination of actors to address GBV and VAWG and the incapacity of communities to demand for accountability. The outcome is the continuous rise in cases of injustices against women. Approximately 46 percent of girls marry before they reach 18 years (UDHS 2011) and Uganda has also retrogressed with 438/100,000 mothers dying while giving birth from avoidable complications.

Recognizing this, UWONET undertook the initiative to advocate for financing and prioritization of GBV/VAW/G and SRHR prevention and response through the following ways:



*Men attending a strategic engagement meeting to raise awareness about women's land rights.*

## 2.4. Working with district women's networks towards GBV prevention and response

UWONET has facilitated the formation of district women networks as a coordination mechanism for different actors engaging in GBV prevention and response at the district level. UWONET strengthened NGO/CBO actors to consolidate efforts and have a unified voice to enhance coordination and networking of partners. At least 80% of the GBV CSO Networks have integrated and incorporated GBV prevention and response initiatives into their own programming, as a sustainability mechanism beyond 2015. Today, there is a functional referral pathway with clearly defined roles and mandate in conformity with the legal and policy framework. Increased reporting and confidence in the justice system is partly attributed to the existing coordination platforms that allow for open conversations and developing community solutions among duty.

### 2.4.1 Working with district women caucuses

UWONET strengthened and supported district women caucuses to advocate for the allocation of resources towards addressing GBV and advancing SRHR. These issues informed part of UWONET's national level advocacy agenda; one of the issues documented by UWONET from communities included health workers disregard for the Ministry of Health (MOH) directive which requires that obtaining and filling in police form 3A for sexual violence related offences be free.

During a monitoring visit at Padibe Health Center IV in Lamwo District, the women caucus discovered that health workers charged Ugx. 30,000 to fill in the police form 3A. This affects justice for many women and girls who cannot afford such sums of money. The caucus brought the issue to the attention of UWONET. UWONET engaged Ministry of Health and committed to strengthen its monitoring mechanism and to discipline errant health workers.

### 2.4.2 Women caucus influence resourcing for GBV prevention and response.

In Pallisa district, the district women caucus lobbied and influenced the increase of funding towards GBV prevention and response from UGX 2 million to UGX 3 million for the 2014/2015 FY. The women councilors at LCIII level also influenced the creation of a peace



*The maternity ward that was built after lobbying by the women councilors.*



*The placenta pit built because of the advocacy of the councilors caucus and support of the in-charge of the Kanyatorogo HC IV*



*Patients wait to be attended to at Kanyatorogo Health Center and Sub-county councilors share views with the documentation team*



and reconciliation committee at Kameke sub county to support GBV case management. UGX 1.5million is now annually allocated to support this process.

### **2.4.3 Financing and prioritization of SRHR.**

Sexual and reproductive rights were defined in the early nineties at the International Conference on Population and Development (ICPD) as *“the ability to reproduce by having a satisfying but safe sex life. It also involves the freedom to decide if, when and how often to do so with the right to make decisions on family size, timing of marriage and matters of sexual and reproductive health services, free of coercion, discrimination and violence”*.

While global priorities for the protection and promotion of women’s sexual and reproductive health rights were set over 15 years ago, in Uganda the reality for many women is still a long way. Uganda’s maternal mortality ratio of 438/100,000 live births accounts for more than 18 percent of the global deaths. Every day, an estimated 19 women die giving birth due to preventable complications.

UWONET steered national level and district level advocacy through community structures for improved gender budgeting and quality service delivery. As a result, resources are now being allocated towards advancing SRHR and addressing the strategic and practical needs of women and girls.

The lack of sanitary pads especially for girls in the rural areas makes them miss an average of 4 days of school each month while others are forced to drop out completely. In Oyam district, a 2014 council resolution was passed to prioritize budget vote for sanitary towels

in the 2014–2015 FY. In 2015, all primary schools in the district received sanitary pads. In addition, 5 primary schools in Lango sub region constructed changing rooms for girls. Oyam district is part of the Lango sub region where the communities are quick to marry off young girls who have started experiencing menstrual cycles.

UWONET also used community platforms, and stakeholder's foras to lobby district local governments and councils to invest in maternal health facilities. As a result Katakwi and Moroto districts allocated resources towards the construction of maternity wards in Ongongoja subcounty and Narenganya parish respectively. These two districts had in previous years reported high maternal mortality rates because of the low utilization rates of health facilities during child birth.

Women Councilors in Kanungu district successfully lobbied for the construction of a maternity ward in Kanyatorogo Health Centre III in Kanyatorogo sub – county. Previously, expectant mothers had to travel as far as Kihikihi or Bwindi to receive maternity services which is a distance of over 25 miles, hence delays that often led to complications. For some women, the long distance to the health facility denied them access to skilled birth attendants and care.

Another notable achievement was the construction of a placenta pit and the construction of staff quarters for medical personnel. As a way forward, Kanungu district councilors are now lobbying for the construction of a fence around the health facility to protect it from community members who graze their animals in its compound.

#### **2.4.4 Strengthening Case Management to ensure effective service delivery for GBV Survivors**

UWONET's advocacy efforts in the Busoga sub–region over the last four years culminated in an intervention to deliver justice to vulnerable people with specific attention to women and girls affected by GBV. Eight districts namely Jinja, Iganga, Mayuge, Kaliro, Namutumba, Buyende, Bugiri and Kamuli in the Busoga sub region benefitted from this intervention.

During a series of capacity building sessions and networking engagements with the Uganda Police force, duty bearers like the DCDOs, and health workers, they revealed several challenges limiting their ability to respond to GBV related cases. These included lack of essential case management materials such as writing materials in form of pens and paper at police posts, lack of fuel for police vehicles needed to complete prosecutions. It was also noted that some police stations like that of Buyende district had nonexistent SGBV desk officers because there were no female officers attached to the station at the rank of detectives.

Recognizing these challenges, UWONET in partnership with IRISH–AID supported 32 police stations and police posts with case management materials that would be used in improving access to justice for vulnerable communities. A total of 20,000 copies of Police form 3 and 3A, 1000 police file covers, 32 copies of stationary dairies, 32 Cartons of printing papers, 64 boxes of pens, 32 pieces of punching machines, 32 boxes of staple wires, and 32 pieces of stapling machines and assorted stationary was handed over to the 8 beneficiary districts.



*The Executive Director - UWONET, The Head of Development- Irish Aid, the State Minister Gender and Culture, Woman MP Namutumba, Regional Police Commander Eastern, UWONET Chairperson and other DPCS during the hand over of case management material to police.*

Availing police with case management materials enabled survivors of GBV and SGBV to;

- i. Access police services with ease and without fear for monetary demands for police forms.
- ii. The Police were also able to respond to SGBV cases in a timely manner
- iii. Community confidence in police has been renewed.
- iv. Case management materials have enhanced police efficiency in handling and responding to GBV related cases within the programme area. The police has commended UWONET for timely and relevant support.

*“I commend UWONET’s contribution and her partners towards supporting the Uganda Police. UWONET is one of the few partners that has given logistical support to Uganda Police. The logistical support is a definite stride in the right direction to combat GBV”* Regional Police Commander Eastern.

#### **2.4.5. Using the shelter approach to improve access to justice for women and girls.**

In a situation of high prevalence of GBV that is coupled with the absence of a comprehensive mechanism for assisting Survivors, poses an immense problem in the delivery of justice.

*“I work at the main police station with women and children who are victims of GBV. My biggest challenge is that I always keep abused children at my home since the station does not have where to keep them. I live in a one roomed house with my husband and children. In 2011 i received a child of less than 4yrs who was being violated by the father who used to smoke opium. The child had not been fed or given a bath for months. When her father was arrested this child had nowhere to stay. And so I took the child and housed her for three months before I got assistance from World Vision. Nasianga wishes that a simple house could be constructed at the police station to receive such people.”* Extract from the experience of a police officer (Ms Nasianga) from the Child and Family Protection Unit, Bugiri district.

In 2012, UWONET embarked on a process of establishing temporary shelters for survivors of GBV and SGBV in the Buosga sub-region. UWONET was able to set up the first temporary in Kamuli district, in 2013. Construction of the second shelter was completed and launched in Namutumba district in 2015.

The launch was presided over by the Rt. Hon Speaker of Parliament Rebecca Kadaga who reaffirmed her commitment to promote and protect the rights of women and to prioritize the issue of GBV in parliament.

The Shelter model has reduced vulnerabilities of women and girls experiencing violence and improved access to justice for the women and girls who continue to remain silent because they cannot afford court fees, cannot afford to make several journeys to courts to testify or have lost hope in the justice system because of the lengthy court procedures. UWONET provides free legal representation, free psychosocial services, free medical examinations and free temporary accommodation from violent situations.

## **2.5 Support to a holistic GBV service delivery mechanism Namutumba and Kamuli districts GBV shelters.**

In 2015, UWONET in partnership with the district local governments and duty bearers conducted mediations, radio talk shows, mobile Legal aid clinics, case follow up, re integration of survivors, counseling, court room representation, hand-held support and community dialogues. A total of 2337 survivors accessed services through the GBV shelter in Kamuli and Namutumba districts; 41 survivors received legal court representation, 58 protection orders were granted, 52 successful court judgments, 130 court documents drafted, 1,442 successful mediations, 1378 survivors received legal advise and 21 cases are currently pending in court. Further details are indicated in the tables below; Protection orders were mainly sought for women whose homes were almost being sold off or who were being evicted from their matrimonial homes. They were also sought to refrain the spouses from subjecting the survivors to further domestic violence.

In figure 14, mediations were held in form of Mediations office, community mediations and mediations at CFPU police. With the new policy by the judiciary for all civil cases to first undergo mediation, UWONET GBV advisory centre reported an increased in the number of registered mediation cases. This also led to the reduction in back log of cases in court. Some of the cases mediated upon were complex and referred by Court for mediation and resettlement out of court.



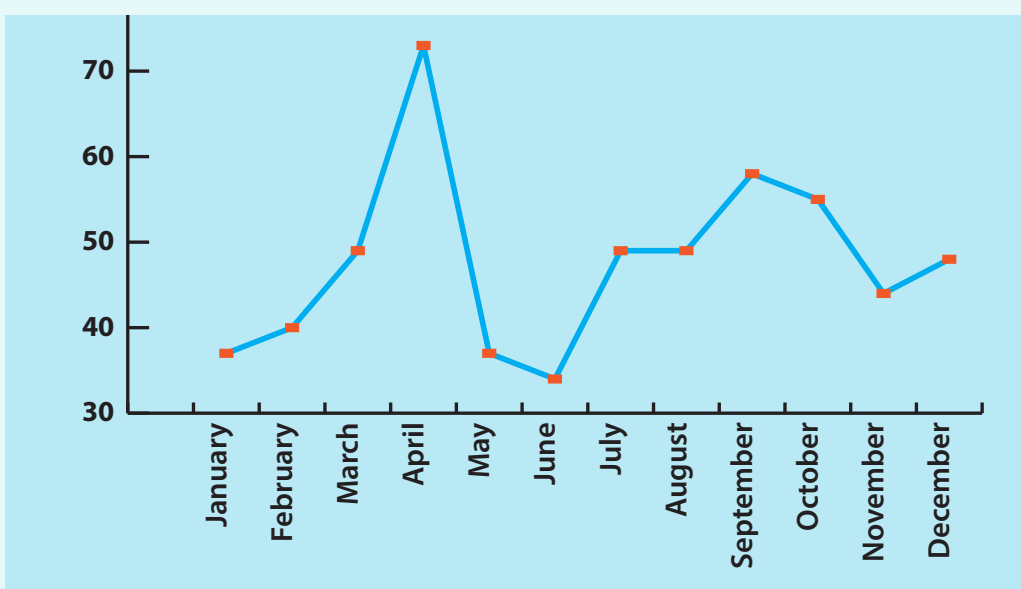
UWONET also realized that the facilitation to survivors and witnesses to court contributed to the increase in the number of judgments during the high court sessions scheduled. In the past, many of the SGBV cases in Jinja were being dismissed for want of prosecution because witnesses and clients would lose interest in cases due to lack of transport and the frequency of scheduling High Court sessions which led to perpetrators over staying their remand period and automatically right to be released bond. JLOS and the judiciary only facilitate high court witnesses, this leaves out a larger majority of the cases at the magistrates courts.



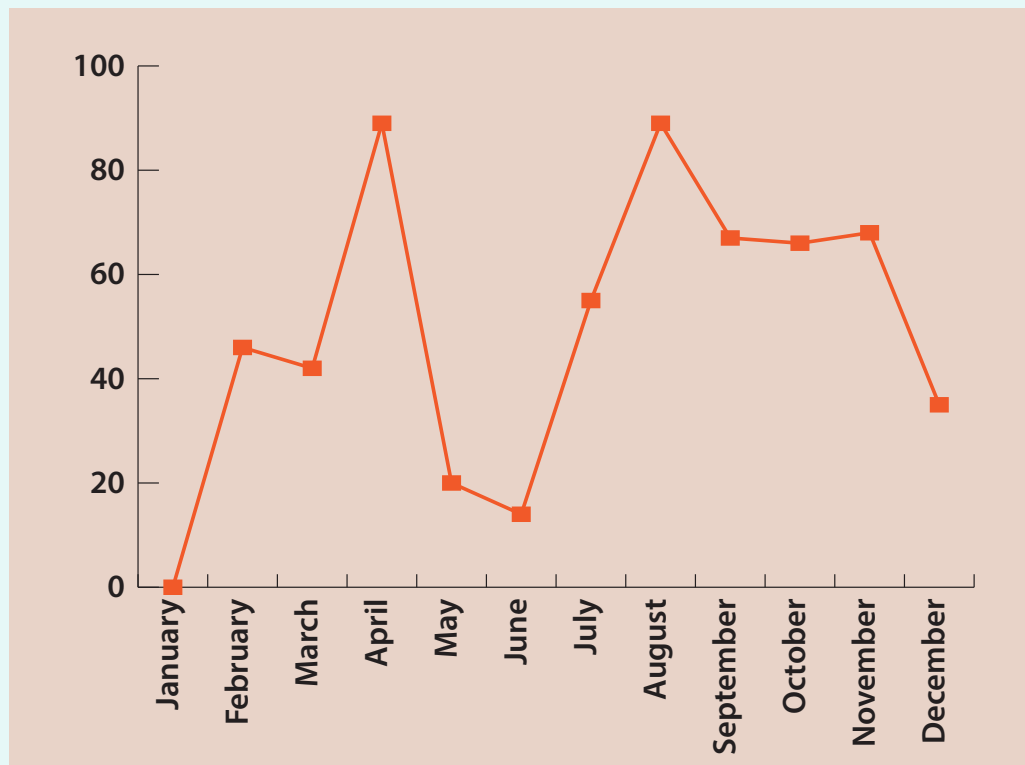
*The Rt Hon. Speaker of Parliament Rebecca Kadaga is briefed by the Executive Director UWONET about the operations of the Shelter and there after tours the newly constructed facility.*



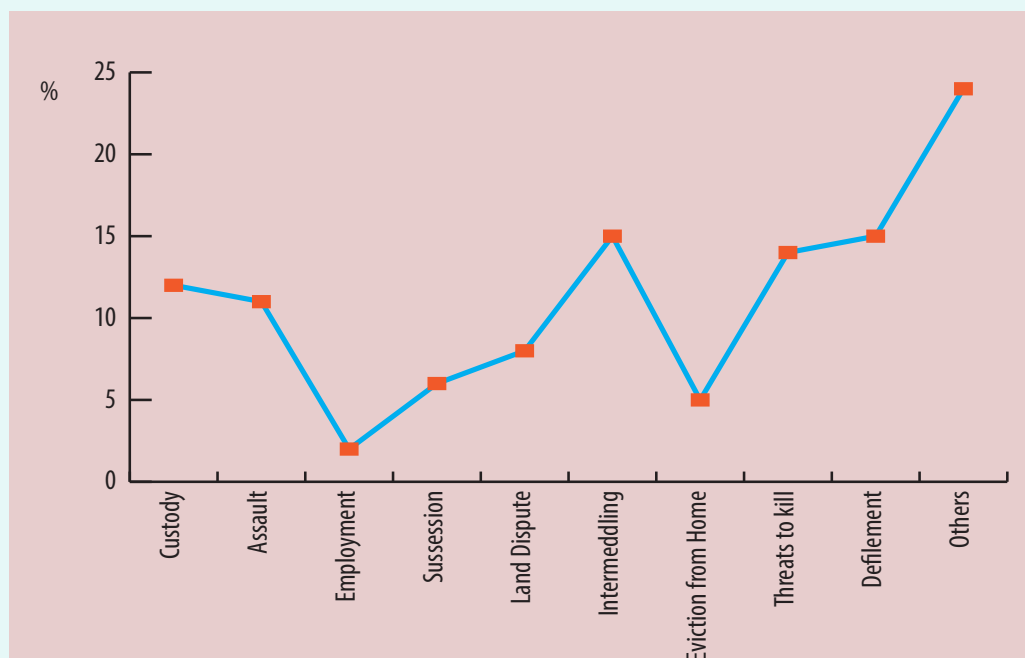
*The Rt Hon. Speaker of Parliament Rebecca Kadaga with the Executive Director- UWONET during the Ribbon cutting ceremony to officially open the GBV shelter in Namutumba district.*

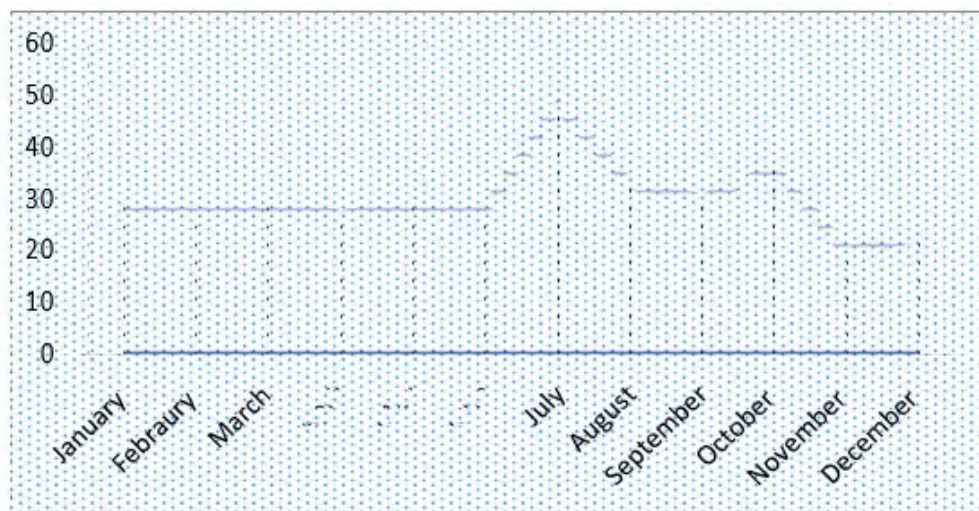
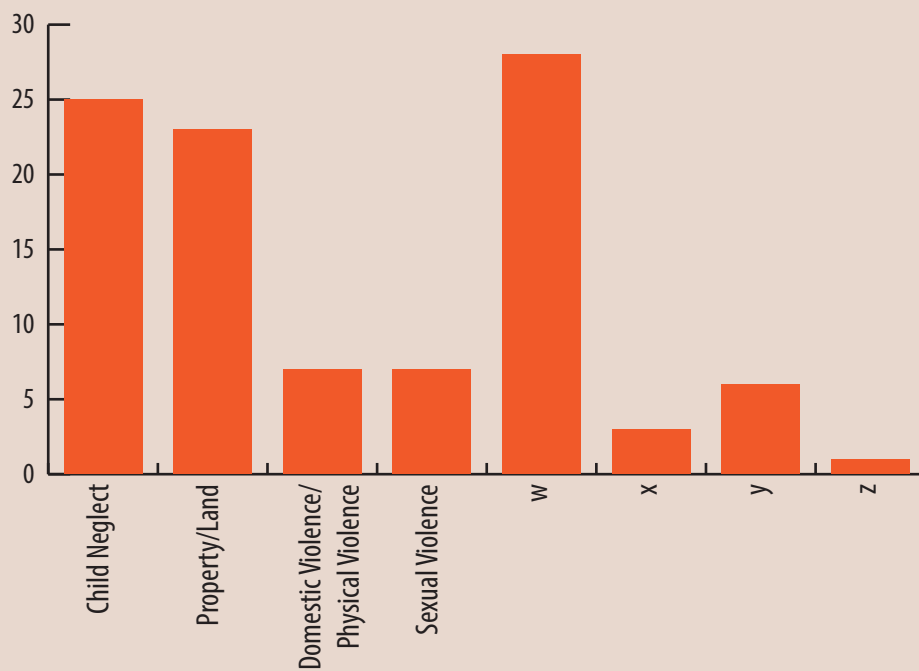


Graphs showing number of GBV cases received in Namutumba (above) and Kamuli (below) districts.



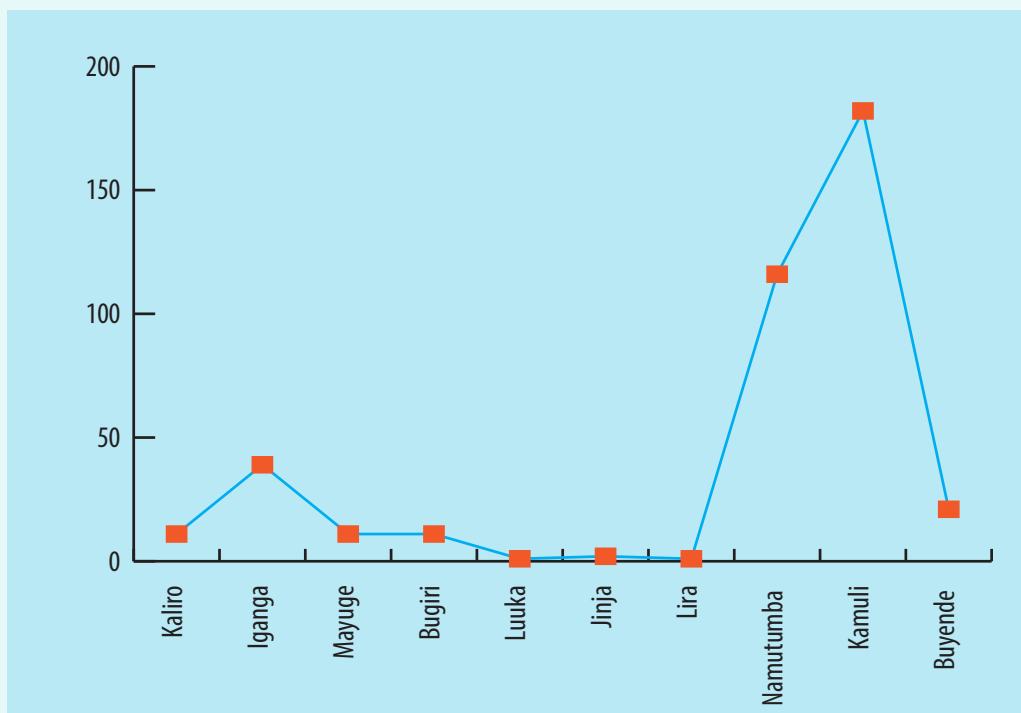
Analysis of the Nature of Cases supported





| Mediations Held | Planned Mediations for Quarter | Sucessful Mediations | Resorted to Court |
|-----------------|--------------------------------|----------------------|-------------------|
| Jan-Mar         | 171                            | 160                  | 11                |
| April-June      | 171                            | 164                  | 7                 |
| July-Sept       | 171                            | 96                   | 10                |
| Oct-Dec         | 171                            | 102                  | 13                |

Graph showing number of GBV cases per district in Busoga region



### 2.5.1. *Lessons UWONET has Learnt from running GBV shelters in Busoga:*

GBV shelter model is relevant and critical towards pursuing holistic service delivery for survivors. While donor funding is not sustainable, community interventions through preventive measures is a promising sustainability strategy. Engaging the District or Local Government duty bearers to ensure commitment to their roles as part of the referral pathway with regard to GBV response and prevention is also an opportunity for sustainability; both as individuals and as institutions.

- ✿ Funding for GBV shelters is inadequate and needs to be increased. Managing shelters involves making financial provisions for medical examination fees, feeding, security fees, resettlement and rehabilitation of survivors among others.
- ✿ Capacity building as a sustainability tool is important for all duty bearers along the referral pathway and not only for the desks mandated to handle and investigate violence related cases. The rationale is that duty bearers such as police are frequently transferred to different duty stations leaving the new replacements in need of training
- ✿ To ensure sustainability, there is need for government to actively get involved in shelter management and operation and not just stop at coordination roles .
- ✿ Counselling for staff should be prioritized to address secondary trauma
- ✿ Change the narrative and faces that speak about Gender based violence and involve other influential parties such as Local Council leaders as well as religious and cultural leaders.
- ✿ For purpose of continuity there is need to Strengthen the referral pathways through capacity building at institutional level.
- ✿ Empowerment of survivors by encouraging peer to peer counselling or the creation of survivor support groups, informal sheltering and capacity building for these support groups and reduce dependence on the shelters.

### **2.5.2. A Gender and Justice study**

UWONET undertook a study on gender and justice specifically focusing on the Justice, Law and Order Sector (JLOS). This was aimed at establishing gender responsiveness of the formal justice system in Kitgum and Lira districts; looking into the structures, policies procedures and judicial processes and the extent to which they relate to gender. The findings of the study indicated;

There is progress in mainstreaming gender in the justice, law and order system. For instance trainings on gender and human rights standards have been conducted for the officers by government and NGOs; a gender policy for the judiciary has been put in place and Sexual Gender Based Violence (SGBV) desks within Uganda Police Force in Kitgum and Lira districts central police stations have been established.

The study however notes that there are still glaring gaps which continue to inhibit access to justice for women. For example it was noted that there is limited knowledge on gender related laws such as the Domestic Violence Act among Police and even judicial officers; the justice structures were also reported to be gender insensitive.



# THEMATIC AREA

## 3.0

### WOMEN'S ECONOMIC JUSTICE AND EMPOWERMENT

Women's economic empowerment is one of the critical areas of concern in the 1995 Beijing Platform of Action, as well as the Uganda Gender Policy (1997) which provides a legitimate point of reference and emphasis for addressing gender inequalities in socio-economic and political spheres. In Uganda, women are tremendously and increasingly involved in the market economy. Despite this increased involvement, significant gender disparities remain. Unequal access to financial resources (credit) coupled with unavailability of user-friendly credit facilities and limited formal credit information, limited market base that continues to affect sustainability and growth of businesses enterprises, knowledge and skills on economic literacy is lacking among women entrepreneurs. Women doing business are largely engaged in the urban informal economy, micro, small scale firms with limited access to large markets hence sell at lower prices.

While it is recognized that women contribute over 70% to 80% of the labor in agriculture, they benefit 30% (Watkins, 2007) and estimated to own only 27 % of registered land in Uganda (NDPII page 69). Women do not have control over the incomes from the proceeds of their labour as they are culturally and socially marginalized from owning, inheriting and controlling the land and property in the family and in marriage. The majority of the women live in rural areas and are primarily on subsistence existence farming producing for consumption which increases their vulnerability.

Despite government's efforts to increase employment opportunities, unemployment gap among young people is widening, the 2015 School to Work Transitional Survey (SWTS) findings show that although both male and female youth unemployment increased by about 5% between 2013 and 2015, female youth unemployment rate stands at a higher 22.4% compared to 17.4% for males.

In spite of Uganda's Constitution (Articles 21, 32, 33) that provides for equality between men and women which articles are in line with Uganda's commitments under CEDAW and other international obligations on gender equality, however, economic gender disparities continue to hamper women's economic potential. To address these gaps, UWONET set three strategic objectives;

| Strategic Objectives |                                                                                                                                                                                                |
|----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ✿                    | To advocate for the implementation, review, and formulation of gender responsive trade policies, laws and regulations at national, regional and international level;                           |
| ✿                    | To advocate for increased women's access, ownership and control of economic resources and;                                                                                                     |
| ✿                    | To 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 Delivery

In 2015, strategic actions were set out to address challenges that hinder women's economic empowerment and perpetuate vulnerability. Efforts were geared towards research which was undertaken in a bid to understand the context of women's participation in trade and status of economic empowerment; capacity building on economic literacy to address capacity and skills gaps among women for better performance; advocacy for equitable and gender responsive allocation and management of national resources. During the year, approaches such as advocacy, capacity building, research, learning visits, dialogues, partnership building at district and national level were used during the intervention. UWONET also worked closely with the district women networks.

### 3.1 Economic research

#### 3.1.1 Study on women's participation in trade

As a strategy to gather information to build understanding and generate facts for evidence based advocacy, two studies were conducted; One on women's participation in trade. The study was conducted in Busia, Lamwo and Kampala districts and it focused on analysis of the legal and policy frameworks governing trade, the nature of trade in Uganda and assessment on the type of trade that women are involved, barriers women face in trade

and available opportunities. The findings indicated that majority of the women in Uganda are involved in informal trade for example; market vending, hawking and roadside kiosks. In addition, it was learnt that the women traders have very limited understanding of the legal and policy frameworks governing trade such as the tax administration policies, Uganda Trade Policy (2000) and the East African Community trade protocols, and this has negatively impacted the growth of their businesses.

The study identified hindrances to women's participation in trade which include; the limited access to credit for expansion of business which has increased the attrition rate among business enterprises, limited market base whereby the women traders sell in small markets at very low prices, they have very limited knowledge of the East African trade protocols and thus cannot explore larger regional markets, trade injustices and discrimination are faced by the women during cross border trade and tax administration. In addition, the findings revealed that the legal and policy frameworks governing trade for example the Uganda trade policy (2000) is silent on gender consideration and need for review.

The findings of the study were abridged into an information pack that will be used as an advocacy tool, specifically during advocacy and lobby meetings with line ministry and parliamentary committee on trade. This will form a basis of strategic engagement in 2016.

- a. The other research was on women's economic empowerment which aimed to gather data for a better understanding of the context of women's economic status in Uganda as well as identify key advocacy entry areas. This study was done in five selected districts of; Lamwo, Kotido, Kampala, Mbarara and Kamuli. The study findings indicated that women's low economic status looking at specific indicators; a) Income earning ability; The average monthly income in rural areas was 30,000/= (thirty thousand shillings) whilst the average in urban/trading centers is 100,000/= (One hundred thousand shillings) which is still very low meaning majority of the women are below the poverty line and earn less than a dollar day.
- b. Source of income; the main source of income for 4 out of every 5 women in Uganda is agricultural production. The studies indicate that more than 70% of the female population's income is generated through formal and informal agribusiness entities. Women dominate the informal agribusiness sector where most of their income is generated from surplus harvests from subsistence farming. In Lamwo, Kotido and Kamuli 98% of the women interviewed were engaged in agriculture but approx. 2% were participating in the commercial farming.
- c. Ownership and control of means of production and income: Land is the main means of production and despite the fact that women spend more time working on land as producers; various studies have established that women own less than 27% of registered land in Uganda. Women access the rest of the land only through male relatives like a father, husband or son, hence limiting their economic potential through agriculture. The study findings indicate that cross cutting social, cultural, physical, financial and human barriers to women's full economic participation are real. The research findings informed the trainings on economic literacy for the women especially on aspects of enterprise identification and management.

## 3.2 Advocacy for Women's access, ownership and control of economic resources

### 3.2.1 Capacity building on economic literacy

Economic resources continue to be scarce for women, this is coupled with their inability (knowledge and skills) to tap into business opportunities, however to ascertain these facts, a capacity needs assessment and economic resource mapping were conducted. The needs assessment was done to ascertain the knowledge and skills gaps of the women networks on aspects of economic empowerment. The principal gaps identified were on enterprise identification, management and growth. Other capacity and skills development areas identified included: business and financial management, agriculture as a business, value addition and post-harvest handling, and marketing. An economic resource mapping was also conducted to identify viable economic opportunities that the women could tap into within the districts. The mapping revealed the following viable economic activities: cereal bulking, piggery, fruit farming, candle and soap making, and apiary, shop keeping, poultry, bakery, tree planting, and gold mining in Karamoja. The findings from the assessment informed the development of training areas which was formed a basis of capacity and skills development sessions.

## 3.3 Capacity building on economic empowerment aspects

The capacity building on economic empowerment aspects was done for the 3 women networks of Lamwo, Kotido and Kaabong targeting 120 members. Economic dependence is identified as major factor fueling GBV in homes, to address this challenge UWONET conducted a similar training for 60 women GBV survivors who are members of the Survivor Support Groups in Namutuma and Kamuli districts. The training was done on; enterprise selection, business and financial management, agri-business, post-harvest handling and value addition, marketing and business planning. The additional component of self-empowerment was specific to GBV survivors. At the end of the training the women were guided through a session of identification of business ideas which were translated into



Crafts made by GBV survivors are admired by staff from Irish Aid.



GBV survivors participating in the establishment of vegetable kitchen gardens in Namutumba

business plans. Some of the business ideas identified ranged from agri- business (crop farming, poultry, animal rearing), apiary, bakery, candle making, shop keeping, craft making, vegetable farming, fruit farming, and restaurant management. During the year the women were provided with technical support and monitoring that ensured use of knowledge, skills and implementation of the business plans.

Following the training, already existing enterprises were supported on improving general business management practices specific to: book keeping, financial management, marketing and customer care. The management skills that participants gained have contributed to a boost and growth of the enterprises. Some of the women described additional benefits gained from the training as below: *“Because of the skills I received from UWONET in book keeping, I am now able to keep records of my expenditure, income and profits I get from my three different enterprises (brewing, farming and retail shop) which was not the case before. I have learnt that such skills are very important for the growth of the business. I am planning to open another enterprise by 2016.”* Vento from Lokitelaebu sub county Kotido district.

*“The domestic violence has stopped because my husband now has more respect for me, and we plan together. I now have a bank account and I am able to save the money raised from my piggery project in the bank.”* Catherine from Panyangara sub county Kotido district. In addition more women have also been able to open bank accounts to save money generated from different ventures. For example in Kotido district, 8 women have opened accounts at Centenary Bank; this has aided them to save, invest and diversify their enterprises; security of the savings is now guaranteed.

Using the knowledge and skills gained, new enterprises were started for example; Kaabong West women’s group started a slaughtering business. Prior to the training, the slaughtering business was purely male business venture due to the stereotypes, as part of the project, training was done to break such stereotypes. The group of four women slaughter on a rotational basis and have managed to generate considerable profits amounting to an estimated 80,000 per day. By the beginning of the project, there were a few women among the district women networks who engaged in stable business enterprises, the numbers have increased with more women are getting interested in business and numbers are likely to increase by 2016. In addition, there has been evidence of growth in savings among the women who save in different groups. This has led to an increase in local investments. In Lamwo district five women are engaged in market vending and earn an average profit of 8,000 to 15,000 shillings per day. The money earned from the business is used to boost family income, reinvestment, medical care, payment of school fee and general family upkeep:

In Lamwo district groups are engaged in joint marketing of simsim in Padibbe and Lokung though with challenges of the low prices and limited market base. In Kaabong district (Kaabong West women’s group) is engaged in slaughtering of goats and sheep and 3 groups in Kotido largely on agricultural produce. This has given women more bargaining power for better prices and thus increased competitiveness and profit margins.

In Namutumba and Kamuli districts, demonstration centers for the Survivor Support Groups were established to offer knowledge and skills in income generating activities at the GBV shelters (safe homes for survivors of GBV). At the demonstration centers, they were trained on craft making, weaving, vegetable growing and fruit farming. The crafts were sold and the money was reinvested in the shelter craft project for more survivors to learn, so far a total of 30 women were trained in craft making and vegetable growing. “Survivors trained have established 2 mini demonstration centers for others in the community and as a result the women have started using skills to make bags, bead necklaces, mats and have established backyard vegetable gardens. Some have harvested and are selling to the nearby markets” *“this training has been extremely beneficial to me especially the section on the tree of life. It has helped me to appreciate that despite my background my poor roots I still have the capacity to succeed in life and these skills can help me”* GBV Survivor in Kamuli district.

Limited social networks and inadequate knowledge on lucrative economic ideas/activities is one of the hindrances to women’s economic empowerment, to address this gap, a learning visit was provided for the women’s networks to Luwero district. This district has had longer farming and Village Saving and Loans Association (VSLA) interventions which have developed into model villages that are now used for learning. The learning visit was to offer women experience, new knowledge and practical skills in income generating activities and other models of VSLA schemes. A total of 30 women took part in the learning visit. During the learning they were taken through different economic enterprises of model farmers in Luweero such as beekeeping, crop farming, mushroom growing, cattle rearing and piggery, fruit farming, and other new farming practices and methods such as mulching, intercropping and backyard farming. As a result of the knowledge and skills acquired new farming practices and IGAs have been adopted.

Napiyo Rosemary from Kotido district said *“the new knowledge and skills that I learnt has made me teach other women. I have a demonstration garden for teaching women new farming practices and mushroom growing; I bought the seeds from Luwero and planted”*. In Kotido, Lamwo and Kaabong, the women have equally established backyard vegetable and fruit farming; the fruits will be harvested in the next season (2016). Kaabong west women’s bee-keeping group has been able to adopt the new method of bee keeping which has improved their yields, *“before the harvest was very low because we did not know which food to put in the beehives to tract bees. We have now started processing and packaging of honey though in small quantity though with challenges”* Rose Nakong.

### **3.4 Learning opportunity for women networks**

UWONET continues to provide learning visits for the women’s networks. The objective of these learning visits is to offer women an experience and enable them acquire practical skills and gain new knowledge in income generating activities from ventures like the Village Saving and Loans Association (VSLA) schemes.

A recent learning visit was organized to the model district of Luwero. A total of 30 women were selected from the project districts of Lamwo, Kotido and Kaabong. During the learning



*Selected Women from Lamwo, Kotido and Kaabong visiting various farming enterprises in Luweero district*

visit the women were taken through different economic enterprises of model farmers in Luweero. The exposure visit covered an array of farming enterprises such as bee-keeping, crop-farming, mushroom growing, cattle rearing and piggery, fruit farming, and other farming practices and methods. The knowledge and skills acquired helped build their business ideas.

As a result of the learning visit, Kaabong west women's bee-keeping group has been able to adopt the new method of bee-keeping which has improved their yield and quality. In Kotido, Lamwo and Kaabong, the women networks established backyard fruit farming.

### **3.5 District open day impact assessment fora**

This activity was organized in Lamwo, Kotido and Kaabong districts to assess the impact of the economic empowerment project to the networks, groups, community and the women. It gave opportunity for sharing experiences, cross learning, networking and synergy building. The event was also attended by district leadership and local authorities who provided vital information on government programmes and how the women networks could tap into them.

There is evidence of growth in savings among the women who save in different groups. This has led to an increase in local investments. In Lamwo district, 8 new enterprises were started in the areas of market vending, retail shops, candle making, tailoring and cereal bulking. In Kotido 10 new enterprises were started and 11 in Kaabong. In Lamwo district five women are engaged in market vending and earn an average profit of 10,000 to 20,000 shillings per day. The money earned from the business is used to boost family income, reinvestment, medical care, payment of school fee and general family upkeep.

### **3.6 Advocacy for equitable national resource allocation for improved service delivery**

Citizen's participation in local governance enhances the achievement of the principles of good governance. Citizens are government and therefore are mandated by the Constitution of Uganda to be part of government and monitor resource allocation, implementation and service delivery. UWONET for the last six years has worked towards strengthening capacity of communities and civil society to engage, influence and demand for gender responsive programmes, policies and resource allocation for better service delivery. In 2015, efforts continued towards enhancing citizen's participation and demand, capacity building sessions for CSOs and youth groups were conducted aimed at strengthening and increasing visibility and relevance of the COSs in the advocacy for gender responsive quality service delivery. A youth training was held that aimed at increasing knowledge and participation of the youth in government development processes and programmes.

To increase awareness and community participation in identifying issues that affect service delivery in health, education, justice and water, community outreaches were conducted. This later inspired community members to join community led monitoring of service delivery steered by a team of community watchdogs. The watchdogs are identified by UWONET and their role is to monitor and to assess quality and gender responsiveness of services delivered and where there are gaps document for possible action by the duty bearers. This was done using a monitoring tool to guide collection of data and the gaps identified informed the dialogue platforms. The dialogue platforms are an approach to quality and gender responsive service delivery which provides an opportunity for an interface between duty bearers and rights holders, during which gaps identified were presented to duty bearers for possible actions. After the dialogues were carried out, follow-ups were made by the watchdogs and CSOs on commitments made and results are documented.

Following a dialogue held in May 2015 at Akwang sub county, Kitgum district, 2 new personnel were recruited at Akwang health center III. The situation of service delivery at the health facility was appalling with five staff providing services to the community. The

issue of understaffing was discussed during a community dialogue and it was agreed that the Sub County chief follows with the District Health Officer to ensure that new staff are posted to the health center to support service delivery. The Health center in October 2015 received an additional 2 nurses, this has enhanced service delivery because the staff can alternate duty as well as conduct community outreaches.

The civil society actors in Agago district reported to the education sector during a coordination meeting of the plight of Awelo primary school, in Lapono Sub County. The school had a total enrolment of 613 pupils (347 boys and 166 girls) at the beginning of 2015. But at the time of joint monitoring in October 2015 only 334 pupils were present in the school, giving a 46% percentage drop out rate due to poor management. The head teacher was not monitoring teachers on duty and had a bad working relation with the School Management Committee (SMC). The district education department responded by making an independent monitoring visit to the school and confirmed the issues. Later, the head teacher was transferred and a new one recruited, this has boosted enrolment at the school because parents trust the new teacher and continue to pay Parents Teachers Association funds.

In Amyel primary school Agago district, during a monitoring conducted in the school, it was established that the school had only seven male teachers with no female teachers to support the girl child. The issue was shared with the SMC who supported recruitment of a female parent teacher who is supporting the girl child. When the findings were reported to the District Education Office they pledged to post a female teacher to the school in the coming financial year 2016/2017.

### **3.6.1 Baseline survey**

UWONET conducted a survey on local governance focusing on the sectors of health, education, water and justice and a reflection assessment on CSO coalitions. This was conducted in the project districts of Kitgum, Lamwo, Pader and Agago. In total the survey targeted 360 respondents.

The Local governance findings revealed continued government's interventions to bring services closer to citizens despite the long years of broken down in service delivery systems and structures. In addition to the CSO reflection survey some of the cross cutting findings from the districts revealed the need to revitalize the advocacy coalitions by facilitating the coalition meetings. The findings of the surveys were used as a benchmark during monitoring to assess progress.

### **3.6.2 Capacity building sessions for CSOs and youth group**

Capacity building sessions were conducted for CSOs aimed at strengthening and increasing visibility and relevance of the COS's in the advocacy for gender responsive quality service delivery in the districts of Lamwo, Agago, Kitgum and Pader. The training was a response to capacity gaps identified during the reflection and review meetings. The key outcome of the training was development of issue based advocacy plans focusing on education, health, water and justice. The capacity building targeted 80 participants from district level



*Presentation of advocacy issues by Agago district CSO coalition.*

CSOs. As a result there is increased visibility among the CSO coalitions. For example in Pader the radio stations, specifically LUO FM, have provided CSOs with free broadcast airtime to carry out radio advocacy.

Capacity building sessions were also conducted for youth aimed at increasing knowledge and participation of youth in government development process and programmes. The training targeted 20 youth from various groups per district. The youth came up with action oriented plans which included seeking more information about government programmes and how they can benefit from programmes like the Youth Venture Fund. They prioritized setting up a meeting with the community development office to discuss these issues. They also agreed to monitor service delivery within the sub counties. They have been co-opted into UWONET's monitoring teams.

### **3.6.3 Community outreaches**

Community outreaches are a viable approach to widening sensitization efforts and disseminating critical information. UWONET facilitated community outreaches to enhance community participation in local governance sectors of health, education, justice and water. District partners worked with the duty bearers to provide information to the communities. These outreaches focused on: (1) Identifying issues that affect service delivery. (2) Developing local initiatives to address issues affecting service delivery. (3) Creating awareness on legal issues among community members to increase knowledge and access to better service delivery.

Outreaches have led to increased understanding of the roles and responsibilities of duty bearers and rights holders in enhancing quality service delivery.



*A police officer talks to community members about the GBV referral pathway and where they can report in case they experience GBV*

### **3.6.4 Community monitoring of service delivery and community dialogue platforms**

Citizen's participation in local governance is paramount if the principles of good governance are to be achieved. A team of community watchdogs identified by UWONET underwent a refresher orientation on principles of service delivery monitoring. The role of the community



*Lirakato health center III ambulance being used by a mother and her new born baby*

watchdogs is to monitor and to assess quality and gender responsiveness of services delivered in education, water, health and justice sectors and document gaps for possible action by the duty bearers.

The monitoring yielded several findings. For example, community based monitoring reports that had been conducted since 2013 found that the only Ambulance at Lira–Kato health centre–III in Agago district was in a non–functional mechanical state. This was making referrals very difficult. Continuous community dialogues and engagement with the district and sub county officials enabled the allocation of some resources by the district to commission the repair of the ambulance. The ambulance was eventually repaired in August 2015. This has enhanced access to health services especially for the mothers.

### **3.6.5 National strategic policy engagement**

To create linkage between district concerns to national advocacy agenda and engagement, UWONET provided such opportunity for dialogue. This opened door for discussion on policy related strategic issues that need response and actions from national policy makers. This was organized in resonance with the Uganda Vision 2040. The Vision 2040 was developed to operationalize the vision statement, “a transformed Ugandan society from a peasant to modern and prosperous country within 30 years” and is implemented through a five year National Development Plan. A critical part of the vision focuses on gender mainstreaming and gender equality. Although the government of Uganda is committed to advance gender equality and empowerment of women and girls through international, regional and national legal instruments, there are still conditions that foster the gender inequality gap which continue to exist within the different sectors in the economy. In order



to provide a better understanding and foster dialogue around the vision 2040, gender aspects and opportunities, UWONET organized a public debate on a topic *“Will Uganda achieve Vision 2040 goals in disregard of gender equality in the socio-economic and political spheres? Citizen’s participation a prerequisite for attaining Vision 2040”!*

The discussions raised the following major policy related issues that were hindering effective delivery of services delivery in education and health.

- ✿ Poor quality of UPE products due to automatic promotion for all pupils regardless of the average attendance of class, which was noted to be affecting quality; the community schools that were created with a directive from government which have taken over 5 years without being coded and inclusion in the government’s pay role, in Agago district 16 community schools were not coded. Limited number of staff in schools for example in Agago district out of 126 primary schools the district has only 906 teachers, therefore the teacher pupil ratio is high.
- ✿ The Ministry of Education in response pledged to strengthen monitoring of compliance to ensure that automatic promotion is not for every pupil but for those who attend school more than 60% per term, the ministry noted that this practice is affecting the quality of the UPE products. A commitment was made to follow-up with the coding processes of community schools using a set criteria to ensure that they are put under government pay role. To enhance retention in schools, the ministry was engaged on campaign for back to school policy after giving birth, menstrual hygiene reader to ensure access to menstrual hygiene materials for girls in school. A policy of separation of boy and girl latrines a must in all schools to ensure privacy and hygiene and piloted provision of water tanks in schools.
- ✿ Under health participants decried the persistent poor health care delivery, some of the issues raised were; understaffed health centers, ill equipped health centers with old equipment making performance of surgeries difficult, broken down ambulances with high maintenance costs affecting referrals of emergencies and at times resulting to death. In addition missing names of medical personnel from the payroll which is demotivating and limited accessibility to health centers for example Agago district with 16 administrative units has only 7 health center IIIs, 76 parishes has only 38 health center IIs and no Health Center IV.
- ✿ In response the Ministry of Health in response highlighted government’s plans and ongoing actions and processes to address the issues raised which include; strengthening Village Health Teams to counter illness in the community; development of a policy for extension workers who will work with the community on health; the health financing scheme offering health insurance which will benefit majority of low income earners; the national ambulance system which will be managed by the central government to counter maintenance costs at the health centers which has affected referrals and most cases causing death due to delays. To counter the challenge of mothers dying because of far to reach health centers, reproductive health programme is piloted in areas where Health Centers IIIs are not near to prepare mothers who stay far from health

centers to be accommodated a month before the due date. The upgrade of health center IIIs to health center IV for the new districts is a priority though it comes with high maintenance costs.

### **3.6.6 District sector coordination meetings**

In order to achieve gender responsive and quality service delivery, UWONET facilitated coordination efforts among key actors in Agago district. These meetings were aimed at coordinating actors and duty bearers for better service delivery and to give visibility to issues affecting service delivery in the sectors of health, education, water and justice. These coordination meetings have effectively enhanced accountability, transparency, information sharing and feedback on sector performance.

In a situation specific to Agago district, the civil society actors informed the education sector coordination meeting of the plight of Awelo primary school, in Lapono Sub County. The school had a total enrolment of 613 pupils (347 boys and 166 girls) at the beginning of 2015. But at the time of joint monitoring in October 2015 only 334 pupils were present in the school giving a 46% percentage drop out rate. The district education department responded by making an independent monitoring visit to the school. In a separate engagement, the Agago district education department committed to posting two (02) female teachers to Amyel primary school because the school had only seven teachers who were all male.

### **3.7 Advocacy for Recognition, Reduction and Redistribution of unpaid care work; the WE-CARE initiative**

Unpaid care work refers to the work done in the home and in communities from preparing food, collecting firewood and water to taking care of children, the ill and the elderly among others which is not paid. Women and girls living in poverty sometimes have to forego their basic human rights to education, healthcare, decent work and leisure time in order to balance all these many activities. This perpetuates gender inequality, reinforces inequitable gender norms and keeps women and girls in poverty. Rural women often face challenges in balancing caring for families with new leadership or economic roles.

UWONET recognizes that to include Ugandan women in 'productive,' income-generating activities, their already heavy burden of care work responsibilities must be recognized, reduced, and redistributed. And so with the Women's Economic Empowerment and Care project sought to engage the negative social perceptions of men and care work. This involved carrying out intensive advocacy campaigns, at the household and community levels, demonstrating how care work can be made easier for all caregivers with new technologies, reduce the amount of care work that women do, and encourage men do more. UWONET also addressed care work at national level, as a strategy that will in future influence shifting the burden of care from poor families to the state.

Trainings and sensitization at the community level was done using community dialogues, community theatre, and peer to peer counseling that specifically targeted men, role model families and Change Agents as drivers of changing the social perceptions of gender roles and care work. Cultural leaders and elders were engaged to challenge negative attitudes towards care work.



*Women being trained on how to make lorena stoves in Lamwo district. Such energy saving technologies reduce the care burden on women and enable them engage in more economic empowerment enterprises.*

*“In each village that we carried out door-to-door outreaches, we saw an average of 6-7 men doing care work like cooking and washing clothes as a result of our intervention. Husbands are proud of helping out their wives in care work which was not the case before.” Okidi Stephen, Programme Coordinator, WORUDET.*

*“I credit Akiki (change agent) for helping me make the decision to change. I am now very comfortable with performing care tasks and this has enabled my wife to concentrate more on her business. This year I am contesting in the 2016 general election and some people are using this to de-campaign me saying how people can elect a councillor who cooks and collects firewood. To me I would rather not win the elections than stop supporting my wife because I have seen the benefits of sharing care work”. Opwonya Jakayo of Palabek ogili*

Investment in time- and labor-saving equipment; families were trained in the construction and use of the Lorena stoves to save time and energy. Beneficiary families learnt that these stoves were more efficient because they require less fire wood and yet larger and can accommodate multiple cooking at the same time. Men were also encouraged to use their bicycles as a household tool for doing household required tasks like collection of fire wood and fetching water. To reinforce community-level action at the district, UWONET carried out national level advocacy which aimed to influence the Uganda Bureau of Statistics to collect time-use statistics and take into account the gendered inequalities related to care work.

Reporting a reduction in the work load with experiences of time- and labor-saving equipment, and with some men being able to participate more with care work in the home. Women are saving time in meal preparation and experiencing reduced risks because the stove is designed in a way that is safer for children to avoid burns. Another important attribute is that the stove’s chimney contributes to better air-quality in the kitchen and in the home generally.



*A couple sharing care work in Lamwo district. Homes where couples share care work show a remarkable reduction in domestic violence.*

Reduction in violence from their male partners, because the WE-CARE's trainings has opened up the communication channel for couples. Couples can now initiate dialogue and discuss household issues without getting violent at each other.

With more time, safety, and respect in the household and in the community, many women reported improved health and quality of life and that they are able to participate more and more in community activities, such as village meetings, and render community service in public office. As for the men, they are experiencing more fulfilling relationships at home, and having more income to spend on useful resources for their families. *"Today I have realized that I have been very unfair to my wife and exposed her to a lot of health problems due to the heavy work burden I subject her to couple with my high level of Alcohol consumption. From what has transpired in the drama, I commit myself to change and become a better person in my family and community."* Okun Cisto, Palabek ogili Subcounty, Lamwo district.

*"In my family we freely do care work like cooking, washing clothes and fetching firewood. I also ensure the male children embrace doing care work. I encourage all men to embrace care work because it benefits the whole family."* Male caller from Westland Parish in Kitgum Town Council.

*"Doing care work together with my wife and children has brought a positive impact on my family. We now enjoy better health, increased income in our home and development. I encourage and urge fellow men to freely embrace and take up care work to strengthen their homes."* Role Model Man.

The effect of the WE CARE initiative at a national level is not yet conclusive. Efforts to engage district and national governments to make care work a priority and redistribute some of the burden to the state is an ongoing advocacy.



## THEMATIC AREA

# 4.0

### INSTITUTIONAL DEVELOPMENT AND ORGANISATIONAL STRENGTHENING

Good institutional governance is essential to the effective operation of an organization which facilitates empowerment and freedom from discrimination and deprivation of women and other vulnerable groups.

The strategic objectives of this thematic area are;

- i. To develop, implement effective and sustainable policies and mechanisms for institutional governance and;
- ii. To document and increase visibility of the network's interventions.

A range of institutional strengthening activities were implemented during in 2015 as part of the efficiency and effectiveness delivery mechanism for networking.

UWONET Board induction

1. Quarterly Board and Board committee meetings
2. Platforms for reflection
3. Revisiting the women's movement in Uganda
4. Media
5. Information sharing
6. Publications

#### **4.1 Develop, Implement and Sustain Policies and Mechanisms for Institutional Governance**

##### ***UWONET Board induction***

In Oct 2014, the UWONET board of governors was reconstituted and an induction exercise was organized to share the necessary information, and processes of the organisation with the new Board members in 2015. Roles and responsibilities of the Board were clarified in a smooth transitional process, enabling the secretariat to continue normal operations.



*Members of the UWONET Board pose for a group photo with members of staff and UWONET members after the AGM 2015.*

### **Quarterly Board and Board committee meetings**

Four Quarterly Board and Board Committee meetings were held as planned. Among the critical governance issues discussed and approved were the quarterly work plans and budgets Narrative assessed vis-à-vis the financial reports and Key resolutions made as indicated in the Board minutes.

### **Bi-annual programme reflection**

This activity provided a platform for deep reflection into programming, drawing out areas of achievement, challenges, gaps and adjustments that need to be made to enhance both efficiency and effectiveness of UWONET interventions. The exercise formed the basis for development of the 2016 half year report.

### **CSO Platforms for Revisiting the Women's Movement in Uganda**

In an effort to enhance cohesion within the women's movement in Uganda, UWONET conducted a study on factors that facilitate and disintegrate movement building in Uganda under the theme positioning the women's movement for 2016 and beyond. In Uganda the women's movement is regarded as one of the well mobilized social movements that has stood the test of time and has continuously challenged the historical traditions, culture and deeply entrenched patriarchal system.

Given a strong national lobby and advocacy group it has registered commendable progress in attaining gender equality and equity. However the Women's Movement in Uganda is faced with negative internal and external dynamics which in many ways exerts pressure on those at the forefront of the movement.

The women's movement is said to be polarized and less pronounced in its operations in advancing the women's agenda. This is compounded by new challenges which range from questioning its credibility as a mass movement to its composition and leadership which is said to be class based, elitist and largely an urban dominated club of individuals. These kinds sentiments leave many members with a feeling of fatigue and exhaustion, while others continue to feel marginalized by the movement.

Findings from this study indicate that the women's movement is heterogeneous in nature with women drawn from professional associations of medical practitioners, lawyers, journalists, scientists and engineers, women entrepreneurs and religious affiliated groupings, among others. Apart from addressing professional related issues, the women's organizations and groups address broad human rights concerns of specific interest groups like the disabled

women, widows, and even more controversial issues concerning second wives in polygamous relationships, Lesbian, Gay, Bi-Sexual and Transgender (LGBT issues).

Findings of the study also indicate that there are both external internal challenges that have prevented the attainment of the Women's Unfinished Business and to forge the desired unity within the Women's Movement. These challenges range from the manner in which government has implemented the affirmative action policies, existing patriarchal practices within society, cultural discrimination and the archaic laws that are still biased against women. There is also a lot of ignorance in the women's movement due to poor information sharing mechanisms, which is aggravated by the high levels of illiteracy, lack of income and hence the inability to access the media and other information channels. In most societies, culture continues to hamper women's participation in politics, making it risky and in some instances impossible for women to occupy positions of power and decision making.

The study recommends that The Women's Movement needs to; find spaces to influence more; define the vision for the women of Uganda, rally and mobilize support around it; the Women's Movement needs to be more organized cohesive and more strategic in their operations for policy makers to give them audience and strategically define the aspirations of the women's movement. To take this forward, there was general census that such spaces and opportunities be created regularly to keep the energy and momentum going.

## 4.2 Documentation and Visibility of the Network's Interventions

Our approach to information management is to increase knowledge and understanding of women's rights and gender through information sharing and capacity building amongst members and stakeholders. This is premised on the drive to portray UWONET's ability to deploy capacity and leadership to effectively accelerate gender transformation empowerment in Uganda as well as give voice to women's concerns and perspective on development policy and practice. During the year, strategies used by UWONET included Leveraging programme experiences, Advocacy and Campaigning, Mobilization, Communicating and networking, Capacity development and Partnerships.



*April 14 marked one year since the Chibok girls were abducted by Boko Haram militants. In a sign of solidarity, Ugandan women led by UWONET presented a statement to the Nigerian Ambassador to Uganda Hon. Cornelius Olouwateru and called upon the Nigerian government to make it a priority to find the girls*

## Launch of “A Journey of Passion”

The Journey of Passion is a documentation that was borne out of the need to give an account of the struggles and landmark achievements and learning's made by UWONET in the last twenty years (1993–2013). This documentation chronologically attempts to present UWONET's work from the time of formation and activism propelling and sustaining women's voices in the social, economic and political spheres in Uganda. The documentation of Journey of Passion was an opportunity for UWONET to recollect her story and take a critical assessment of the impact with regard to her role in the women's movement. Many organizations do not document their story making it difficult to attribute to their achievements. UWONET's journey has been very eventful and a great learning experience.

The mainframe for the execution of the print and video documentation of the Journey of Passion included four interrelated components: i) Establishing the mandate of women of Uganda; ii) Working the mandate; iii) Enhancing activism; iv) The future of UWONET.

The launch of the Journey of Passion was a historic landmark for the network (UWONET). The grand ceremony was officiated by the chief guest Hon Rhoda Kalema, the most senior icon and activist in the women's movement in Uganda. Hon Rhoda is one of the gallant women who laid a foundation for gender equality and women's rights work in Uganda. Present at the launch, were the old and young generation of the women's movement (senior and young women activists), political leaders, CSOs, academia, media and UWONET staff over the years. Other senior women activists present included; Ms. Maude Mugisha, Prof. Maria Musoke, Dr. Hilda Tadria, Hon. Irene Ovonji and Prof. Mary Sonko.



*Rhoda Kalema launches the Journey of Passion, a book that tells the story of UWONET's first 20 years at Esella Hotel*

# KEY CHALLENGES, LESSONS AND RECOMMENDATIONS

Despite the numerous advocacy efforts, women's rights violations persist. Deeply rooted social beliefs continue to undermine women and girls in Uganda. Evidently, In many rural communities, women are still perceived as property and not as equal partners in a family. This has intensified their vulnerability to violence and abuse.

Women's access to justice continues to be a problem. This manifests when;

- i. In some communities corrupt and uncooperative local leaders connive with perpetrators of Gender based violence to frustrate cases.
- ii. Health workers and police officers deny victims of sexual violence access to the police form 3 and 3A either by not helping the victims complete the form or levying a fee for the form which is free of charge.
- iii. Women's dependency on their spouses and fear for being shunned by their communities and families continues to prevented women from reporting cases of violence or has justified the release of many male perpetrators of violence for instances where cases have been reported. As such, women are being seen to withdraw cases of violence that have been reported.

At the district level, the operational space for civil society organisations is beginning to experience marginalisation. Some local governments are exhibiting preference for supporting and cooperating with organisations that are providing and delivering services over those that are engaged in the monitoring of government performance.

The limitation of project funds is increasingly affecting the facilitation of short term advocacy initiatives at district and national level.

The district networks are nascent and so have a low capacity to attract funding thereby limiting their operations and outreach.

Political party activities leading up to the 2016 general elections affected the effective implementation of planned activities, especially those that were linked to the election cycle. For instance, the women's caucuses were unable to act upon planned Parliamentary debates

on matters concerning women's affairs; Intra political party wrangles presented additional challenges for legitimate engagements;

Political pressure, split priorities among political leaders who ran in the 2016 elections between finalizing parliamentary and Council business and getting on the campaign trail.

Although there were a series of stumbling blocks, several initiatives have been set in motion thus laying the much needed foundation for set tasks and objectives.

## Challenges

During the reporting period the following challenges were faced though they did not deter implementation of various interventions.

1. Conflicting interests of different partners which at times threaten to change the project design.
2. Limited support and appreciation from some local governments who prefer to accord maximum support and cooperation to service delivery organizations as opposed to those engaged in governance.
3. Huge political activity towards the end of 2015 as Uganda prepared for the 2016 general elections.
4. Shrinking CSO environment characterized with implementation of the Public Management Act 2013 and NGO Act 2105 in place with stringent measures towards operations of NGOs in Uganda.

## Lessons Learnt

During the year 2015, through various actions taken, the following lessons were learnt;

1. Women's economic empowerment restores women's dignity and reduces their vulnerability.
2. Regular research on related issues keeps advocacy relevant with facts and evidence.
3. Regular follow up of commitments to action made by duty bearers yields more tangible results because it keeps the duty bearers more alert and responsive.
4. Platforms for dialogue are better approach for creating change that will result to better service delivery.
5. Increased access to quality services enhances community ownership of government programmes because the community members derive satisfaction from the services offered.
6. Logical implementation of activities ensures achievement of expected results.
7. Delivering on gender equality is not a given, but requires sustained engagement with all stakeholders. In addition engaging male champions is critical for advocacy on gender equality.

## Conclusion

During the reporting period planned activities were implemented despite huge political activity towards the end of 2015. From the case stories documented in the report, evidence of change is clearly seen among beneficiaries targeted. The activities received positive response from the intended beneficiaries, partners and local governments.

## Financial Statement

(A COMPANY LIMITED BY GUARANTEE)

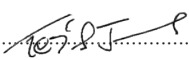
31 DECEMBER 2015

### STATEMENT OF FINANCIAL POSITION

|                                      | Note | 2015<br>Ushs.               | 2014<br>Ushs.               |
|--------------------------------------|------|-----------------------------|-----------------------------|
| <b>NON-CURRENT ASSETS</b>            |      |                             |                             |
| Property and equipment               | 7    | 432,642,546                 | 350,832,448                 |
| Operating lease                      | 7    | 375,000,000                 | 387,500,000                 |
|                                      |      | <b><u>807,642,546</u></b>   | <b><u>738,332,448</u></b>   |
| <b>CURRENT ASSETS</b>                |      |                             |                             |
| Debtors & Prepayments                | 8    | 102,018,784                 | 51,428,670                  |
| Cash and Bank Balances               | 9    | 2,406,815,710               | 1,396,153,457               |
|                                      |      | 2,508,834,494               | 1,447,582,127               |
| <b>TOTAL ASSETS</b>                  |      | <b><u>3,316,477,040</u></b> | <b><u>2,185,914,575</u></b> |
| <b>FUNDS &amp; LIABILITIES</b>       |      |                             |                             |
| <b>FUNDS</b>                         |      |                             |                             |
| Restricted fund                      | 10   | 2,460,389,493               | 1,412,675,949               |
| Capital fund                         | 11   | 807,642,546                 | 738,332,448                 |
| General fund                         | 12   | (7,680,041)                 | (7,447,890)                 |
|                                      |      | <b><u>3,260,351,998</u></b> | <b><u>2,143,560,507</u></b> |
| <b>LIABILITIES</b>                   |      |                             |                             |
| Creditors and Accruals               | 13   | 56,125,042                  | 42,354,068                  |
| <b>Total Liabilities</b>             |      | <b><u>56,125,042</u></b>    | <b><u>42,354,068</u></b>    |
| <b>TOTAL FUNDS &amp; LIABILITIES</b> |      | <b><u>3,316,477,040</u></b> | <b><u>2,185,914,575</u></b> |

The financial statements were approved by the Board on.....10th..March.....2015

and were signed on its behalf by:

|                                                                                                 |                    |
|-------------------------------------------------------------------------------------------------|--------------------|
| .....  ..... | Chairperson        |
| .....  ..... | Treasurer          |
| .....  ..... | Executive Director |

# Board Members



**Tezira Jamwa**  
(FOWODE)  
Chairperson



**Christine Birabwa  
Nsubuga** (UWT)  
Vice Chairperson



**Juliet Were**  
(ISIS-WICCE)  
Treasurer



**Helen Twongyeirwe**  
(ACFODE)  
Secretary



**Sheila Kawamara**  
(Individual Member)  
Ex-Officio



**Peace Musiimenta**  
(SWGs)  
Committee Member



**Rita. H. Aciro-Lakor**  
(UWONET)  
– Executive Director

# Staff Members 2015



**Rita. H. Aciro-Lakor**  
Executive Director

## Programme team



**Betty Kasiko Ikanza**  
Director of Programmes  
(Up to September)



**Laureen Karayi**  
Programme Coordinator, Women's  
Rights and Access to Justice



**Sarah Agwang**  
Programme Coordinator, Women  
Economic Empowerment and Justice



**Susan Labwot**  
Women's Leadership and  
Democratic Governance



**Flavia Ajok**  
Programme Assistant



**Alfred Rwamirego**  
Asst Communications and  
Information Officer



**John Kazibwe**  
Information Technology Officer



**Rita Dradrimiyo**  
Programme Assistant,  
Networking and Capacity  
building (Mentorship and Young  
People's Programme)

## Finance team



**Alice Ndyabawe**  
Finance and Administrative  
Manager (Up to May 2015)



**Edith Nabuzaana**  
Finance Officer



**Anthony Nakhaima**  
Accounts Assistant

## Administrative team



**Margaret Mugenyi**  
Administrative Secretary and  
Personal Assistant to the Executive  
Director



**Sayda Nankwanga**  
Administrator



**Solomon Lukyamuzi**  
M & E Officer



**Alex Dralega**  
Office Assistant



**Kaggwa Twalibu**  
Driver



**Jude Okesya**  
Driver



**Madina Nabosa**  
Welfare



**Samuel Butale**  
Security Officer

## Staff Shelter



**Aliwayatya Hellen**  
Programme and  
Administrative Assistant



**Julian Naluwoza**  
Social Worker Namutumba



**Komuhendo Yvonne**  
Social worker and  
Counsellor Kamuli



**Nakalembe Judith**  
Coordinator and Legal  
Officer Kamuli



**Nyemera Racheal**  
Programme & Administrative  
Assistant Namutumba



**Sassabi Ivan**  
Driver Kamuli

---

## Interns

---



**Adrienne Lynch**



**Asiimwe Juliana**



**Rachael Mishambi**



**Paul Okulla**



**Elizabeth Karamura**

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## Kamuli & Namutumba Shelter

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**Namukenge Harriet**  
Legal Assistant, Namutumba  
GBV Advisory Center



**Sanyu Rita**  
Assistant Matron,  
Namutumba GBV Shelter



**Kisikwe Henry**  
Driver, Namutumba GBV  
Advisory Center



**Kasiko Eric Joel**  
Volunteer Namutumba GBV  
Advisory Center



**Nabirye Harriet**  
Matron, Kamuli GBV Shelter



**Olive Zimba**  
Matron, Kamuli GBV Shelter

## UWONET DISTRICT PARTNERS

| No. | District             | Organization                                                   |
|-----|----------------------|----------------------------------------------------------------|
| 1.  | <b>Abim</b>          | Abim Women together in Development (AWOTID)                    |
| 2.  | <b>Agago</b>         | Forum for Karong Parish Women Association (FOKAPAWA)           |
| 3.  | <b>Amudat</b>        | Kakres Women Development Initiative                            |
| 4.  | <b>Amuria</b>        | Teso Women Peace Activist (TEWPA)                              |
| 5.  | <b>Bugiri,</b>       | Community Participation for improved service delivery          |
| 6.  | <b>Buyende</b>       | Buyende OVC Care Foundation                                    |
| 7.  | <b>Gulu</b>          | Gulu Women Economic empowerment, development and globalization |
| 8.  | <b>Iganga</b>        | ANPPCAN                                                        |
| 9.  | <b>Jinja</b>         | Anti -domestic violence coalition                              |
| 10. | <b>Kaabong</b>       | Atasioma Women's Group                                         |
| 11. | <b>Kaliro</b>        | KEODHC                                                         |
| 12. | <b>Kamuli</b>        | UWONET GBV Advisory center Kamuli Paralegal                    |
| 13. | <b>Katakwi</b>       | KADDAN                                                         |
| 14. | <b>Kitgum</b>        | Kitgum Women Peace Initiative (KIWEPI)                         |
| 15. | <b>Kotido</b>        | Nakere Rural women activists (NAKERE )                         |
| 16. | <b>Lamwo</b>         | WORUDET                                                        |
| 17. | <b>Mayuge</b>        | MADNASO                                                        |
| 18. | <b>Moroto</b>        | KAWOU                                                          |
| 19. | <b>Nakapiripirit</b> | WIDEA                                                          |
| 20. | <b>Namutumba</b>     | UWONET GBV Advisory center NAKWOLA                             |
| 21. | <b>Napak</b>         | I.WIDEA                                                        |
| 22. | <b>Oyam</b>          | Oyam GBV Alliance                                              |
| 23. | <b>Pader</b>         | WORUDET                                                        |
| 24. | <b>Pallisa</b>       | Women of Purpose                                               |
| 25. | <b>Soroti</b>        | SCDO                                                           |
| 26. | <b>Yumbe</b>         | YUGNET                                                         |

## BRIEF PROFILE OF UWONET MEMBERS

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### Action for Development



Action for Development (ACFODE) is an indigenous, voluntary, non-governmental women's organization that was formed on November 19, 1985. Its formulation was sparked off by the United Nations third World Conference on women held in Nairobi in July 1985. With a few women realizing the need for an organized forum that would provide a platform for effective debate and action on issues related to the advancement of women in Uganda, ACFODE was formed.

Since inception 28 years ago, ACFODE has been an effective platform of debate and action on issues related to the women's empowerment in Uganda. This has been done through consolidated advocacy for policy formulation, research, capacity building, coalition building, mobilization and sensitization as her core strategies geared towards enhancing the capacity of Ugandans to champion the women's cause and gender equality on the national agenda.

**Vision:** A just society where gender equality is a reality

**Mission:** To empower women and influence legislation and policy for gender equality in Uganda

Core purpose: Advocacy for gender equality and equity analytic toss

#### Contact

Plot 623/624, Dan Mulika Close–Bukoto  
P. O. Box 16729, Kampala  
Tel: +256-414-531812  
Email: [info@acfode.org](mailto:info@acfode.org)

### Association of Uganda Women Medical Doctors (AUWMD)



The Association of Uganda Women Medical Doctors (AUWMD) is a Non-Governmental Organization (NGO) established in 1987 with the purpose of improving the health status of the population of Uganda, especially, women, children and adolescents. Membership to the Association is open to all women doctors and female dentists working in Uganda whether Ugandans or not, as well as, female medical students.

AUWMD has 150 members with a mission to build a strong professional Association of women medical doctors working in Uganda whose growing expertise will contribute to improvement of the quality of life of the disadvantaged groups, especially women, children, adolescents and the elderly, through advocacy, promotion of health rights and provision of quality health services.

## UGANDA ASSOCIATION OF WOMEN LAWYERS (FIDA-UGANDA)



The Uganda Association of Women Lawyers (FIDA-Uganda) is one of the leading women's rights organizations in Uganda and the pioneer of legal aid and public legal education in sub-Saharan Africa. Formed in 1974, FIDA-Uganda has an established track record of promoting and defending human rights, with a focus on the rights of women with children as beneficiaries of this work. FIDA (U) is a National chapter of the International Federation of Women Lawyers (in Spanish Federación Internacional De Abogadas) formed in 1948 in Latin America.

In particular, FIDA (U) seeks to promote human rights standards as established in international, regional and national human rights instruments and uses a feminist and rights based approach in order to address the underlying causes of abuse, including patriarchy, injustice and exclusion.

**Vision:** A just and peaceful society where women's rights are realized and enjoyed in all spheres"

**Mission:** To advance gender equality through the promotion of women's rights milestones

### Contact

Plot 100 Lutaya Drive Bukoto, Kampala  
P. O. Box 2157, Kampala  
Email: fida@fidauganda.org  
Tel: +256 414 530 848

## CENTER FOR DOMESTIC VIOLENCE PREVENTION (CEDOVIP)



Center for Domestic Violence Prevention (CEDOVIP) is a registered Non-Governmental Organization (NGO). CEDOVIP works with communities, institutions, civil society and the government, to promote the rights of women and girls so as to create safer, healthier, and happier relationships, homes and communities. The work aims to create change in the attitudes, behavior, and practices that perpetuate Violence Against Women and Girls (VAW/G) in Uganda.

**Goal:** Building a movement to prevent violence against women and girls in Uganda. To accomplish this goal, CEDOVIP focuses on mobilizing communities to prevent and respond to VAW/G; strengthening prevention and response to VAW/G by civil society organizations, government, local institutions, and institutions of learning; and advocacy for better implementation of existing laws and policies, as well as for passage of new, more effective laws and policies.

**Vision:** Existence of violence-free relationships

**Mission:** To transform the power imbalance in intimate relationships through awareness raising, collective visioning, and concerted efforts among community members.

### Contact

Plot 16, Tufnell Drive, Kamwokya.  
P. O. Box 6770, Kampala, Uganda  
Tel: +256 414 531249  
Fax: +256 414 531249  
Website: <http://www.cedovip.org>

## COMMUNITY DEVELOPMENT RESOURCE NETWORK (CDRN)



The Community Development Resource Network (CDRN) is a local, independent and non-profit non-governmental organization registered by National NGOs Board and the Registrar of Companies to operate in all parts of Uganda. It was founded in 1994 to support community development work through participatory techniques and to assist organizations involved in such work to be more effective in meeting their mandates.

CDRN also recognizes the importance of influencing policies and decisions in the environment within which civil society operate. CDRN is strongly committed to making an effective contribution to righting social injustices in Uganda, which are seen as arising from gender and other forms of inequality, poor governance, limited empowerment and the denial of rights.

**Vision:** "A well governed and just society where all women, men and children live in dignity and harmony"

**Mission:** To contribute to the growth of a vibrant and self-determined civil society that defends the rights of the poor and promotes peace, justice, democracy and social equity"

### Contact

Plot 433, Balintuma Road,  
off Nakulabye Round About  
P. O. Box 35542, Kampala Uganda  
Tel: +256392746117  
Email: [cdnrn@cdnrn.or.ug](mailto:cdnrn@cdnrn.or.ug)  
website: [www.cdnrn.or.ug](http://www.cdnrn.or.ug)

## SCHOOL OF WOMEN AND GENDER STUDIES MAKERERE UNIVERSITY



*The School of Women and Gender Studies*

The School of Women and Gender Studies, College Of Humanities and Social Sciences, is a multidisciplinary academic unit that is at the forefront of academic and community initiatives to address gender and development issues from an African perspective.

Established in 1991, the School has grown into a vibrant institution with national and international outlook. In executing its mandate, the School of Women and Gender Studies works through a comprehensive strategy that includes teaching; research, publication and dissemination; outreach, networking and advocacy; and gender mainstreaming. The School seeks to contribute to development in Uganda and the region at large through ensuring that gender is an integral part of the development process. We work towards reducing Gender Digital Divide.

### **Mission:**

To promote the disciplines of humanities and social sciences through teaching, learning, research and knowledge transfer partnerships.

### **Goals:**

- To create synergy for interdisciplinary of Humanities and Social Sciences
- To enhance sharing of human and financial resources
- To establish and promote global networks of humanities and social sciences
- To enhance interdisciplinary research in humanities and social sciences

### **Contact**

Makerere University  
Plot 45, Pool Road, Opposite Makerere University Swimming Pool  
P. O. BOX 7062 Kampala, Uganda  
Tel: 256-041-531484,  
Fax: 256-041-543539  
Email: [wgs@ss.mak.ac.ug](mailto:wgs@ss.mak.ac.ug)  
Website: <http://wgs.mak.ac.ug>

## FORUM FOR WOMEN IN DEMOCRACY (FOWODE)



**FORUM FOR WOMEN IN DEMOCRACY**

Forum for Women in Democracy (FOWODE) is a non-partisan women's organization operating in Uganda with its head office in Kampala. FOWODE grew out of the women's caucus of the 1994–1995 Constituent Assembly (CA) that debated and passed the 1995 constitution.

During the assembly, the women delegates used the caucus to increase their political influence, broaden the base for support of women's issues and advocate for a gender-sensitive constitution in all aspects. The success of the women's caucus paved the way for the formation of FOWODE as a non governmental organization to offer a platform for Ugandan women's learning, networking, sharing experiences and advocating for gender equality and equality in decision making process

FOWODE strongly believes that if women were empowered to participate at various political levels in the country, then the resulting policies, laws, plans and budgets would favor and strengthen the women's empowerment process in Uganda.

**Vision:** A just and fair society where Women and men equally participate in and benefit from decision making processes

**Mission:** To promote gender equality in all areas of decision making through capacity development, community empowerment policy engagement and strategic partnerships.

### Contact

Plot 15, Vubya Close  
Ntinda- Nakawa Road  
P. O. BOX 7176, Kampala, Uganda  
Telephone: 256 414 286063

### Isis-WICCE



Linking Women Internationally

Isis-WICCE is an International feminist organization that works in conflicts and post-conflict areas with its headquarters in Kampala-Uganda.

### Isis-WICCE

Isis-WICCE is named and takes after Isis, the Egyptian goddess of creativity, knowledge and wisdom. Founded in Geneva, Switzerland (1974) as a global women's resource center documenting and disseminating women's experiences, concerns and ideas, Isis-WICCE moved to Uganda (1993) to connect and amplify African women voices to rest of the world.

**Vision:** A world where women live in peace and recreate peace

**Mission:** To ignite women's leadership, amplify their voices and deepen their activism in re-creating peace.

### Contact

Plot 7, Martyr's Road  
Ministers' Village, Ntinda  
Kampala, Uganda  
Email: [info@isis-wicce.or.ug](mailto:info@isis-wicce.or.ug)

## SLUM AID PROJECT



Slum Aid Project (SAP) was started in 1991/2 by four female students then at Makerere University and was then named Katanga Project operating in Wandegaya (Katanga) a slum in Kampala. The Project's major goal then was to address problems faced by the children, youth and women in slum areas. Several activities were carried out and these included teaching children aged 13-15 years both boys and girls, campaigns against HIV/AIDS, sensitization on topical issues, e.g. health education, gender and human rights, family planning and counseling. In 1993, Katanga Project was registered with the NGO Board as a community-based organization.

In 1994, the Project was facilitated by the then Ministry of Women in Development (now Ministry of Gender, Labour and Social Development) to carry out legal education on rape, defilement and domestic violence in Kampala slums. It was recommended that the name be changed to encompass other slums and in 1995, the project changed its name to Slum Aid Project (SAP). SAP therefore is a local women and child rights development organization registered in Uganda as an NGO under the NGO Statute with no political or religious affiliation.

**Vision:** Presently its vision is "Slum communities in Uganda where people live and enjoy fair and dignified lives."

**Mission:** "To strengthen the capacity of slum communities in Uganda (men, women and children) to challenge and effect sustainable positive change in their lives through research, capacity building and advocacy."

To achieve this SAP is implementing two major programs in the slums and these are the fight against domestic violence and the fight against child sexual abuse and exploitation. Through her Domestic Violence (DV) program, SAP strives to empower women to resist domestic violence and other forms of human rights abuse. In the child sexual abuse and exploitation program SAP aims at empowering the girl child to fight for her rights and find her alternative ways of living.

## UMWA



Uganda Media Women's Association (UMWA) was founded in 1983 by a group of female journalists as a membership association. In 1997, UMWA became a human rights advocacy and service delivery NGO involved in information management from both government and private organizations.

UMWA exists to see that Ugandan women can make informed decisions by having access to the right information on rights, and to fight for the rights of women working in the media but also not excluding bad portrayal of women in the media. UMWA believes that access to information is key to solving critical problems women face socially, economically, and politically.

We have worked with women through communication and advocacy and here, much emphasis is to use development communication. In this regard, a women focused development oriented radio - Mama Fm, The Other Voice a news paper pull out are major tools we use for advocating for human rights and access to information. Further, we include rural outreach initiatives for communities and capacity building programs in human rights and gender responsive policies for especially the media practitioners.

The use of the media and the experience we have working with development media is our innovative strategy that has enabled us transform lives for the last three decades making us one of the unique organizations that has worked to engender the media in Uganda.

**Our Vision:** "A nation of women, children and men making informed decisions for gender equality and social justice".

**Our Mission:** "To enhance the status and visibility of women and other marginalized groups through advocacy, awareness rising, networking capacity strengthening, to realize gender equality"

## SEND A COW



Send a Cow has, since its founding, been a Christian organization that works with people of all faiths and none. We pursue our charitable objectives in accordance with the principles and values of the Christian faith. We do not evangelize or proselytize. We strive to be an equal opportunity employer and celebrate the breadth

of understanding we have in our staff team in matters of faith.

We are driven by a sense of injustice that rural Africa is not confident and thriving. We believe it should be and can be with appropriate support. We know we cannot work everywhere and do everything, but where we do work we use the following values to guide us:

**Our vision:** A confident and thriving rural Africa

**Our mission:** To give communities and families the hope and the means to secure their own futures from the land

### Our values

**Integrity:** Act with honesty, fairness and honor: treating all cases with impartiality and transparency and with no discrimination or compromise of the truth

**Stewardship:** Take a long-term, multi-generational view to the wise use and care of all social, economic and environmental resources – time, talent and treasure

**Accountability:** Build self-reliance in all our partners, organizations, teams and individuals to ensure clarity of roles, so all accept responsibility for

## UGANDA WOMENS TRUST



At the Ottawa Conference, participants called for a dynamic platform to improve the sharing of evidence, experiences and good practices on women's economic empowerment. In response, UN Women and Canada committed to jointly develop an online platform on women's economic empowerment ([www.EmpowerWomen.org](http://www.EmpowerWomen.org)).

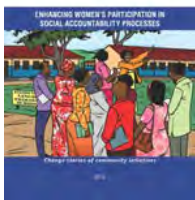
On 23 September 2013, this platform, initially referred to as the Knowledge Gateway on Women's Economic Empowerment, was launched during the High-Level session of the United Nations General Assembly by Phumzile Mlambo-Ngcuka, Under-Secretary-General of the UN and Executive Director of UN Women, and Lynne Yelich, Minister of State, Foreign Affairs and Consular, Government of Canada.

Since then, Empower Women has grown into a global movement with more than half a million viewers and over 12,000 passionate and ambitious women and men from the private sector, civil society, academia, governments and international organizations more than 190 countries. Empower Women has also cultivated a global network of 250+ dynamic, influential Champions for women's economic empowerment from over 60 countries. Together, we are taking actions and driving change for women's economic empowerment both online and offline.

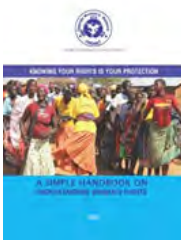
**Mission:** We are dedicated to empowering women to achieve their full economic potential by inspiring both women and men to become advocates, change makers and leaders in their community. We equip them with resources, opportunities and a global platform that facilitates networking, learning and sharing of experiences.

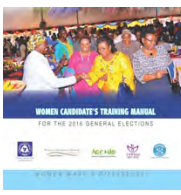
**Vision:** A world where every woman is able to use her voice, makes her own decisions, and engages in economic opportunities.

## 2015 PUBLICATIONS

| No | Title                                                                                                                                                                                 | Cover Page                                                                          | Purpose                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1  | 8th Alternative Report<br>By Civil Society Organizations on the implementation of The Convention on Elimination of all Forms of Discrimination against Women (CEDAW) in Uganda (2014) |    | This report presents some of the progress made and challenges that still persist relating to the promotion of women's rights and gender equality in Uganda. Its analysis arises from research it has conducted since 2011 on the progress government of Uganda has made in fulfilling its obligations under CEDAW with a specific focus especially the concluded observation by the CEDAW committee in 2010 and arising gaps and reports by members and partners in CSOs working on various articles of CEDAW. |
| 2  | A handbook for the Media, gender and women's participation In the 2016 general elections Women                                                                                        |   | This handbook was developed ahead of 2016 General Elections to analyse the portrayal of women candidates/ leaders in mainstream media, challenge the stereotypical coverage of women as sex objects and advocate for the positive portrayal as formidable candidates.                                                                                                                                                                                                                                          |
| 3  | A pool of Ugandan women's voices to Constitutional amendments of 2014 (2014)                                                                                                          |  | This publication presents a summary of the proposals for constitutional amendments from a gender perspective presented by women's rights CSOs in response to a call made by the Minister of Justice and Constitutional Affairs to amend the constitution. The Uganda Law Reform Commission spearheaded the process of collecting proposals for key Constitutional reforms.                                                                                                                                     |
| 4. | Enhancing women's participation in Social accountability processes Change stories of community initiatives (2014)                                                                     |  | <p>This publication is a compilation of Change stories realized as a result of community organizing supported by UWONET for improved social</p> <p>Services in the districts of Pader, Agago (Acholi sub region), Abim, Kotido and Kaabong (Karamoja sub region)</p>                                                                                                                                                                                                                                           |

|    |                                                                                                                                                  |                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 5. | Assessing implementation of Commitments by political parties to the Women of Uganda: 2011-2016                                                   |    | This study assesses the extent to which the major political parties have lived up to the commitments expressed in their various manifestos, as a basis for holding these political actors accountable to the women of Uganda. It also captures the voices of women across the country in terms of changes they would like to see in their relationship with the main political actors in Uganda.               |
| 6. | Baseline report on civic and political Participation of women leaders in local Council for democracy and gender equality (2014)                  |    | This is a report of a baseline survey conducted in the districts of Abim, Amuria, Katatkwi, Napak, Nakapiripirt and Moroto to assess the capacity and knowledge gap of women councilors in undertaking their mandate, identify Stakeholders operating in the districts and make recommendation on strategies to strengthen participation and influence of women in decision making processes in the districts. |
| 7  | Duty bearers handbook on violence against Women/girls and women's land rights                                                                    |  | The Duty Bearer's Handbook is a tool for safeguarding women's land rights and addressing Violence Against Women and Girls (VAW/G). It is a useful reference guide and a resource to duty bearers and communities in fostering local activism, women leadership and land rights in Northern and North Eastern Uganda.                                                                                           |
| 8  | Legal, Policy and Contextual Analysis of Violence Against Women and Girls and Women's Land Rights: Identifying The Unfinished Tasks, 2014 (2014) |  | This publication provides a legal, policy and contextual analysis of violence against women and girls and women's land rights in Uganda.                                                                                                                                                                                                                                                                       |

|    |                                                                                                                       |                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|----|-----------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 9  | Knowing your rights is your protection. A simple handbook on Understanding women's rights.                            |    | This is a tool to help Ugandans especially at the community/ grassroots level understand the basic rights that women are entitled to. It will be used to sensitize and educate communities especially all women of Uganda regardless of where they are or what they do.                                                                                                                                                                                                     |
| 10 | Towards a gender-responsive NRM/ Organisation Party: A blue print for the 2016 Manifesto                              |    | This brief assesses the extent to which the National Resistance Movement/ Organisation as a political party has implemented the commitments it made in its 2011 Manifesto with regard to women's participation and inclusion and makes recommendations for the 2016 electoral process and beyond.                                                                                                                                                                           |
| 11 | Towards gender-responsive political parties: A blue print for the 2016 manifestos of selected parties<br><br>May 2015 |    | This policy brief assesses the extent to which selected opposition political parties—the Forum for Democratic Change (FDC), the Uganda Peoples' Congress (UPC) and the Democratic Party (DP)—have realized/ provided alternative policy option to government in reference to their own manifestos 2011–2016 with regard to women's participation and inclusion. On the basis of this assessment, the brief makes recommendations for the 2016 electoral process and beyond. |
| 12 | Does the marriage bill meet the human rights yardstick? (2013)                                                        |  | This policy brief was produced to contribute to the on-going discussion for enactment of the Marriage Bill by the 9th Parliament of the Republic of Uganda. The brief was reprinted in 2015.                                                                                                                                                                                                                                                                                |

|     |                                                                                                                                        |                                                                                     |                                                                                                                                                                                                                                                                                                                                            |
|-----|----------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 13. | Strengthening civic participation and engagement<br><br>For democracy, quality service delivery and gender equality in northern Uganda |    | This newsletter is a documentation of success stories based on the achievements realized in the district of Nwoya, Lamwo and Agago under the project on Strengthening Civic Participation and Engagement for Democracy, Quality Service Delivery and Gender Equality in Northern Uganda                                                    |
| 14. | Facts and myths Marriage and Divorce Bill, 2009 (2013)                                                                                 |    | There are many distortions and misconceptions around the Bill. UWONET which is spearheading the need to pass this law thought it prudent to state the truth, correct and put right those misconceptions by clearly expressing the Bill's position.                                                                                         |
| 15. | Women candidates handbook 2016 General elections                                                                                       |   | This handbook was developed to raise awareness and enhance the knowledge of women and the public on the political and civic rights and responsibilities of women as candidates, voters, campaign agents/supporters, electoral officials, and above all spur active citizenship for women.                                                  |
| 16  | Women Candidates Training Manual for the 2016 General Elections                                                                        |  | This manual was developed for prospective women candidates intending to run for elective positions and those in office ahead of the 2016 elections. The manual can also be used by any woman/person in a leadership position that may not necessarily belong to a party or hold elective positions.                                        |
| 17  | The Women's Manifesto 2016-2021                                                                                                        |  | The Women's Manifesto is a political document that sets out the concerns of women in Uganda and the demands for political accountability by political parties and candidates ahead of the 2016 Elections. The manifesto builds on similar processes undertaken by women and women's rights organisations in previous elections since 2000. |





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