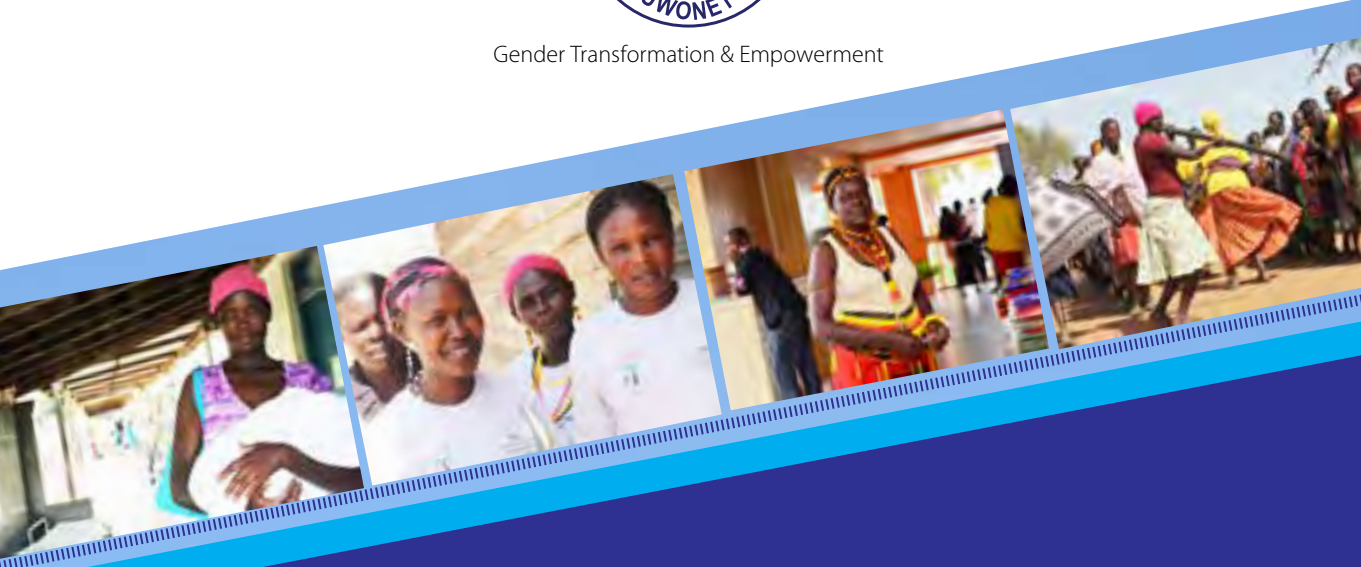




Gender Transformation & Empowerment



UWONET

Annual Report 2014

**Re-establishing the Position of Women
and Confronting the Unfinished Business.**



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ACRONYMS

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



A WORD FROM THE OUTGOING CHAIRPERSON

I'm extremely excited to present to you the UWONET Annual Report for 2014, a year of great accomplishment and self-actualization. The Network demonstrated that it had successfully metamorphosed from adolescence to adulthood, by acquiring a permanent home and broadening its outreach to thousands of women at the grassroots.

For a number of years, UWONET desired to provide Ugandan women a safe place that would be owned and controlled by them. On behalf of the Board of Directors and the Secretariat, I would like to extend my sincere appreciation to all those individuals and organisations that helped the network to raise the funds for purchasing its new home.

In 2014, UWONET elected a new Board, chaired by Hon. Tezira Jamwa. On behalf of the old Board, I would like to extend our best wishes to the new team and also congratulate the members of the outgoing Board on the marvelous work they did in steering the organisation for the past six years.

Through its work, UWONET has continued to provide women a safe space to interact and engage with decision making organs and persons holding power that impact on women's advancement. As part of the broad civil society movement in Uganda, UWONET was involved in various campaigns aimed at influencing local and national governance structures.

Among the campaigns where UWONET played a critical role was the Campaign for Free and Fair Elections in Uganda; the campaign against corruption under the Black Monday Movement; the campaign against Violence to Women and the campaign for increased accountability in the local government. Through these efforts UWONET together with all its members ensured that the women were mobilised to denounce the social ills that continue to keep them in bondage.

Despite the numerous achievements highlighted in the report, UWONET together with the entire NGO fraternity and the Civil Society Organisations (CSOs) in Uganda are faced with dire challenges. Among these is the continued harassment perpetuated by State operatives who are limiting the space within which these organisations operate. The NGO Amendment Bill is a big hurdle that could hinder UWONET's expansion and outreach to the millions of women desirous of its services. The changing funding modalities by the donors are also hiccup in respect to UWONET's growth.

I would like to extend my sincere thanks to all the members and partners of UWONET together with our marvelous Secretariat Staff for keeping UWONET vibrant. It is my belief that the network will continue to provide the required leadership needed to galvanize the Women's Movement in Uganda.

Hon. Sheila Kawamara Mishambi

Outgoing Chairperson



A WORD FROM THE INCOMING CHAIRPERSON

I'm so glad for having joined UWONET as the Board Chairperson in 2014. It was intriguing indeed!

The year 2014 was ground breaking for UWONET on different fronts; as she was transiting into a new strategic period, a new Board was as well sworn in. Amidst various internal organisational shifts in addition to several global, regional and national processes that UWONET had to engage with, substantial programmatic and administrative achievements were registered.

A first ever women protection shelter in Busoga sub region was opened up in Kamuli district as a build-on to previous multi-sectoral preventative and response mechanisms towards the overwhelming rates of violence against women and girls in the area. This is a step in the right direction in terms of strengthening the GBV referral pathway which will go a long way in addressing the challenges related to service provisioning.

UWONET together with member and sister organisations under the Women Democracy Group (WDG) continued to nurture strong district women

caucuses across 50 districts. The tremendous changes caused by the caucuses with regard to district budgets, plans and programme interventions towards addressing women's concerns and interests cannot be overstated. The capacities of the district women councilors to ably represent their constituents through meaningful participation and engagement in and out of Council was so evident and remarkable.

At policy level, there was a lot of effort towards galvanizing voices, concerns, interests and aspirations of women from different walks of life and at all levels towards influencing a gender responsive post 2015 development framework at national and global level; the 1995 constitutional review; electoral law reforms and the overall political agenda towards and beyond 2016. With the draft frameworks emerging so far, we hope to witness once again great commitment towards upholding, protecting and promoting socio-cultural, economic, civil and political rights of women and girls in Uganda and world over.

We hope and believe that the presentations herein of our attempts, effort, achievements and learning throughout 2014 will continue to inspire greater and meaningful policy and programme decisions and actions and as well boost confidence of women and men to unceasingly confront persistent structural inequalities that undermine the dignity and violate rights of women and girls.

Hon. Tezira Jamwa

Chairperson UWONET



A WORD FROM THE EXECUTIVE DIRECTOR

The year 2014 was significant across the globe. As UWONET was transiting to another strategic phase (2014–2018), several global and national development and legal frameworks were emerging in a broader post 2015 agenda. This offered opportunity for UWONET to galvanise the views and voices of women across the country on a number of aspects and push forth for these to be prioritized.

Like in previous Annual reports, we have highlighted several of the achievements recorded by the organization and where possible outcomes of our work. The report also points out a number of challenges which the organization faced and in some instances proposed some possible recommendations.

UWONET continued to build on the successes recorded and lessons learnt in the previous years to improve its services and strategies. It monitored the state of women's human rights in the country through advocacy, community citizen's platforms and training of duty bearers on addressing Gender Based Violence related cases. For example, in partnership with the Ministry of Gender Labour and Social Development (MGLSD) under the Irish Aid Joint

programme to address GBV in Busoga Sub region, UWONET supported the Uganda Police Force with assorted stationery, all geared towards improving case management for survivors of Gender Based Violence and coupled with that a GBV shelter was established in Kamuli district.

Transiting into a new strategic phase coincided with an election of a new Board. I must sincerely thank the outgoing Board of Directors, led by Hon. Sheila Kawamara Mishambi for guiding the organization throughout the years and for their continued commitment to the organization and welcome the new Board led by Hon. Tezira Jamwa.

I would 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 even when at times we did not agree. To UWONET members and allies, we are the network because of you and for that we say, thank you.

Last but not least, I wish to thank the UWONET staff for working tirelessly to ensure advancement of UWONET's mission; no amount of physical reward is worth the passion they demonstrate and the sacrifices they make.

UNITED WOMEN CAN!

Rita H. Aciro-Lakor

Executive Director



Hon. Maria Kiwanuka, Minister of Finance, Planning and Economic Development launches UNWONET's Strategic Plan 2014–2018 during the 2nd National Women's Week

KEY MILESTONES OF THE YEAR

The year 2014 was phenomenal at national, regional and global level; it was dominated by insightful review and reflection on several post 2015 policy and legal frameworks among them: the sustainable Development Goals; the Beijing +20 review; the UNSCR 1325 +15 review; review of implementation of the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW); the United Nations Development Assistance Framework (UNDAF) review; development of the second National Development Plan (NDPII) for Uganda. In addition, the country was also preparing itself for an upcoming electoral law reform and constitutional amendment process which is very fundamental in shaping the governance and destiny of Ugandans beyond 2015.

All these processes coincided with finalization and roll-out of a new five year (2014–2018) Strategic Plan for UWONET coupled with convening a very significant biennial women's policy forum—*the Women's Week*. UWONET took centre stage in collating, aggregating and articulating views, concerns and aspirations of women in all these processes to ensure an outcome of a gender responsive development and legal framework at global,

regional and national level that will ultimately eliminate persistent structural inequalities among women, men, boys and girls. For the year, UWONET boasts of the following key milestones:

- ➔ Completion and roll-out of a gender responsive five year strategic Plan (2014–2018) under the theme, *Centering Women's Power: Our Voice, Our Vision*. The plan is very comprehensive and sets out to achieve a range of gender equality and women's rights concerns broadly in the areas of Women's Leadership and Democratic governance; Women's rights and Access to justice; Women's Economic Justice and Empowerment and Institutional Development and Organizational Strengthening.
- ➔ Development of a comprehensive national civil society gender issue paper on the NDP II and rigorous engagement with the process to ensure adoption of the recommendations presented; important to note is that about 70% of these recommendations have been adopted as per the presentation made by one of the National Planning Authority (NPA) officials during an engagement meeting held in Oct, 2014.
- ➔ Popularization of the Africa women's position on the post 2015 development agenda which was developed with a considerable contribution from UWONET after aggregation of views collated from across the country through various regional and national consultative dialogues held; we celebrate the fact that the draft Sustainable Development Goals document shared globally towards end of 2014 had a stand-alone goal on gender equality which we believe is as a result of a spirited engagement by the women's movement across the globe to which UWONET contributed.
- ➔ Development of the 8th CSO alternative report to the CEDAW committee—this comprehensive and content packed report is yet to be presented to the CEDAW committee in Geneva. As previously, the report is envisaged to largely influence the Committee's concluding observations and recommendations to the government of Uganda which will lay basis for several gender responsive policy and legal reform and programming.
- ➔ Wide consultations and development of explicit gender responsive proposals towards electoral law reform and Constitutional amendment. UWONET coordinated efforts of the Women's Democracy Group (WDG) to develop a common position on the two reform processes. These will be used to engage with the process once it commences in 2015 and given our

history, it is envisaged that atleast 80% of the proposals will be adopted in the amended legal framework.

- The launch of the GBV shelter in Kamuli district in 2014 was a much needed effort towards closing a wide gap in the GBV referral pathway and thus improving access to justice for provision of hostile GBV survivors.
- Strong district women caucuses across 50 districts steering the agenda on gender equality and women's empowerment in district councils and within communities.
- The national women's week then crowned the year by bringing women and women rights actors across the country to re-affirm their aspirations and once again raise a voice for policy attention to the key concerns of women in socio-cultural, economic and political spheres.
- The persistent and gradual effort and gains made by UWONET in re-establishing the position of women in socio-cultural, economic and political structures and processes and confronting the unfinished agenda cannot be overstated.



Hon Betty Amongi mp for Oyam south Officially opening the 2nd National Women's Week



Women's organising at the grassroots level is growing stronger with support from UWONET

2

PROGRAMME HIGHLIGHTS



Gen Kale Kayihura celebrates with UWONET and district staff during the launch of the KAMULI Gender Based Violence shelter.

PROGRAMME HIGHLIGHTS

In 2014, UWONET began implementing its new Strategic plan 2014–2018 premised on centering women's power in socio–economic and political processes as a means to ultimately achieving gender equality. This strategy has got four key work streams/thematic focuses including 1) Women's Leadership and Democratic Governance. 2) Women's Rights and Access to Justice. 3) Women's Economic Justice and Empowerment and 4) Institutional Development and Organizational Strengthening. These guided all engagements and initiatives throughout the year as elaborated:

2.1 WOMEN'S LEADERSHIP AND DEMOCRATIC GOVERNANCE

Women's Leadership and Democratic Governance is one of the key programme thematic focuses. It primarily seeks to consolidate and strengthen women's voice and capability to effectively engage in decision making processes for gender responsiveness and democratic governance. The thematic area has three strategic objectives:

- i. To enhance capacities of women leaders at national and districts level, civic and political leadership to participate, engage and influence decision making process for gender responsiveness.
- ii. To advocate for implementation and reforms of laws and policies for increased women's participation in leadership and democratic governance.
- iii. To strengthen capacities of civil society on social accountability and constitutionalism.

During the year, three main projects/programmes were implemented under the thematic focus, geared towards achieving the above set strategic objectives covering over fifty districts. The projects included 1) *Strengthening Women's Civic and Political Participation and Engagement for Democracy and Gender Equality* supported by the Dan Church Aid (DCA); 2) *Strengthening Women's influence in Leadership and Decision Making processes for Gender Responsiveness and Political Accountability* supported by Democratic Governance Facility (DFG). This is Implemented in partnership with FOWODE, ACFODE, WDN-U, and CEWIGO under a consortium of the Women Democracy Group (WDG); and 3) *Enhancing women's role in social accountability processes in Northern and North-Eastern Uganda*.

2.1.1. Capacity of women Leaders to participate, engage and influence decision making at different levels

One of the most fascinating development ushered in Uganda's democracy space by the NRM government has been increase in the number of women in leadership; from 16% in 1989 to 34.8% in 2011¹. The women in leadership especially in political leadership continue to make significant strides in Uganda. The presence of women leaders in the various ladders of leadership is being perceived as fundamental factor in the advancement of gender equality, good governance and democracy in Uganda. Constituting over 50% of the total population in the country, it is paramount that women participate, engage and influence decision making processes to ensure that policies, laws and programmes are responsive to citizenry concerns, needs and aspirations for the attainment democratic governance.

"Democracy cannot truly deliver for all citizens if half of the population remains underrepresented in the political and development arena. For Democratic Governments to deliver to their constituents, they must be truly representative, gender responsive and recognize that women must be equal partners in the process of governance and development (Beijing platform for Action para.18)".

a. Enhancing Capacities of Women in District Local Councils

UWONET has continuously offered mentorship to district and sub county women caucuses. These are constituted by women councilors at district and Sub county level. The caucuses are an initiative towards enhancing consensus building among women leaders and aggregating around those common issues so as to influence planning and budgeting. Through these caucuses, women leaders' capabilities have been enhanced largely attributed to the peer support and as a result their influence on council decisions and plans has greatly improved and is evidenced by the various success stories documented:

¹ Based on date from Tripp, 2006; Maurias and Wang, 2012, p. 312; Parliamentary Union ([Http://www.ipu.org](http://www.ipu.org)); official website of the Parliament of Uganda Demographic profile 2014



Service provision at Katakwi hospital has improved tremendously because of the influence of the women caucuses

Maternity service provision at Busiime HC II Busiime Sub County, Busia district has been made possible because of influence of the women caucuses.

In Nakapiripirit district, the women caucus worked together and successfully lobbied council to adopt a motion for compensation of the communities that were being evicted from some land in Namalu Sub County. Dispute over the eviction had lasted over 4 years and most affected were women, children and widows. The motion was adopted and in March 2014, the Prison authority provided each household with Iron sheets, utensils, food and tractor to open an acre of land for each of the families for the first planting session. Priority in the compensation was given to widows, women and children.

In Napak district, the women caucus are vigilant on child traffickers as a result of the training given to them by UWONET. According to Hon. Loyce Lolem who is the secretary finance NRM women's league in Napak, "after the training in Moroto in May 2014, we made a work plan on how to stop child trafficking in Napak district, currently we are working with child protection department of police to sensitize communities about the rights of children". During an annual monitoring in December 2014, the team found that the women caucus by November 2014 had caused the arrest of two groups of

children who were being trafficked to Mbale and Kampala and ensured that they were returned to their parents. Five of the seven children were young girls between the ages of 7–13 years old.

Katakwi district: The Katakwi women's caucus successfully lobbied for allocation of funds for transport for emergency referrals during delivery. The funding has increased from 800,000/= in 2012 to 1,500,000/= to date.

In Amuria, all council committees were chaired by men. This affected gender sensitivity of committee reports to a large extent. After training of the women councillors and formation of the women caucus in 2013, the caucus took opportunity of a vacant position in the social service committee in June 2014 and moved a motion nominating a female councillor to chair the committee. Since her appointment to the committee, the female councillor with support of the women caucus has influenced construction of a maternity ward at Akerau Health Centre III and Alere Health Centre II in Willa Sub—country.

b. Nurturing and Mentoring young women leaders (The Young People's Programme)

UWONET's mentorship and young people's programme aims at nurturing young leaders to take up the mantle on advocating for women's rights. Among the challenges faced by the women's movement is apathy towards women's rights issues among the young people. This is mostly because many of them are not aware of the history of the women's movement and how some of the rights they are enjoying came to be.

With 78% of Uganda's population, the youth make up the biggest part of the country (UNFPA 2013). This means that the youth hold the key to the country's social and economic development. They are vibrant, energetic and if well utilized, they have the potential and committed to improve their lives and their communities. The youth are therefore, a huge asset for the women's movement if their abilities are tapped. UWONET in 2014 therefore undertook various initiatives in a bid to engage the young people:

These included the following.

The Internship Programme: A total of 4 graduates from different educational backgrounds and institutions of learning, joined UWONET for a 9 months internship placement. The programme is aimed at building a knowledge and skills base for young people in gender and women's rights. It further provides practical experience for graduates in working with a women's rights organization, thus mentoring them for future leadership. While at the secretariat, the young professionals have been engaged in various activities to facilitate their learning. Some of these included: experiential learning visits to various CSOs and government MDAs; front desk management, daily index and analysis of violence cases in the print media; report writing; project planning and management among others.

The internship programme has proven to be a valuable experience for the young professionals. A follow up of the young professional since 2012, indicates that at least 95% of them had acquired formal employment in various Civil Society and private organisations within a year after the internship at UWONET.



The 2014 interns pose in front of the secretariat offices. Each year, UWONET takes on 4 graduates for a 9 Months internship placement



Young leaders at the first ever Girls Arise Conference pose for a group photo after the conference that was held at Hotel Africana as part of activities to mark the 2nd National Women's Week

High School and University Mentorship sessions: During the year, UWONET had a number of activities targeting young leaders in institutions of learning. UWONET held a mentorship sessions targeting over 150 upcoming leaders university leaders from Makerere University, Makerere University Business School, Kyambogo University, Uganda Christian University and Kampala international University. At the district level, young leaders in secondary schools and institutions of higher learning were targeted in Amuria, Katakwi, Abim and Moroto district. These sessions took the form of inspirational talks focusing on the importance of women's leadership, how young women can position themselves for leadership and personal experiences on how to handle challenges in leadership. The leaders attested to the sessions having been inspirational and they committed to putting some of the lessons learnt into action. They also committed to sharing the knowledge acquired with their peers, especially on women's rights. Some of the university student leaders had the following to say about the session:

"This session has increased my confidence, from today I'm going to lay strategies to move towards my dream of becoming a president". "When I go back to campus, I'm going to encourage my fellow young women to always stand up for their rights and should not allow men to disrespect them". "I'm going to contest as a speaker at my university and stand as an MP in Mayuge district".

“I’m going to stir up ladies in Kyambogo University to rise up and take up leadership positions in all the spheres”.

Girls Arise Conference: During the 2nd national women’s week, UWONET held the first ever girl’s conference for female leaders between 15–25 years. This brought together over 300 girls from high schools, district level and universities in and around Kampala.

Prior to this, UWONET’s engagements with young leaders earlier on in the year highlighted the need for a forum to discuss challenges faced by young people thus the idea of the Girls Arise Conference. This was conceptualized as a forum for young females to rise up to the challenges they face in life. It focused on equipping female students with skills of managing life after school; addressing unemployment and experience sharing on entrepreneurship. The conference highlighted the need for continued mentorship and suggested some policy recommendations such as specific programmes to economically empower the youth and provide them with skills to address the alarming rates of youth unemployment.

2.1.2. Advocacy for implementation and reform of laws and policies for increased women’s participation in leadership and democratic governance

The demand for gender accountability from the state and political parties cannot be effective in the absence of progressive laws and policies. UWONET and partners engaged with government and political parties to adopt and implement gender responsive laws, regulations, policies and procedures that can allow for effective participation and influence of women in politics and decision making.

a. National and Local Governance institutions and political parties adopt recommendations for increased women’s participation as per the women’s manifesto

In December 2014, assessments and consultations were conducted to inform development of the women’s manifesto and aggregate proposals for Constitutional amendment from a gender perspective. In total sixteen regional and one national consultative forums were organized largely targeting women councilors, political party officials, district technocrats, academicians, development partners, key opinion leaders from religious institutions, traditional institutions,

private business practitioners, community mobilizers and the elderly, the women caucuses, senior women teachers, media and youth groups among others.

“A women’s manifesto highlights priority issues of concern for women and also communicates to various stakeholders the message that women know what they want” said a stakeholder.

The consultations provided space to review, reflect and evaluate government commitment and political will towards advancing women’s rights and gender equality. Priority concerns for the women for the 2016 election were identified and documented, from which the Women’s Manifesto 2016–2021 will be developed. The Women’s Manifesto will be used as political and an advocacy tool to enhance gender accountability from government and opposition parties. The major critical issues identified for inclusion in the national women’s manifesto to be redressed by participants include;

- ***Girl Child Education:*** Government to increase functional adult literacy programs, mandatory vocational and skills training for child mothers and implement existent laws and legislations on VAW/G.
- ***Gender Based Violence:*** Enforcement of laws on GBV, strengthening of alternative means to conflict/dispute resolution, Speedy trial of GBV perpetrators, establishment of a GBV Court and provision of free legal services for GBV survivors.
- ***Women’s Property Rights And Ownership:*** Enactment of the Marriage and Divorce Bill, Division of ancestral/family land on equal terms for both boys and girls; females and males, Initiation of Government projects targeting women and girls for social and economic empowerment.
- ***Maternal Health:*** Increase staffing Health Centre levels, improve remuneration, compulsory health insurance schemes for all women and children.
- ***Agricultural Production and Productivity:*** Revival of cooperative societies, waiver of taxes on agricultural inputs or have the prices subsidized, enforcement of laws on property rights of women.
- ***Women In Political Leadership:*** Revisit the Affirmative Action policy in elections to have women’s constituencies reduced, Increase educational qualifications required for leadership, 50/50 representation by men and women in political leadership.

In addition, as a result of the consultations, proposals for Constitutional amendment were synthesized. A copy was submitted to the Minister of Justice and Constitutional Affairs through the Uganda Law Reform Commission and another to the Honourable Speaker of Parliament. These will form basis for engagement with the Legal and Parliamentary Affair Committee; the Uganda Women's Parliamentary Association and other key committees during the constitutional amendment debate in Parliament. Critical proposals for amendment made by the women include;

- i. Introduction of an academic qualification for district local councillors and local council III chairperson.
- ii. Retain affirmative action for women and in the alternative adopt a 50/50 representation for women and men in Parliament in line with the Africa Charter for Democracy, Governance and Elections.
- iii. All political parties should be given mandate to nominate between 2 to 5 women to send to Parliament in order to realize the 50% women representation.
- iv. Allocate 40% of political parties' budgets to the women leagues.
- v. Elect Electoral Commission leaders as per district and on a rotational basis.



Ingrid Turinawe, chairperson FDC women's league and Perry Aritua, ED WDN share a moment during a workshop at Hotel Africana; UWONET is advocating for political parties to allocate 40% of political parties' budgets to the women leagues



The women voting on the priority issues during a consultative meeting on constitutional amendment at national level. On the Right WDG holding a press conference during the national level consultation on the Constitution amendments respectively.

- vi. The Electoral Commission should implement timely civic education and this should address specific cultural hindrances and social dynamic issues affecting women.

b. Strengthening women's participation and influence in the political party structures

In engaging political parties for enhanced women's participation and involvement in party processes and structures, UWONET worked with and through women leagues. The leagues should ideally play a critical role in determining the numbers and quality of women joining political parties. However, the lack of investment in women's leagues, limited visibility and internal political party intrigues continues to affect their capacity and performance. UWONET further believes that if women leagues are empowered, they can contribute immensely to raising the issues which are of interest and concern to women and as well influence a gender balanced power distribution with the political parties.



Participants from the western region during one of the group discussions and Hon. Joy Ongom stressing a point during the closure of the Northern Region consultative meetings

UWONET conducted knowledge building and skills development sessions for 171 women leagues' members at district and national level from six different political parties—Democratic Party (DP); Forum for Democratic Change (FDC); Justice Forum (JEEMA); National Resistance Movement (NRM); Peoples Progressive party (PPP) and Uganda People's Congress (UPC). The sessions covered aspects of gender and transformative leadership; relevance of women leagues in the current political context; lobbying, communication; networking and resource mobilization among others.

In addition, the women's leagues were encouraged to review their political party constitutions to ensure that they incorporate quotas for women and women's concerns within the party are implemented.

Tips on building strategic alliances with men to support women issues, how to lobby support from CSOs to support women candidates during elections, advocate for the recruitment of



The Executive Director reading a press statement during Consultations to the Constitution Amendment

women to monitor elections as election agents and supervisors and ensure visibility of women leaders through the media were some of the content of the trainings.

As a result of the knowledge building sessions, the women's leagues at national level held a joint press conference to highlight gender gaps within the political party structures and seek reforms. The women strongly highlighted the following issues; at least 40% funding of political parties be channeled to women leagues, need for political parties to profile and popularize women candidates. They strongly condemn the prevalent sexual harassment within political parties and other public institutions due to the negative implication it poses on women's participation, they demanded for peaceful primary and general elections to encourage women to participate both as candidates and voters. The press conference was aired on all the main Televisions and radio stations in Uganda including NTV, NBS, WBS, UBC, Urban TV, Sanyu fm, K-FM, Radio One. The issues also generated debate on the media platforms for example the issue of 40% of budgets of political parties to be channeled to the women's leagues.

While at district level, the women have embarked on a leadership re-structuring process to reposition women's leadership and ensure that parties at district level prioritize issues affecting



Hon Betty Amongi, Member of Parliament Oyam South, facilitating a session on influencing political party structures for gender responsiveness and Mr. David Pulkol, facilitating a session on resource mobilization for political parties respectively.

women's participation within political parties. For example in Katakwi district, the women leaders embarked on a mobilization drive to encourage more educated women to join the NRM party envisaging that they can then take up more leadership positions in the party given their level of education and technical background.

Assessment of Political Party Manifestos 2011–2016: As political parties prepare for the 2016 general elections, UWONET conducted assessment of four selected political party manifestos including the ruling party NRM, FDC, UPC & DP. The assessment looked at the extent to which the ruling party has implemented its commitments to women's rights and gender equality as stated in the 2011–2015 manifesto; the policy options that were developed by the opposition parties and efforts made towards influencing adoption of these options. The assessment also examined the extent of adoption and implementation of these options as well as critical gender issues that the Political parties should prioritize in their manifestos for 2016–2021 to promote women's right and gender equality. The assessment focused on issues of women's Political participation, social–cultural inclusion and economic empowerment and health rights.

Below are a summary of gaps identified in the assessments of the Political Parties and priorities for 2016–2021. Position 3 papers are to be developed out of this assessment and these will be used in engagement with the political parties to influence their upcoming Manifestos.

Political Participation: *with regard to the NRM, an analysis of the cabinet reveals continuing gender disparities for instance as of Feb 2015, there were only 9 women out of 31 cabinet ministers (only 29%). Similarly out of 38 ministers of State only 8 (21%) are women. With respect to the enactment of laws that empower women, a major piece of legislation that would have promoted the rights and welfare of women—the Marriage and Divorce Bill was presented to Parliament then withdrawn, largely on the basis of popular opposition to its terms.*

The FDC also demonstrates challenges in terms of achieving its vision for the inclusion and participation of women for instance out of 188 FDC candidates nominated to vie for directly elected Parliamentary seats in the 2011 election, only 3 (1.6%) were women. Similarly out 673 candidates nominated for the directly elected positions of councilors in the 2011 elections, only 8% or 1.2% were women.

The same trend is apparent with regard to the UPC. Out of 102 UPC candidates nominated for directly elected positions of councilors only 3 or 2% were women. In addition of 221 UPC candidates for directly elected positions of councilors, only 2 or 0.9% were women.

The situation is not very different in the DP; out of the 86 DP candidates nominated for directly elected Parliamentary seats in 2011, only 6 or 7% were women. Similarly out of 151 DP candidates for directly elected positions, only 3 or 2% were women.

Socio-cultural inclusion and empowerment: *gains had been made in this respect, notably through the continued application of the affirmative action policy in education as well as through increased voice and empowerment of women in society. However this gain has taken into consideration that women are not homogenous and so has benefited only emancipated women in urban areas. The report graded women into 3 grades: i) office bearers and politicians ii) teachers and nurses and iii) village/household wives. It was observed that the children of first grade women had been able to take full advantage of social services particularly university education, while those of 2nd and 3rd grade women*

were left with accessing technical schools–sub county and local schools. The high dropout rate of the girl child also shows that few girls have benefited from the 1.5.

Economic Empowerment: most respondents interviewed (including party members and officials) were not aware of the specific commitments made by the NRM, DP, UPC or FDC in their various manifestos. However it was noted that overall there had not been an appreciable improvement with regard to economic empowerment of women since 2011.

2.1.3. Capacity of Civil Society on Social Accountability and Constitutionalism

a. Platforms for Civic Education and Engagement on Gender Equality and Democratic Governance

Uganda's policy and legal framework above all the Constitution establishes principles and institutions to advance civic education, accountability and good governance. In spite of this enabling framework, the actualization of participation of citizens in the governance process still remains a challenge. This is largely attributable to limited knowledge among the public about government policies and processes; corruption, enactment of noxious laws and policies that continue to narrow spaces of operation for CSOs such as the Public Order Management Act. UWONET is therefore facilitating platforms for aggregation of women's issues and voice towards gender responsive and democratic governance.

Consultations on Gender towards the NDP II: UWONET engaged with government to mainstream gender into the National Development Plan II. The National Development Plan sets an overarching framework for government planning, programming and budgeting for a span of five years. It is therefore critical to engage with the process of its development, implementation, monitoring and evaluation to ensure women's concerns and aspirations form a greater part of government's priorities for the stipulated period of time.

A consultative meeting for gender actors was held geared towards aggregating common issues across the identified priority areas of the second National Development Plan (NDP II) and out of this a CSO gender issue paper towards NDP II was developed. This was submitted to the National Planning Authority but as well shared with the Ministry of Gender Labour and Social Development (MGLSD) to inform the social development sector issue paper and the National NGO Forum to inform the wider civil society paper. Subsequently a high level meeting with various government,

civil society, development partners and other actors was organised to discuss; what and where the window was for further engagement on gender equality and women's empowerment with regard to the NDP II development process. The representative from NPA revealed that about 70% of the civil society gender equality proposals had been adopted in the NDP II. UWONET thus await the first draft to ascertain the extent of integration of the issues proposed including clear indicators for measuring achievement of certain targets and further explore avenues for engagement until a final gender responsive draft of the NDP II is released.

b. Enhanced skills and Knowledge of Women's Organizations to Champion Gender Equality and Social accountability

Despite the unprecedented growth of women' organisations in Uganda from saving groups to civic organisations, the vibrancy of these organisation to mobilize and sustain advocacy on women's right and influence on democratization process is challenged by external and internal factors. The external factors include limited visibility on the issue the women organisation are working on and areas of operation. This has affected both donor support and response from duty bearers. Internally, most women's organisation are still operating individually, in limited areas, with weak structures and systems. The women's organisations therefore need strengthening to initiate joint actions, galvanize women's voices to create a movement that will change the social and cultural stereotypes in the Ugandan societies for effective participation of women in governance and decision making structures.

Gender audit of DCA partners: Despite commitments and several interventions undertaken by different stakeholders at all levels, Ugandan societies are still characterized by wide gender gaps in all sectors of governance which continue to disadvantage women and girls. The NDP 2010/11 observes that gender inequality is one of the binding constraints to Uganda's development. This is due to the limited number of specific actors focused on advancing women's right and gender equality.

It is on the above basis that UWONET and Dan Church Aid embarked on strengthening gender mainstreaming with partners. In the first phase, UWONET conducted a gender audit of three selected DCA partners including; Church of Uganda-TEDDO under the component of Active Citizenship, Rakai Counsellor's Association under the component of HIV/AIDS and Drought Relief Initiative under the component of right to food. The audit was to assess political will in



empowering women and addressing gender equality, extent to which gender equality in programs/projects are mandated in organization, availability of technical capacity of staff and members with knowledge and skills to undertake gender mainstreaming, working environment for both men and women in the organisation and the organizations' consideration for incorporating gender in resource allocation and whether issues of gender taken into financial accountability among others.

The Gender Audit noted among other key findings that there were gaps in the following areas: Absence of a gender policy framework in some organisations, low conceptual appreciation of gender and what gender mainstreaming as a cross cutting issues across all organizations. Gender mainstreaming at institutional level is still a dilemma and women's presence and participation is quite minimal and there was low participation of women across all the organisational hierarchy, more so in top leadership and management positions.

As a result of the findings, tailored gender mainstreaming tools were developed for each of the organisations; gender mainstreaming actions plans were also developed. As a follow up, UWONET has designed sessions with the partners on gender analysis and mainstreaming and

will continue to provide technical support in 2015 to the partners to ensure that the actions are holistically realized.

Community led Monitoring: In a bid to strengthen civic participation and engagement for quality and gender responsiveness in education and health sectors, UWONET embarked on capacity building of the communities in Nwoya, Lamwo and Agago on aspects such as; a) understanding citizen rights and obligations in ensuring delivery of better social services; b) Gender and gender responsive service delivery; c) Advocacy and demand for human rights; Government development processes and citizen participation. This was based on the findings of an initial capacity assessment for communities which revealed that there were very weak community initiatives aimed at enhancing accountability for delivery of quality services coupled with limited knowledge and skills.

UWONET enhanced the monitoring of service delivery by providing a gender sensitive monitoring tool. In Lamwo district, a community monitoring was spearheaded by Organization for the Development of Women in Lamwo (ODOWOL), a CBO that UWONET has nurtured the monitoring aimed at assessing the accessibility, availability and usability of the services. In September 2014, a visit was made to Ongakolachan Health Centre II, where the monitors found it closed and patients waiting outside with no one to attend to them. This Health Center had been closed for nearly two weeks. The waiting patients alerted the group through an interaction with them. The nurse in-charge of the health center had gone on study leave without notifying her immediate supervisors. On returning, the monitors met Dr. Ocula the Lamwo district doctor who was shocked with the findings. He immediately relocated one nurse from Padibbe Health Center IV to Ongakolachan Health center II to rescue the situation. There after the health center resumed its routine operations.

2.2 WOMEN'S RIGHTS AND ACCESS TO JUSTICE

Access to justice is critical to the full enjoyment of women's human rights and to effectively address gender discrimination that women in Uganda continue to face. In the absence of access to justice, men, women, girls and boys are unable to exercise their rights. Women and girls are more disproportionately affected because of the low status society has accorded to them. This programme area seeks to advocate and influence government's strong commitment and accelerated actions and policies to increase women and girls access to justice. It is also geared towards fostering a responsive justice system that advances women's equal rights, opportunity and participation. The areas of focus included Implementation, reform and enactment of laws, policies and programmes and regulations for the promotion and protection of women's human rights—reproductive rights; reproductive health rights; Women's land rights; and Care work and reduction of Gender-Based Violence.

2.2.1. Advocacy for implementation, reform and enactment of laws and policies for the promotion and protection of Women's Human Rights

a. Legal and Policy Reform, Enactment and Enforcement for the Elimination of Discrimination against Women

Policy and legal reform remained one of UWONET's core focus areas during the year. Advocacy for policy reform is one of UWONET's approaches towards addressing gender discrimination and the biases/ stereotypes that perpetuate marginalization of women and re-enforce gender inequality at all levels of Society. Continuous engagements at district and national level were employed to influence the legal reform processes in the Country:

Advocacy for the Marriage and Divorce Bill: Building on previous campaigns and engagements, UWONET in 2014 embarked on several other initiatives in order to further amount pressure and influence passing of the Marriage and Divorce Bill into law; media spot messages and talk shows were held to popularize facts about the Bill; a citizens appeal to Parliament to pass this piece of legislation was presented to the Speaker of Parliament backed up by over 5000 signatures of citizens across the country; a citizens-leaders forum to facilitate interface between Members of Parliament; Ministry of Justice and Constitutional Affairs; the Law Reform Commission, civil society and members of the public. This was aimed at holding government to account in terms of government's official position on the Bill and as well a call to Parliament to debate a report of the findings of their consultations which was approved by Parliament and (5,000,000) five million shillings given to each member as facilitation to undertake this process.

Besides the active engagement, UWONET together with the UN WOMEN commissioned a review of the CSO advocacy efforts around the Marriage and Divorce Bill—this looked into why CSO efforts haven't yielded into passing the Bill; what has worked and what hasn't worked? The review was completed and reveals very insightful findings which will inform and guide future engagements.

A snapshot into the review findings and recommendations:

Finding: *In 2013 when the Bill was tabled before parliament, the time for the debate was wrong and politics was at play as opposed to the technicalities of the Bill. Women's issues were no longer high on the government agenda as they used to be in 1995 just after the promulgation of the national Constitution. According to several respondents there was lack of clear leadership and a display of poor governance. The Bill was politicized and debated in muddied waters before a wrong audience.*

Recommendation: *Confronting the politics in the Marriage and Divorce Bill: The advocates for the bill need to confront this politics differently. Suggestions have been made; to make the enactment of the Marriage and Divorce Bill a campaign issue in the lead up to the 2016 elections. While this is a good suggestion, proponents of the bill must contend with what this suggestion means in terms of the way they understand*

politics and power, in terms of the way they engage with key political players, in terms of they themselves hitting the campaign trail in order to sell their vision of democracy as it relates to the personal and the political.

Finding: *It was disclosed that although several women's organisations had been working on the DRB and later the M&D Bill they were not properly coordinated and therefore could not sustain pressure on the decision makers. The M&D Bill had been projectised in UWONET, with lack of consistency in terms of follow up. The various coalition members too did not have resources in terms of human and financial allocated to the advocacy campaign, hence limiting the flow of information, knowledge and capacity to all the staff within the coalition member organizations. Over the years, the Bill had changed its face and the individuals handling it in the different institutions had either moved on or changed.*

Recommendation: *Rethinking the leadership and composition of the DRB Coalition: The DRB Coalition was formed in 1994 and for the most part, has been led by the Uganda Women's Network (UWONET). The Coalition membership has grown considerably over time and the coalition has spearheaded many activities aimed at promoting and propelling the bill forward. However, now is an opportune moment to rethink the coalition – its leadership, its membership and its strategies – in order to reformulate it in a way that is more responsive to the current times and challenges. The Coalition should take time out in a 'think-treat' (a retreat to think and reflect) to develop a clear strategy of rekindling the campaign.*

Development of the 8th CEDAW Civil Society Alternative Report: The government of Uganda ratified the Convention on Elimination of all forms of Discrimination against Women (CEDAW) in 1985. Since then, the government has submitted 5 country status reports to the CEDAW Committee. While Uganda is obliged to submit periodic reports; CSOs have a very important role to play in making the Convention an instrument of women's empowerment to bridge the gender inequality and inequity through advocacy and monitoring government's implementation of the treaty including producing and submitting shadow/alternative reports

to the CEDAW committee on government performance. UWONET has since 1999 coordinated a civil society taskforce in monitoring government's compliance to the CEDAW provisions/ commitments, steering advocacy and engagement of government to implement standing recommendations and independently producing alternative mid and end of term reports; after every 2 and 4 years of the CEDAW committee seatings respectively. UWONET in 2014 thus led on consultations across the country with various actors and stakeholders to compile the 8th CEDAW CSO alternative report, this will be submitted to the CEDAW committee. The report provides timely, comprehensive and evidence based alternative positions from non-state actors to help draw a picture of the country's status and upon which critical decisions may be made to continue guiding government's, partners and stakeholders interventions as well as inform meaningful engagement and decision making at national, regional and global level.

2.2.2.Reduced tolerance to VAW/G and GBV

a. Mechanisms for Prevention, Protection, Response and Management of VAW/G and GBV

The GBV Shelter initiative in Busoga region: UWONET with support from IRISH AID through the GOU-IRISH AID Joint programme established two GBV advisory centers in Kamuli and Namuntumba; one GBV shelter in Kamuli district was completed and launched while the shelter in Namutumba will be completed by early 2015. A range of services are being offered under this initiative.

Free legal, Psychosocial, medical and temporary accommodation: these services are offered by a competent team of staff at the advisory centres and the shelter in partnership with duty bearers including health personnel, judiciary, Police and probation DCDO among others. Overall, a total of 2454 survivors (94.5% female and 4.5% males) were received and handled by the Kamuli and Namutumba advisory centers during the year. Psychological or emotional abuse was the most reported with 1209 cases making 58% of all violations reported, 509 cases of domestic violence were reported-24.6%, 272 cases of sexual violence were reported-of these 60 survivors accessed PEP, 44 survivors accessed POSTINA. The economic violence related cases constituted 23.5% of the cases, a larger majority of the economic related cases were on denial of inheritance rights to property, denial to access and use of land.

Of all the cases handled, a total of 100 survivors received temporary accommodation at the GBV shelter in Kamuli district throughout the year. The shelter can accommodate up to 21 survivors at one given time. Its only Survivors who are found eligible after screening and thorough assessment that are temporarily accommodated at the shelter; the survivors receive further counselling. The children receive basic learning and play time as a therapeutic remedy from the trauma witnessed or experienced. Over all, several of these cases have been successfully handled and disposed through mediation, counseling and at times legal advice and legal representation in courts of law. Below are examples of some of the cases handled:

Success Story A:

Naome (not real name) pursued a court case against Ikendi her husband for selling and evicting her from her matrimonial home with their 9 children. She had contributed to the construction of the home from casual laboring. She had nowhere to go with her 9 children and her relatives could not accommodate her in fear of the dependence and burden of feeding her big family. She was housed with her children at the UWONET shelter for 2 weeks as the matter was being pursued in kamuli court. Ikendi had been summoned for an out of court settlement several times at the advisory center but was very adamant. At trial he seemed remorseful since he had been detained for a week before hearing which prompted the trial magistrate to ask the UWONET legal officer to try mediation of the case at community level. The mediation was a success Naome got back her matrimonial home and the husband had to compensate the buyers. A protection order was duly signed prohibiting the husband from disturbing her.

Success Story B:

Betty (not real name) aged 14 years from Balaoli subcounty was gang raped by 4 men on her way from the shop at night. She identified 2 of the perpetrators and reported to UWONET. We offered hand held support and a statement was entered at police. Betty was examined and police form 3 filled UWONET worked closely with police through facilitation and the 2 perpetrators identified were arrested. They opened up to police who the other remaining perpetrators where and they were equally arrested. UWONET

helped Betty access PEP and POSTINA .She was housed at the shelter, counseled and later resettled back to her parent's home. The perpetrators were detained in Kirinya prison Jinja awaiting trial.

Facilitating Local Activism for GBV Prevention and Response: UWONET worked with national level partners/ members, community based organizations and structures and government institutions in 27 districts to influence activism and raise voice for GBV prevention and response.



Ms. Rita Aciro, ED UWONET receives Gen. Kale Kayihura, Inspector General of Police and H.E. Donal Cronin, The Irish Ambassador to Uganda during the launch of the GBV Shelter in Kamuli

This was mainly done through community dialogues—These were spaces for community reflection and jointly identifying key concerns, causes, and forms of GBV common in the area as well as developing community led solutions to address these cases of GBV. Through the dialogues, there is an increasing level of awareness on GBV and reproductive rights violations; village protection committees and change agents have been constituted from the dialogues to receive, support families experiencing GBV and refer cases to authorities. In Kotido district, Panyangara Sub County, a bye-law on domestic violence has been passed. This is believed to be deterring many would

be perpetrators hence reducing incidence of GBV in the Sub County. In Yumbe district, the local authority in Lomuga trading center agreed to develop a bye law to regulate drug use which is one of the major causes of GBV in the district.

Secondly, there is increased voice and action against negative traditional customs and practices that condone violence. In the past, In Karamoja region, the practice of courtship rape, early marriage and the girls' one room sleeping arrangement was tolerated and accepted. Today, there is a loud call by the women's groups and stakeholders to abandon these practices which not only have negative reproductive health rights implications for girls, deprives girls of their right to education and childhood but has also exposed girls to sexually transmitted infections. In Kacheri subcounty in Kotido district, 15 girls sleeping in the same hut were infected with HIV. Many girls forced to get married at an early age have resorted to committing suicide. The NGO alliances have been at the forefront of documenting and condemning these practices during the dialogues.

Strengthening Capacity of National and Community Structures for GBV Prevention and Response:

Duty bearers and leaders have a role to play in the promotion and protection of human rights. The Women's Leadership Project supported by OXFAM supported capacity building for a total of 200 women leaders at district and sub county level in the four districts of Lamwo, Kitgum, Kaabong and Kotido. These leaders included councilors, cultural leaders, civic and opinion leaders. The trainings strengthened their capacity to effectively respond to GBV with specific focus on violence against women and girls. The councilors were re-oriented on their oversight, representative and legislative roles in council. A similar initiative was supported by the GOU/UNFPA 7th country programme in 8 districts and at national level. UWONET in partnership with Uganda Police Force trained 21 police officers (10 female and 11 males) of the SGBV department and the Child and Family protection Department. These two departments are charged with investigations and handling of GBV related matters within the police station. Resultantly, the officers acquired knowledge on the provisions of the Domestic Violence Act and the Police step by step procedure of handling sexual assault cases in line with human rights principles and standards. Similar training have been conducted for duty bearers in 8 districts in Busoga. The capacity building together with duty bearers shared forums have enhanced case handling and management in addition to strengthening the referral pathway as revealed by some of the voices from the duty bearers below:

*"We are not where we were although not yet where we want to be. Most importantly **the community is breaking silence** and we have more cases coming up". Our next step should be to reduce these cases."*—**Gender Officer–Bugiri District.**

*"Some of us had never gone to **police** but **now it is easy** and when we reach there, our cases are given priority. We **refer to them** and they also refer to us so it is very clear of what each duty bearer should do and at what stage"*—**CDO Bukatube Sub–County.**

Strengthening GBV Case Management and Handling: The availability of GBV case management materials such as police form 3 & form 3A ensures access to justice for communities especially women and girls who are more affected by GBV. Over the last 4 years, UWONET with support from the GOU–IRISH AID JP in Busoga supports 32 police posts with case management materials in a bid to increase access to justice. In 2014, 32 station diaries, 2000 police file covers, 20,000 copies of the amended PF3 and 3A, 1600 manila file covers, 40 cartons of reams of paper, 36 staplers, 36 boxes of staple wires, 40 punching machines, and 4000 pens were procured to support the police sector. This reduced the practice of charging photocopying fees at the police stations for impoverished community members who would otherwise have abandoned their pursuit for justice.

*"Because the **community is aware** of the likely consequences, **men have reduced on mistreating women**. And now that they know that **we record their cases in the books** that were provided to us they fear to appear/ be recorded many times"*—**LCI Bukoba village, Mayuge district**

b. Influencing Government's Adoption and Implementation of Recommendations for Enhancing Women's Reproductive Health Rights and Services

Advocacy for resourcing Gender and Reproductive Health rights: Funding towards GBV prevention and response and the advancement of reproductive health rights remains low. It is important to note that Uganda has not met its MDG targets on reducing maternal materials. UWONET and her member organisations, FOWODE, ACFODE and district based NGO alliances through the GOU–UNFPA 7th Country programme sustained lobby and advocacy for resourcing towards gender and health; incremental gains have been recorded over time. In 2014, the district



Staff and board members of RACA discussing their gender action plans

women's caucus in Katakwi district, declined to approve the district budget on realising that the proposed gender and reproductive health issues were not integrated at the budget finalization process for instance the vote for a maternity ward in Omodoi subcounty had been left out.

In Kotido district, a council motion was moved for resource allocation for mama kits during delivery in health facilities. This is intended to encourage mothers deliver safely under supervision of a skilled birth attendant to reduce the high maternal and infant mortality ratio in Kanungu Town



Patients Waiting at Ogakolachan Health Center II in Lamwo district

Council for the FY 2014/2015 a budget of 300,000 UGX and 2,000,000 UGX to buy paraffin and fuel respectively was passed. The fuel facilitates transportation of maternity related emergencies. The paraffin provides lighting in the maternity ward. In Kitgum district, FOWODE spearheaded budget advocacy among the councilors. During the discussion of the 2014/2015 FY, the female councilors influenced re-allocation of idle funds amounting to 8,000,000/=from the majors charity fund to the construction of a maternity ward in Padwong Health Center II which formerly had a budget of 200,000 in the FY 2013/2014. The budget advocacy was through the finance committee meetings. Additionally, the women caucus in Kitgum, lobbied for allocation of 12,000,000/= for acquisition of land for the construction of a placenta pit for Padwong Health Center II.

In Pallisa district, the women caucus successfully lobbied for 10,000,000/=in the district budget FY 2014/2015 to provide safe water points to every family within a radius of 2.5 KM. This is intended to make water more accessible for women who walk long distances to bore holes. Additionally, the district allocated 2,000,00/=in FY 2014/15 for integrating HIV/AIDs, gender mainstreaming, environment and poverty analysis from 0% in the last financial budget; 2,000,000/=for gender awareness training was also allocated from 0% in the previous financial year.

2.3 WOMEN'S ECONOMIC JUSTICE AND EMPOWERMENT

UWONET believes that women's participation and engagement to influence gender-responsive macro and micro economic planning; policy formulation and implementation is key to addressing the underlying causes of women's economic marginalization at regional, national and local levels. Economic development efforts to combat poverty can only succeed if women are part of the solution. Doing so yields a double dividend: When women are economically empowered, they raise healthier, better educated families and their countries are more economically prosperous. The current momentum around women's economic empowerment offers huge scope for bringing about real changes in women's lives. Earning an income can increase women's autonomy and enhance their economic and social status. It can also shift power relations between women and men, including at the household level. Women have the potential to change their own economic status, as well as that of the communities and countries

Women's economic empowerment remains low because of several challenges such as poverty, GBV and Negative Cultural Practices.



in which they live. Yet more often than not, women's economic contributions go unrecognized, their work undervalued and their promise unnourished.

Investing in women's economic empowerment sets a direct path towards gender equality, poverty eradication and inclusive economic growth.

Specifically the thematic area focuses on three strategic objectives;

1. Advocate for the implementation, review, and formulation of gender responsive trade policies, laws and regulations at national, regional and international level.
2. Advocate for increased women's access, ownership and control of economic resources.
3. Strengthen capacity of civil society to engage, influence and demand for gender responsive policies and guidelines for equitable national resource allocation, distribution and management.

2.3.1 Advocacy for increased women's access, ownership, control and benefit from economic resources

a. Gender responsive land policy and laws reformed and implemented

In Uganda, over 80% of the population lives in the rural areas and over 90% depend on agriculture, with women contributing 70% of the total labour force but owning only 7% of the land (HDR, 2007). Although they contribute the bulk of the labour in agricultural production, women are discriminate against and denied ownership of land yet it (land) is central in the rural economy. Therefore any initiative geared towards economic empowerment of women in Uganda must address itself to women's rights to land.

In situating its work around the rights of women to land, in 2014 UWONET with support from UN Human Rights undertook a situational analysis of women's rights to land in Acholi sub region with case studies largely drawn from Amuru district. This was purposed to assess and document key women's land rights issues in Acholi sub region to inform and influence policy and programme interventions by both government and non-state actors. More specifically it was intended to lay a basis for: i) developing a better understanding of women's land rights issues in Acholi, in order to inform both the sensitization activities and related future interventions by UWONET, UN Human Rights and other partners on land related rights as they pertain to women and ii) advancing women's economic empowerment through sensitizing women organisations

traditional leaders, local councils and other duty bearers such as the police on women's rights to land so as to increase women's access and control over land.

This analysis revealed very insightful findings that have informed UWONET's engagement at different levels and in varied spaces to influence reform of laws but also change of minds and attitudes:

- Women in Acholi sub region have secondary rights to land through their male counterparts; Land access and ownership rights for a woman are dependent on her relation with a man either as a son or a husband.
- Women who are separated or divorced can hardly access land for cultivation because as a women you only acquire land when you get married through your husband but not in your maiden home
- Even married women are susceptible to land rights abuse; a woman's vulnerability stems from power imbalances and possible domestic violence within her marital home.
- The perception and common practice in Acholi even among elders and custodians of the customary law, is that women do not own and neither can they access land in their own right yet the customary law affirms women's land ownership and access rights.
- The Land Act of 1998 provides the legal framework through which the fundamental rights of women are to be protected. The National Land Policy (2011) however recognises the fact that women in Uganda are generally unable to own or inherit land due to restrictive practices under customary tenure or are not economically endowed to purchase land rights in the market.
- Customary practices in general, in some areas of the country continue to override statutory law in recognition and enforcement of women's rights to land; abating unnoticed land grabbing at family level yet attempts to redress this situation by outlawing discriminatory culture, customs and practices in land ownership, occupation and use, and requiring spousal consent to transactions involving family land in the 1995 constitution of Uganda and Land Act, have not been effective due to failure in implementation and enforcement.

A policy dialogue to foster engagement of policy makers and other actors on the issues that emerged from the study was held under the theme ***making post conflict recovery programming work for women: building the focus on land beyond 2015.*** Through this dialogue the Ministry of

Lands and Housing committed to partner with civil society to ensure amendment of the Land Act, 2004 so that is equally progressive and in consonance with the National Land Policy was made.

In addition, radio talk shows were held and spots with key behavioral change messages were developed and aired widely on FM stations in Acholi sub region in a bid to change negative perceptions and common practices that perpetuate abuse of women's rights to land. Some of the messages that were aired include the following;

When women lose access to land, their role and responsibility in society to feed the family and the nation is made difficult

Leaders, communities, Join hands and say no to tolerance of land grabbing and illegal eviction that targets women!

Evicting of widows from their marital land is not a cultural norm, it is an abuse of human rights

Leaders, Communities, Join hands and say no to tolerance of land grabbing and illegal eviction that targets women!

Denying women access to farmland may lead to starving, children having no education and the sick going untreated

Leaders, communities, join hands and say no to tolerance of land grabbing and illegal eviction that targets women!

b. Gender responsive legislation, policies and strategies on employment are in place and implemented

Work under this stream began with a focus on deepening understanding on the burden of unpaid care work by women. This was intended to generate evidence that will inform engagement geared towards recognition, reduction and redistribution of the unpaid care work which is envisaged ultimately to enhance women's involvement in paid work; participation in leadership and other



Staff from UWONET's partner organization (GWED-G) in Gulu appearing on a radio talk show

development processes or even recognition of women's enormous contribution to GDP through the care work that may attract remuneration.

A rapid care analysis (RCA) and Care House Hold Survey to generate strategies for project interventions that recognize, reduce and redistribute existing unpaid care work within the household and immediate community of Lamwo district was conducted. The findings indicated that wives were more involved in unpaid care work such as washing clothes, cooking, fetching firewood and collecting water, "*petty work*" that husbands felt unworthy to involve themselves in.

The care burden reduces women's public engagement in decision making at the community level and thus impacts on the low percentage/ inclusion of women's concerns in planning and prioritization at the lower local government levels. The study findings are an entry for advocacy by UWONET and its district partners on the rooted societal perceptions which define the roles of women and men impeding women's effective participation in decision making processes, planning processes and representation. UWONET will utilize the report findings to define its advocacy agenda in 2015 to influence the recognition, reduction and re-distribution of unpaid care work at household level in a bid to advance gender equality and gender responsive planning in various sectors.

2.4 INSTITUTIONAL DEVELOPMENT AND ORGANISATIONAL STRENGTHENING DEVELOP, IMPLEMENT AND SUSTAIN POLICIES AND MECHANISMS FOR INSTITUTIONAL GOVERNANCE

2.4.1. Develop, Implement and Sustain Policies and Mechanisms for Institutional Governance

a. Robust Governance, Management and Administration Policies, Procedures and Guidelines including measures for performance assessment and compliance

There is been ongoing review and development of new policies to further strengthen management and administration for instance review of the organizational gender policy is on and will be completed by early 2015. It is envisaged to strengthen institutional mechanisms and help shape an organizational culture that is gender sensitive

b. Mechanisms to guide sustainable resource Mobilization, Efficient Utilization and Human Resource Development

One of the good practices implemented with regard to resource management is the development of audit recommendations' monitoring tool, this helps to assess progress of implementations of the recommendations of the audits so that ultimately proper systems, procedures and regulations are developed to support efficient utilization and management of resources.

c. Partnership and Membership Building and Engagement

Directors and Chairpersons' forum: This is in a bid to strengthen coordination, information sharing and cross learning among UWONET membership. At least one forum was held during the year to discuss and build consensus on the key thematic area

focuses for UWONET in the next five years. This was undertaken in the process of finalization of the strategic plan and as highlighted in sections above the agreed work stream areas in the five year strategy include: a) Women's Leadership and Democratic Governance, b) Women's Rights and Access to Justice, c) Women's Economic Justice and Empowerment and d) institutional development and organizational strengthening.

Members' forums: UWONET organizes an annual forum for its members to dialogue on a range of membership aspects and networks/coalition dynamics. In 2014 the members' forum preceded the Directors forum and focus still was on programming of the network in the next five years.

National Women's week: UWONET hosted the 2nd national Women's Week under the theme *"Acknowledging our diversities and celebrating our unity: United Women Can"*. The national women's week is a biennial event whose purpose is to provide a platform to reflect and revive the women's movement in Uganda. The event brings together women from different parts of Uganda and across sectors to network, share knowledge and experiences to holistically address multi-dimensional factors that continue to perpetuate and disempower women.

The 2nd women's week coincided with review of several global and national development frameworks and legal instruments which are critical for achieving gender equality and women's empowerment. These included among others—the global process on review of the MDGs and development of the Sustainable Development Goals (SDGs); review of the Beijing Platform for Action and development of the Beijing +20 Agenda; review of the UNSCR 1325 after 15 years of implementation and development of the second National Development Plan (NDPII) for Uganda. Therefore the women's week through the parallel sessions provided platforms to discuss specific topical issues relating to the above global and national processes and hence helped to aggregate women's views to inform and guide further development of the post 2015 agenda.

Other activities that coloured the week included the Launch of Kamuli GBV shelter as a response mechanism to offer support and services to GBV survivors in the region; a citizen's petition to the Speaker of Parliament demanding for urgent enactment of the Marriage and Divorce Bill; Charity visits to women inmates in Luzira prison to offer legal and psychosocial support; an Interface between women from civil society and the women market vendors to provide a platform for dialogue on challenges and possibilities of build a strong network.



UWONET with members and allies visited the women's wing in Luzira Prison to offer legal and psychosocial support.

d. Solidarity visit to Senior Activists in the Women's Movement

As part of the Uganda Women's week, a team from the women's movement led by UWONET paid solidarity visits to senior women activists in the Women's movement. These included Sarah Ntiro in Hoima on Saturday 18th October 2014, Rhoda Kalema and Joyce Mpanga. This gesture was to celebrate their achievements in Uganda's women's movement. For example Sarah Ntiro was the first woman graduate in East and Central Africa. Sarah was one of the first two African Women on the Uganda Legislative council 1958–1951 among many achievements.

It is from the Legacy of courageous women like Sarah that thousands of the girl children have gone ahead to graduate in universities and colleges around East Africa and Central Africa. And for this, the women of Uganda shall forever be grateful to Ms Ntiro and the rest like her.



*Top: Sarah Ntiro receives a bouquet of flowers from Tezra Jamwa at her home in Hoima.
Below: the team takes group photos with Sarah during the solidarity visit.*

Some of the key recommendations from the various parallel sessions convened during the national women's week include:

The need for civil society/the women's movement to engage government rigorously so as to:

- i. Pass the Marriage and Divorce Bill 2009 and monitor its implementation.
- ii. Design and implement youth employment programmes and ensure there are mechanisms for affirmative action for the youth in all interventions more particularly female youth.
- iii. Design strategies towards enhancing girls retention and school completion at all levels.
- iv. Combat, discourage and campaign against child marriages, teenage pregnancies and their adversarial effects.

- v. Design deliberate economic empowerment programs for women and invest more in the modernization of agriculture since women provide 80% of the agricultural labor force.
- vi. Strengthen the implementation of the Domestic Violence Act 2010 and other gender related laws.
- vii. Guarantee a peaceful, free and fair general elections in 2016 without any form of intimidation or/and manipulation.
- viii. Repeal all laws that discriminate against women and adopt new ones that protect women's land and property rights. The need for the recognition of women's joint ownership and administration of matrimonial property.
- ix. Increase investment in the health sector to stem fatalities due to preventable diseases.

2.4.2 Documentation and Visibility of the Network's Interventions

a. Capacity for Results Based Management, Programming, Reporting and Documentation

During the year a results matrix to guide effective program performance appraisals and assessment was developed. This will be thoroughly completed in 2015 and capacity of staff to align programme targets, monitoring and evaluations to this matrix will be undertaken

b. Knowledge Building Communication and Information Sharing

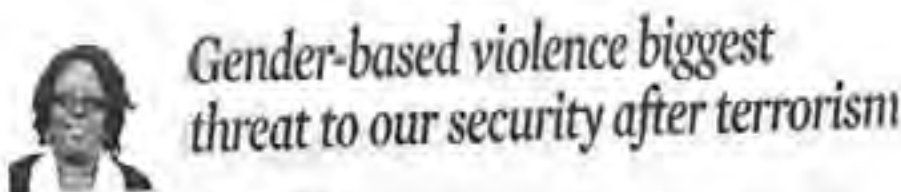
Our approach to information management is to increase knowledge and understanding of women's rights and gender through information sharing and capacity building amongst members and stakeholders. Several strategies were used to achieve this.

Social Media: In 2014, UWONET continued to use social media tools to advance her advocacy agenda. This included twitter and facebook; both of which showed a growth in the on-line community accessing information on UWONET. Our followers on Twitter reached 1000 from about 500 in 2013 and our fans of the Facebook page grew to 1800.

The UWONET website remains both active and interactive. UWONET documents are uploaded onto the website and can be downloaded by individuals interested in them. This is to ensure that UWONET documents are disseminated as widely as possible to different audiences.

Bulk/group messaging: UWONET runs an E-mailing list that comprises of her members, allies, and partners. UWONET also shares information widely with several list-serves such WOUGNET, ACFODE, and UWMA. During the year the 'A glance at the news'—UWONET daily news update continued to run. Through this update UWONET shares information on gender-specific and other topical issues covered in the media. Feedback on the update is positive.

Media Advocacy: UWONET engaged with media through press conferences, interviews, public service announcements on television and through social media platforms like Facebook and twitter to advance issues of gender equality and women's development issues. The communication department ensured that there is a reliable, consistent stream of publicity for UWONET's activities through news articles, opinion pieces and interviews on radio and TV. Below are some of the newspaper cuttings from engagements with media.



Rita Adu Fighting violence

With the recent spate of cases of violence reported in the media, there are concerns that Ugandans are becoming more violent. Often the women and girls are at the receiving end. This violence is rooted in the unequal power relations between men and women and some of the key drivers of this violent streak are culture, subordination of women, economic and political factors that increase the vulnerability of women and girls.

At a recent function to launch a Gender Based Violence (GBV) shelter in Kamuli District, the Inspector General of Police, Gen Kate Kayunga, declared that after terrorism, GBV is the next biggest threat to the wellbeing of Ugandans. The IG said that every police station in

decrease in physical violence from 68.9 per cent (UDHS 2004) to 56.1 per cent (UDHS 2011), sexual violence from 7.0 per cent (UDHS 2004) to 2.7 per cent (UDHS 2011), sexual gender based violence remains a key concern for women.

Although government has tried to respond to the high incidences of GBV by integrating prevention and response strategies in the National Development Plan, the results are still very minimal.

Several legal and policy reforms against gender violence and discrimination such as the Domestic Violence Act, 2009, the Anti-Trafficking in Persons Act, the recent amendments to police form T and M have also been passed. But many of these remain on paper.

Despite a directive seeking to bring

Government needs to allocate more funds and step up efforts to protect women and girls against the evils of GBV.

ties in the management and handling of GBV but not a one-stop centre for GBV response and management services. Shelters mainly provide temporary accommodation for women and children below 10 years of age as referral link-ups are made to ensure the survivors are assisted. Uwonet initiated the programme to reduce vulnerabilities of women and girls experiencing violence in Businga and improve access to justice.

Despite this intervention, there are several women and girls who continue to suffer in silence because they can seek efficient support from and transport to

Kamuli Kadaga hails NGO

The Speaker of Parliament, Ma Rebecca Kadaga, has hailed the Uganda Women's Network for taking the lead in efforts aimed at reducing cases of gender-based violence in Businga region. Speaking in Kamuli at the weekend, Ma Kadaga, who is also the Kamuli Woman MP, said the organisation has, through its advisory centre and legal aid clinics, reduced frustration of cases on account of missing police files. [Open Sam Calala, Monitor]



Newspaper cut-outs of some of the stories that run in print media during 2014



Resident District Commissioner Kotido district handing over a computer to Kotido district women's network.

Refurbishment of women's information and knowledge centers: Access to information, knowledge and skills is a great challenge inhibiting the achievement of women rights, this is even worse in the rural settings particularly in the target districts where UWONET works. Building on other previous initiatives to support the information and knowledge centers, through this intervention, UWONET purchased a cross section of books which were lacking in the resource centers which included: law books, academic, development, gender, general knowledge building materials aimed at attitude change. The centers were also facilitated with computers and internet modems to enhance the communication and information sharing. In districts of Kotido, Lamwo, Kaabong, Pader, Abim and Agago resource centres were restocked while those newly created are in Pallisa and Gulu districts.



A councilor in Katakwi district reaches out for one of the publications produced by UWONET.

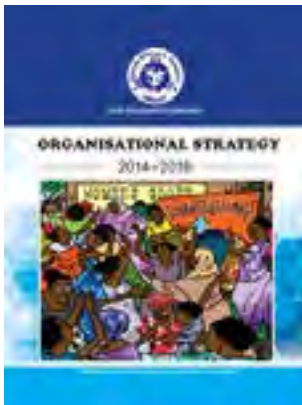
While the primary beneficiaries of the resource centers were women in the district, increasingly the resource centers are being accessed by district technical staff, pupils, students and other CSOs in the districts. The knowledge materials are being used by the women to sensitize the community on women's rights, the Domestic Violence Act is increasingly being used for community outreach to build knowledge on the provisions of the law.

UWONET publications: A number of publications were published during the 2014 among which included policy briefs, research reports, programme reports, newsletters, training manuals and IEC materials. These are published to share information and also to document and record information for future use on gender related references. These were widely disseminated across the country using various medium.

An Annotation of the UWONET Publications in 2014: All publication can be found on www.uwonet.or.ug

No	Tittle	Cover Page	Purpose
1.	A Civil Society Gender Issues' Paper Towards The Second National Development Plan (li) 2015/16– 2019/20		This paper highlights the key gender issues under the NDP II priority areas/ sectors i.e. tourism and mining, agriculture, infrastructure and human capital development.
2	A Capacity Enhancement Manual For Women Leaders In Local Council		This manual is designed to provide practicable skills and knowledge to the women leaders in Council Business, prevention and response to Gender Based Violence, balancing private and family life, understanding gender and gender manifestation, lobbying and advocacy, enactment of by-laws and ordinances, formation and sustainability of caucuses, communication skills, local Government Budgeting Cycle.
3	Concluding observations of the Committee on the Elimination of Discrimination against Women		This report provides the concluding observations of the Committee on the Elimination of Discrimination against Women

No	Title	Cover Page	Purpose
4	Documentation Of Pluralism Within The Women's Movement In Uganda		On realizing the need to rejuvenate the vibrancy of the women's movement in Uganda and understanding pluralism within, UWONET embarked on documenting the causes of pluralism and how it manifests within the movement.
5	Experiences And Lessons In Reducing Vulnerability of Women and Girls to Gender Based Violence (GBV) in Busoga Region		This report highlights the experiences and lessons the GoU–Irish Aid joint programme in reducing vulnerability of women and girls to gender based violence (gbv) in busoga region
6	Training Manual: FOSTERING LOCAL ACTIVISM AND WOMEN'S LEADERSHIP–		This Training Manual will be used by Civil Society organization (CSOs), traditional and cultural leaders, and Local government officials to enhance the skills and knowledge of critical duty bearers in leadership, and in addressing VAW/G and advancing Women's Land Rights in their communities.

No	Tittle	Cover Page	Purpose
7	Enabling Women Leaders: a Training Manual for Women Councilors		This manual has been developed to enhance the effectiveness and influence of the women Councilors in the districts of Agago, Lamwo and Nwoya. It will go a long way in building their skills and confidence in executing their roles.
8	Dynamics of Conflict on Women's Rights to Land Under Customary Tenure: Effectiveness of Legislation		This policy brief focuses on the dynamics of conflict on women's rights to land under customary tenure in Acholi sub-region.
9	UWONET Organisational Strategy 2014–2018		This strategy was developed out of a collective desire to respond more strategically, effectively and efficiently to the emerging and changing dynamics and patterns around women's rights with renewed commitment, synergy, and strategies to transform gender relations, overcome gender related challenges and lay strategies for the challenging environment

KEY CHALLENGES, LESSONS AND RECOMMENDATIONS

3

KEY CHALLENGES, LESSONS AND RECOMMENDATIONS

3.1. CHALLENGES

Technically: Several challenges continue to impede work on gender equality and women's empowerment in the country and these include among others:

The deep rooted culture and patriarchal tendencies where women are perceived to be insubordinate. This limits their public life and participation in critical life changing processes

The historical imbalances that manifest in high illiteracy rates of women; limited access, ownership and control of resources thus limited economic involvement, high poverty and vulnerability among women

The lack of political will manifest in limited prioritization and resource allocation to gender equality and women's empowerment initiatives.

Coupled with the above, the fact that it has taken our government over 50 decades to pass a just and fair family law cannot be overstated

In operational terms: The fact that UWONET was transiting from one strategic phase to another paused challenges particularly slowing down a range of operations and actions especially in the first half of the year.

The transition was also characterized by a wide-up of several projects/funds which caused financing challenges in almost all departments.

As usual the needs and concerns of women across the country remain enormous however UWONET can only tackle limited aspects, targeted populations and cover specified locations at any one time given the fund and human resource capacity.

3.2. LESSONS

Communities need to be supported with the right information and knowledge to support their participation in governance and over all civic engagement.

Policy influencing is a political process that requires political strategies. It thus at times requires urgent action initiatives and funds–flexibility

Structural socio–cultural, economic and political inequalities between men and women, girls and boys are deeply rooted and firmed in patriarchy which continues to rule the world. It will therefore take concerted persistent gradual effort by men and women to deconstruct such structures and so changes in certain spheres will take quite a time to manifest

A SNAPSHOT OF THE 2015 FOCUS & WHY

Focus in 2015 will be built on the following critical areas/processes both in technical and operation terms:

a. In operational terms:

Strengthening internal systems for results based management; efficient resource utilization; human resource development and retention; knowledge management and effective communication will remain central.

b. Technical terms:

Given the trend of political activity in the country several actions will be undertaken to influence entrenching of gender equality and democratic governance: i) Engagement with the electoral laws and Constitutional reform process; ii) pre-election observation-voter register display and update among others; iii) development and popularization of a women's manifesto including engaging political parties for adoption of recommendations made in the manifesto; iv) women candidates mapping and trainings for effective participation in the electoral process and overall citizens mobilization and civic engagement .

Secondly, a lot more effort will be put to strengthening of GBV prevention, response and management through ensuring operationalization of the GBV sheltres in Kamuli and Namutumba-offering services such as psychological support, legal aid, temporary sheltering among others; facilitating duty bearers forums and capacity enhancement to ensure functionality of the GBV referral pathway

Deepening our understanding of women's economic empowerment issues and influencing policy and legislation with a focus of women's rights to land; women's effective participation in trade; unpaid care work of women and influencing labour rights of women

Overall work in policy research, analysis, advocacy and engagement—demanding accountability in aspects relevant to the strategy will be continued and even more strengthened—again galvanizing efforts to influence passing of the Marriage and Divorce Bill will be underscored.

Citizen's mobilization and social movement building remains a core mandate and thus business of the network—keen attention will be paid to critical factors that are defining and shaping the growth of the women's movement in Uganda: This will be guided by a reflection on the following: Ability to: i) manage diverse political interests, affiliation and loyalties ii) manage diverse religious affiliations and sensibilities iii) manage different cultural/ethnic identities and iv) manage the age/ intergenerational divide

As a conclusive remark, we reecho the words of one of the senior women activists—Elizabeth Kharono, made at the opening of the 2nd National Women's Week in her keynote address

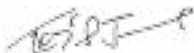
“The current socio-political environment in Uganda is fluid and in transition, the women's movement will need to play a key role not only in nurturing an environment in which diverse views, perspectives, interests are harmonized to serve the common good but also supports the agenda for women's rights and gender equality. The women's movement must draw on its past experiences in managing and utilizing the diversity within its ranks to address present challenges, take advantage of existing opportunities to propel the women's movement into the future”

FINANCIAL REPORT

(A COMPANY LIMITED BY GUARANTEE)
31 DECEMBER 2014
STATEMENT OF FINANCIAL POSITION

	Note	2014 Ushs.	2013 Ushs.
NON-CURRENT ASSETS			
Property and equipment	7	350,832,448	249,089,780
Operating lease	7	387,500,000	400,000,000
		738,332,448	649,089,780
CURRENT ASSETS			
Debtors & Prepayment	8	51,428,670	137,513,113
	9	1,398,153,457	640,840,373
		1,447,582,127	778,353,486
TOTAL ASSETS		2,185,914,575	1,427,443,266
FUNDS & LIABILITY FUNDS			
Restricted Fund	10	1,412,675,949	689,428,821
Capital Fund	11	738,332,448	649,089,780
General Fund	12	(7,447,890)	(210,627,555)
		2,143,560,507	1,127,891,046
LIABILITIES			
Creditors & Accruals	13	42,354,068	299,552,220
Total Liabilities		42,354,068	299,552,220
TOTAL FUNDS & LIABILITIES		2,185,914,575	1,427,443,266

The financial statements were approved by the Board on^{3rd} March.....2015 and were signed on its behalf by:



Chairperson



Treasurer



Executive Director

5

FINANCIAL REPORT

APPENDIX

6.1. The Experience of internship–Testimonies of the 2014 interns



Internship provides hands on experience to graduates. And so in this process one is able to gain/ develop new competencies and skills. I embraced the opportunity to work with UWONET a women's Organization for the period of 9 months. Not all internships are the same. Some positions seem like part-time jobs available to almost anyone but for me this wasn't the case because the tasks assigned were challenging.

During my stay at UWONET, I got engaged in many activities from the different programs and noticed how well work was done. All the staff members especially the program team was very cooperative and supportive during my internship. I got involved in the programme work through assignments from the programme officers, which they later commented on and in turn gave me room to learn.

Another projecting factor in the mentorship programme was inclusion. In order to maintain the enthusiasm, passion that I started with, the opportunity to get involved was of great value. I was not treated merely as an intern, but was given the chance to make contributions. Point in case, I took part in meetings, wrote field reports, field visits and organized events such as press conferences. It allowed me to explore more ground and motivated me to do more.

At first I was assigned many tasks by different program officers and each would like her work to be done or completed urgently. This in the beginning was so hectic, but during the course of my internship I learnt how to multi task, work under pressure and be flexible.

Cotilda Nabadda



Early one Monday morning in March 2014, I arrived at UWONET to start what looked like an ordinary day. This in fact ushered me to a path that would change my life and open my mind to a brilliant career.

At first I thought everything was going to be routine but this soon changed because I had so many tasks to accomplish. I learnt about concerns in domestic relations such as Gender Based Violence which is affecting Uganda. With this, I learnt to appreciate my life more. I got an opportunity to contribute to helping build the capacity of the grassroots.

At UWONET one had to have an open mind, learn, re-learn others and where necessary unlearn stereotypes and prejudices. With the different activities there was no departure from learning. Every step of the way beckoned one onward to learning and every achievement and every result was as a result of having followed what was done earlier.

A number of engagements summed-up the programme towards the end. In my personal opinion, the time flew by so fast, the enjoyment where I was fully rooted into had come to an end, yet this closure seemed like a new beginning. It is at this note that I am suggesting UWONET to make this internship, one and half a year programme in future because it provides room for a firmer growth in career. A platform for the best for both worlds,

to achieve by learning and experience some growth in implementing. The UWONET internship programme was a learning holistic experience that brought out the best in me. With that, I give my heartfelt gratitude to UWONET for availing such a wonderful opportunity to young people, molding them into competitive professionals.

Jackie Aleko



I'm so honored and blessed that UWONET offered me a great opportunity to work in a unique organizational setting to enhance my career growth in development work. During my 9 months stay at UWONET, I was exposed to various activities that built my skills and knowledge in understanding women's leadership, designing capacity building programmes, coordinating capacity building sessions, understanding the geographical coverage of Uganda and the challenges thereto.

I was privileged to work under the Women's leadership and Democratic Governance department. Since the department specifically focuses on working with women leaders, I was able to interact with district women councilors, women leagues, district technical teams and members of civil society organizations. This helped me acknowledge that women are equally important as men and they play a remarkable role in leadership and development. Therefore, it is important to continuously build their capacities and mentor them so that as they are able to influence better decisions making that lead to better service delivery.

Attending meetings helped me to acquire knowledge and skills on different aspects of development, such as women's role in economy's development. During exhibitions, I was able to have one on one interactions with people from different walks of life thus improving on my inter personal and communication skill. Indexing SGBV cases in the daily New Vision helped me to learn and study the different types of

violence. I learnt that it is through challenges that I get stronger and now look at them positively. Challenges are there to help us build on our weakness.

Diana Ankunda



I can confidently say, that the time I spent at UWONET increased my self-confidence and has left me with a positive outlook towards the future. My experience was extremely rewarding in terms of sharpening my writing and editing skill and aiding me to mature professionally.

During my internship I learned several key concepts that greatly enhanced my ability, specifically the benefit of networking, teamwork and the importance of humility. Because of this, I feel empowered and capable of handling any professional challenges that come my way.

I'm grateful for the career development that shaped my employability. The weekly programme meetings were very helpful and provided me with insightful, constructive criticism of my work. Additionally, working directly under the communications department and the programme team allowed me to be mentored by the team. I learnt the value of using technology to simplify my work. For instance, I did not only learn how to create and manage spreadsheets but also how to use them in the most effective and time efficient way.

I am filled with gratitude when I reflect on my internship experience at UWONET. It was so much more than I expected and I firmly believe that it has led to my professional growth. Going forward, I will remember the kindness shown to me at UWONET and endeavor to make people I encounter, whether socially or professionally, feel just as warm and valued.

Karen Ochen



Rita. H Aciro Lakor

Executive Director

Programme team



Betty Kasiko Ikanza
Director of Programmes



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



Sandra Komuhiimbo
Communications and Information
Officer-Up to July 2014



Alfred Rwamirego
Asst Communications and
Information Officer



Julian Naluwooza
Programme Assistant, Networking
and Capacity Building (Membership
and Constituency Building)



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



Edith Nabuzaana
Finance Officer



Anthony Nakhaima
Accounts Assistant

Administrative team



Margaret Mugenyi
Administrative Secretary and Personal
Assistant to the Executive Director



Sayda Nankwanga
Administrative Assistant



Flavia Ajok
Programme Assistant



Alex Dralega
Office Assistant



Kagawa Twalibu
Driver



Jude Okesya
Driver



Madina Nabosa
Welfare



Samuel Butale
Security Officer

Staff Shelter



Aliwayatya Hellen
Programme and
Administrative
Assistant



Julian Naluwoza
Social Worker



Komuhendo Yvonne
Social worker and
Counsellor Kamuli



Nakalembe Judith
Codinator and Legal
Officer Kamuli



Nyemera Racheal
Programme &
Administrative Assistant
Namutumba



Sassabi Ivan
Driver Kamuli

Interns



Cotilda Nabadda



Jackie Aleko



Diana Ankunda



Karen Ochen



A representative of Kololo S.S. delivers group work notes during the Girl Arise conference



Charles Ociici of Enterprise Uganda during the Girl Arise Conference



Dr Thelma Awoori hands over certificates to UWONET interns



Grace Nanyonga gives atestimony as a young female entrepreneur during the Girl Arise Conference at Hotel Africana



A student poses a question to one of the keynote speakers



Dr Busingye Kabumba Human Rights and Peace Centre Makerere University makes a presentation during the Parrallel Session on Women and Power



Dr. Thelma Awoori shares a moment with students during the Girls Arise Conference



Hon Betty Amongi MP for Oyam south and Hon Betty Olive Kamya touring exhibition talls during the 2nd National Women's Week



Ms Elizabeth Kharono making key notes



Hon Betty Amongi MP for Oyam South Officially opening the Women's Week



Mrs Kalema Rhoda during the Official Opening



Hon maria kiwanuka gives out certificates of recognition during the closing dinner



On right, Dr Thelma Awori giving out certificates of appreciation to UWONET staff members



Hon Maria Kiwanuka gives out Certificates of Recognition during the closing dinner



Traditional Dancers entertain guests during a musical break at the Conference



Kalerwe market vendors during the interface



UWONET staff during the crowning dinner of the 2nd National Women's Week







Contact;

The Executive Director

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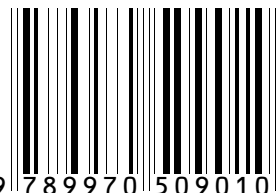
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