



UNITED WOMEN CAN:

CELEBRATING 50 YEARS OF WOMEN'S
CONTRIBUTION TO UGANDA'S DEVELOPMENT



NATIONAL WOMEN'S WEEK 2012

1st–7th October 2012

Reflect, Review and Revive the Women's Movement in Uganda

Hosted by Uganda Women's Network (UWONET)





UNITED WOMEN CAN:

CELEBRATING 50 YEARS OF WOMEN'S
CONTRIBUTION TO UGANDA'S DEVELOPMENT

NATIONAL WOMEN'S WEEK 2012

1st–7th October 2012

Reflect, Review and Revive the Women's Movement in Uganda

Hosted by Uganda Women's Network (UWONET)

FOREWORD



Uganda Women's Network (UWONET) held the first ever national women's week (1st – 7th October 2012). The week was dedicated to celebrating women's contributions to Uganda's development since independence under the theme, "UNITED WOMEN CAN". The week aimed to encourage reaching out to communities, different stakeholders, share ideas and aspirations, and ultimately serve to catalyze a cohesive united women's movement. The event also intended to bridge the gap in a cross section of women in the country. The theme is intended to serve as an identity and mobilizing force for the women's movement and be a possible slogan for the women's movement.

The national women's week is to be organized in subsequent years. It builds on UWONET's on going efforts of networking and building linkages with women in different spheres in order to build and sustain a strong women's movement. UWONET is committed to working with the different stakeholders in pursuing the strategies that were proposed to build a cohesive women's movement based on the key issues that arose during the women's week.

To crown the week long activities, women and men who struggled against all odds and stood out to promote women's rights were recognized in a colorful event. Congratulations to all the recipients. Your efforts have a strong foundation for the generation to come.

This historic event would not have been as successful as it were without the numerous support from the different stakeholders. Special gratitude goes to H. E the President of the Republic of Uganda Yoweri Kaguta Museveni for presiding at the 2012 Women Achievers

award giving ceremony. We do sincerely appreciate his invitation to the Uganda women's movement for dialogue on how to best advance the women's agenda. The conveners and participants (women and men) who graced the week with their presence and invaluable participation. The the Honorable Ministers and Members of Parliament for their presence, participation and support.

Sincere appreciation goes to our numerous partners, without whom the realization of the first ever national women's week would not have been possible these include; UWONET members and allies, development partners including UN Women, the Austrian Development Cooperation, UNFPA, Dan Church Aid, Democratic Governance Facility, Diakonia Sweden, the Oxfam family (Oxfam GB and Novib), Care International Uganda and Action Aid International Uganda. To our service providers, NTV Uganda, Radio Simba, Coca Cola and Hotel Africana, it is not every day that we receive such support from service providers and we do sincerely thank you for standing with us. It would not be justifiable not to say thank you to the Uganda Cancer Institute in Mulago who provided free cancer screening and information to women who needed it more than ever before.

Last but not least, special appreciation and gratitude to all our resource persons, volunteers, the Board of Directors of UWONET and the staff at the Secretariat for making a dream come true and being part of those who have written her story. Thank you UWONET staff for a job well done.

Rita Aciro Lakor

Executive Director

UNITED WOMEN CAN

FOR GOD AND MY COUNTRY



Table of Contents

Foreword.....	iii
List of acronyms	vi
Background	1
Highlights of Recommendations	2
A glance at the women's week	3
The official opening ceremony.....	5
Official Opening	6
Parallel sessions	10
<i>Pluralism in the Women's Movement: Recognizing and Embracing Diversities ..</i>	<i>10</i>
<i>Assessing the Contribution Of Non-State Actors to the Women's</i>	
<i>Agenda in the Last 50 years</i>	<i>12</i>
<i>Caucus Building: Is it working for the Women's Movement in Uganda?</i>	<i>14</i>
<i>The Place of the Arts on the Women's Movement Agenda</i>	<i>15</i>
<i>Media as a Transformative Tool for Change</i>	<i>16</i>
<i>Generation Y: Why not? Youth and the Women's Movement</i>	<i>19</i>
<i>Peace Security and Reconstruction in Uganda: What has been the</i>	
<i>Contribution of the Women's Movement?</i>	<i>20</i>
<i>From barriers to boardrooms: How women are succeeding in Male</i>	
<i>Dominated sectors</i>	<i>21</i>
<i>Redefining the Journey for Women in Politics: Two steps forward</i>	<i>23</i>
<i>Regional Integration: What is in it for women?</i>	<i>25</i>
<i>Women, Environment and Climate Change (Energy and Natural</i>	
<i>Resource debate) Why women should engage?</i>	<i>26</i>
<i>Women and Access to Land</i>	<i>27</i>
<i>Is Feminism a foreign doctrine?</i>	<i>29</i>
<i>Reproductive Health Hurdles and HIV: Challenges for movement building</i>	<i>31</i>
<i>Gender Based Violence (GBV) and Violence Against Women (VAW):</i>	
<i>Modeling implications on the country's GDP</i>	<i>33</i>
<i>5 Decades of debate: Gender Responsive Laws and Access to Justice</i>	
<i>for Women in Uganda – Achievements and Challenges</i>	<i>35</i>



<i>Has Uganda's Education System Delivered for the Girl Child?</i>	<i>37</i>
<i>The State of the Ugandan Family</i>	<i>38</i>
<i>Economic Empowerment of Women: Will it steer building of a strong women's movement?</i>	<i>39</i>
<i>Financing gender equality, from rhetoric to action</i>	<i>41</i>
<i>The Trade and Gender Disconnect; Analyzing the Implication on Development . .</i>	<i>42</i>
<i>Women entrepreneurs' role in Uganda's transformation: Reflecting on the banking climate for women?</i>	<i>43</i>
<i>Balancing work and family: opportunities and challenges for women in the work place</i>	<i>45</i>
<i>Health care in Uganda: fair, free and for everyone? How far have we come for women? (Accessibility, affordability)</i>	<i>46</i>
<i>Has the struggle for women empowerment been all inclusive?</i>	<i>48</i>
<i>Women can: the journey towards development processes?</i>	<i>49</i>
<i>Does Uganda have a value system and nationalistic sense? Transforming ourselves: transforming our communities</i>	<i>49</i>
<i>Entrenching democracy: is term limits the way to go? Women have your say . . .</i>	<i>50</i>
Highlights of inspirational talks	53
<i>The art of parenting</i>	<i>53</i>
<i>Social activism</i>	<i>54</i>
<i>Ageing gracefully</i>	<i>55</i>
Women Achievers Award Ceremony 2012.	57
Conclusion	62
Thank you note to the volunteers	63
UWONET Members:	64
Quotes and voices from the women's week.	65
Photo gallery	66
Anthems	71
<i>About Uganda Women's Network.</i>	<i>73</i>



LIST OF ACRONYMS

AIDS	Acquired Immune Deficiency Syndrome
CSO	Civil Society Organisation
DV	Domestic Violence
EAC	East African Community
GBV	Gender Based Violence
GDP	Gross Domestic Product
GEP	Gender in Education Policy
HIV	Human Immune Virus
ICF	Inner City Fund
ICT	Information Communication Technology
LRA	Lord's Resistance Army
MGLSD	Ministry of Gender Labour and Social Development
MDG	Millennium Development Goal
MMR	Maternal Mortality Rate
MoH	Ministry of Health
NGO	Non-Governmental Organisation
UK AID	United Kingdom Agency for International Development
UMWA	Uganda Women Media Association
UNSCR	United Nations Security Council Resolution
US	United States
USD	United States Dollar
UTV	Uganda Television
UWEAL	Uganda Women Entrepreneurs Association Limited
UWONET	Uganda Women Network
WHO	World Health Organisation
YWCA	Young Women's Christian Association



BACKGROUND

The women's movement in Uganda, spanning from the 1940s to the 1960s and the present day has registered a number of victories although a lot on women's rights and empowerment still remains unresolved. In the last 30 or so years, enormous strides have been made in the political, economic and social cultural spheres and these have been documented particularly relating to the most visible strides in numerical political participation (Ahikire, 2005). The visibility of gender in the development arena in fields such as education, agriculture and health is to a large extent attributed to the ability of the several women's organisations to highlight the issues through created platforms where gender disparity concerns are voiced.

However over the recent years, there has been growing concern of an apparent stagnation of the women's movement. The broad profile of the women's movement in Ahirike's (2005) paper¹ is described as strikingly episodic and adhoc with no ability, means or mechanisms to sustain the pressure. "It is big, visible but lacks power." It is also a mixed bag between inaction and some action; on the one hand there has been active organizing and engaging by a few women's organizations, and on the other there has been passivity and complete apathy at worst. The women's movement is fragmented and has divisions and tensions based on political/ideological/religious/class differences that have limited its potential to bring about transformation. There is as well a growing threat of a burn out syndrome of the senior women activists yet with lack of interest or apathy of the young and broader sections of women.

Given the current fragile nature of the women's movement, it is imperative to deeply reflect on reawakening the movement in order to advance the women's agenda more strategically realising that the desired change in a woman's life will be delivered by the woman herself and only achievable by undermining differences in age, class, education, tribe to mention but a few and encouraging a common voice. UWONET has over the years taken step in this direction, particularly in grounding the movement through facilitating, formation, mentoring, nurturing and coaching district women networks as well as providing platforms and space for reflection, shared learning, peer review and networking through a mechanism of district networking weeks and mentorship of young women and men. Evaluation of these initial processes showed great achievement and recommended replication of the same and elevating to national level.

Using the platform of Uganda's 50th Independence anniversary, UWONET organised and hosted the first ever national women's week under the theme; *UNITED WOMEN CAN: Celebrating 50 years of women's contribution to Uganda's development; Reflect, Review and Revive*. Behind the festivities was a positive and strong will to remobilise, reflect, restructure, rethink and rebuild the 21st century women's movement in Uganda. The whole process is intended to kick start delivery of the desired wholistic empowerment of the Ugandan woman.

1 Ahikire Josephine (2005): Mapping the Women's Movement in Uganda: Present Realities and Future Directions. Department of Women and Studies, Faculty of Social Sciences, Makerere University Kampala



Key Objectives of the National Women's Week were:

- ➔ To honour 50 years of Uganda's independence by hosting a week of festivities dedicated to the contributions of women.
- ➔ To provide a platform for reflection towards rebuilding a cohesive, strong women's movement and voice
- ➔ To create opportunity for networking, information sharing, shared learning and peer review
- ➔ To bridge the gap between the district/lower level and national women's initiatives.
- ➔ To develop a campaign that reaches all women for a strong women's movement

Highlights of Recommendations

The three day event generated key discussions on the struggles of the women's movement and several messages were flagged out for reflection by the women's movement and advocate for Government to address the following key concerns:

- ➔ Enforce and implement pro-women laws and policies; and pass all pending relevant pro-women laws, ensure awareness raising and information dissemination.
- ➔ Reconcile customary laws to civil laws to achieve the practicability of women's constitutional rights
- ➔ Increase visibility and attention on ensuring access to justice for women through provision of knowledge and information, increasing access to court and ensuring security of survivors and witnesses.
- ➔ Improve economic performance and access to production factors especially land
- ➔ Put in place systems to recognize and reward women who have made outstanding contributions towards national development
- ➔ Finance gender work, to at least 10% budget allocation of each sector budget to finance gender work
- ➔ Develop an indigenous quality education system that speaks to Ugandans and will nurture an entrepreneurial community.

Recommendations proposed to reinvigorate the women's movement included:

- ➔ The need to comprehend what the women's movement is? Understanding the concept
- ➔ Managing diversity for solidarity and unity is critical—all women ought to move forward as one movement irrespective of age, tribe, education, rural or urban
- ➔ Women in leadership should utilize all the opportunities as leaders to build the movement
- ➔ Women need to think about a variety of other strategies to empower women beyond affirmative action
- ➔ The religious institutions should be brought to the fore in the women's struggles and movement and take advantage of several spaces as entry points
- ➔ Working with government and within her structures for sustainability

- Strengthen partnerships and collaborations amongst development partners, grassroots women, academia, the media and others to advance gender equality
- Men are allies : Identify the benefits of gender equality where men should work with women collectively to achieve progress
- A call to continuous documentation of the women's movement because of the changing faces (challenges, promising practices, information sharing) to ensure gender disaggregation of data
- Take up the role to mentor young women in the movement (emphasize the role of the youth in the women's movement)
- Reinvigorate women's activism

A GLANCE AT THE WOMEN'S WEEK

UWONET organized a series of events to grace and honor the first ever national women's week (1st – 7th October 2012). The activities included: A Charity drive and support to the children affected by Nodding Disease in Northern Uganda and a visit to the Uganda Cancer Institute, showcasing women's contribution to national development through exhibitions, pro bono services including legal aid and health clinics, a grand opening, parallel sessions including debates, presentations, drama, case studies and testimonies, ending with a grand finale of the women achievers award ceremony presided over by H.E. President Yoweri Kaguta Museveni.

Charity Drives

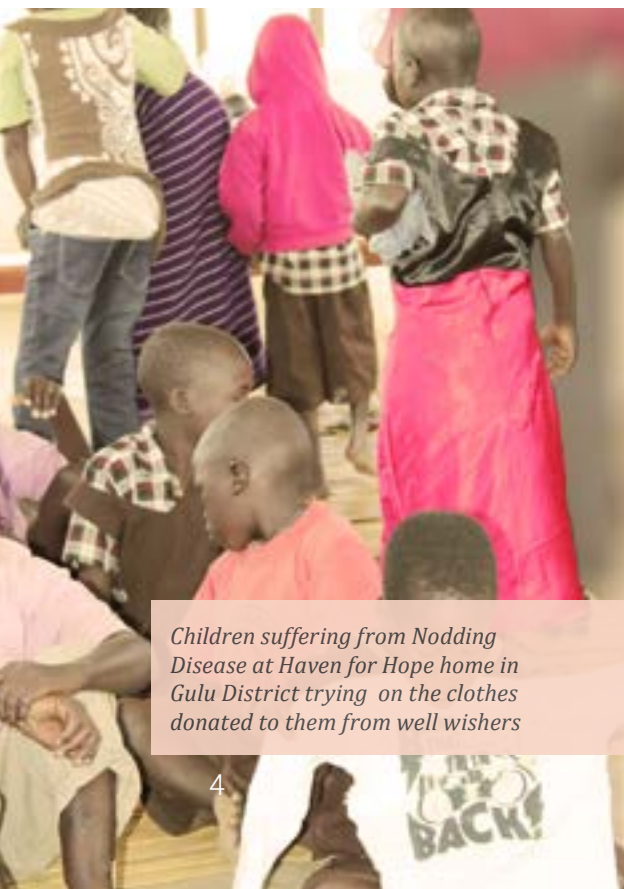
A team of women from UWONET visited Atanga Health Centre III and the Havens of Hope in Pader and Gulu Districts respectively, some of the main nodding disease treatment centres to deliver basic human necessities such as; food including beans, rice, sugar, maize flour, soya

*Betty Kugonza
(Action Aid
International
Uganda)
and Sandra
Komuhiimbo
(Uganda
Women's
Network -
UWONET)
handing over
donated items to
a father whose
son is suffering
from Nodding
Disease in Odek
Sub County, Gulu
District*



porridge, cooking oil, tea leaves, salt, soap and clothing. The children and their parents especially mothers expressed gratitude for the assistance and solidarity. They asked the Ministry of Health to continue with research to find the cause and a cure of the disease. In June 2012, the women of Uganda came together to support the children and families affected by nodding disease in Northern Uganda under a campaign called Ugandan Women Speak Out. The campaign is aimed at highlighting the challenges citizens particularly women face in their daily lives. As part of the campaign, the women of Uganda headed by Uganda Women's Network (UWONET) organized and led a caravan code named Kitgum Karavan (KK) to Northern Uganda in support of the children and their families dealing with Nodding Disease.

On 4th October 2012, the women of Uganda under UWONET visited the Uganda Cancer Institute in Mulago as a gesture and encouragement to women battling with cancer. A special contribution of detergents and other items were made to the institute. The institute is one of the most incredible health units the government has facilitated to offer medical care to cancer patients most of whom are women. The items were donated by a number of organizations and the general public. While receiving the items from UWONET, the head of the Uganda Cancer Institute Dr. Orem Jackson thanked the women of Uganda for showing solidarity and support. He said cancer is one of the diseases that women ought to be cautious about and encouraged women to take regular checkups. He said the gesture by the women of Uganda was not a usual one and urged them not to give up because the items delivered by UWONET are needed and has a high consumption rate.



Children suffering from Nodding Disease at Haven for Hope home in Gulu District trying on the clothes donated to them from well wishers



Hon. Sheila Kawamara Mishambi (Chairperson of Board), Rita Aciro Lakor (Executive Director) and women from UWONET hand over to Dr. Jackson Orem and other Mulago Staff the items from UWONET.

THE OFFICIAL OPENING CEREMONY

The grand opening ceremony of the National Women's Week on 5th October 2012, brought together women and men from all walks of life to network, share information and more importantly to build solidarity and synergy on common issues and challenges.

Preamble

Taking into consideration the apparent stagnation of the women's movement, UWONET commissioned a documentary to gather opinions of the public on visibility and impact of the movement on the common person. The voices captured considered the women's movement in Uganda as one of the strongest mobilized social movement that has stood the test of time and continuously challenges historical cultural traditions and the deeply entrenched patriarchal system. It was expressed that Uganda has been able to register commendable progress in attaining gender equality and equity. In so doing issues of social justice and the interests and rights of the poor and those of persons with disabilities, children, and other more vulnerable groups, have similarly been addressed. It was also articulated that because of the widespread NGO-ization and "projectization" women's rights organizations and gender equality work has been affected countrywide.

In response to the voices in the documentary, a panel discussion was organized to explore ways of strengthening strategies for building collective power, ensuring women are central to the broader women's rights movement in Uganda. The discussion further drew attention to opportunities to strengthen ties with other marginalized groups within women's movements. A recommendation of a new frontier featuring constructive male engagement was highly emphasized to inspire men to become greater activists in the women's movement. Including young women not only on the women's agenda but also involving them actively in the different programmes run by the women's movement was highly called for.



Hon. Miria Matembe, Hon. Rhoda Kalema, Rev. Diana Nkesiga, Dr. Thelma Awori, Richard Ssewakiryanga, Hellen Achieng and Sarah Nanyondo participating in the panel discussion.

OFFICIAL OPENING

**Ms Rita Aciro Lakor – Executive Director of UWONET**

welcomed and introduced participants, sponsors, and special guests. She provided a compelling overview of the National Women's Week 2012. She noted the overwhelming participation and encouraged all to participate fully to reflect and review the women's movement in Uganda. Ms Aciro shared UWONET's experience over the years in strengthening the women's movement and emphasised that UWONET has stepped up efforts to improve the situation to ground the movement through facilitating district-based women forums. She emphasized that UWONET is taking advantage of Uganda's 50th Independence Anniversary as an opportunity to "Reflect, Review and Revive the Women's Movement" and to celebrate women's contribution to Uganda's Development. She highlighted the fact that the majority of women still live in abject poverty despite the national economic growth, "UWONET thus used this platform to call upon Government to prioritise and resource key areas that will boost the quality of life of women through tackling four critical areas namely: Economic Empowerment; Gender Based Violence; Women's health, and Youth empowerment".



On the other hand, the Chairperson UWONET Board of Directors **Hon. Sheila Kawamara Mishambi** highlighted the background to the National Women's Weeks. "The need to bring women together in one space for networking purposes boosted the desire to convene the National Women's week" Hon. Kawamara emphasized. She recognised and appreciated the organisations and individuals who saw the need for a women's network in the country and gave birth to Uganda Women's Network (UWONET). She however noted the obvious stagnation of the women's movement, growing threat of fatigue of the senior women activists and the apparent limited interest among the young women. Hon. Kawamara encouraged reflection on the challenges and varied forms of injustice that the women of Uganda and the women's movement still face such as poverty, unemployment, low access to education, high drop-out rates, early marriage, sexual and gender based violence, poor maternal health, food insecurity and corruption.



Keynote by Ms Kebedech Ambaye Nigussie-Ag. Country Representative UN Women in Uganda. Ms Ambaye in her keynote recognised Uganda's registration of milestones to promote women's visibility and goals in decision making processes. She reaffirmed UN WOMEN's commitment towards the attainment of gender equality and women's empowerment. She pledged UN WOMEN's support and collaboration with Ugandans towards achieving this goal.



This commitment was further affirmed by the **Minister of State for Gender and Culture – Hon. Rukia Nakadama Isanga** who gave a background to Government's commitment to the progress and prosperity of the women of Uganda since 1962. Hon. Nadakama highlighted the need to educate girls and facilitation of adult literacy classes. She emphasized that education is the key to the empowerment of women and the nation sighting Greg Mortenson's quote "Educate a girl, you educate a community".



The **Minister of Internal Affairs – Hon. Hilary Onek** on the other hand described a scenario of the obvious patriarchal society of Uganda where a number of men do not see the need to provide support to or recognise women's contribution at the domestic level. He registered his disappointment with the men today who do not value the women in their lives and encouraged them to change their negative attitudes towards the women of Uganda. Hon. Onek further sighted the need to use the new information and communication tools as an avenue to empower and improve the status of women in Uganda. He thanked CSO like UWONET who have persisted on women's empowerment despite the culture. He said all that the CSO are doing are in line with government priorities of women's empowerment.



Rt. Hon. Margaret Nantogo Zziwa-Speaker of the East African Legislative Assembly graced the National Women's Week as the Guest of Honour. Hon. Zziwa who is the first woman speaker of EALA saluted the women of Uganda for their tremendous steps made towards the attainment of legislation that anchor and empower the citizens particularly the women of Uganda. She further urged the Parliament of Uganda to continue protecting the rights of women and men under a matrimonial law (Marriage and Divorce Bill 2009). Hon. Zziwa encouraged the women of Uganda "As women, let's identify the opportunities from wherever they are and nurture them". She called on UWONET and other CSO to continue empowering women "many of us are a product of the women's movement".



Hon. Margaret Nantongo Zziwa officially opens the National Women's Week together with Hon. Betty Amongi, Hon. Sheila Kawamara Mishambi, Hon. Rukia Nakadama and others



Hon. Margaret Nantongo Zziwa, Hon. Betty Amongi, Hon. Rukia Nakadama and Hon. Miria Matembe greet and interact with the participants at the opening ceremony



Hon. Margaret Zziwa poses with young university activists



Hon. Margaret Nantongo Zziwa tours the exhibition stalls guided by Rosemary Lukholo (UWONET Board)



PARALLEL SESSIONS

The Alliance Building Conferences/Sessions facilitated dialogue on topical issues identified as pertinent in rebuilding the women's movement. Various member and partner organizations were identified to lead in convening these sessions. The parallel sessions were held in view of the importance of ensuring that all the discussions/ debates are fully geared towards informing and where possible highlight practical strategies of rebuilding the women's movement in Uganda. A total of 28 main sessions and three additional inspirational sessions were discussed throughout the three days.

Pluralism in the Women's Movement: Recognizing and Embracing Diversities



Convened by the Pluralism and Knowledge Programme hosted by the Cross Cultural Foundation Uganda (CCFU) – The Promoting Pluralism Knowledge Programme (PPKP) is an international project bringing together several organizations, initiated by the Kosmopolis Institute and the Humanist Institute for Cooperation with Developing Countries (HIVOS) in the Netherlands. This initiative was triggered by concerned civil society organizations in the South that signaled increasing forms of intolerance manifested in religion, ethnic affiliation, nationalism, social class, gender and other identities. The PKP in Uganda is informed by the need to better manage diversity, to reflect on our national identity (and its limitations), and to better understand patronage. There is also a need to reinforce legal institutions and instruments that protect minorities and therefore broaden the scope of affirmative action. The PKP in Uganda provides a missing but much needed platform for the public to engage in conversations that address our differences and build an equitable society.

While it is recognized that women as a group share some common challenges and policy concerns, women are not a homogeneous group. Women with disabilities, linguistic minority women, immigrant women, young women, poor women, older women, and other groups of women experience specific barriers to equality. The session sought to interrogate how issues of diversity and difference can be integrated into public policy through collaboration between women's movements. To facilitate the discussion, the participants reflected on a study on diversities within the women's movement in Uganda conducted by UWONET in 2011. The study aimed at understanding the diversities, their manifestations, recommendations and strategies to address them.

The study described the women's movement as one of the strongest mobilized social movement in Uganda that has stood the test of time. Given a strong national and pluralistic women's lobby group, Uganda has been able to register commendable progress in attaining gender equity and equality.

However, by nature the women's movement is heterogeneous and consequently there is a lot of diversity in opinions and on the mode of engagement. Among the findings of the study were the existing tensions in respect to interpretation of concepts and methods of work within the

women's movement brought about by the lack of understanding of the broader picture of what social movements entail as described by the women's rights activists.

Since independence, various women's organizations were legally constituted entities with a defined agenda and registered membership. They were governed by constitutions, rules and regulations, structures and systems that shape how they operate, hence, minimal spontaneity of action, a



A group discussion led by Dr. Hilda Tadria on the diversities and involvement of young women in the women's movement in Uganda.

major characteristic of social movements. Further, due to dependency on donor funding largely, women's issues have been 'NGO-lised' and sometimes are too academic for the ordinary woman. This alienates the majority of women and it was re-echoed by the UWONET study findings that the women's movement in Uganda is not guided by a common vision, mission or value system.

The participants at the session arguments and recommendations towards addressing the diversities so as to build a strong women's movement in Uganda such as;

1. Common vision and values; It's true that each organization defines its own values, but it's important to acknowledge the strength of collective voice to achieve women's agenda. The women at the Women's week conference noted that women's organizations should identify and work towards achieving a common goal, work and agree on common issues that bring women together e.g. gender equality and advance it. The women's organizations should therefore use various approaches to represent the varied strategies used to achieve the agenda even when they are governed by different laws and policies.
2. Pluralism and scarce resources; Women's issues are enormous and overwhelming, yet human and financial resources are limited. Thus it calls for participatory strategic engagement on issues to be advanced from the women's agenda and which organisation to take on particular issues so as to avoid duplication since most of the projects are donor donor supported for purposes of maximising results. It was also observed that there is need for: the movement to go beyond financial poverty but work with individuals with different strengths to table creative ideas to take forward the movement, invest in training young girls in universities



- in leadership, entrepreneurship while continue mobilizing sufficient resources to advance women's issues, as well as sustains women's organizations without depending on donors.
3. The urban rural divide; from the rural communities, the women's movement is considered to be for the elite. It was observed that there is still need to strongly mobilize rural women so that they can also participate fully in topical and other issues, design programmes for continuous sensitization of rural women, e.g. radio talk shows, drama groups as well as form committees for rural women at local levels to advance some of the issues as a way of ensuring sustainability.
 4. Political pluralism: Since the introduction of multiparty system, there is gradual disintegration of the women's movement. Women are moving away from advancing women agenda to party agenda. There is growing intolerance by women from various political parties. There is a call for space/ forum where women from all political divides can engage positively on the women's agenda. It was also observed that the women's movement needs to work on relationship building between women and women for solidarity towards a common agenda
 5. Engaging with men; there are men who are advancing women's issues and these can be brought on board by encouraging or giving them an opportunity to come on board and take the benefits approach for the men. For example showing the benefits vis. a vis. the challenges/problems

From the discussions, it emerged that there is need to continuously learn and acquire new knowledge, particularly on issues that may be seen as 'foreign' to some people. Consensus was reached that power and decision making in the women's movement should be decentralised and shared to include women from all walks of life. This deliberate effort of inclusion and active engagement will encourage a new thinking and increase collaboration amongst different women and harmonise their views and strategies.

Assessing the Contribution Of Non-State Actors to the Women's Agenda in the Last 50 years



Convened by the Uganda National NGO Forum – The Uganda National NGO Forum (UNNGOF) is an independent and inclusive national platform for NGOs in Uganda. Its primary constituency and owners are NGOs in their diversity and configurations. The National NGO Forum Platform is however open to other interest groups within a broadly defined civil society. The Uganda National NGO Forum's operational scope is at national level, with a focus on issues and processes that concern NGOs across the board. We recognize the independent existence of national thematic NGO networks and district networks and for as other important NGO coordinating mechanisms with complementary comparative advantages.

Whether as a function of promotion, protection or inclination, non-state actors in Uganda play a critical role in the advancement of women's rights and empowerment. Described by definition, Non State Actors (NSAs) are entities that participate in the sphere between the state and private sector. Although many people immediately think of for profit or commercial providers when they think of "private", the non state sector also includes Non Governmental Organizations (NGOs), Community Based Organizations (CBOs), Faith Based Organizations (FBOs), and professional bodies among others.

The session sought to;

- To create awareness on the centrality of women and girl empowerment in the development of our economy.
- To analyse the strides and contributions that non state actors have made towards addressing the issues that affect women and girls in Uganda today.
- To explore avenues and best practices for the enhancement of gender equality and women and girl contributions in the growth of our economy.

In the session came a unanimous understanding that non state actors are not a new phenomenon. The women's movement in Uganda was chronicled from the pre Independence period to the present day and non state actors have remained visible in the political struggles and have delivered on women's empowerment and gender equality in a country with a history of turbulence.

Handled in the Ted Talks structure, the session generated intellectual debate on NSAs' contribution towards women's empowerment and gender equality. What differentiates and shapes contemporary non state actors is an unprecedented operating environment. From a multi racial Uganda Council of Women to champion women's concerns and social change, to the banning of women's organisations and severe abuse of women's rights during Amin's regime. With the coming of the NRM leadership into power, the government formed an "alliance" with women activists ensuring political representation from village to national level. Globalization has made financial, political, and technical resources more widely available and technology has provided new opportunities for rallying support and getting messages across.

Despite gains celebrated, the impact of non state actors is context dependent. The roles they play, and the influence they exert, depend upon political, economic, and social context. The women's movement still faces many challenges namely;

- The continued subordination of women in both private and public spheres .
- Unfair power relations at household level and public life.
- Low representation in leadership and participation in the decision and policy making processes.
- Invisibility of women in national statistics despite their enormous contribution in development processes such as women make 70% of the agricultural production labour force, yet they have low membership in agricultural associations, low participation in agricultural extension services and women generally have limited control over production resources (land, information, skills and capital).



Recommendations provided for NSAs to enhance their contribution towards the women's movement, included;

- ➔ Engagement for change around issues for the greater good such as injustice and inequity
- ➔ Advocacy for equitable budget allocations at Central and Local Government levels
- ➔ Support economic empowerment for the grassroots women
- ➔ Dissolve all differences and walls and reconcile upon the common cause to build our nation for the next 50 years, break out of the "NGO-ism" and expanding into the wider world is pertinent.

While the role of NSAs is appreciated in contributing to women's empowerment today as substantial, advocacy NGOs that work on national issues such as the environment, public health, and social and economic justice have received greater visibility and influence, there is an apparent lack of documentation, quantification and consolidation of work done by the larger NSAs at district, regional and national level in contributing to social change and national development.

Caucus Building: Is it working for the Women's Movement in Uganda?



Convened by Action Aid International Uganda – Action Aid International Uganda is a National Development Organization registered under the laws of Uganda and an Affiliate Member of Action Aid International'. We work with others to eradicate the injustice of poverty through addressing both the immediate needs (condition) as well as underlying obstacles (position) that militate against a life of dignity for women, men, boys and girls.

Recognizing that wherever choices exist, there is potential for disagreement, however, such differences, when handled well, can result in richer, more effective and creative solutions. The session sought to review and re-strategize for the future engagements of caucuses in Uganda.

The women's caucus of the 1994 – 1995 Constituent Assembly (CA) in Uganda that debated and passed the 1995 Constitution which is also recalled as a ground breaking achievement. During the assembly, women delegates used the caucus to increase their political influence, broaden the base for support of women's issues and advocate for a gender-sensitive provisions in the Constitution.

The success of the women's caucus paved the way for the formation of a strong women's movement which brings together several organizations, offering a platform for Ugandan women's learning, networking, experience sharing and advocacy for gender equality in decision making process.

The review of a research by the Centre for American Women and Politics revealed that when women leaders form a group (formal or informal) and work together a great difference is realised. The research stated that grouped women leaders are more likely to focus legislative attention to issues on women, children and families.

Noted that the current women caucuses in Uganda use the multifaceted approaches that encompass components such as research, capacity building, alliance building and effective utilization of the comparative advantages of its members has proven valuable. Discussions



Participant makes a submission on the operation of caucuses in North Eastern Uganda

confirmed that caucus building is still and will remain an important strategy for the women's movement.

A strong reaffirmation was made that if women were empowered to meaningfully participate in leadership and decision making processes at various levels in the country, then the resulting policies, laws, plans and budgets would favour and strengthen women's empowerment process in Uganda. Any positive stride made by the women's movement in the next 50 years will be determined and will depend on the nature of the solidarity built, value of partnerships and alliances that will be formed. Women's caucuses should continue to encourage multifaceted approaches that encompass components like research, information exchange, capacity building, alliance building and effective utilization of the comparative advantages of its members. The women's Parliamentary caucus if it has not yet done so, should put in place a regular platform in which it can continuously engage and confer with the rest of the women's movement at the different levels.

The Place of the Arts on the Women's Movement Agenda



Convened by the Uganda Women Writers' Association FEMRITE – Uganda Women Writers' Association (FEMRITE), whose mission is to contribute to National Development through creative writing, is a Non Profit NGO that was founded by Hon. Mary Karooro Okurut in 1995, to fill the gender gap that existed on Uganda's literary scene. Since inception, the organization has trained more than 100 women writers most of whom are now self-reliant on their creative writing skills. The organization also has 32 publications (novels, poetry, short stories and true-life women's narratives). Currently the organization runs activities in three thematic areas;



1) Women in Creative Writing, Gender and Human Rights, 2) Capacity Building, Advocacy and Networking, 3) Creative Writing, Social Cohesion & Economic Empowerment.

The women's movement is built on storytelling, learning, unlearning, information sharing and exchange. The language used for story telling can be literature, visual arts, cave painting or dance. The stories told are critical, because they reveal what's at the heart of the women's movement in Uganda. The session was dedicated to recognizing women's creative contributions through the use of creative arts to women's empowerment. The session aimed at;

1. Creating space for networking and dialogue between creative arts practitioners and other activists in the women's movement
2. Generating ideas for inclusion on the creative arts agenda
3. Providing an arena for artists to reflect on their role in moving forward the women's agenda

The Arts were described by scholars as the heart of society. It was emphasised that 'remove a people's art and they are left heartless'. Arts have the power to persuade and convince, thereby aiding society to speak what is unspeakable. Arts can be employed as a communication force and space in promoting cultural and behavioural change as they speak to masses. Arts have the ability to create a channel for discovering and embracing oneself and achieving self-actualisation.

While a woman is socialised by the male constructed society to desire what the man desires in her. She can use art to learn, to redefine, redeem and express her freedom. The women's movement can, thus make use of the arts platform to communicate women's concerns and positive projection.

The Women's Movement in Uganda flourished in the mid eighties and like some other key movements in Africa, it led to many advances in women's rights and registered remarkable achievements in girls' education, women's political participation, women emancipation, to mention a few. In the subsequent years, more women joined the movement and expanded the women's space into other thematic areas such as the media, business, art and culture and much more. The challenge for the artist, however, is that over several years, the movement was largely defined and driven by the international mechanisms and instruments such that all development partners and movements had to fit into the prescribed boxes in order to be seen to make a contribution. A call to recognize the achievements of women artists in developing messages through creative arts for the empowerment of women of all generations and nationalities need to be recognized. This recognition could take different forms including; exhibiting, preserving, acquiring, and researching art by women and by teaching the public about their accomplishments.

Media as a Transformative Tool for Change



Convened by the Uganda Media Women's Association (UMWA)
 – Uganda Media Women's Association was established in 1983 for female journalists from government and private media. Today UMWA owns a radio station, Mama FM and several other projects to offer a platform for women in rural areas and other marginalized groups to voice their concerns.



Video recording of a survivor of violence as a demonstration of the use of media to report cases

A recent UNESCO report describes the litany of common images of women in the media: “the glamorous sex kitten, the sainted mother, the devious witch, the hard faced corporate and political climber.” The report released in 2009, states that, at the current rate of progress on stereotyping women, it will take another 75 years to achieve gender equality in the media. With this in mind, the session titled ‘Media as a Transformative Tool for Change’ longed for media that creates positive change through a transformational process, and a space of clarity with the intention to build a better world specifically empower women.

Media is a transformative tool that has made significant contribution to Uganda’s socio-economic and political landscape. Through access to media and possible ownership or influence in the media, women have made impact on the development of the country. The media has been instrumental in building women’s capacity as today women work in the media, influence content and have used the skills acquired to contribute towards transformation in the women’s movement.

On the basis of this experience, this session shared how media ownership by women can make a significant contribution towards gender sensitive media content, provide a platform for the marginalized including content normally down played by mainstream media and demonstrates how strengthening the capacity of women in the media can contribute towards the overall lobbying and advocacy process for the women’s movement.

Key objectives of the session therefore were;

- To share knowledge with stakeholders in the media industry
- To put issues of the marginalized people on the national agenda for positive legislation by policy makers.



- To foster development and raise the status of women in Uganda through advocacy
- To provide a forum for exchange of ideas and a platform for expression to women and others who have been insignificant in the existing media.
- To provide and sustain a publicity arm of the Women's Movement in Uganda.

The press/media in Uganda dates back to the 1900s with the Christian Missionaries Society newsletter that aimed at spreading the gospel of Christianity. In 1912 Uganda Herald, first newspaper was published. It was highlighted that from the 1950s for about three decades the Government controlled media through Radio Uganda and Uganda Television that gave women very minimal if not negative coverage, prompting a cry for women's direct involvement in media access and ownership to enhance their development.

In 2001, Uganda Media Women Association's MAMA FM radio was launched. MAMA FM boosted rural listeners' confidence through its programming and has enhanced the peoples' understanding of social issues. Today media has made strides towards democracy and promoting women's voice with the help of available social media, satellite TV, and ICTs.

Discussing several researches carried out in Uganda and Africa that indicate women's challenges in using media such as the lack of gender responsive policies in media, limited skills, lack of high professional standards and the lack of effective networking among women. Proposals to increase media access and utilization by women included:

1. Integrate social media forums such as face book in a more participatory way. In areas with limited access to technology especially in rural settings, increase rural centers to consolidate membership and improve outreach programs with the rural woman as the primary audience.
2. More inclusive content: Create content that appeals to a wider audience, programming that's endearing/appealing to the youth, public debates on current issues relevant to women e.g. bills on marriage and divorce etc
3. Promote use of women-led media to voice women's issues and build the women's movement
4. Promote Networking/Collaboration: Women in the arts sector need to establish collaborating activities with women NGOs and other women initiatives to bring discussions on women's issues to a wider coverage and to the development forums.

In addition to traditional media tools, modern media tools such as satellite TV and social media have made strides towards democracy and promoting women's rights. Media has made significant contributions to Uganda's socio-economic and political landscape. This could even be more effective and responsive to women if only more media houses are owned and run by women at its helm. This can make a significant contribution towards dissemination of gender sensitive information. Strengthening the capacity of women in the media can contribute towards the overall lobby and advocacy process for the women's movement.

The media continues to be a powerful instrument of change and change can only occur when citizens are able to see the type of force this tool has cast on society. "It is up to us women to use the force of media to influence positive change and correct the representation of women" commented one participant.

Generation Y: Why not? Youth and the Women's Movement



Convened by the Mentoring and Empowerment Programme for Young Women (MEMPROW) – The Mentoring and Empowerment Programme for Young Women (MEMPROW) is a capacity building programme for young women focusing on increasing their leadership capacity, cross generational mentoring and peer mentoring for advocacy as well as critical social/gender analysis in local communities and institutions of learning.

Granted that women and youth are not a homogenous group and their circumstances vary according to age, class, education, ethnicity, location and other cultural and socio-economic characteristics, it is widely acknowledged that there is a gap between women and youth activists in the women's movement. There is an obvious and apparent lack of connection between many initiatives and the participation of young women in organizing actions for transformation. The session aimed at;

- Identifying gaps between the youth and senior women in the movement.
- Understanding the significance of youth involvement in the women's movement.
- Providing a platform for reflection on the role of the youth in the women's movement.
- Strategies to bridge the gap between the youth and senior women in the movement.

A strong desire to be actively involved in the women's movement was expressed by young women and men. They expressed their eagerness, zeal, enthusiasm and energetic characters that they are ready to learn, ready to act and ready to move ahead. They demonstrated understanding of the language of the young people making them better communicators to their generation. Society was urged to embrace and harness this energy of the young people to sustain the work around women's empowerment and human rights.

Strategies devised to ensure the revival of the women's movement that is visible, strong and all inclusive that results in a concrete and sustainable change included;

1. Focused and intentional mentoring of the youth
2. Identification of young women with a conviction and potential to move the movement forward
3. Building the leadership capacities of the youth
4. Creation of platforms and use of the existing ones to actively involve the young women
5. Equipping young women for economic entrepreneurship
6. Information sharing with the youth
7. Creation of thought provoking forums via social media

For sustainability of the women's movement, it is important for the senior women activists to realize the significance of involving the youth in the women's movement but also, the youth need to appreciate the wisdom of the older women. "Wisdom is an attribute of the elderly after all they

are expected to have seen, experienced and gone through in life. Things change, with the older generation being good role models and mentors” said a senior woman activist at the session.

Acknowledging that by acting together, the women’s movement will make greater impact than acting individually. The women of Uganda in the first ever women’s week unanimously agreed.

Peace Security and Reconstruction in Uganda: What has been the Contribution of the Women’s Movement?



Convened by the Isis – Women International Cross Cultural Exchange (Isis–WICCE) and the Centre for Women in Governance (CEWIGO) – Isis–Women’s International Cross Cultural Exchange (Isis–WICCE) is a global feminist action oriented organization founded in 1974 in Geneva Switzerland, with the purpose of promoting women’s human rights through cross–cultural exchange of skills and information, and to contribute towards women’s self–determination. Since 1996, Isis–WICCE’s focus has been to promote women’s human rights in conflict and post conflict settings; and enabling women’s participation in peace building.

Centre for Women in Governance (CEWIGO) is a women’s organization that promotes gender equality and women’s empowerment. CEWIGO strives to increase the quality, numbers, visibility and effectiveness of women in national and local level governance and decision making. The direct beneficiaries of CEWIGO’s programmes are women in politics, in education, in civil society and in business as well as young women in schools and universities. CEWIGO envisions a world that cherishes good governance where women and men equally participate and benefit from decision making.



Helen Kezie-Nwoha (Isis WICCE) contributes during the session

War has always impacted on men and women differently, but possibly never more so than in contemporary conflicts. While women remain minority of combatants and perpetrators of war, they increasingly suffer the greatest consequence. Through use of drama the historicisation of the women's journey in 50 years was set. The women in war-torn societies face specific and devastating forms of sexual violence, which are sometimes deployed systematically to achieve military or political objectives. Women are the first to be affected by infrastructure breakdown, as they struggle to keep families together and care for the wounded and may also be forced to turn to sexual exploitation in order to survive and support their families.

This session presented an overview of the achievements so far recorded, identified the key bottlenecks to women's participation in peace building and post conflict reconstruction and provided recommendations on the way forward to ensure a gender responsive peace building process in Uganda.

Women's exclusion from peace processes contravenes their rights, including women and gender perspectives in decision-making. Women of Uganda played a crucial role in bringing gender equality in peace building, notably their participation during the Juba Peace negotiations between the Government and the Lord Resistance Army (LRA) in 2006. Women activists and women NGOs mobilised and documented women's voices which played a crucial role in shaping a gender responsive peace agreement between the LRA and Government of Uganda.

It is still clear that the struggles of women in conflict and post conflict areas still persist and access to resources is still a challenge. The women's movement should therefore strengthen the implementation, monitoring and evaluation of the UNSCR 1325 and 1820 and the Goma Declaration to ensure that women are inclusive of the peace and recovery processes.

The role of women in preventing conflict, and the equal and full participation of women in all efforts to create and maintain national peace and security is paramount for strengthen prospects for sustainable peace. Together, these resolutions provide a powerful framework and mandate for implementing and measuring change in the lives of women in conflict affected countries.

From barriers to boardrooms: How women are succeeding in Male Dominated sectors



Convened by the Leadership Centre at the Makerere University Business School (MUBS) *Lead to serve* The MUBS Leadership Centre was established with a view of developing best leadership and governance practices and the development of leaders in the country. **Vision;** A Centre for research, training and development of leaders and best leadership and governance practices. **The mission;** To develop leaders and best leadership and governance practices in the region. **Overall strategic goal;** To be the leading research and training Centre in leadership and governance practices and create a database about leaders, leadership and governance matters.

Women are still largely outnumbered by men in positions of responsibility in all fields. The reasons for the under representation of women in power and decision making are multifaceted and



complex. However, Alan Carniol the creator of the Interview Success Formula once noted that *'many women have successfully navigated typical male dominated fields. Often, they learned the hard way what works and what doesn't'.*

The biological differences between men and women created social cultural barriers that formed a division between men and women. This is the socialization process that has kept women away from certain professions and barred them from rising to top positions in politics, business and other activities in society. These social cultural beliefs have kept away girls from school and even when they go to school they are discouraged from taking up certain subjects especially the sciences. In homes boys and girls are given different roles. Similarly in the workplace women are employed in certain jobs and fail to rise to senior management positions. This host of barriers has kept women in subordinate positions compared to men. The overall objective of the session was to highlight the ways in which women's inclusion into male dominated sectors can be achieved. The specific objectives of the session were;

- The current challenges faced by women
- The effort by governments to promote women inclusion
- The effort by activists to promote women inclusion
- The experiences of those who have been able to break into the male dominated sectors
- What needs to be done and in what areas

For years women through their feminist movements have been struggling for empowerment and equality with men. As a result governments and international institutions have pronounced themselves on this matter and made laws and policies that have attempted to promote equality and in some cases create equality between women and men and thus remove barriers that prevent women from succeeding. There has been affirmative action to deliberately have more women in various offices and on committees. Policies like universal primary education and universal secondary education have promoted inclusion of women into the education system.

Besides laws and policies some women have also taken it upon themselves to start businesses and also compete for jobs that have ordinarily been dominated by men. The result of all this effort and the initiatives is that some women today occupy top positions in organizations. Some women own successful and growing businesses and indeed there are women now actively and ably sitting on various boards as directors although there is still room for improvement and more to do because men still dominate most top positions.

A debate on feminist movements' struggles towards women's empowerment and equality with men argued that socialization process kept women away from certain professions and barred them from rising to top positions in politics, business and other spheres in society. Being a woman in today's competitive job market can be a challenge particularly if you're hoping to start your career in traditionally male dominated fields, such as finance, science, technology, engineering or mathematics. Women seeking leadership roles face significant logistical and financial hurdles and gender stereotypes play a role as well. This host of barriers has kept women in subordinate positions compared to men.

While governments and international institutions have pronounced themselves on the matter and made laws and policies that have attempted to promote equality i.e. the Affirmative Action law in Uganda to deliberately increase the number of women representation in political spaces, as well as the Universal Primary and Secondary Education policies that have promoted and increased number of girls and women enrolment into the education system, stiff challenges and resistance is still realised.

Women's participation and representation in decision making is a right, recognized under the Convention on the Elimination of Discrimination Against Women (CEDAW) and the Protocol on African Charter on Human and People's Rights (PACHPR) of which Uganda is a signatory.

In order to address and overcome the barriers that still keep women away from the table and center of decision making, there is need to take strategic, consistent and persistent steps towards overcoming the barriers mentioned. Proposals for overcoming these barriers from the discussions include; the need to release their potential, be confident to take advantage of existing opportunities, and overcoming challenges. The available spaces and positions go with knowledge and skills hence women need to seek knowledge/expertise and education in key sectors in development arenas.

Redefining the Journey for Women in Politics: Two steps forward



Convened by Action For Development (ACFODE) – Action for Development (ACFODE) is an indigenous, voluntary, non-governmental women's organization. Formed on November 19th 1985, ACFODE envisions a just society where gender equality is a reality. ACFODE's mission is to empower women, and influence legislation and policy for gender equality in Uganda. Since inception 27 years ago, ACFODE has steadily influenced and monitored women's participation in politics and decision making processes; whilst promoting democracy and gender accountability in Uganda.

Women are discovering that politics is taking a heavy toll on their families and as a result, they are unable to attend to their family needs, particularly those of their children and spouses. Testimonies by top women leaders in the country revealed that although their participation in politics is on the rise, they face discrimination. The reflections brought to the fore the recent political changes in Uganda and the experiences of women pointing out that while women's representation in politics appears to have improved in Uganda, the concrete reality particularly in relation to their location within the political parties still leaves a lot to be desired.

Although women's participation in politics and decision making processes in Uganda is increasingly becoming popular with the apparent increase of 42% for women in leadership positions during the 2011 election cycle. Ugandan women leaders still face a lot of hurdles some of which are gender related, while others political, social and economic; and although the country is a growing democracy, the associated result of this situation weighs heavier on women than on men since women have to balance their domestic roles with their civic roles.



A lady raises her hand in the session to give her experience as a leader

The discussion at this session mainly focused on;

- Democracy and Good Governance
- Women's Rights
- Gender Equality

While it is appreciated that the laws and policies to address women's issues such as the Affirmative Action Policy are in place, unfortunately, 18 years of Affirmative Action has not achieved genuine parity in politics and decision making for Ugandan women. Women seeking political office still need to be validated using community lenses, which lenses are designed and shaped by patriarchy.

Failing these policies is a number of barriers, for example;

1. Awareness of these laws by the common woman
2. Limitations in the enforcement mechanism for example the penalties are too low
3. Negative attitude towards women in leadership

Proposals towards improving progress in this area included;

1. Educating and sensitizing the young generation on the provisions for gender equality stipulated in the 1995 Constitution of Uganda
2. Continue to enhance skills and knowledge of women already occupying leadership positions
3. Need to reflect and review the affirmative action provision to increase women's participation and representation in leadership for gender parity

Not limited to the above and given the fact that the challenges faced by women continued to be present and evolve in nature, there is need for a multi-pronged approach as well as multiple actors.

Regional Integration: What is in it for women?



Convened by the Eastern African Sub-regional Support Initiative for the Advancement of Women (EASSI)-The Eastern African Sub-regional Support Initiative for the Advancement of Women (EASSI), founded in 1996, works in eight countries of Burundi, Eritrea, Ethiopia, Somalia, Kenya, Rwanda, Uganda and Tanzania. It focuses on women's rights and gender equality, with programmes in economic empowerment, including gender and cross border trade, sexual and reproductive health rights, Gender based Violence, Leadership, peace and security.

Women have often lamented that lack of financial capacity to do businesses is one of the setbacks that impede their development in the region. Identifying proposals that will promote gender equality in trade relations as the core of the trade and gender debate is important. The words of the ILO World Commission on the Social Dimension of Globalization, "a globalization which puts people first; which respects human dignity and equal worth of every human being" should be one of the cornerstones of the reflections and efforts to achieve an inclusive form of globalization.

The objectives of the session included;

1. Highlight the challenges and opportunities for women informal cross border traders amidst the integration process
2. Get feedback on how best women can economically engage with the regional integration process

While trade is essentially an economic phenomenon, it has significant consequences for social, and particularly gender equality. For example, trade can positively influence the distribution of income between men and women, by creating new employment and business opportunities.

Cross border trade in particular is an avenue for poverty eradication and economic empowerment. It provides one of the pathways to empowerment for women in the East African Community (EAC) who by statistics comprise approximately 60% of the entire population. Cross border trade has the potential to elevate women from positions of mere producers and consumers to investors with better horizons for gain.

From experiences the challenges women face such as the high illiteracy and poverty levels have diluted their efforts in trading. It was also noted that there is lack of a clear link between trade policy design and gender roles in Uganda. In addition, there is a glaring disconnect between the efforts towards women's empowerment compared to development of trade policies that are all inclusive.

Acknowledging the implications of gender insensitive trade policies the following recommendations were made;

1. Equipping women with information on rights and obligations, safety and accountability processes of cross border trading

2. Sensitization of customs officials at the EAC border on the promotion of gender sensitivity
3. Partner states should enhance access to credit and other financial services as well as promoting women financial capacity through the establishment of Savings and Credit Co-operatives (SACCOs) and other micro-finance institutions

The women's movement additionally needs to embrace all women from the market traders who own stalls, to women shop owners and traders to women importers and exporters. The involvement of women in the design of trade policies to ensure a critical gender analysis with critical thinking on trade and implications to women will be an area of engagement by the women's movement. It is therefore important that the women's movement creates a platform that will bring together women in informal and formal trade, large and small businesses in Uganda. It is envisaged that this platform will allow for the involvement of women in the design of cross border trade policies, implementation and resourcing. The importance of working together was emphasized to empower women and motivate them for the benefit of the region.

Women, Environment and Climate Change (Energy and Natural Resource debate) Why women should engage?



Oxfam

Convened by Oxfam – Climate Action Network Uganda – Oxfam globally recognizes gendered poverty as a major form of poverty and therefore strives to ensure through its policy on gender equality that all of our work and the way we do it contribute to gender equality by transforming the balance of power between women and men. Similarly, the Uganda Country Programme has been striving to mainstream gender in all its work over the past few years.



Participants from Karamoja region describe the climate change situation in their districts

When natural disasters strike, they hit poor communities first and worst still women make up an estimated 70% of those living below the poverty line, they are most likely to bear the heaviest burdens. At the same time, women are often left out of the conversation about adapting to climate change, even though they are sometimes in the best position to provide solutions.

The climate sector often presents women as passive victims of climate change, rather than effective agents of change, ignoring women's extensive knowledge and expertise with regard to climate change mitigation and adaptation. It has been studied that women's socially constructed activities either improve or destroy the environment. It has also been studied that climate change issues cannot be viewed in isolation from the broader development work. Like any other driver of poverty and suffering, climate change does not act in isolation but instead amplifies existing vulnerability and inequality.

Sighted in the discussions was the need for the women's movement to prioritise climate change issues to ensure the livelihoods of majority women in Uganda and their families are protected. Meeting the needs of women must therefore be at the heart of any response. The discussions further pointed out that climate change mitigation and adaptation is critical because of the following;

1. Development – climate change threatens to stall and reverse progress towards achieving the MDGs
2. Equity – poor women and men in developing countries are those worst affected by climate change, yet are the least responsible for causing it
3. Urgency – the impacts of climate change already have an impact on women and men living in poverty; undermining livelihoods and increasing weather-related disasters

It should therefore be noted that it is time to change for good and gender should be at the heart of climate policies and programmes. Women with agency and social power will minimize the effects of climate change. Women have the knowledge and skills to adapt to climate change and to find a sustainable path out of poverty. They need the power, tools and resources to turn this knowledge into solutions.

Women and Access to Land



Convened by the Uganda Land Alliance (The Women's Land Rights Movement) – The Women's Land Rights Movement was born on the 2nd June 2010 with four Government ministries (Ministry of lands, Housing NAD Urban Development, Ministry of Gender, Labor AND Social Development, Ministry of Agriculture, Animal Industry and Fisheries and the Ministry of Justice) plus over 13 Civil Society Organizations (ULA, UCOBAC, UWONET, BAHAI FAITH, FIDA, NAWOU, ULS, LAP, CLEAR UG working around women's issues in Uganda. This was intended to have common voice and agenda to achieve practice change towards poverty reduction and improved household incomes. The WLRM activities focus on raising awareness and educating communities about



women and property, providing legal assistance to property issues.
This is done directly and through volunteers in the community.

Land is one of the key asset to building better lives and equality for poor rural women and men in the developing world. Yet in many places, women's rights to land tenure are still not recognized and respected. Frequently, for example, husbands control land that legally belongs to their wives, or women are blocked from access to land they inherit from relatives. According a 2007 Ministry of Lands, Housing and Urban development report only 16% of women are known to own land. The glaring percentage of land owned by women is disproportionately small considering their crucial contribution to agriculture and especially the food security of households and communities.

The objectives of the session included;

- Share knowledge, experiences and engage in discussion on positive developments relating to women's access to land within the Women's Land Rights Movement.
- Generate ideas to take forward through alliance and collaborative efforts within the movement

While acknowledging that land is an important source of security against poverty across the developing world, in many places, unequal rights to land put women at a disadvantage, perpetuates poverty, and entrenches gender inequality. Surprisingly, little detailed information exists on women's relationship to land, and even less is informed by women themselves. The session captured the diversity and complexity of women's experiences. Most importantly, it provided fresh insights for policymakers and others working to secure women's rights to land and thus strengthen the communities in which they live. Key recommendations:

1. It is crucial both to consult and involve women when designing reforms and monitoring their implementation.
2. Addressing land injustices requires varied approaches that streamline and consolidate numerous land laws in the country.
3. The importance of providing teaching and training in a variety of disciplines for a young generation of women in Africa cannot be overstated.

The Women's Land Rights Movement (WLRM) was born on the 2nd June 2010. It comprises of four Government ministries (Ministry of lands, Housing and Urban Development, Ministry of Gender, Labour and Social Development, Ministry of Agriculture, Animal Industry and Fisheries and the Ministry of Justice) plus over 13 Civil Society Organizations (ULA, UCOBAC, UWONET, BAHAI FAITH, FIDA, NAWOU, ULS, LAP, CLEAR UG, amongst others) working around women's issues in Uganda. The movement was born with a vision to have a common voice and agenda on women and access to land. The WLRM activities focus on raising awareness and educating communities about women and property, providing legal assistance to property issues.

Using the platform of WLRM, the women's movement should ensure that women in Uganda especially the rural woman who is more dependent on the customary land tenure owns land. It was noted that the current law is inconsistent with reality – protection of rights to land does not take into consideration those majority women who actually don't own land.

There is therefore need for a more holistic and inclusive approach in the reform of laws and policies that links laws related to inheritance and the division of marital property to laws and policies on land, housing, credit and gender. Urban and peri-urban land issues should also be brought within the national land policy and linked to rural land issues. Gender should be a true cross cutting perspective, included in budgeting. Implementation of such laws and policies remains a huge challenge and require concerted efforts from all levels in order for women's rights to land and property to become reality.

Is Feminism a foreign doctrine?



Gender Transformation &
Empowerment

Convened by the Uganda Women's Network (UWONET) – Uganda Women's Network (UWONET) is an advocacy and lobby network of national women's NGO's and individuals, operating in Uganda. It was born out of the East African Women's Conference held in Kampala in 1993 in preparation for the UN World Conference on Women in Beijing, China in 1995. UWONET's mission is 'To coordinate collective action among members and other stakeholders through networking, capacity building, resource mobilization, policy research and advocacy for the attainment of gender equality in Uganda'.



Dr. Hilda Tadria and Betty Kasiko during the debate on whether feminism is a foreign concept or not



In a powerful and interactive debate, the session sought to create an understanding of feminism and provide a platform for progressive feminist dialogue. Debate was used as methodology to explore issues and some of the personal difficulties surrounding the concept of feminism.

In recent years, feminist theory has been increasingly integrated into mainstream African culture. However, hostile attitudes toward the feminist movement and toward feminists themselves have continued to exist. Feminists are stereotyped as hysterical man-hating fanatics, yet in reality it would be difficult to find any feminist who fits this description. Many of the original reasons why feminism is important and the important values which feminism represents have been forgotten in the controversy which surrounds the issue. Feminism promotes human rights and dignity of the woman. It pursues equal value and entitlements for both women and men. In the debate arguments for and against whether feminism is a foreign doctrine or not were advanced as;

Feminism is a foreign doctrine	Feminism is not a foreign doctrine
➤ Feminism is un-African ➤ Not part of African culture	➤ Feminism has always existed in Africa. Africa is no different to other continents in the world. ➤ There are existing remarkable and progressive practices in African cultures that promote and protect the rights and dignity of women
➤ Feminists are white women who hate men ➤ Feminists are unhappy women because they can't find husbands	➤ African feminists assume responsibility for striving for such equal societies rather than hoping that men will someday redistribute privilege and power to create a better, more harmonious prospect for future generations
➤ There is no literature written on Feminism by Africans so it possibly can't exist in Africa	➤ The early twentieth-century example of the Aba Riots, or Women's War, among the Igbo of Nigeria demonstrated women's ability to use their associations to protest colonial or community decisions that clashed with women's interests.
➤ The term 'feminism' does not have African roots. ➤ It is a corruption by western ideas	➤ Although men generally dominated traditional African societies, women led wars of resistance against foreign powers. ➤ The Berber prophetess Kachina held back the Arab invasion in the eighth century; and ➤ The female prophetess Nehanda of Zimbabwe led her people in resistance to the imperialism of Cecil Rhodes during the late nineteenth century.
➤ Feminism teaches against kneeling for elders. However, this is our African culture	➤ Queen Njinga of Angola opposed Portuguese conquest by mobilizing those who supported her right to rule against those who opposed the notion of female leadership.

African feminist thought doesn't seek to abandon tradition, as tradition also harbors a precious cultural memory and a rich legacy of knowledge and spirituality. The goal is to enable tradition to adapt to its times so that rather than stagnate, it can enrich society, as customs and culture should do.

From the discussions it was clear that feminist activism has always been a part of African society and in a radical way for example mobilized commitment to uprooting patriarchy, imperialism and human injustice to women. The term 'feminism' in Africa is obviously an import just like every other English, French or Portuguese or otherwise. However, the feministic concept is not an import in the very slightest. "They didn't always call it feminism (the noun) but there have always been women who were feminist (the adjective)" said a participant.

While recognising the many gains achieved as a result of pursuing feminism in Africa, it was noted that a lot remains to be desired, for instance male engagement and deliberate gender mainstreaming. Proposals towards furthering the feminist agenda in Uganda included: Encourage society to recognise and build on the positive African cultural practices that promote equity and equality between women and men; Engage in research to understand trends, culture and history to enhance understanding of the roots of feminism and promote the women's agenda appropriately and; Men and youth should be brought aboard the feminist agenda.

Reproductive Health Hurdles and HIV: Challenges for movement building



Convened by Reproductive Health Uganda and United Nations Populations Fund (UNFPA) – Reproductive Health Uganda (RHU) is a national, voluntary, non-discriminatory and not-for-profit, non-government organisation. It is affiliated to the International Planned Parenthood Federation, a leading International NGO promoting and providing sexual and reproductive health and rights services with a membership of 152 Associations in 182 countries. RHU, formerly known as the Family Planning Association of Uganda, is the pioneer of family planning services in Uganda and has since remained the lead NGO in the provision of family planning services in the country. The change of name to Reproductive Health Uganda represents a strategic shift and redirecting of focus, from vertical Family Planning programs to integrated sexual and reproductive health and rights services.

UNFPA, the United Nations Population Fund, is an international development agency that promotes the right of every woman, man and child to enjoy a life of health and equal opportunity. UNFPA supports countries in using population data for policies and programmes to reduce poverty and to ensure that every pregnancy is wanted, every birth is safe, every young person is free of HIV/AIDS, and every girl and woman is treated with dignity and respect.



Recognizing that everyone has the right to enjoy reproductive health, which is a basis for having healthy children, intimate relationships and happy families. When AIDS emerged in the 1980s, it mostly affected men. But today women account for nearly half of all people living with HIV worldwide. Over the past two years, the number of HIV-positive women and girls has increased in every region of the world. Most of the women who suffer from HIV/AIDS are in the prime of their productive lives. Simply being identified as HIV positive may result in discrimination, gender-based violence, unemployment, abandonment or the loss of other human rights and freedoms.

Uganda's key goal for health is, to attain a good standard of health for all people in Uganda in order to promote a healthy and productive life (MOH). The goal is anchored in the MDG 5 targets of improving maternal health and achieving by 2015 universal access to reproductive health care. However, Uganda is making very slow progress on reducing the maternal mortality rate with only a 1% increase in MMR from 435/1000, 000 live births in 2001 to 438/100,000 live births in 2006. This is attributed to the cost of service with compounding factors including the high fertility rate and the low education level of women/mothers.

The contraceptive prevalence rate by region especially for the rural areas is 27% and 46% in the urban areas; the situation is even worse when broken down by region with 8 % and 15% in Karamoja and West Nile respectively. Despite the goal of having universal access to family planning with several safe family planning methods; the rural women still face challenges in accessing the correct service at the correct time especially since the health centres are within 5km and more of reach of several communities in Uganda. The births in a health facility by region shows very low percentages of 27% in Karamoja, 40% in south west and 57% overall for the whole country; and delivery by a skilled provider is as low as 31% in Karamoja and 42% in the southwest

Given the state of reproductive services and care for the women in Uganda especially the rural women, a call for advocacy directed to government and key health stakeholders to recruit skilled workers at all health care levels and increase the Ministry of Health budget on maternal health was resounded. The women's movement was urged to advocate for the implementation of the Maputo protocol to ensure women's reproductive and sexual rights are protected and respected.

The HIV prevalence in Uganda rating at 7.3% among Ugandan adults up from 6.4% in 2005 with an increasing number of new infections every year estimated at 124,000 in 2009 and 128,000 in 2010. However, there is a positive increase in prevention of mother to child transmission with a reporting level from 70% in 2010/11 to 75% in 2011/12 FY.

It was noted that women are disproportionately infected and affected by HIV/AIDS. The unequal power relations, domestic and sexual violence, women's inability to negotiate safer sex, economic dependence, reproductive role, stigma, and social exclusion and discrimination of HIV positive women, increased burden of care for women and girl children and the limited participation of girls education all compound the spread of HIV/AIDS among women.

Improving access to and use of quality affordable reproductive health and HIV/AIDS services will help satisfy the unmet need for reproductive health care and will result in lower maternal and child mortality rates. Recommendations were made for the women's movement to support the access to correct and full information and promote male involvement in both family planning

and HIV/AIDS services. It is critical to advocate for the integration of HIV/AIDS, family planning and maternal health services to decrease the time and distance women have to take to access these critical services.

Gender Based Violence (GBV) and Violence Against Women (VAW): Modeling implications on the country's GDP



Convened by the Centre for Domestic Violence Prevention (CEDOVIP) – Center for Domestic Violence Prevention (CEDOVIP) is a registered local NGO founded in 2003. CEDOVIP works in partnership with communities, government and civil society to promote women's rights by influencing change of attitudes, behaviors and practices that perpetuate violence against women in Uganda.

GBV as a pervasive and systemic public health issue affecting all socio-economic and cultural groups throughout the world at a high cost to the individual and society. In Uganda like other countries, DV mainly affects women; indeed, women are four times more likely to be victims of DV than men.

The session objectives included;

- To draw public's attention to the existence of the DV law 2010
- To highlight the economic costs shouldered by the women in response to Domestic violence.
- Highlight the impact on Domestic Violence on the country's GDP.
- Highlight the benefits of implementing the Domestic Violence Law.



A survivor of domestic violence shares her experience during the session



A presentation on the economic costs of domestic violence noted that the costs of GBV and the impact on economic growth and poverty reduction are substantial. In the case of Uganda, it is estimated that UGX 22 billion is spent annually on issues dealing with the effects of DV. This amount has been calculated from the reported cases to authorities or victims who have sought medical services. On the other hand, DV costs various providers/duty bearers an estimated UGX 56 billion annually—a figure much higher than the annual budget for the Ministry of Gender, Labour and Social Development (MGLSD). Overall, the economic costs of DV (for the minority who seek outside help) amounts to about 0.35% of Uganda's GDP and 0.75% of the national budget. In Uganda, the average out of pocket expenditure for services related to an incident of intimate partner violence was UGX 15,000 – three quarters of the average weekly household income.

It emerged that this drain on the resources of poor households has a direct impact on hunger. The inability to work and potential desertion by male partner can often mean that household members literally starve – daily food purchases are not made, and children are left in the care of extended family or neighbors. An equally important impact of violence is the negative mental health consequences with women often exhibiting post-traumatic stress disorder, further undermining their ability to work. These costs are mirrored at the community and national levels.

Recognising that awareness of the content and provisions of the DVA is not adequate even among the key duty bearers, and limited appreciation of the impacts of DV, there is need to embark on the implementation of the 2010 DVA. For instance, there is limited mention of the DV issues in the annual work plans and budgets for the key institutions such as Ministry of Health (MoH), Uganda Police Force, and Courts, attests to this limited recognition of the burden of DV. Related, the pace of implementation of the DV Act is very slow.

Given the gross impact that violence has, the following recommendations were suggested the women's movement to embark on advocating for the acceleration of implementation and monitoring of the Domestic Violence Act 2010. The Act should be widely disseminated to all women and men to raise awareness and enhance the seeking of justice for the women in Uganda.

Given that domestic violence has gross negative social, economic and political impact on society particularly girl children and women, there are important benefits for prioritizing the implementation of the Domestic Violence Act from reducing the burden shouldered by victims to dealing with the culture of silence towards DV in communities. The women therefore now need to advocate for the acceleration of implementation and monitoring of the Domestic Violence Act 2010. While the implementation is critical, it is also important that the act is widely disseminated to all women to raise awareness and enhance the seeking of justice for the women in Uganda.

5 Decades of debate: Gender Responsive Laws and Access to Justice for Women in Uganda – Achievements and Challenges



Convened by the Association of Women Lawyers in Uganda (FIDA-U), the Association of women lawyers is a premier women's rights organization that is the pioneer of legal aid and public legal education in Uganda. Established in 1974, she has a track-record of 38 years of exemplar experience as a passionate, trusted, fearless and uncompromising defender of women's rights. FIDA-Uganda provides a shield against legal impunity by raising awareness of rights and the mechanisms to enforce them, thus enabling women to assert and claim their rights while concurrently enhancing the capacity of the law enforcement agencies to protect women. The Women's Initiatives for Gender Justice is an international women's human rights organization, that advocates for gender justice through the International Criminal Court (ICC) and through domestic mechanisms (the ICD), including peace negotiations and justice processes. The WI works with women most affected by the conflict situations under investigation by the ICC (Uganda, Democratic Republic of Congo, Central Africa Republic, Kenya, Sudan, Libya) and is the only international women's rights organisation advocating for gender justice in these situation countries. The Women's Initiatives was founded and established in the Hague in 2004 and is legally registered with the NGO Board in Uganda.

Access to justice has several components. First, it is access to government or civil society sponsored legal aid services such as; access to information about legal rights and responsibilities, legal counseling, legal advice, legal representation and other legal advocacy services. Secondly it is physical access to structures/mechanisms where people can take their problems as they pursue justice. Thirdly, it includes application of constitutional provisions on human rights and legislation in order to do justice for all manner of persons irrespective of their social, political, economic or cultural standing. A presentation at the session titled '5 Decades of debate: Gender Responsive Laws and Access to Justice for Women in Uganda – Achievements and Challenges' argued that women continue to face numerous challenges in access to justice including but not limited to;

1. Culture and traditional practices
2. Economic disempowerment
3. Continued government parity to the public private divide in the enforcement of laws

The paper presentation highlighted the positive strides that have been made by Uganda in promoting gender sensitive outcomes in access to justice through the judicial review of discriminatory legislation; the recent enactment of gender responsive laws which address women specific issues; and policies for the implementation affirmative action based activities. It was highlighted that in the last five decades, Uganda has witnessed the enactment of numerous



Esther Nasiky makes a submission during the session on the need to implement the enacted gender responsive laws

gender responsive laws such as the Domestic Violence Act 2010, the Land Act as amended 2004 and 2010, Trafficking in Persons Act, Female Genital Mutilation Act, among others. The above mentioned laws are aimed at meeting the judicial needs of women and girls in the justice delivery chain thus contributing partially to enhancing access to justice in Uganda.

The Government of Uganda is signatory to major international human rights instruments which provide a strong and positive basis for a policy framework to integrate gender into social, political, economic and legal spheres. One of the international standard setting documents on access justice for women is the Beijing Platform for Action which sets standard perimeters for action by governments including Uganda on access to justice for women. Uganda as a country ratified the instruments and therefore is under the obligation to ensure its implementation, develop the national action plans while strengthening the different legal frameworks for gender equality such as training focusing on women's human rights.

Despite the many gender responsive legal frameworks, the women in Uganda are still facing challenges in realising actual justice because of lack of commitment and will of all justice delivery institutions. Compounding this are the deep rooted cultures, customs and traditions which render women's issues as domestic and non— issues for the legal system. The participants at the sessions urged the activists in Uganda to continue advance for the passing of several crucial bills including the Marriage and Divorce Bill 2009, the Sexual Offences Bill and review the current Penal Code for the women to enjoy their full rights.

Has Uganda's Education System Delivered for the Girl Child?



Convened by the Forum for Education NGOs in Uganda (FENU) and the Forum for African Women Educationists Uganda (FAWE U) – Forum for education NGO's in Uganda (FENU) is a national coalition of civil society agencies that demonstrates and stands for education rights for all people in Uganda. Founded in 2001, FENU is guided by the global commitments on education namely; Education for all goals and the Millennium development goals. FAWE U and GEM U are members of the Forum and play an instrumental role in providing key interventions for girl child education and pushing for improved gender sensitive policy in the MoES.

Uganda is lagging behind the rest of the world in girls' education. Discussions around the barriers are rooted in economic realities that continue to prevent many girls and women from accessing and completing education programs. These resilient barriers to education especially for the girl child have led to the slow growth in empowering women, their contribution to the development of the country and support to the women's movement.

The session aimed at;

- ➔ Analysing the complexity of the problems of educating the girl child in the last half century (50 years)
- ➔ Coming up with strategies and recommendations on how the education of the girl child and women can be strengthened in the current Ugandan context.

In recognition of gender equity and equality in education, both the Government and the education partners have developed strategies and implemented a number of initiatives to address gender issues in education. The discussants highlighted that Gender in Education policy (GEP) was designed to provide a framework for the implementation and monitoring of a gender sensitive and responsive education system in Uganda. The GEP will contribute to the Millennium Development Goals (MDGs): 2 and 3 “*achieve Universal*” Primary Education and “*achieve gender parity in primary and secondary education by 2005 and at all levels by 2015*”.

Though government of Uganda has put in place supportive structures to uplift the status of women such as the Gender desk at Ministry of Education and Sports, The Ministry of Gender, Labor and Social Development and the National Plan for Women; the task of achieving parity in education for girls and boys, women and men are still enormous and an uphill task for quality education in Uganda.

Given the important roles that girls and women play and the fact that education is a right, it was reaffirmed that girls' education is a critical development issue because of its inherent value to individual girls, and for wider societal benefits. The Women's movement was urged to advocate and support positive policies and public expenditure programmes to ensure access and address concerns on cultural relevance and utility of education for girls.

The State of the Ugandan Family



Family Support Uganda

Convened by Family Support Uganda (FSU) – Family Support Uganda (FSU) is a faith based social care agency committed to improving the lives of people through provision of services that lead to cohesive families. FSU was established in June 2010 and is registered as a company limited by guarantee. The organisation seems relatively new, however, the services have been provided over the years by the Directors and the founders of the organisation who decided to formalize this by starting a full time agency. FSU's goal is to build and maintain cohesive families; with a family niche focusing on parenting. FSU operates in four program areas; Counseling, Parenting education, Career Guidance and Livelihoods.

A captivating 5 minute skit by children at the opening of the session created a reality check on the state and challenges faced in a typical Ugandan family today. The skit further demonstrated that the family is the core unit of human development and all human life revolves around the core community of the family. For each individual the family is the cradle of life.

Key objectives of the session included;

- ➔ To highlight the challenges being faced by the family today
- ➔ To take stock of the women's and men's contribution in the nurturing of children and overall family management
- ➔ To suggest possible strategies to deal with the challenges identified
- ➔ To share best practices that could be emulated by other parents
- ➔ To share the National Family Policy

A participant ponders on the current up bringing of children in Uganda



Noted from the discussions there is a substantial increase in dysfunctional families demonstrated by vices such as domestic violence, robbery, murder, prostitution, child abuse and neglect. Many of the Ugandan families are now facing a parent–figure crisis. Child nurturing is now left to house helps, television, radio, peers and the internet among others. Some parents are too busy trying to find resources to provide for the children, while others find their children a burden to maintain.

In recognition of the invaluable role of the family in national development and the challenges facing the family, the Ministry of Gender Labour and Social Development is in the process of developing a National Family Policy that will provide for the development of functional, cohesive and harmonious families through promoting a value system and practices that enhance unity and harmony within and beyond family boundaries, promoting the rights and responsibilities of family members and ensuring equitable distribution resources.

Concerns/suggestions were sighted during the session that called for urgent reflection by the women's movement. These include;

1. The women movement should rally behind the Ministry of Gender and Social Development to build a sustainable value system at individual, family, community and policy levels to nurture and sustain families, instil values in children; parents should provide role modelling for their children.
2. There is urgent need for further reflection on the role of maids in parenting children. How can they be made effective elements of parenting? What support and values could be inculcated in them as they play an important aspect in the lives of the children?
3. There is urgent need for further reflection on the impact of Day Care Centres on parenting—more are mushrooming every day. What strategies could be put in place to ensure sound parenting by these facilities? As much as parents must pursue work and economic ambitions, the core responsibility of parenting remains. A balance ought to be stricken between professionalism and parenting.
4. There is need to reawaken the irreplaceable role of collective parenting and family management—children need both mother and father for their full development.

The women's movement was urged to educate and inform the society on the importance in grooming both girls and boys as responsible citizens including their respective future roles as wife/mother and husband/father. Pursue both formal and informal mechanisms to prepare men and women for family life.

Economic Empowerment of Women: Will it steer building of a strong women's movement?



Convened by the Uganda Women's Trust (UWT) – The Uganda Women's Finance and Credit Trust (UWFCT), as it was then called, was started by a group of professional women who wanted to open up opportunities for Ugandan women to gain access to financial services. From 1984 to 1996 UWFCT offered an integrated package of services that included advocacy, business development technical support, and training. In 1997, UWFCT



transformed into Uganda Women's Finance Trust (UWFT) and started to provide only financial services, primarily credit and savings. On 1st May 04, UWFT gave birth to Uganda Finance Trust (U-TRUST), a fully-fledged Microfinance Depositing Institution (MDI) that has since continued to offer financial services to low income people, with emphasis on women. UWFT was restructured and retained the non-financial services. On March 4th 2010, the Uganda Women's Finance Trust Limited (UWFT) rebranded and became Uganda Women's Trust (UWT) with a vision of *'Socially and economically empowering women' and a mission 'To provide skills and technical support to low income women to improve their socio – economic status'*.

The hard to believe but true reality is that in nearly every country, women work longer hours than men, but are usually paid less and are more likely to live in poverty. Economically empowering women is essential both to realize women's rights and to achieve broader development goals such as economic growth, poverty reduction, health, education and welfare.

Over the last 30 years Ugandan women have embraced all types of economic empowerment strategies that range from seeking employment, to self-employment to employing others. This has been a major milestone in the history of the women's movement. Uganda currently has unprecedentedly high levels of entrepreneurial women leaders at all levels who are feeding households, contributing to household incomes and facilitating their children's education. Women entrepreneurs are found in both urban and rural settings.

However, findings from some studies and numerous records indicate that the majority of Ugandan women entrepreneurs are relatively young aged 18 to 34 years (Mulira et.al). Furthermore, most are found in the rural and peri-urban areas, earn less than 360 USD per annum and generally have limited or no formal education. Women entrepreneurs tend to dominate the lower income hospitality industries (restaurants, food vending) and vegetable selling. Although more women now look to agricultural enterprise farming, there is still a significant proportion of women who lead subsistence farmer lifestyles.

Organizations like iCON, Uganda Women Entrepreneurs Association Ltd (UWEAL), Victoria Seeds Ltd, Makerere University Business School have all independently identified overwhelming lists of pervasive barriers to wholesome economic empowerment of girls and women. These include:

1. High levels of illiteracy
2. Financial illiteracy
3. Social and cultural gender discriminatory factors
4. Gender based violence,
5. Lack of land ownership rights
6. Lack of business and advocacy skills
7. Limited access to resources and capital financing

Economic empowerment of women will immensely contribute to a strong women's movement; however, economic empowerment of women on its own cannot build a strong Women Movement. Women are economically empowered when they have both the ability to succeed and advance economically, and the power to make and act on economic decisions. To succeed and advance economically, a woman needs skills and resources to compete in markets, as well as fair and equal access to economic institutions. On the other hand, to have power to benefit from economic activities, a woman needs to have the ability to make and act on decisions, and control resources. Resources are building blocks a woman can draw on to succeed economically or exercise power. They include human capital (skills), financial capital (loans and savings), social capital (networks and mentors) and physical capital (land).

Financing gender equality, from rhetoric to action



Convened by Forum for Women in Democracy (FOWODE) – Forum for Women in Democracy (FOWODE) is a non-partisan women's organization operating in Uganda with its head office in Kampala. FOWODE grew out of the women's caucus of the 1994 – 1995 Constituent Assembly (CA) that debated and passed the 1995 constitution. A just and fair society where Women and men equally participate in and benefit from decision making processes.



Solome Nakaweesi Kimbugwe and Julius Mukunda facilitate the session on gender budgeting



In its discussion of the resources required for the promotion of gender equality and the empowerment of women, the Beijing Platform for Action emphasized that funding had to be identified and mobilized from all sources and across all sectors. The role of women and girls as key to changing the course of development has received increasing attention in recent years, further bolstered by calls for making gender equality a cornerstone of development, but has the rhetoric of commitment translated into actual financial support?

Finance and gender experts highlighted the centrality of gender equality to development results. Financing for gender equality is a critical part of the discussion on financing for development. All national and international economic and development policies affect women, in ways that advance or hinder gender equality. At the same time, sustainable economic growth and human development rest on women's equal participation in the economy. Effective policy choices and development financing must therefore be tailored to the needs of both women and men.

Advocates and feminist economists challenged the longstanding practice of viewing the processes as gender neutral, there is still resistance to fully considering gender implications, including for issues such as the economic and social value of women's unpaid work.

The “multiplier effect” of gender equality has been increasingly acknowledged. Financing for gender equality is not only about securing resources and funding for institutions such as national women's machineries, women's organizations and networks, and gender equality projects. To accomplish sustainable and deep-rooted changes, financing for gender equality must also entail the design and implementation of economic policies that give women and men access to decent work, food security, and social insurance and protection. With the right policies and sufficient resources, Uganda should be able to achieve both targeted support to activities directly focused on gender equality and transformative shifts towards an equitable economy.

The Trade and Gender Disconnect; Analyzing the Implication on Development



Convened by SEATINI – Southern and Eastern Africa Trade Information and Negotiations Institute (SEATINI Uganda) is a regional Non-Governmental Organisation with offices in Zimbabwe, Kenya, South Africa and Kenya. SEATINI works on issues of trade and development at national, regional and global levels. The main purpose of SEATINI is to strengthen the capacity of key stakeholders i.e. the Media, CSOs, Members of Parliament, farmers groups, trade unions to take a more effective part in and influence global, regional and national agricultural trade and financial processes and better manage the process of globalization for sustainable development and improved livelihoods.

Gender is a key factor in the complex relationship between trade, growth and development and yet there is a widespread assumption that trade policies and agreements are class, race and gender neutral. The United Nations Conference on Trade and Development (UNCTAD) research points to the multifaceted aspects of the interplay between trade and gender, whereby trade can create opportunities for women's empowerment and well-being, though it can also magnify existing gender-based inequalities. The relationship between gender and trade is indeed multidimensional and context-specific. It is also a mutual relationship, whereby trade policies affect men and women differently, and in turn gender-based inequalities can impact significantly on trade policy outcomes and trade performance.

Trade policies affect men and women differently due to gender inequalities in access to and control of economic and social resources and decision-making. Their impact is also mediated by the different roles that men and women have within societies –in particular, the gendered division of labour. Trade liberalisation has no doubt led to an increase in employment opportunities for women –particularly in export-oriented sectors such as textiles. Earning an income externally to the household can lead to greater empowerment for women, both in the home and in the wider community. However, trade liberalisation can also lead to unemployment and the restructuring of labour markets –a situation that tends to affect poor and marginalised groups of women more than men. In fact, occupational and wage segregation is widening and bad working conditions are rife in many export industries. The need for flexible workers to respond to market fluctuations has led to a rise in the numbers of informal sector workers, of which a high percentage are women.

A human rights approach to trade has been promoted by civil society activists, developing country governments and other actors over the past decade. They have argued that poverty and livelihoods must be placed at the centre of trade debates. Discussions called for a rights-based and political economy approach to gender and trade issues these included; The participation of women and gender experts in trade policy-making and negotiation processes should be promoted at all levels; Multi-faceted and multi-level strategies, as well as strategic alliances between gender equality advocates and key stakeholders, should be developed to address the multiple dimensions of gender and trade issues at the macro, meso and micro levels in the different arenas and; Gender analysis and perspectives should be systematically integrated into the trade policies of national governments

Women entrepreneurs' role in Uganda's transformation: Reflecting on the banking climate for women?



Convened by iCON Women and Young People's Leadership Academy – Nurturing Entrepreneurial Leaders iCON Women & Young People's Leadership Academy (iCON) is a “proudly Ugandan” social enterprise and civil society organization that was established in 2008. iCON provides a unique integrated formal and non formal entrepreneurship and leadership education experience for women and young people. iCON clients and beneficiaries are equipped with leadership, entrepreneurship, gender and advocacy knowledge and skills that are integrated into science, technology, agriculture, community development and art disciplines. One

of iCON's flagship gender equality sessions – the Masculinity, Entrepreneurship and Transformational Leadership Fellowship for boys and men was successfully piloted in 2011.

Women entrepreneurs are changing the face of the economy, helping to sustain job creation and economic growth. It is estimated that women-owned entities represent over 30 percent of registered businesses. Unfortunately, on average, only 5 to 10 percent of women-owned entities have access to commercial bank loans. Barriers that impede women entrepreneurs from accessing finance include unfavorable business and regulatory environments as well as a need to strengthen management and business skills. Another obstacle is the lack of tailored products and services being offered by local banks to women business owners.

Women and men are positioned differently in the rural economy because of traditional gender dynamics. Men tend to produce crops for cash, while women engage in small animal husbandry, producing food for consumption and small income-generating activities. While women also devote considerable time to assisting men with cash crop production, their labor is viewed as supplemental, as is the income they produce from whatever additional income they bring to the family. Therefore, traditional approaches to rural microfinance bypass women, instead reaching male dominated farmer associations and by providing just one loan per household for the largest income generating activity. Among numerous other challenges, women also face gender-specific obstacles related to privacy during application processes, which have long impeded their ability to independently receive loans.

Financial inclusion, which promotes access and use of high-quality financial services, particularly among poor people, is crucial to achieving inclusive growth.



Financial inclusion for women can be secured through technical assistance and lending support:

1. Increasing access to finance and markets by partnering with financial institutions;
2. Reducing gender-based barriers in the business environment;
3. Creating business opportunities for institutions to improve working conditions for female employees, market segmentation, and inclusion of women in community relationships;
4. Supporting business skills and financial capability trainings for women; and
5. Building the business case for creating opportunities for women.

Women are still an untapped market for financial services and in regions with more competition, being the financial provider of choice for rural women could potentially produce a competitive edge.

Balancing work and family: opportunities and challenges for women in the work place



Convened by Platform for Labor Action (PLA) – Platform for Labour Action is a National Civil Society Organisation founded in 2000 in response to the absence of an actor to specifically tailor interventions for workers and particularly address legal and policy issues facing the poor, vulnerable, marginalised and undocumented workers in Uganda. PLA's target group includes; children in exploitative forms of work, children at risk of exploitation, informal sector workers infected and affected by HIV/AIDS and malaria, women, youth and low income earners (below Ushs. 300,000).

Being a wife and mom feels like riding a see-saw sometimes. There is family on one side and work on the other. Very rarely has this see-saw been horizontal and balanced for any length of time. Sometimes the weight of one side falls with a thump and at other times it may happen more slowly. We're the ones with the most power to balance work and family. How can we start?

The first step in balancing a lives has to be thinking through values and being intentional about the choices made. It's very easy to just let life happen to us, to let our workday spillover into our personal lives. "It's the job," we say. "No one else can do it," we explain. "This is really, really important," we declare. "You just don't understand," we defend.

Values are not what we say, they are how we live. If we say that our families are the most important thing in the world to us, but bring work home every night, spend our evenings in meetings, travel on weekends and shortchange holidays, we are declaring, loud and clear, what is most important to us. It's that simple. Nurturing family relationships takes time and you can't go back. Once those days of our lives are gone, they cannot be retrieved and replayed.

There was a time when the boundaries between work and home were fairly clear. Today, however, work is likely to invade your personal life – and maintaining work-life balance is no simple task. This might be especially true if you're concerned about losing your job due to restructuring, layoffs or other factors.



Consider the consequences of poor work–life balance:

1. Fatigue – when you're tired, your ability to work productively and think clearly might
2. Lost time with friends and loved ones – if you're working too much, you might miss important family events or milestones.
3. Increased expectations – if you regularly work extra hours, you might be given more responsibility

As long as one is working, juggling the demands of career and personal life will probably be an ongoing challenge. Consider these ideas to find the work–life balance:

1. Track your time. Pay attention to your daily tasks, including work–related and personal activities. Decide what's necessary and what satisfies you the most.
2. Learn to say no. Whether it's a co–worker asking you to spearhead an extra project or your child's teacher asking you to organize a class party, remember that it's OK to respectfully say no.
3. Leave work at work. With the technology to connect to anyone at any time from virtually anywhere, there might be no boundary between work and home – unless you create it.
4. Manage your time. Organize household tasks efficiently rather than saving it all for your day off.
5. Bolster your support system. At work, join forces with co–workers who can cover for you – and vice versa – when family conflicts arise.
6. Nurture yourself. Eat a healthy diet, include physical activity in your daily routine and get enough sleep.

Balancing lives in a way that we are alive in each moment, experiencing all the joy that moment offers, requires us to give genuinely serious thought and heart–to–heart discussion with our mate and children. Work–life balance isn't out of reach. Striking a healthy work–life balance isn't a one–shot deal. Creating work–life balance is a continuous process as your family, interests and work life change. Periodically examine your priorities to make sure you're keeping on track.

Health care in Uganda: fair, free and for everyone? How far have we come for women? (Accessibility, affordability)



Convened by Alliance Uganda – The Alliance is a global partnership of 41 Linking Organisations and Country Offices, seven Technical Support Hubs and an International Secretariat. Alliance Linking Organizations receive technical and financial assistance from the international secretariat. In turn, they support and develop thousands more non–governmental and community–based organizations.

As a developing country, Uganda has one of the worst healthcare records in the world, but the development of local facilities and training of volunteers will bring life–saving services to thousands of people. Talk to locals in Uganda, about what worries them most in life and the answer will probably be their health and the health of their family. The quality of health influences the quality of life for any individual and subsequently impact development for a community.



Panel discussion on the state of health care in Uganda

Despite record investment over the past five years, Uganda's healthcare performance is still ranked as one of the worst in the world by the World Health Organization. The country is ranked 186th out of 191 nations. A Ugandan's health and life expectancy is among the lowest across the globe. In Uganda, one in every 200 births ends the mother's life, around 1 million people are living with HIV and although malaria accounts for 14% of all deaths, less than 10% of children under five are sleeping under insecticide-treated nets.

However, there have been some notable achievements. The new laboratories at selected health centres now mean that people can easily access simple but potentially life-saving diagnostic tests for HIV, malaria and tuberculosis. In a country where 51% of people don't have any contact with public healthcare facilities, nursing staff at the health centres report that the labs have also increased the number of people accessing healthcare services at the clinics.

There is now a network of village health teams (VHTs), traditional birth attendants (TBAs) and community vaccinators supporting healthcare programmes and acting as bridges between local communities and frontline health services.

Present reforms are largely based around a Health Sector Strategic Plan (HSSP) which commenced in 2000/1, and encompasses a sector wide approach in the attainment of a reduction of morbidity and mortality caused by the major illnesses. This is to be achieved by enhanced levels of efficiency and better matching of services through further decentralization of the national health care delivery systems.

As the health sector is now projected to have the fastest growing share of government expenditure over the next few years, it is extremely appropriate to establish which factors are the key determinants in affecting peoples demand for health care, in order to maximize the benefit impact of future expenditure patterns.



Has the struggle for women empowerment been all inclusive?



Convened by Equal Opportunities Commission – The Equal Opportunities Commission (EOC) is an independent statutory body established under Article 32(3) of the Constitution of the Republic of Uganda and the EOC Act 2007. The EOC is a constitutional body established to give effect to the state's mandate to eliminate discrimination against any individual or groups of persons through taking affirmative action to redress imbalances and promote equal opportunities for all in all spheres of life"

Equal opportunity is a stipulation that all people should be treated similarly, unhampered by artificial barriers or prejudices or preferences, except when particular distinctions can be explicitly justified. It is important to recognize that certain groups and individuals are discriminated against because of their, ethnicity, culture, or religion, home language, family background, learning difficulties, or disabilities, gender or ability, race, colour, sexual orientation, age, social class, marital status.

The diversity of women challenges policy makers and service providers that is able to flexibly respond to that diversity. There is a need to respond in such a way that barriers to participation, learning and achievement are removed, inclusion and equality are promoted and a high quality service delivery for all is developed and sustained.

The Constitution of Uganda (1995) recognizes the various forms of discriminations in society and provides for enabling laws and institutions to eliminate such vices. The Constitutional provisions aim at creating opportunities for disadvantaged and the marginalized people like women, persons with disabilities, ethnic minorities, elderly, and other groups to participate in decision-making process and in development programmes that affect their lives. Accordingly Articles 32(3) and 32(4) provide for the establishment of the Equal Opportunities Commission (EOC) and the enabling laws to deal with discriminations.

The commission is the fulfillment of article 32 (3) and (4) and other relevant provisions and functions of the constitution; to give effect to the state's constitutional mandate to eliminate discrimination and inequalities against any individual or group of persons on the grounds of race, sex, age, ethnic origin, tribe, birth, creed or region, health status, social or economic standing, political opinion or disability, and take affirmative action in favor of marginalized groups on the basis of gender, age, disability or any other reason created by history, tradition, or custom for the purpose of redressing imbalances which exist against them; and provide for other related matters.

The Commission investigates, inquiries into matters on its own initiative on a complaint made by any person or an act, circumstance, conduct, omission, program, activity or practice which seems to amount to or constitute discrimination, marginalization, or otherwise undermine equal opportunities. The Commission may refer any matter to any other institution, body, tribunal or authority, Recommend to or order any entity to adopt or take particular steps or action which, in the opinion of the Commission will promote equal opportunities.

In sight of the above mentioned, the EOC is another of the State's mechanisms for enforcing of a variety of rights where evidence of discrimination exists among vulnerable groups like women. Grass root women should make use of the Commission's services that are free of charge and

expeditious to tackle the structural discriminatory practices in order to fully exploit their potential and participate equally in development processes and benefits.

Women can: the journey towards development processes?



Convened by Oxfam – Oxfam globally recognizes gendered poverty as a major form of poverty and therefore strives to ensure through its policy on gender equality that all of our work and the way we do it contribute to gender equality by transforming the balance of power between women and men. Similarly, the Uganda Country Programme has been striving to mainstream gender in all its work over the past few years. A framework has been designed to promote greater coherence, quality and impact by creating a shared agenda and vision, and outlining models of change and a range of possible approaches and good practice examples to support the integration of Gender and women's rights in our programme work.

Women, especially those in the low-income strata, traditionally have contributed to productive activities such as agriculture (mostly small-scale), agro-processing crafts and home industries, trade and commerce, but there has been a tendency to underestimate their economic roles and to undercount their participation due to inadequate data, prevailing definitions of economic activity and current sampling and interviewing procedures employed in obtaining national statistics. More attention has been focused, especially in national plans and programs, on their reproductive and child-nurturing roles.

While modernization has opened up economic opportunities in some areas, on the other hand it has led to a decline in traditional sources of income for many women, e.g., those engaged in the production of handmade and homemade items. In the agricultural sector the introduction of mechanization and new technologies generally has displaced small producers and disrupted traditional systems of production and complementarity between the roles of the two sexes in the smallholder family.

Does Uganda have a value system and nationalistic sense? Transforming ourselves: transforming our communities



Convened by the Institute for Social Transformation – The Institute for Social Transformation (IST) is an initiative of a group of African women who are committed to a more just and inclusive approach to development in the Eastern part of Africa. Our mission is to enable women leaders at the community level to develop skills of critical analysis, facilitation and activism for transforming their realities and destinies.

Patriotism is fascinated by culture. Academics have studied it. Authors have written about it. Great leaders know how to leverage culture to ensure wildly successful patriotic outcomes. Traditional values are socially constructed statements or propositions that are regarded as



being established, accepted, or self-evidently true. These include the core Ugandan cultural values which people perceive to be common responses to the requirements of everyday social life and cultural influences. In fact a number of scholars have argued that use of these widely shared values, and adaptive responses are critical for achieving viable and sustainable national and community development. Indeed societies in all regions of Uganda argue that traditional values were vital for the proper performance of the society. Values were considered vital to the organized character of the community.

Values may be ideas that drive human being's daily actions. In other words, they are the standard which members of a given community hold on to in their personal and communal interaction towards the achievement of their goals. In the contemporary Ugandan situation, there are common traditional values that are still being used in day to day life. These values form the basis upon which societies in Uganda construct behavior. The values facilitate our understanding of behavior in the traditional Ugandan society.

Although Uganda has many cultures as evidenced in the different ethnic groups, in many aspects there are common traditional values among them. The values that have been identified include: sense of community life; sense of good human relations; sense of the sacredness of life; sense of hospitality; sense of religion; sense of time; respect for authority and the elders; hard work, justice and fairness, and sacredness of life; language and proverbs.

By and large, the sense of community was a very much treasured value in the traditional life of these selected Ugandan societies. The community was a primarily respected value and these societies usually took pleasure in referring to themselves as 'we' or making reference to 'ours' in their everyday speech. In the present day Uganda, community extends beyond one's extended family and sometimes even villages continue to exert their hold over people who live far away from the communities where they were born.

Entrenching democracy: is term limits the way to go? Women have your say



Gender Transformation &
Empowerment

Convened by Uganda Women's Network (UWONET) – Uganda Women's Network (UWONET) is an advocacy and lobby network of national women's NGO's and individuals, operating in Uganda. It was born out of the East African Women's Conference held in Kampala in 1993 in preparation for the UN World Conference on Women in Beijing, China in 1995. UWONET's mission is 'To coordinate collective action among members and other stakeholders through networking, capacity building, resource mobilization, policy research and advocacy for the attainment of gender equality in Uganda'.

Practicing true democracy and running a clean government are imperative to unlocking Uganda's full development potential. A democratic political order in Uganda requires so many fundamental changes: autonomous political institutions respected by everyone, a level playing field, and so on. The question of democracy, as it relates to the right of people to decide who and how they ought to be governed, still remains one of the thorny issues in African politics.



Participant makes her submission during the debate on term limits

Since gaining independence in 1962, Uganda has endured two brutal dictatorships, numerous attempted coups and a prolonged civil war. Once hailed as a reformer and credited with stabilizing Uganda and putting it on a path toward development and economic growth, Museveni's reputation is now tarnished by rampant government corruption, human rights violations and backsliding on key development indicators.

In 2005, Parliament voted to remove term limits from the constitution, giving H.E President Y. K Museveni a possible lifeline to continue as president. The removal of presidential term limits to give Museveni unlimited terms in power was launched in March 2003, during a Movement National Executive Committee (NEC) meeting at the National Leadership Institute, Kyankwanzi. This was done without the citizens' mandate nor was due regard given to the aspirations of Ugandans who had demanded presidential term limits to be entrenched in the 1995 Constitution because of our history of dictatorial leadership and violent transfer of power.

Seven years later, a significant number of MPs, including some of those who voted for the amendment in the seventh Parliament, are agitating for a return of the presidential term limits. Today's despicable state of the economy, poor quality health and education services, corruption with impunity, massive levels of unemployment and increasing response to citizen's demands with repressive legislations can be traced to the regrettable action of lifting presidential term limits.

Countries that deny, or are not able to provide political freedom, equity and opportunity to their citizens; are increasingly difficult to manage, and ultimately may become unstable. By restoration of term limits, we shall have peaceful transfer of power from one leader to another.



Against Term Limits	For Term Limits
➤ Career politicians should be valued for their experience. ➤ If we regularly fill an office with a newcomer, we will lose the valuable experience on the job that person can offer in government.	➤ With term limits in place, the leaders will be more responsible toward their constituents because they will soon be constituents themselves. ➤ They will have to live under the laws they have created while in office.
➤ Increases the power of staff, lobbies, and bureaucracy.	➤ If term limits were enacted, toeing the party line would be less important, as the need for re-election and holding onto party seats would no longer be the driving force behind most legislative decisions. ➤ The leaders would have an easier time passing the legislation that would make a positive difference for the nation.
➤ Term limits reduces voter choice	➤ The notion that only one person – the incumbent – can do the job well is absurd. Realistically, there is usually someone just as qualified to take over the incumbent's office.
➤ Term limits are unconstitutional.	➤ A middle class person who better understands the problems facing the average citizen is highly unlikely to get elected over a wealthy incumbent. ➤ Term limits will help to eliminate the shady, profitable relationships between the leaders and special interest groups, and therefore reduce the wealth gap between candidates. In turn, more qualified people will have a real opportunity to win elections.

Since the time of the Founding Fathers, a general consensus states that people, when given power, will eventually be corrupted by it. If the Parliament and Executive has term limits in place, their power will also be limited. Candidates will be more likely to run for the purpose of serving the people, and they would have to leave office before corruption dominates their decisions. Term limits would work to stop this cycle of political reward and power abuse. Term limits are not necessary because leaders must be regularly re-elected. If they are not doing a good job in office, we can simply vote for someone else.

HIGHLIGHTS OF INSPIRATIONAL TALKS

The art of parenting



Family Support Uganda

Convened by Family Support Uganda – Family Support Uganda (FSU) is a faith based social care agency committed to improving the lives of people through provision of services that lead to harmonious families. Most people want to have a child however, they are not as enthusiastic about the parenting role yet the two go hand in hand. Children are being nurtured by House helps, television, radio, the internet and their peers among others. Parents are big role models in the lives of their children and children learn a lot from them.

Parenting has become the most talked about matter of fact in the present situation. Parents are those who nurture a child in a rightful manner and guide him to lead a proper life. Most people want to have a child however, they are not as enthusiastic about the parenting role yet the two go hand in hand. Children are being nurtured by House helps, television, radio, the internet and their peers among others. Parents are big role models in the lives of their children and children learn a lot from them. So what are the children learning from their parents today?

In Uganda today many parents are focusing on provision for their families so the children have food, accommodation and in some cases money to buy whatever they need but without the



Dr. Thelma Awori shares her experience in parenting with other participants at the end of the session



parents' supervision! Provision without supervision can be dangerous, so it is important that the parents balance their act.

It has created crises in our developing society. Parenting has become a mystery and people are trying to find out the ways of successful parenting. It has always been a concept that family is the first school for a child. A child begins to learn everything from his mother, father and the people who surround him. Parents make all their efforts to provide their child the best of learning in this period.

The child imitates his parents. The values, morals, beliefs, manner, behavior that a child learns from his parents prove to be the real way of his life. Parents have no time for their child. They think that money can solve the entire problem, money can make a child great. It can bring all happiness to their life. But the fact is that money can make life comfortable but not valuable.

Parents need to regenerate themselves and once again they will have to learn the art of successful parenting. They will have to spare their valuable time for their child. They will have to be friendly with their child. Otherwise they are bound to suffer at the loss of the future of their child. Parents should learn how to use positive communication skills with their children, resulting in a strong foundation for building children's self esteem and parent child relationships that grow stronger through the years. Children with high self esteem do better in all facets of life. Families who practice positive communication skills find greater enjoyment and more successful ways of navigating the difficult times. It's never too late to learn more about The Art of Positive Parenting.

Social activism



Convened by Institute for Social Transformation – The Institute for Social Transformation (IST) is an initiative of a group of African women who are committed to a more just and inclusive approach to development in the Eastern part of Africa. Our mission is to enable women leaders at the community level to develop skills of critical analysis, facilitation and activism for transforming their realities and destinies.

Social activism is an intentional action with the goal of bringing about social change. If you feel strongly about a cause and are working towards a change, you could be considered an activist. An activist is anyone who is fighting for change in society. Social activists consider the larger picture – how can they find ways to end injustice and to create strong communities which encourage economic, social and psychological health. Activism can take a wide range of forms from writing letters to newspapers or politicians, political campaigning, economic activism such as boycotts or preferentially patronizing businesses, rallies, street marches, strikes, sit-ins, and hunger strikes.

For more than 8000 years there have been individuals who, through education, religion, the media and/or brute force have managed, more or less consciously, to condition others into feeling inferior. Thus many people become complacent, long-suffering and dependent on their leaders to think for them and make decisions on their behalf. The social activist has two major challenges to encourage community people to take self-determined actions, and to avoid harassment and obstruction by the more powerful who may feel threatened.



Participants at the session review a policy brief on sector specific policy issues raising the flag for women's rights

Overcoming these challenges requires technical and social knowledge and skills. Truly talented individuals may manage on their own, but such individuals are rare. Strategic thinking, mentoring and peer support are essential, and contacts developed through networking can be invaluable in surviving the second challenge.

If we define social justice as the belief in an equitable, compassionate world where difference is understood, valued and respected, then we can see that social activism and social justice are flip sides of the same coin. Social action work is a way to meet the goal of social justice.

Ageing gracefully



Convened by Equal Opportunities Commission – The Equal Opportunities Commission was established by the Act of Parliament; the Equal Opportunities Commission Act, 2007; in pursuant to article 32(3) and 32(4) and other relevant provisions of the Constitution; to give effect to the State's Constitutional mandate to eliminate discrimination and inequalities against any individual or group of persons on grounds of sex, age, race, color, ethnic origin, tribe, birth, creed or religion, and take affirmative action in favor of groups marginalized on the basis of gender, age, disability or any other reason created by history, tradition or custom for the purpose of redressing imbalances which exist against them; and to provide for other related matters.

Today's society and media place immense pressure on us to stay young. We're bombarded with images of youthful, flawless models and reality TV shows where contestants are given extreme surgical makeovers in the pursuit of youth. This fosters a disastrous image of old age, which can make it difficult for us to be accepting of the changes that occur as the years trot on – especially for women.



Mrs Erina Baingana, Equal Opportunities Commission shares her experience in ageing gracefully

A lot of people obsess about aging and, as a result, waste a lot of money on useless products. They color their hair, wear a rug or plug their scalps, purchase anti-aging pills, potions and prescriptions. Some people opt for other, even more drastic actions such as having plastic surgery! While no remedies prevent aging, you can mitigate the usual and customary effects of aging in many ways.

1. Get real! Accept the rules of life. You can't be a kid forever, nor can you be a 30-something when you hit your 50s and 60s. In many ways, getting old is not as good as being young, but it's life. Deal with it as cheerfully as possible.
2. Maintain and even improve your health and body. Go to extreme lengths to become remarkably fit. Exercise vigorously on a daily basis
3. Adopt a cause and be passionate about it. Do the right thing now. Time is of the essence and the world needs your help!

While aging is inevitable, there is no reason why advancing years must be associated with pain, disability or mental decline. Yes, getting older is rife with emotional landmines, gerontologists say, including fears of losing one's independence or getting a serious illness. Aging gracefully isn't always easy, but attitude matters a lot, experts say. "You cannot stop the changes of time, but you can modify lifestyle and activity as you age, and it is good to know that help is available to maintain the efficiency of your healing system." Dr. Andrew Weil.

WOMEN ACHIEVERS AWARD CEREMONY 2012

The National Women's Week closed with an award giving ceremony organised by UWONET in collaboration with the Uganda Women Parliamentarians Association (UWOPA) on 7th October 2012 presided over by President Yoweri Museveni. The Women Achievers Award Ceremony recognized efforts of individual women, organizations, institutions and groups that have labored against all odds to contribute to changing lives of girls and women in Uganda from different spheres. The award ceremony was also envisaged to boost a cross section of girl child and women empowerment henceforth and as well revive the women's movement in Uganda. Awards were given to women individuals, organizations and groups in selected representative sectors/spheres including: Agriculture, science and technology, environment, entrepreneurship, research and academia, political activism, social work, media, institutions that have sustained the women's movement, police/army/prisons, women and human rights, HIV/AIDs fight, music, literature/creative poetry, men who have supported the women's cause, health advocacy and life time women achievers. The award winning individuals, organizations and groups were selected based on aspects of excellence, empowering, creativity/innovativeness and being role models/exemplary.



Group photo of H.E President Yoweri Kaguta Museveni and the Women Achivers Award 2012 recipients



UWONET would like to take this opportunity to introduce to you the Women Achievers Award 2012 recipients;

Nulu Nabunya	For her outstanding contribution in enhancing women's empowerment through The HIV/AIDs fight . Nulu Nabunya is a founder of Makerere Women Development Association (MAWDA) working in the slum parishes of Kawempe municipality Kampala district. For over twenty years Nulu has mobilized women in Kawempe community into STAR circles – (Society Tackling Aids through Rights), women infected and affected by HIV/AIDS have been empowered to stand up for and claim their rights such as access to ARVs, they have been able to gain hope. Nulu spearheaded a sensitization drive on HIV/AIDS for young women and youth in and out of school in life planning skills especially those planning to engage in relationships. In addition, drive men were brought on board and these would be used as mentors and role models to other men for attitude change especially on sexual reproductive health.
Dorothy Okello	For her outstanding contribution in enhancing women's empowerment through Science and Technology . She started Women of Uganda Network (WOUGNET) that has reached out and empowered women and girls to use ICTs for development. She has worked to get more women and rural communities engaged in the information society. The network which she founded in 2000 sought to address a gap in the market– rural women were not using ICTs for development.
Hon. Dr. Chris Baryomunsi	For his outstanding dedication and loyalty to enhancing women's empowerment a man who has supported the women's cause . He tabled the private member's Bill on Female Genital Mutilation and is also an activist on health issues such as Maternal Health and Family Planning.
Hon. Miria Matembe	For her outstanding contribution in enhancing women's empowerment through Political Activism . She is a former MP and Minister of Ethics and Integrity from 1998 to 2003, Which Ministry she initiated. During this time, she was outspoken on women's rights, corruption and political hypocrisy. For outstanding efforts during the drafting of the 1995 Constitution of the Republic of Uganda, in which she participated as one of the two women in the drafting of the 1995 Ugandan constitution. Was a member of the pan African parliament for 2 years and contribution to women emancipation and building ethics and integrity in public office in Uganda.
Joanita Kawalya	For her outstanding contribution in enhancing women's empowerment through Music . The messages in her music have been positive.

Dr. Margaret Mungherera	For her outstanding contribution in enhancing women's empowerment through Health Advocacy . She broke the silence on rape; and founded Hope After Rape (HAR), the first NGO to focus on prevention of sexual violence. She is a mental health activist and specialist in alcohol and substance abuse. She runs clinics, awareness sessions on radio, television and in the print media. She is also a past chair of the Uganda Medical Association (first female).
Ms. Margaret Masagazi	For her outstanding contribution in enhancing women's empowerment through Media . Margaret has for the last 16 years been behind all the initiatives of UMWA for example, Mama FM and The Other Voice. Sustaining a radio station for 12 years is no mean achievement, considering the fact that it is heavily dependent on volunteers, and very small on financial support. Margaret has mentored several women journalists, many of who we see in the limelight today. Margaret has worked so hard to bring in scholarships for upcoming women journalists to qualify in that profession. A total of 48 women benefited from this as she got them scholarships to study at the Uganda Management Institute, Diploma in Journalism. Margaret challenged the World Bank in the late 90s, when the global institution had organized training for journalists and left out the women. She petitioned World Bank, and with evidence that there were hundreds of women in the media, World Bank had to organize a two weeks training in Investigative Journalism, specifically for women. Margaret has been consistent on gender equality and the media.
Hon. Beatrice Anywar	For her outstanding contribution in enhancing women's empowerment through Environment . For her mobilization and advocacy on the preservation of Mabira Forest. Influencing Government's decision not to sell the forest to investors.
Racheal Okuja	For her exceptional articulation in support of Affirmative Action as a tool for youth empowerment. Racheal participated in an essay competition for the youth as part of 50 years of Uganda's independence celebrations with the theme/topic: <u>"Is affirmative action still a relevant tool for youth empowerment?"</u> Through this competition, UWONET aimed to promote and showcase innovative thinking by the youth of Uganda.
Mrs. Rhoda Kalema	For her exceptional accomplishments in enhancing women's empowerment Life Time Achievement . She is a senior citizen, who was one of the first female politicians, a former MP that still contributes insightful columns in the Ugandan Newspapers. She is also still active in the women's movement.



Hon. Miria Matembe	For her outstanding contribution in enhancing women's empowerment through Women and Human Rights Advocacy. Her tireless efforts in fighting for gender equality and women's rights. She has stayed true to her views through the years. She was awarded in the Women Heroines Award 100 Heroines of the World Project, New York, USA October 1998. Has been recognized by other countries with awards such as champion of integrity, Distinguished Leadership Award for Outstanding Contributions to Contemporary Society by The American Biographical Institute 1999, Lifetime Achievement Runner – up Award Uganda United Kingdom (UUK) 2008 and in Uganda it has been Woman of distinction by FAWE March 2011, Champion of integrity award by UCU students of the African challenge foundation and Extra ordinary woman of Uganda among others.
Action For Development (ACFODE)	For her outstanding contribution in enhancing women's empowerment and Sustaining the women's movement. Fighting domestic violence and sensitizing on women's rights. Also, involved the youth in the fight for the position of women. ACFODE deserves this not only for sustaining the women's movement but also involving the youth through debate sessions that are gender sensitive thus tapping talent from both boys and girls. Is the most committed in creating awareness and sensitization of women's rights in Uganda. Outstanding work on training women political leaders and has greatly improved lives of young ladies in believing in themselves to taking positions in society and changing the way women are looked at . They have done a great job in empowering women and given Ugandan women the platform to grow, to be politically aware and involved, and to be emancipated. It contributed to the establishment of the Department of women studies at Makerere University. In 1991 ACFODE joined hands with the University and Women's Association to make a case for a gender department at Makerere – Uganda's most prestigious university. Their efforts paid off in 1991 when a Department of Women Studies was established at Makerere University offering a post-graduate course in Gender Studies and later the undergraduate course as well. Today, it is no longer referred to as a Department but rather Makerere University School of Gender Studies.
Prof. Joy Kwesiga	for her outstanding contribution in enhancing women's empowerment through Research and Academia. Has mentored many young women into academics and men into gender studies. First female Vice Chancellor of Kabale University and dared to go back to school for a PhD when it wasn't the norm.



Helen Aliek	For her outstanding contribution in enhancing women's empowerment in Police Service . She started the Child and Family Protection Unit in the Police. The main goal of the Child and Family Protection Unit (CFPU) of the Uganda Police Force is to create an environment in which children and women's rights are recognized, respected and protected. The role of the Child and Family Protection Unit (CFPU) of the Uganda Police Force; The investigation of all cases related to the abuse of children and women's rights including; Domestic Violence, Rape, Defilement, Sexual harassment, Child abuse and neglect, Child labor, Indecent assault, Child desertion, Children offenders, Trafficking in women and children; Creating awareness on the rights of women and children; Counseling children and women victims of abuse; Visit schools and talk to children and teachers on child abuse
Aciro Beatrice Okeny	For her outstanding contribution in enhancing women's empowerment through Entrepreneurship . She is involved in training rural women and women entrepreneurs, both in business and those who want to start new businesses. A case in point is a training conducted in Kitgum district where rural women were trained in income generating activities. Training was conducted in Kinawataka a city suburb for Kinawataka women beads group which brings on board women from all walks of life to carry on group business.
Hon. Mary Karoro Okurut	For her outstanding contribution in enhancing women's empowerment through Literature/Creative Poetry . Mary is an author of novels, short story collections and plays. She started Uganda Women Writers' Association which has nurtured many women writers to international recognition. Most importantly, she did not start the organization just for her own glory because she immediately handed it over to the women writers who took over its management and administration. Starting the organization was a selfless move.
Faith Mulira	For her outstanding contribution in enhancing women's empowerment through Social Work . She is a senior citizen who was the first Ugandan Head of Sanyu Babies Home. having fought family discrimination as a girl, she dropped out of school for her brothers but managed to learn English as an adult, went on to study social work at the age of 55. She is also a social entrepreneur who has built a Health Community Center at her age in Masooli, Wakiso District.
Josephine Okot	For her outstanding contribution in enhancing women's empowerment through Agriculture . A pioneer in the field of agriculture, founder of Victoria seeds Limited. Victoria Seeds Limited is a full line seed company that became operational in 2004 for the purpose of delivering quality seed to "small holder" farmers who produce over 90% of agricultural output in Uganda. The company has grown into a dependable seed house exporting to the regional market and is engaged in seed research, production, processing and marketing.


**Angelina
Atyam**

For her outstanding contribution in enhancing women's empowerment through **Peace Building**. Angelina dedicated her life to pursuing peaceful methods to return girls that had been abducted by the LRA rebels back home. She founded Concerned Parents Association (CPA) to support the parents and built their advocacy capacity in phenomenal ways. CPA became one of the major advocates to end the LRA war in Northern Uganda.

CONCLUSION

It is important to reecho that this initiative was not a one off event but rather a process to break through and for women to reflect and change course and also feel that they are part of the revival of the movement. It was primarily geared to catalyze change and the opportunity for different actors and the country at large to appreciate women's contributions; it helped achieve process results, majorly a documentation of pitfalls, fractures and possible future directions including mechanisms of the HOW to revive the women's movement in Uganda. The past 50 years of independence have had mixed results for the advancement of women's rights. While progress has been made much more remains to be done particularly to realize significant change in the lives of poor women and girls. We must however recognize that women have made significant strides towards empowerment through both individual and collective efforts. We have strong voices in Parliament, we broke the silence on violence and we continue to break new barriers. With the gains we have made, we can declare, with an air of cautious optimism, that we have raised the flag for women's rights in Uganda.



Jane Alejo a Councilor from Yumbe District narrates her experience at the National Women's Week. Also in the picture is Rita Aciro Lakor (Executive Director UWONET) during the closing ceremony of the National Women's Week 2012

THANK YOU NOTE TO THE VOLUNTEERS

The phenomenal success of National Women's Week 2012 is a reflection of the ever – increasing dedication and enthusiasm UWONET volunteers display on a continual basis. We are grateful to all the volunteers for their time, patience, dedication and selflessness during the weeklong event. This event would not have been a success without your involvement and help that has proved to be invaluable. We would like to take this opportunity to say a heartfelt “Thank You!” Thank you so much for going the extra mile! We appreciate you! We look forward to working with you again soon.



Volunteers attending to participants at the National Women's Week

**UWONET MEMBERS:****Organizations:**

1. Action for Development (ACFODE)
2. Association of Women Medical Doctors (AUWMD)
3. Centre for Domestic Violence Prevention (CEDOVIP)
4. Community Development Resource Network (CDRN)
5. School of Women and Gender Studies
6. Disabled Women's Network and Resource Mobilization (DWNRO)
7. Isis – WICCE
8. National Bahai Committee for the Advancement of women
9. Send A Cow
10. Slum Aid Project
11. Uganda Association of Women Lawyers (FIDA-U)
12. Uganda Media Women's Association (UMWA)
13. Uganda Women Trust
14. Women Engineers and Scientists of Uganda (WETSU)

Individuals:

1. Annet Tumwijukye
2. Debbie Kaddu Serwadda
3. Hon. Sheila Kawamara Mishambi
4. Hope Kabuchu
5. Dr. Alice Kagoda
6. Judy Kamanyi
7. Mary Nabachwa Ssonko
8. Maude Mugisha
9. Veronica Namagembe

Affiliations:

UWONET is a member of:

1. The Uganda National NGO Forum
2. The Uganda Debt Network (UDN)
3. Anti-Corruption Coalition Uganda (ACCU)
4. Uganda Land Alliance
5. FEMNET
6. Network of Ugandan Researchers and Research Users
7. Mwelekeo WA NGO (MWENGO), Harare, Zimbabwe
8. The NGO Coalition for East Africa (NGOCEA), Arusha, Tanzania
9. The Eastern African Sub-Regional Support Initiative for the Advancement of Women (EASSI)

QUOTES AND VOICES FROM THE WOMEN'S WEEK

"I would like to express our sincere gratitude for being part of the allies and participating in the National Week, thank you for involving KIWEPI (us.)"
Gladys Faddy Akello

"Yes I heard a story on the BBC World Service about this yesterday and was thinking of all my friends there – congratulations!"

Abi Daruvalla

"Dear UWONET Board and Staff, You did a great job and thank you for bringing us women all together in our diversities. I hope there can be more of these kinds of meetings in future!"

Maria Magezi

"Dear friends, I hope you had a fantastic week! I did, and would like to express my sincere thanks and that of my organization for the brilliant work UWONET displayed. You made us proud and I know most of the objectives were met. In solidarity women shall."

Ruth Ojiambo Ochieng

"Dear, staff and all the Board members of UWONET, Not forgetting the member organizations of UWONET and the women leaders who were part of the working committee to organization the Women of Uganda Jubilee celebrations, Indeed we are proud to be associated with the celebrations which truly exhibited the power of women in Uganda. Thank you for all the preparations. It was colorful, well organized and a true celebrations. Together / United women can. May we truly demonstrate this motto in the way we organize. UWONET did and the spirit of togetherness produced wonderful results."

Norah Matovu

"Kudos to you all sisters and especially to UWONET. You have time and again shown your leadership in pushing for equality in good and bad times. This was a great time to celebrate and enjoy and I hope that we will continue to SPEAK OUT loud with the voice that we generated in the last week, be blessed"

Allen Asiimwe

PHOTO GALLERY



Hon. Sheila Kawamara Mishambi interacting with Hon. Rhoda Kalema during the opening ceremony



Rita Aciro Lakor (UWONET) and Richard Makumbi (CEDOVIP) participate in a session activity



Students of St. Lawrence High School - Horizon campus leading the anthems at the opening ceremony



Richard Ssewakiryanga (Executive Director NGO Forum) interacting with youth from MEMPROW



A group of women participate in a group work assignment during a session



Afri Pads demonstrate the use and feel of a reusable sanitary pad for girls



Dental services offered by the Uganda Dental Association



Music and Dance performance at the exhibition area



Blood donation to the Uganda Blood bank



Students from St. Lawrence High School - Horizon Campus participating in the Snakes and Ladders game on Gender Based Violence created by CEDOVIP



Participant for USA gives her experience on feminism in her home country



Hon. Beatrice Anywar with Sheila Nduhukire Guild President of Mbarara University of Science and Technology



Young women from MEMPROW at the National Women's Week



Ladies clad in the colours of the national flag of Uganda



Hon. Margaret Nantogo Zziwa interacts with Hon. Rhoda Kalema



A young lady makes a submission during a session



A participant makes her submission during a session



A young lady makes a submission during a session



ANTHEMS

**East African Community (EAC) Anthem****1**

Ee mungu Twaomba ulinde
Jumuiya Afrika Mashariki
Tuwezeshe Kuishi kwa
amani Tutimize na
Malengo yetu
Jumuiya Yetu sote tuilinde
Tuwajibike tuimatike
Umoja wetu ni nguzo yetu
Idumu Jumuiya yetu

2

Uzalendo pia mshikamano
Viwe misingi wa Umpja wetu
Natulinde Uhuru na Amani
Mila zetu na desturi zetu

3

Viwandani na hata mashambani
Tufanye kazi sote kwa makini
Tujitoe kwa hali na mali
Tuijenge Jumuiya bora



The National Anthem

1

Oh Uganda may God up hold thee
We lay our future in the hand
United free
For liberty
Together we'll always stand

2

Oh Uganda the land of freedom
Our love and labour we give
And with neighbors all
At our country's call
In peace and friendship we'll live.

3

Oh Uganda the land that feed us
By sun and fertile soils grown
For our own dear land
We'll always stand
The pearl of Africa's crown



Uganda Women's Anthem

Chorus: Mothers, Daughters

All women every where

Stand up and embrace

Your role today

We are the proud mothers of our nation

The backbone without which it can never stand

We wake up, wake up

We wake up at the crack of dawn

And feed the nation with our brains

With love and joy we care

For our baby Uganda.

Chorus: Mothers, Daughters

Step by step with tender care

We nurse her, we mould her at home and in school

Leading, leading

Spearheading her identity, production and development

In government and profession

Name it woman is there.

Chorus: Mothers, Daughters

We call on you women of Uganda

Wake up if you've not yet embraced your role

Wake u, wake up

Beside our men let's play our role

In solving all our nations needs

In every walk of life

To develop Uganda

Chorus: Mothers, Daughters

About Uganda Women's Network

Uganda Women's Network (UWONET) is an advocacy and lobby network of national women NGOs and individuals, operating in Uganda. It was born out of the East African Women's Conference held in Kampala.

Vision

A Ugandan society free of all forms of gender-based discrimination.

Mission

To co-ordinate collective action among members and other stakeholders through networking, capacity-building, resource mobilization, policy research and advocacy, for the attainment of gender equality in Uganda.

Our Values	Our Principles
Honesty	Equal Opportunity
Justice	Respect for All
Gender Equality	Time Consciousness
Accountability	Innovation and Continuous
Voluntarism	Learning
Mutual Respect	Service Oriented
Unity in Diversity	Mutual Support
Participation	

[illegible]

With Support From:



UN JOINT PROGRAMME ON GENDER EQUALITY
Supported by UKaid from the Department for International Development



Contact;

The Executive Director

Uganda Women's Network (UWONET)

Plot 198 Old Kiira Road Ntinda – Kampala, Uganda

P. O. Box 27991, Kampala

Phone: +256 414 286 539,

Email: info@uwonet.or.ug

Website: www.uwonet.or.ug

Blog: <http://uwonetnews.blogspot.com>

Facebook: <http://www.facebook.com/uwonet>

Twitter: @uwonet