



Gender Transformation & Empowerment

THE WOMEN'S WEEK REPORT 2014

ACKNOWLEDGING OUR
DIVERSITIES; CELEBRATING
OUR UNITY



THE 2nd NATIONAL WOMEN'S WEEK AND UWONET's 20th ANNIVERSARY



October 20th–24th 2014



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October 20th–24th 2014

Conveners

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PROJECT
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Linking Women Internationally



Gender Transformation & Empowerment



FORUM FOR WOMEN IN DEMOCRACY



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Acknowledgements



UWONET wishes to acknowledge and thank all those who contributed to the success of the 2nd National Week (October 20–24th 2015). Special thanks and appreciation go to UWONET members and allies and development partners: Democratic Governance Facility (DGF), Governance Accountability Participation Performance (GAPP), Dan Church Aid (DCA), United Nations Population Fund (UNFPA), OXFAM, DIAKONIA, Austrian Development Cooperation (ADC), UN Women and Irish Aid.

Special gratitude goes to Opportunity Bank, Uganda Finance Trust Bank, Ministry of Gender Labour and Social Development, Hotel Africana, NTV Uganda, the Uganda police and Kamuli District Local Government, Hon Ministers and Members of Parliament who participated in the week long activities.

In a special way, we thank the women and men, boys and girls of Uganda who participated physically and in spirit during the event at the different venues.

To the planning committee, thank you for your tireless commitment that resulted to a successful 2nd women's week.

UWONET is grateful to the volunteers, staff and Board for all their efforts during the Women's Week.

Word from the Executive Director



I am honoured to present to you the report of 2nd National Women's Week. The Uganda Women's Network (UWONET) organized the 2nd National Women's Week (October 20th–24th 2014). The week was dedicated to building more cohesion and engagement in the women's movement; it was celebrated under the theme; *"acknowledging Our Diversities; Celebrating Our Unity, United Women Can!"*

The 1st Women's Week was held in October 2012 and it was dedicated to 'Celebrating Women's Contribution to Uganda's Development since Independence', with a sub theme of 'reflect, review and revive the women's movement in Uganda'.

The primary goal of the 2nd Women's Week was to celebrate and consolidate achievements and struggles in policy influence and engagement for women's rights, gender equality and national development and further inform future engagements on gender transformation and women's rights.

Specific objectives included;

- a) Facilitate a platform to celebrate women's organizing, influence elaborate actions and explore avenues to strengthen the women's movement in Uganda.
- b) Stimulate policy discourse and generate recommendations for women's socio-economic and political empowerment premised on the Beijing Platform for Action.
- c) Celebrate women's organizing and influence in political, social and economic development; and,
- d) Take stock of UWONET's key achievements and challenges in policy advocacy for women's rights and gender equality in the last 20 years.

To reflect on diversity in the women's movement, several activities were organized during the week to reach out to different groupings of women

to draw support for the women's movement and to understand the unique challenges such groups of women are faced with Activities included;

1. Solidarity visit to selected senior women activists in the women's movement including; Dr. Sarah Ntiro, Hon. Rhoda Kalema and Hon. Joyce Mpanga. Each of these great women has had a significant contribution to the growth of the women's movement in Uganda. In recognition and appreciation of their role and contribution, UWONET and partner organizations visited them in solidarity.

Dr. Sarah Ntiro was the first Woman University Graduate in East and Central Africa, having graduated in 1954 with a B.A (Hons) in History from Oxford University. She is a vanguard of resistance of oppression and prejudices against women. She is famous for having successfully protested for not getting equal pay in 1955 with her male graduate counter-parts while teaching at Gayaza High School. Dr. Ntiro is one of the first two African women members of the Uganda Legislative Council (1958–1961.) She also participated in three delegations from Uganda to UN General Assembly on women issues.

Hon. Rhoda Kalema; she is a beacon of resistance against life challenges. Rhoda's husband William Kalema (RIP) is one of the many people who disappeared under Amin's regime never to be seen again. She picked up the pieces after her husband's disappearance and played a lead role in women's emancipation movement. Rhoda served in various leadership roles including as junior Minister of Culture and Community Development during President Binaisa's regime from (July 1979 to May 1980) and deputy Minister for Public Service from 1989 to 1991. She was also a member of the National Resistance Council (NRC) and Constituent Assembly (CA) delegate representing Kiboga district in 1994. She was one of the two women on the National Consultative Council after Amin's reign in 1979.

Hon. Joyce Mpanga; She holds a B.A. in History from the UK, Master of Science in Education from Indiana University, Bloomington and has also held many positions of influence. She was one of the first women in the Uganda National Assembly in 1960 and a legislator in two latter parliaments where she immensely contributed to formulation of gender sensitive laws. Hon. Mpanga has also previously served as Minister of State for Primary Education (1989 to 1992) and minister for women and development in 1987, a position she used to improve the status of women in politics and employment. Between 1986 and 1988, she was chairperson of the Uganda Council for women and Woman MP for Mubende district (1996–2001).

2. Charity visit to Luzira Prison–Women's Wing to show solidarity with female inmates and to help them cope with prison life as well as prepare them for a successful re-entry into society. More so the charity visit was to offer legal, spiritual and psychosocial support to the women inmates. A team of 12 people comprising of six lawyers, three social workers/counsellors and three spiritual leaders visited the prisoners.
3. Interface with Women market vendors in Kalerwe market was organized to provide a platform for dialogue to understand challenges of the market women and to build a strong network. During the interface topics covered included; growing your business; basic personal financial management tips, loan management and the importance of women's participation in leadership in the market setting. The dialogue was very interactive and participatory; probono financial and legal aid services were offered to the women.

4. Mentorship of high school students in and around Kampala on challenges of young people.

The sessions sought to motivate and inspire young people into making critical career and social life decisions. The mentorship targeted boys and girls who benefited through various life changing and pertinent topics including:

- ✿ **Positive thinking:** A key ingredient to success.
- ✿ **Life after school:** Pointers to managing general challenges.
- ✿ **Leadership:** Taking control of your life to awaken the giant in you.
- ✿ **Sexual harassment:** A real life challenge and how to address it.
- ✿ **Teenage pregnancies:** Counting the cost of a shattered life.

These sessions took place in six schools namely; Gayaza High School, King's College Budo, Namityango College, Kalinabiri SS, Rise and Shine SS and St. Lawrence, Cream land campus.

5. 'Girls Arise' conference to bridge the gap between the younger and older in the women's movement. The first ever conference brought together over 300 young women to participate in defining and shaping the next 20 years towards promoting gender equality for the social, economic and political development of Uganda. A total of 16 secondary schools from Kampala, Wakiso, Mukono, Bugiri and Luwero were represented. Five universities including; Makerere University, Uganda Christian University (UCU), Kyambogo University, Islamic University in Uganda (IUIU), Kampala International University (KIU) participated during the conference.

6. The launch of the Gender Based Violence Shelter in Kamuli district.

As a response mechanism to service delivery for the survivors of GBV in Busoga region, UWONET opened a GBV Shelter, the first of its kind built in the region. The GBV shelter is a reception center for survivors of GBV, where different services are provided for the survivors including; psychosocial support, legal aid and health care. The shelter is envisaged to reduce vulnerabilities of women and girls experiencing violence in Busoga and improve access to justice for the women and girls who continue to remain silent. The GBV shelter was launched by Inspector General of Police (IGP) Gen. Kale Kayihura accompanied by the Irish Ambassador to Uganda Donald Cronin, Minister of state for Gender Labour and Social Development, Chairperson and Executive Director UWONET among others.

7. Submission of a citizen's petition to Parliament on the Marriage and Divorce Bill 2009.

The Marriage and Divorce Bill formerly the Domestic Relations Bill (DRB) has a relatively long history that dates back to 1953 during which period, the Government of Uganda, has been trying together with different stakeholders like the women's movement to enact a just family law. The Bill was presented on the floor of Parliament in February/March 2013, it was debated and about 20 clauses were passed before the process was halted to allow for members of Parliament to further consult the public on some of the contentious clauses. Since then, the debate of the Bill was neither continued nor was a report of the findings of the consultations by members of Parliament presented on the floor to guide further proceedings.

As a strategy for continued advocacy, over 5,000 signatures were collected by UWONET and other partner organizations all over the country with a Citizen's Appeal to the Members of the 9th Parliament to debate and enact the Marriage and Divorce Bill 2009. The petition was officially received by the Speaker of Parliament Hon. Rebecca Kadaga at her office in parliament. She pledged to table the petition before the floor of Parliament.

8. The Grand Opening Ceremony of the Women's Week based on the theme "Acknowledging Our Diversities and Celebrating Our Unity: United Women Can!" The 2nd National Women's Week was officially opened by Hon. Betty Amongi, Chairperson of Uganda Women Parliamentary Association (UWOPA) and Member of Parliament for Oyam South, who represented the Speaker of Parliament Hon. Rebecca Kadaga.
9. The launch of UWONET's video documentary titled 'A Journey of Passion' (1993 to 2013). This was launched during the grand opening ceremony of the Women's Week by Hon. Betty Amongi.
10. Series of Parallel sessions premised on the 12 pillars of the Beijing Platform of action, conveyed by UWONET members and partner Organizations, the sessions had rich discussions and experience sharing.
11. Commemoration of UWONET's 20th anniversary and the launch of UWONET's strategy 2014 to 2018

To crown the week long activities, UWONET celebrated its 20th Anniversary at a very colorful event presided by Hon. Maria Kiwanuka Minister of Finance, Planning and Economic Development, who represented the Nabagereka of Buganda kingdom Her Royal Highness Sylvia Nagginda. The Hon. Minister Maria Kiwanuka launched UWONET's strategy 2014 to 2018 at this event.

The Women's Week is a biennial event whose purpose is to provide a platform to reflect and revive the women's movement in Uganda. The event brings together women from different parts of Uganda and across sectors to network, share knowledge and experiences to holistically address multi-dimensional factors that continue to disempower women.

I would like to thank all those who attended and contributed in one way or another that enabled the success of the 2nd National Women's Week. We look forward to working with you in the 2016 3rd Women Week.

Ms. Rita Aciro Lakor

Executive Director.

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List of Acronyms

ACFODE	Action for Development
BPfA	Beijing Platform for Action
CEDAW	Convention on the Elimination of all forms of Discrimination against Women
CEDOVIP	Centre for Domestic Violence and Prevention
CIID	Criminal Investigations and Intelligence Department
CSOs	Civil Society Organisations
DCDO	District Community Development Officer
EALA	East African Legislative Assembly
FAWEU	Forum for Africa Women Educationalist Uganda
FDC	Forum for Democratic Change
FIDA	Federation of Uganda Lawyers Association
FOWODE	Forum for Women in Democracy
FSU	Family Support Uganda
GBV	Gender Based Violence
HURINET-U	Human Rights Network-Uganda
HURIPeC	Human Rights and Peace Centre
IGP	Inspector General of Police
IST	Institute for Social Transformation
IUIU	Islamic University In Uganda
KIU	Kampala International University
MDGs	Millennium Development Goals
MEMPROW	Mentoring Empowering Programme for Young Women
MoE	Ministry of Education and Sports
MUBS	Makerere University business School
MUK	Makerere University Kampala
PLA	Platform for Labor Action
RACI	Regional Associates for Community Initiatives
SAP	Slum Aid Project
SEATINI	Southern and Eastern Africa Trade Information and Negotiations Institute
UDN	Uganda Debt Network
UNFPA	United Nations Population Fund
UPE	Universal Primary Education
UWONET	Uganda Women's Network
WDN-U	Women's Democracy Network-Uganda Chapter
UWT	Uganda Women's Trust,
WEGCDA	Women and Child Development Association

Introduction

The Women's Week is a biennial event whose purpose is to provide a platform to reflect, review and revive the women's movement in Uganda. The event brings together women from different parts of Uganda and across sectors to network, share knowledge and experiences to holistically address multi-dimensional factors that continue to disempower women.

The 1st Women's Week was held in October 2012 and it was dedicated to **'Celebrating Women's Contribution to Uganda's Development since Independence.'** It focused on a sub theme of reflect, review and revive the women's movement in Uganda. The event had a week long activities, including charity drives in support of survivors of nodding disease in northern Uganda and the cancer institute at Mulago national referral hospital. Parallel sessions were held by different CSOs on topical issues pertinent to women. UWONET and Uganda Women Parliamentarians Association (UWOPA) recognized women across sectors for their contributions and as icons of women's leadership at the crowning dinner that was graced by HE. Y. K Museveni.

The 2nd National Women's Week was held from October 20th–24th, 2014 under the theme; **"Acknowledging Our Diversities and Celebrating Our Unity: United Women Can!"** The National Women's Week builds on UWONET's ongoing efforts of networking and building linkages with women in different spheres in order to build and sustain a strong women's movement.

The 2nd National Women's Week coincided with UWONET's 20th anniversary celebrations **(1993 to 2013)**, 20 years of propelling and sustaining gender equality and women's rights in Uganda. Currently UWONET steers the women's movement in Uganda to enhance cohesion and sustenance of actions of the women's movement.

This report gives a detailed account of the week long activities which included;

1. Solidarity visit to selected senior women activists in the women's movement–Dr. Sarah Ntiro, Hon. Rhoda Kalema and Hon. Joyce Mpanga.
2. Launch of Kamuli Gender Based Violence (GBV) shelter as a response mechanism to offer support and services to GBV survivors.
3. Mentorship of high school students in and around Kampala on challenges of young people.
4. Demand for a comprehensive marriage law to benefit men and women in a marriage through submission of a citizen's petition to Parliament on the Marriage and Divorce Bill 2009.
5. Charity visit to Luzira prison–Women's wing to offer legal and psychosocial support.
6. Interface between women from civil society and women market vendors to provide a platform for dialogue to understand challenges of the market women and to build a strong network.

- 
7. Girls Arise conference to bridge the gap between the young and old in the women's movement;
 8. Opening ceremony of the Women's Week based on the theme "acknowledging our diversities and celebrating our unity: United Women Can!"
 9. The launch of UWONET's documentary titled 'A Journey of Passion' (1993 to 2013)
 10. Parallel sessions premised on the 12 pillars of the Beijing Platform of action.
 11. Celebration of the 20th Anniversary of Uganda Women's Network (1993 to 2013). The anniversary was a moment of reflection on UWONET achievements, struggles and contribution to sustenance of the women's movement.

Background

The women's movement in Uganda can be traced back close to 100 years, it has many, actors, heroes and heroines at the different phases. It blossomed in Uganda's post-independence period that has seen the women's movement grow from infancy, despite being retarded by authoritarianism and civil strife. It flourished in the mid-eighties, influencing diverse spheres of life. They have since become exemplary in Africa in many respects, and have led many advances in women's rights.

Significant public presence of women is related directly to affirmative action policies. The coming into power of the National Resistance Movement (NRM) government in January 1986 coincided with the end of the United Nations decade for women (1976–1985) with a call of deepening to action. The Nairobi conference called for a new organizing in the women's movement in Uganda and Africa as a whole. 1995 saw the holding of the Beijing Platform for Action (BPfA) and the East African Women's Conference in 1993, which all significantly influenced key women processes including the formation of UWONET. The women's movement in Uganda has continued to be affected by both internal and external dynamics, which in many ways exerted pressure on those at the forefront of the movement. While remarkable achievements have been registered in some areas, a lot on the women's agenda remains unresolved.

This is partly because the women's movement in Uganda continues to grapple with various issues affecting its sustenance and the effectiveness of its operations. The seemingly long journey, that is far from complete has left many with feelings of fatigue and exhaustion, which have manifested, in the current apathy and failure to actively engage the state. Yet the struggle for the liberation of women continues because of existing limitations to their full emancipation.

The Goal and Objectives of the Women's Week

The primary goal was to celebrate and consolidate achievements and struggles in policy influence and engagement for women's rights, gender equality and national development and further inform future engagements on gender transformation and women's rights.

The commemoration event was to provide a logical point by which to review the past and explore future strategies at the international, regional, national and local levels for promoting women's human rights and gender equality. The commemoration event was further to raise meaningful and concrete engagement by mobilizing young people as stakeholders in defining and shaping the next 20 years towards promoting gender equality for the social, economic and political development of Uganda.

Specific objectives:

- a. Facilitate a platform to celebrate women's organizing and influence elaborate actions and explore avenues to strengthen the women's movement in Uganda.

- b. To stimulate policy discourse and generate recommendations for women's socio-economic and political empowerment premised on the Beijing Platform for Action.
- c. Celebrate women's organizing and influence in political, social and economic development; and,
- d. Take stock of UWONET's key achievements and challenges in policy advocacy for women's rights and gender equality in the last 20 years.

Outcomes

- ✿ It was envisaged that the National Women's Week event would enhance formulation of pertinent recommendations geared towards strengthening the women's movement in the post-2015 era.
- ✿ Enhance opportunities for synergies among different actors to nurture an independent space for women to share and act to strengthen their role in influencing government and the development agenda.
- ✿ The event would provide an opportunity for mentoring young women leaders to participate actively in the women's movement.
- ✿ The event would provide a platform to learn and unlearn from advocacy initiatives hosted by the network.
- ✿ The event would further provide an opportunity to celebrate woman and sisterhood within the women's movement.

The unity of purpose demonstrated by participants in the various commemorative events, pointed to one thing; that nothing is impossible for an organized, united, determined, and focused women's movement.

The event drew participants from the civil society, academia, government, professional bodies, government ministers, parliamentarians, women activists, UN agencies, the media and the general public.

Context in which the Women's Week was organized

The 2nd National Women's Week and UWONET's 20th anniversary celebrations coincided with the post 2015 review process of national and global development agendas.

- a. The Post 2015 Development Agenda. In Uganda the consultations to inform and build on the post 2015 development agenda commenced country wide.
- b. The National Development Plan (NDP) II development process.
- c. The review of the Beijing Platform of Action—where the themes of the parallel sessions during the women's week were derived from the 12 pillars of BPOA. This was building up to ongoing national and global efforts and processes to evaluate 20 years of implementation of the BPfA.

OFFICIAL OPENING CEREMONY



*Hon. Betty Amongi
Chairperson
UWOPA and MP for
Oyam South (Middle)
representing the Rt.
Hon. Speaker of
Parliament at official
opening of the 2nd
Women's Week.*

Official Opening Ceremony

Ms Rita AciroLakor–Executive Director of UWONET



Welcomed all guests from all parts of the country in their capacities, she gave a background to the **2nd National Women's Week** and noted that it is a biennial event that provides a platform for women and men, girls and boys drawn from all walks of life, religion and cultures of Uganda to reflect and revive the women's movement in Uganda. She added that it was a platform for networking, sharing of knowledge and experiences that help to holistically address the multi-dimensional factors that continue to disempower women and recreate the narrative for gender inequality and equity. She pointed out that during the 2nd National Women's Week, it was important to recognize the diversity of women's activism, mobilizing and resistance against patriarchy and taking stock of the challenges presented by the diversities in religious, cultural, class, political and economic spheres and called upon women to utilize this unique space to develop a common development and action strategy to promote gender equality and empowerment.

In her remarks, Ms Aciro decried the difficulties that still persist and affect the Ugandan woman, almost 20 years after the Beijing conference, including the rising maternal mortality rate of 438 out of 100,000 live birth approximately 6,000 women in Uganda die annually while giving birth from preventable complications. She also noted that there is still high prevalence of GBV cases that disproportionately affect women, low retention rates of girls in schools and the high teenage pregnancies. She pointed out that women, mostly those in the rural areas, continue to be victims of land grabbing and poverty with women owning less than 30% of the registered land in Uganda despite producing over 70% of both the food and cash crop.

She heartily thanked participants who came from far and wide across Uganda from districts like Yumbe and Rukungiri to attend and all who supported the event.

Hon. Sheila Kawamara Mishambi–out going Chairperson UWONET



The outgoing UWONET Board Chairperson underlined the desired outcomes from the National Women's Week. She called for genuine respect for women's rights. Ms Kawamara urged participants that it was time to move away from cosmetic recognition of women's rights and get out of the clutches of patriarchy, evidenced in our laws, communal practice and perceptions. She denounced state brutality and mistreatment and the veiled warning intended to make CSOs and rights activists to denounce the right to publicly engage in issues of governance.

In her remarks, she also called for, enactment of a comprehensive family law to protect and strengthen the institution of marriage, implementation of special programmes to emancipate the female youth, increased educational opportunities in schools, tertiary and vocational institutions and continuous education in the workplace. On poverty alleviation, she tasked government to develop a policy that would specifically address the expansion of women-owned businesses to enable their entry into the formal economy.

Lastly, she called for the prioritization of women's health. Investment in the health sector should focus on the elimination of maternal deaths that have become a normal occurrence in Uganda.

Ms. Elizabeth Kharono



The key note address was delivered under the topic 'embracing our diversity to strengthen our movement'. In her opening remark, Ms Kharono recognized the tremendous strides in promoting gender equality and protecting women's rights in Uganda. She however, noted that the women's movement is faced with challenges affecting its sustenance in Uganda, due to lack of a collective voice on key issues affecting women. 'With next year (2015) marking 20 years since the historical Beijing Conference of 1995, she noted that ***"It is right that we as a country need to give an account of our achievements in light of the commitments we made to women in Beijing"*** she noted.

In her paper, she traced the footprints of the women's movements from Mexico in 1975 when issues of women's rights and gender discrimination were placed on the global agenda, to the 1985 Nairobi Conference and the 4th World Conference in Beijing in 1995 that

were all key milestones in shaping the women agenda. In tracing the pathways of women's movement in Uganda, she further gave an analogy of the relationship between the NRM government and the women's movement, as that of the "chicken and egg"—a situation in which it is impossible to say which of the two existed first and which caused the other—in this case. She noted that even though Uganda has made strides in promoting gender equality and women's rights, the increase in the range of uncoordinated initiatives is evidence of a fragmented and weak women's movement. She pointed out that the current sociopolitical operating environment presents challenges as well as opportunities to the women's movement. She painted a picture of an increasingly insecure environment for gender activism where individuals and organizations that have extended their activism to 'touchy' issues like land; oil and governance have been intimidated and harassed.

She highlighted the opportunities presented by the current socio-political environment in Uganda for the women's movement, among them: a progressive Constitution, enabling policy frameworks, laws and a functional judiciary, information technology, media outlets, availability of mobile phones, internet and social media that have revolutionized the way people connect with each other.

Dr. Thelma Awori



As a discussant of the keynote address, Dr. Thelma Awori a seasoned icon in the Ugandan women's movement agreed with the aspects in the keynote address. She acknowledged that it was a balanced presentation, focusing on both challenges and achievements of the women's movement in Uganda while hinting on the way forward. Particularly she agreed with the fact that diversity could be used to bolster the women's movement. "Our diversity undermines our strength but we have moved forward not because of diversity, so we need to acknowledge this weak spot and work on it." Dr. Thelma Awori noted that the women's movement was growing stronger, ***"the energy of the movement hasn't died, but is instead getting stronger,"*** she noted. Dr. Thelma encouraged women to embrace diversity to strengthen the women's movement.

Hon. Betty Olive Kanya



In her response to the keynote address, former presidential candidate 2011 and Uganda Federal Alliance party President had a view that diversity undermines the women's movement. Hon. Kanya however, acknowledged the resilience of Ugandan women who soldiered on, even with the challenges, she suggested the best way to get out was to change the political players of the day. Citing the Marriage and Divorce Bill that could not be passed by a Parliament that has 33.4 per cent women representation, including the speaker, she wondered whose interests the legislators were serving. She concluded by stating her belief that it's the women who will save Uganda. However, she urged the women's movement in Uganda to evaluate their stand with the current regime that seemed supportive in the beginning but now seemed to have withered.

Hon. Betty Amongi



Hon. Betty Amongi, Chairperson of Uganda Women Parliamentary Association (UWOPA) and Member of Parliament for Oyam South who represented the Rt. Hon Speaker of Parliament of Uganda Rebecca Kadaga officially opened the 2nd National Women's Week. In her remarks, she commended the theme of the celebrations, saying: "It reminds us that being different does not mean being divisive." She also noted that empowering women is an indispensable tool for advancing development and reducing poverty. She implored women to break free and make the necessary sacrifices and step into the social structure that the men have dominated for long. She called for an end to culture of silence by women amidst injustices and afflictions in their lives and highlighted the role of women to fight to build the Uganda we want.

Launch of a journey of passion documentary

The video documentary titled 'a Journey of Passion' was launched by the chief guest. The Journey of Passion is a documentation of UWONET's journey and struggles in propelling gender equality and women's rights for the 20 years (1993–2013). The documentary focused on four areas.

- A. Formative stage of UWONET (establishing the mandate)–highlighting the basis why UWONET was formed
- B. Working UWONET's mandate
- C. Enhancing activism–documenting UWONET's struggles for women's emancipation and gender equality
- D. Mentorship for the future–moving forward from 2014 (redefining the future of UWONET)

To veteran women activists present like Rhoda Kalema, the viewing of the Journey of Passion was a flashback moment, recalling how far the journey was then and now while to the youthful generation, it was such an educational account. From the storyline, it was clear that the journey to emancipate and empower women has come from far, thanks to the gallant women who laid the foundation that we ride on.



*Hon. Betty Amongi
inspecting the
exhibition stalls*

MAJOR SIDE EVENTS



Left to right; Rita Aciro Executive Director UWONET, Gospel singer Judith Babiriye and IGP Kale Kayihura dancing at the launch of the GBV shelter in Kamuli district

Major Side Events

Saturday OCTOBER 18, 2014

Solidarity visit to selected Senior Women Activists

The story of the women's movement in Uganda has many heroines. Most notable among these are Hon. Rhoda Kalema, Dr. Sarah Ntiro and Hon. Joyce Mpanga. Each of these great women has had a significant contribution to the growth of the women's movement. In recognition and appreciation of their role and contribution to the growth of the women's movement in Uganda, UWONET and partners visited in solidarity these three icons.

One team went to Hoima to visit Dr. Sarah Ntiro and two other teams visited Hon. Rhoda Kalema and Hon. Joyce Mpanga in Kampala. They shared at length the stories of their struggles for gender equality and women's rights. Hon. Rhoda Kalema was concerned with the delay in passing of the marriage and divorce bill as well as the limited participation of the female MPs in parliament despite the fact that they are more now (33.4) as compared to their time. She urged the women's movement to reflect on how the participation of the female MPs could be enhanced. The senior women activists were very happy and appreciated the visit. They also recommended that UWONET should reach out to other senior activists some who have been forgotten and yet they played a pivotal role in the growth of the women's movement.

Dr. Sarah Ntiro

She was the first Woman University Graduate in East and Central Africa having graduated in 1954 with a BA (Hon) in History from Oxford University. She is a vanguard of resistance of oppression and prejudices against women. She is famous for having successfully protested for not getting equal pay in 1955 with her male graduate counter-parts while teaching at Gayaza



Flavia Ajok, Dr. Sarah Ntiro (center), Diana Ankunda, Tezira Jamwa Chairperson UWONET and Patricia Munabi Executive Director FOWODE in Hoima.

High School. Sarah is one of the first two African women members of Uganda Legislative Council (1958–1961.) She also participated in three delegations from Uganda to UN General Assembly on women issues. Dr. Ntiro retired and is back in birth place in Hoima district. she has continued to identify with the cause of the women's movement in Uganda.

Hon. Rhoda Kalema

She is a beacon of resistance against life challenges. Rhoda's husband William Kalema (RIP) is one of the many people who disappeared under Amin's regime never to be seen again. She picked up the pieces after her husband's disappearance and played a lead role in women's emancipation movement. Rhoda has previously served in various leadership roles including as junior minister of Culture and Community Development in Binaisa's regime from (July 1979 to May 1980) and deputy Minister for Public Service from 1989 to 1991. She was also a member of the National Resistance Council (NRC) and Constituent Assembly (CA) delegate representing Kiboga district. She was one of the two women on the National Consultative Council after Amin's reign in 1979. Because of her closeness to President Museveni, she was in early 1980's arrested when the latter took up arms against the UPC government. Hon. Kalema is a very passionate activist on women's rights and gender equality aspects in the political, social and economic spheres in Uganda. She is currently writing a book of her life titled 'Making My Life Here Matter'.



Hon. Joyce Mpanga



Born in 1934, Mpanga holds a B.A. in History from the UK, Master of Science in Education from Indiana University, Bloomington and has also held many positions of influence. She was one of the first women in the Uganda National Assembly in 1960 and a legislator in two latter parliaments where she immensely contributed to formulation of gender sensitive laws. Mpanga has also previously served as Minister of State for Primary Education (1989 to 1992) and minister for women and development in 1987, a position she used to improve the status of women in politics and employment. Between 1986 and 1988, she was chairperson of the Uganda Council for women and Woman MP for Mubende district (1996–2001). Hon. Mpanga remains a resource to the women's movement in Uganda, she is currently based at her home in Rubaga.

MONDAY OCTOBER 20, 2014

Launch of Gender-Based Violence (GBV) Shelter in Kamuli

In Uganda, Gender Based Violence (GBV) in the form of physical, sexual and psychological abuse is prevalent. According to the Uganda Demographic and Health Survey (UDHS) 2011, 28% of women have ever experienced sexual violence. 43% of women have ever experienced physical violence at the hands of their husbands or partners and 43% have experienced emotional violence. Overall, about three in five of ever-married women (60%) have experienced any kind of violence (physical, sexual or emotional) by a husband or other intimate partner. Physical violence among women aged 15–49 stands at 56.1% while sexual violence stands at 27.7% (UDHS 2011). According to UBOS, 2006 UDHS findings Busoga region registered the highest incidence of GBV in the country.



Irish Aid ambassador to Uganda, Donald Cronin and Inspector General of Police (IGP) Gen. Kale Kayihura shake hands at launch of the GBV shelter in Kamuli district.

Based on the available statistics showing Busoga with the highest prevalence in the country, UWONET conducted a GBV service delivery needs assessment under the GOU–IRISHAID joint programme to guide context specific programming. The findings highlighted the urgent need for a comprehensive response mechanism for survivors of GBV to provide them with timely support units and a temporal escape from violent and unsafe situations.

As a response mechanism to service delivery for the survivors of GBV in Busoga region, UWONET Initiated a GBV Shelter under the GoU Joint Programme supported by Irish Aid.. The GBV shelter is a reception center for survivors of GBV where different services are provided for the survivors including; psychosocial support services, legal aid and health care. The shelter is envisaged to reduce vulnerabilities of women and girls experiencing violence in Busoga and improve access to justice for the women and girls who continue to remain silent.

The launch ceremony

The GBV shelter was launched by Inspector General of Police (IGP) Gen. Kale Kayihura accompanied by the Irish Ambassador to Uganda Donald Cronin, Minister of state for Gender Labour and Social Development Hon. Lukia Nakadama, Rita Aciro Lakor Executive Director of UWONET, Hon Sheila Kawamara Mishambi Chairperson UWONET and officials from Kamuli district Local government.

The Launch was to popularize and create awareness on the comprehensive response mechanism for GBV survivors. It was used as a platform to further raise awareness on the continued magnitude of GBV and call for improved GBV case management, promotion of women's human rights and gender equality for the social, economic and political development of Uganda.



Tour of the newly constructed GBV shelter in Kamuli led by Judith Nakalembe the Coordinator of the advisory center.

The Inspector General of Police (IGP) Gen. Kale Kayihura led a public procession with the police band through Kamuli town to create awareness about the launch of the shelter. He was accompanied by the Irish Ambassador to Uganda, Donald Cronin, district leaders, CSOs, faith-based organizations, GBV survivors, students and pupils from various schools, UWONET staff, men and women from Kamuli carrying placards with messages condemning violence against women, men, boys and girls.

In his remarks, the IGP issued a directive that Police Criminal Investigations and Intelligence Directorate (CIID) forthwith establishes a special desk in all police stations and police posts countrywide to handle GBV cases. Under the directive, the respective District Police Commanders were asked to prepare and share weekly reports with district security committees about progress in handling reported GBV cases. The IGP also tasked that these reports also be sent to the IGP's office where a GBV desk had been established.

Other speeches were made by Rita Aciro Lakor Executive Director UWONET, who gave welcome remarks and thanked the embassy of Ireland for the financial support towards reduction of GBV prevalence in Busoga. Hon. Lukia Isanga Nakadama, the minister of state for Gender and Culture, thanked the government of Ireland for the financial support and added that they were looking forward to more such partnerships support this cause. The Irish Aid ambassador to Uganda, Donald Cronin appealed to government to prioritize support to eliminating GBV by commuting resources.

Key resolutions;

- ✿ The IGP issued a directive by Police chief Gen. Kayihura that Police Criminal Investigations and Intelligence Directorate (CIID) forthwith establishes a special desk in all police stations and police posts countrywide to handle GBV cases.
- ✿ Government of Uganda and Kamuli district local government committed to support the functionality of the GBV shelter because it is a great benefit to Uganda.

DAY TWO: TUESDAY OCTOBER 21, 2014

Press Conference

A press conference was held at the UWONET Secretariat calling upon the Government of Uganda to prioritize the following women's concerns that continued to persist as hindrances to women living dignified life. The High Maternal Mortality Ratio where 6000 women in Uganda continue to die annually while giving birth from preventable complications, Sexual gender based violence prevalence, the retention rates of girls in primary school in comparison to boys remains low, only 24 percent of women have access to family planning, persistent abuse of women land rights. The current political tension that continues to worry the women of Uganda and an appeal was put to government of Uganda to address it immediately.

The press conference was addressed by UWONET's Sarah Jesca Agwang (Programme Coordinator–Women's Economic Justice and Empowerment), Laureen Karayi (Programme Coordinator–Women's Rights and Access to Justice) and Susan Labwot (Programme Coordinator) Women's leadership and democratic governance.

High School Mentorship Sessions

Mentorship sessions were organized in selected schools in and around Kampala as part of activities to commemorate the 2nd National Women's Week. The mentorship sessions took a form of inspirational talks and experience sharing with young people in High Schools facilitated by teams of selected specialists and mentors in varied sectors/aspects of life.

The sessions sought to motivate and inspire young people into making critical career and social life decisions. They were also envisaged to offer opportunity for initiating forums and strategic partnerships with schools and the civil society aimed at nurturing future young leaders.

The sessions addressed various life-changing and pertinent topics, including:

- ✿ **Positive thinking:** A key ingredient to success.
- ✿ **Life after school:** Pointers to managing general challenges.
- ✿ **Leadership:** Taking control of your life to awaken the giant in you.
- ✿ **Sexual harassment:** A real life challenge and how to address it.
- ✿ **Teenage pregnancies:** Counting the cost of a shattered life.

These sessions took place in six schools; namely Gayaza High School, King's College Budo, Namityango College, Kalinabiri SS, Rise and Shine SS and St. Lawrence, Cream land campus and they were facilitated by experts with a long experience in a range of social development aspects who included Hon. Sheila Kawamara Mishambji, a former East African Legislative Assembly member and outgoing UWONET Board Chairperson, Lina Zedriga (the Executive Director RACCI), Henry Nickson Ogwal (Action Aid International Uganda), Jackie Asiimwe and Sophie Kyagulanyi (FOWODE), Allen Loyce Asire, Akwi Algracia, Deus Kiwanuka (CEDOVIP), Ahmed Hadji among others.



Students of St. Laurence Horizon campus during the mentorship at their school

Key resolutions;

By the end of the mentorship session in the schools, many students (girls and boys) were impressed, encouraged and counselled. They committed to actions such as; studying and complete school, inspire and mentor others, build self-awareness, strengthening mentorship and skills building clubs in their schools, setting goals in life and above all putting studies first.

Interface with Women Market Vendors, at Kalerwe Market

The women's movement in Uganda is concerned about the plight and well-being of all women including the lowly, modest, deprived and illiterate women who despite challenges are struggling against all odds to make ends meet and support their families. The interface with women market vendors, at Kalerwe market was convened by UWONET in collaboration with organizations and institutions such as Women's Trust, Women's Trust Finance Bank, Women and Girl Child Development Association (WEGCDA), Platform for Labour Action, Opportunity Bank and Institute for Social Transformation (IST), the debate confirmed that the destiny and well-being of the ordinary women is a concern of the women's movement in Uganda.

"We wanted to identify with the women in the market to show that they are part of the women's movement in Uganda," Sarah Jesca Agwang (Programme Coordinator-Women's Economic Justice and Empowerment.) She added, "The interface also aimed at equipping them with skills to grow their businesses, manage their finances and emerge as excellent leaders in their spheres of influence." During the interface topics covered included growing your business, basic personal financial management, loan management and an overview of the legal and financial services and the importance of women's



Kalerwe Market Women Vendors during the interface.

participation in leadership in the market setting. The dialogue was very interactive and participatory, probono financial and legal aid services were offered to the women.

Key resolutions

It was agreed that;

- ✿ The women to form groups and associations including SACCOs to increase their collective bargaining power and access to loans to support their businesses. In addition the women's movement to come in to support and strengthen formation of women groups and associations within the market to champion gender equality and women empowerment.
- ✿ Need for women to take up leadership positions in the market and the community to address the current disparities in leadership when women comprise majority vendors in the market.

DAY THREE: WEDNESDAY OCTOBER 22, 2014

Day three as well was an action-packed with two main activities a charity visit to Luzira prison–Women's wing and the Girls Arise conference.

Visit to Luzira Prison–Women's Wing

UWONET and the Uganda Association of Women Lawyers (FIDA-U) organized the visit to Luzira prison women's wing, the visit sought to identify with women in prison and to understand their unique challenges as well as encourage them in their seclusion and the trials it presents. More so the charity visit was to offer legal, spiritual and psychosocial support to the women inmates. A team of 12 people comprising of six lawyers, three social workers/counsellors and three spiritual leaders that visited them.



*A team to Luzira Prison
Female wing*

They interacted with inmates on their challenges in accessing justice and offered spiritual and psychological support. They also offered sanitary items to the inmates. It was disheartening for the visiting team to see women who are in their 60's and 70's wasting away in jail. On a positive note, the visiting team also witnessed the recovery programs for inmates including acquisition of skills, knowledge and values through education and hands-on skills training in tailoring and crafts making. The visiting team identified the glaring challenges facing inmates in jail. These included, limited legal representation evidenced in the many numbers of inmates who have never been produced before court, the high HIV positive people on ARVs which need fairly good nutrition, despair for many inmates who require urgent psycho-social support, lack of basic needs like sanitary pads and toothpaste. The team recommended quarterly probono legal and psycho social support to inmates.

The team may not have ended their confinement but they left the inmates more comforted and energized. The visit left them with a feeling that they are not alone; someone somewhere cares about their plight.

Key recommendations;

From the visit, the following issues stood out requiring urgent attention and support;

- ✿ The need for CSOs to liaise with the legal fraternity to offer pro-bono legal services as a means of supporting the poor to access justice. Many inmates have never been produced in court; others have their appeals stalled because of inability to afford private lawyers.
- ✿ The inmates need to be train inmates in basic counseling to enhance peer counseling support groups in prisons

Girls Arise 2014 conference

UWONET has a role and mandate to provide space for engagement on gender specific issues at different levels targeting different topical issues based on the need. Given the limited platforms for young women aged 15 to 30 years to interface with the older generation in the women's movement to advance gender equality, UWONET, Action for Development (ACFODE) and MEMPROW jointly



Participants at the Girls Arise conference.



A participant contributes passionately to the discussion during the conference

convened the maiden national girls' conference under the theme "Girls Arise". The conference is a platform for nurturing young women leaders to broaden their knowledge on life skills and leadership.

The conference mobilized young people as stakeholders in defining and shaping the next 20 years towards promoting gender equality for the social, economic and political development of Uganda. It targeted girls of ages 14 to 30 from secondary schools, higher institutions of learning and those that have just completed tertiary institutions. A total of 16 secondary schools from Kampala, Wakiso, Mukono, Bugiri and Luwero were represented. Five universities; Makerere University, Uganda Christian University (UCU), Kyambogo University, Islamic University in Uganda (IUIU), Kampala International University (KIU) participated during the conference.

The one-day conference involved great personalities who gave inspirational and informative speeches on key life skills. Dr. Hilda Tadria, the Executive Director of MEMPROW, Ms. Regina Bafaki, the Executive Director of ACFODE, Dr. Thelma Awori Executive Director IST, and Enterprise Uganda Executive Director Mr. Charles Ocici who gave an inspiring presentation on Entrepreneurship as a strategy for addressing unemployment: what are the key considerations for young people? He encouraged young people to have entrepreneur ideas, he mentioned that attitude is the most important thing for one to start a business and the capital will come as you build on your dream.

Mr. Ocici mentioned six pillars of entrepreneurship success, namely:

1. **Courage;** Have the courage to start with the little capital that you have.
2. **Independence;** Let people give you their views but let them not decide for you. Have a positive mind that your business will thrive.
3. **Resilience;** Starting up is not smooth but what is important is the ability to go get up, dust yourself and move on whenever you fall.
4. **Humility;** Even when you are hit, you should have the humility to say that "I am down but not out." No matter your level of education, you should have the humility to work with people of lower education and accept to start with a small capital if that's what you have.
5. **Your company;** Entrepreneurship is behavioral and habitual and everything you do will be tested by your everyday behavior. The company you move with will influence what you talk about, see and do.
6. **Self-belief;** believe that you can make it. More than capital, self-belief is very important thing for one to start a business and the capital will come as you build on your dream.

Harriet Tugume, a seasoned motivational speaker, writer and lecturer, gave a real life presentation on managing life after school as a young woman: What are the common challenges and how to address them. There was also sharing of life experience by Manuela Mulondo, Grace Nanyonga, testimonies by successful young female entrepreneurs and group work sessions, which made the conference highly interactive and lively.

It was a great learning and empowerment session for the girls.



"What we have discussed is helpful. I will not miss this if it happens again because it is interesting and I have learnt a lot. I ask fellow girls to watch out for the next Girls Arise conference."—Jackline Nalule—21 years—Makerere University—Social Sciences—third-year student.



*"I have learnt that if you are to study and putting your studies first one will be successful in future"*Norah Najjemba—14 years—S.1—Victoria Model SS Luwero.

Key Lessons;

By the end of the conference, many girls were stirred and inspired to take certain actions. This was evident when they freely shared the actions they would take with them in various places and institutions based on the numerous issues they learnt about from the Girls Arise conference.

Key among the actions: study and complete school, inspire and mentor other girls, build self-awareness and having a business idea and owning it, creating Girls Arise clubs in their schools and institutions, get mentors in life, setting goals in life, with such take-home, it was indeed time well spent.

Demand for a comprehensive marriage law to benefit men and women in a marriage through submission of a citizen's petition to Parliament on the Marriage and Divorce Bill 2009.

UWONET and FIDA Uganda, spear headed the process of submitting a petition to the speaker of parliament to pass the Marriage and Divorce Bill 2009. 5,000 signatures were collected all over the country with a Citizen's appeal to the Members of the 9th Parliament to debate and enact the Marriage and Divorce Bill 2009.

The petition was officially received by the speaker of Parliament Hon Rebecca Kadaga at her office in parliament. She pledged to table the petition before the floor of parliament.

The Marriage and Divorce Bill formerly the Domestic Relations Bill (DRB) has a relatively long history that dates back to 1953 during which period, the Government of Uganda, has been trying together with different stakeholders like the women's movement to enact a just family law.

The Bill was presented on the floor of Parliament in February/March 2013, it was debated and about 20 clauses were passed before the process was halted to allow for members of Parliament to further consult the public on some of the contentious clauses. Since then, the debate of the Bill was neither continued nor was a report of the findings of the consultations by members of Parliament presented on the floor to guide further proceedings.



**A MARRIAGE & DIVORCE BILL REFLECTION RETREAT :
RETHINKING OUR APPROACHES**



The Bill protects and promotes the rights and responsibilities of men and women in a marriage in conformity with the international set standards and constitutional guarantees. It upholds respect to the institution of marriage. This Bill if passed will contribute greatly to resolving some of the major development concerns such as unemployment, household poverty, and slow economic growth and under development.

Key outcome;

The petition was officially received by the speaker of Parliament Hon Rebecca Kadaga at her office in Parliament. She pledged to table the petition before the floor of Parliament.



HIGHLIGHTS FROM THE PARALLEL SESSIONS



Highlights from the Parallel Sessions

Between Thursday October 23rd to Friday October 24th, 2014, 13 parallel sessions were held. The sessions were premised on the 12 pillars of the Beijing Platform of Action; Violence Against Women, Women in power and decision-making, Education and training of women, The girl child, Women and the economy, Women and health, Women and environment, Institutional mechanisms for the advancement of women, Women and the media, Human rights of women, Women and poverty and Women and armed conflicts.

These sessions attracted over 500 participants including the academia, women rights activists, government officials, parliamentarians, men and women from security agencies, civil society activists, students in secondary and tertiary institutions, the general public, education institutions, human rights activists, media fraternity, NGO personalities, as well as international agencies. These parallel sessions entailed presentations, keynote addresses, panel discussions, skits, poems and open discussions, which made them highly interactive and participatory, allowing all participants opportunity to share perspectives, insights, and experiences and learn.

Pillar: Women and poverty

act:onaid

iCON Enterprise Foundation

Topic: Is Recognition, Reduction and Redistribution of unpaid care work a considerable strategy to addressing the alarming poverty rates among women?

Convener(s): Action Aid International in Uganda & Icon Enterprise Foundation

Session objectives

- ✿ To explore the state and impact of unpaid care work on the women of Uganda
- ✿ To develop strategies to engage government towards Recognition, Reduction and Redistribution of unpaid care work

Unpaid Care Work by definition is unpaid and unvalued type of work where women do not earn money do not have free time either, the work is not seen to contribute to GDP and men are not free to take up some of these tasks [Action Aid Pilot 2010–2012]. The current economic policies are leading to rising inequalities at household, community and state level. Women perform 66% of the world's work and produce 50% of the food, but only earn 10% of the world's income [UN Women]. Unpaid care is seen primarily as a "women's work" and is therefore not shared evenly between women and



*Justice Batema,
Mr Charles
Mwanguhya, Mr.
Gideon Badagawa
PSFU and Dr.
Thelma Awori*

men and between women and the state. Much as women are critical in development, fewer women have time to fulfil their economic rights, they are denied economic opportunities and continue to experience economic injustice because of economic illiteracy, unfriendly financial products and services in the current economy.

Recognition is therefore a call to make visible women's unpaid care work and its importance to the functioning of any society, so that it is valued by communities and governments. It looks at changing women and men's beliefs that unpaid care work is primarily the responsibility of women and girls and not as valuable as men's contribution through paid work. Reduction is achievable by making unpaid care work visible in the policy agenda, to push government to rethink how they understand the economy and how they prioritize the allocation of public resources. Redistribution can be achieved through more quality public services delivery from local and national authorities to fulfil the basic human rights and support households to provide better quality care while saving women's' time and energy to engage in other activities'

Ms. Hellen Apila Malinga (Action Aid Uganda) introduced the concept of unpaid care work being work done within a house hold without monetary reward and it has widely over the years come to be understood as primarily "women's work."

Justice David Batema one of the discussants, stressed the need to resolve the issue of unpaid care work, because it continues to burden women. He said it was most depressing to find that women who perform 66% of the world's work and produce 50% of the food only earn 10% of the world's income! He stressed that this work is time and energy consuming; often diverting women from other undertakings. Unpaid work reinforces economic inequalities faced by women arising from them being preoccupied with unpaid care work, while men do remunerated jobs. Justice Batema supported a call to make visible women's unpaid care work, he also called for a reorientation of the mind from utterly perceiving unpaid work as an entirely women's business and preoccupation.

Dr. Thelma Awori compared how governments in countries such as Sweden, Norway and India have embraced the rewarding of unpaid care work, women are paid for staying at home and India since the late 1980s has been working towards quantifying women's work in monetary terms.

From the discussions it was clear that there is need to lobby government with facts and figures for inclusion and recognition of unpaid care work which is mainly done by majority women, the household activities to be recognized and valued in monetary terms, so that they can be included in the planning of the country and computed in the GDP.

Key recommendations;

- ✿ The discussions also dwelt on the way forward that could help address the issue of women and poverty. The following recommendations were therefore made:
- ✿ From the discussions it was clear that there is need to lobby government with facts and figures for inclusion and recognition of unpaid care work which is mainly done by majority women, the household activities to be recognized and valued in monetary terms, so that they can be included in the planning of the country and computed in the GDP.
- ✿ The need for continuous discussions and engagement with men. Men shouldn't be looked at as anti-women but as allies

Pillar: The Girl Child



Topic: Child marriage and teenage pregnancies in Uganda:
How are we positioned to address these growing challenges affecting the girl child?

Convener(s): Slum Aid Project (SAP) and Women and Girl Child Development Association (WEGCDA)

Session objectives:

- ✿ To discuss the role of the women's movement and the government of Uganda in addressing the problem of child marriages and teenage pregnancies;
- ✿ To reflect on the milestones and achievements that have been made by the government of Uganda in improving the status of the girl child; and
- ✿ To highlight the ongoing and new specific challenges facing the girl child in Uganda.

According to the 2011 Uganda Demographic Health Survey (UDHS), 24% of female teenagers are either pregnant or have given birth already. About 14% of young women and 16% of young men had their first sexual encounter before the age of 15, while 57% of young women had their first encounter before the age of 18, the survey found. Early marriages are the lead cause of teenage pregnancies in Uganda. Over 90% of the teenage pregnancies are among girls who are married



*Mr. Daniel Mukasa
of SAP making
remarks during the
session*

before the age of 18, according to the Guttmacher Institute report. While the consensual age for sex under the constitution and the legal age at which to get married, is 18, poverty, peer pressure and cultural practices force girls into early marriages.

During the discussion, it was agreed that child marriage denies a girl of her childhood, disrupts her education, limits her opportunities, increases her risk of violence and abuse, and jeopardizes her health. Child marriage results in early and unwanted pregnancies, posing life-threatening risks for girls. While presenting her paper on, ***Child Marriage: Counting the Cost and the Hidden Crisis***, Chandini described child marriage as a union in which both 'partners' are below 18 years. She presented child marriage as a health, human rights and development concern that mainly affects girls. Globally, she emphasized that this vice deprives over 14 million girls annually of their future and holds them and their countries back from achieving their potential.

It emerged that the drivers of child marriages are complex and they include cultural, social and economic triggers. They particularly include poverty, a weak implementation of supportive laws and policies against early marriages. However, addressing teenage pregnancies in Uganda, requires a multi-sector approach, and as such, ministries like that of education and sports, gender, labour and social development, cultural and religious institutions and parents have to be involved in order to ensure sustainability and effectiveness of efforts. Other areas highlighted included, the need for increased awareness for respect and protection of the girl child in the Ugandan society hence enabling to participate in the development process amidst the changing environment. Women's movement efforts be revitalized to provide the girl with the knowledge and probably tools they need to preserve their optimal capability, confidence and also be able to cope with the environment. Through analysis of the girl child challenges better policy alternatives and best practices for improving the life of a girl child in Uganda need to be generated.

Pillar: Women and armed conflict



Topic: Women and armed conflict: Women's resilience in post-conflict reconstruction

Convener(s): ISIS-WICCE and UN Women



Session objectives

- ✿ Raise awareness on global and national issues related to women, peace and security in the context of UN Security Council resolution 1325 and the Peace, Security and Cooperation Framework (PSCF).
- ✿ Provide an opportunity for women and peace activists from around the world to share their experiences, concerns and contributions to the Women, Peace and Security agenda and take ownership and define as well as to strengthen the implementation of S/RES/1325 (2000) and subsequent resolutions.
- ✿ Give visibility to initiatives that strongly advocate for the inclusion of women in peace processes.
- ✿ Provide input into the UN Secretary General's High-level Review and the Global Study on SCR 1325 that is representative of women, peace and security in Uganda.

Armed conflict continues to be a persistent global challenge to development. According to the UN High Commissioner for Refugees there are now more people displaced than at any time since the Second World War, with the number surpassing 50 million in 2013. Although entire communities suffer the consequences of armed conflict, women and girls are particularly affected because of their status in society and their sex. Parties in conflict situations often rape women, sometimes using systematic rape as a tactic of war. Other forms of violence against women committed in armed conflict include murder, sexual slavery, forced pregnancy and forced sterilization. Despite this suffering, women have continued to take lead in conflict resolution and peace building processes at both informal and formal spaces. They have remained the anchor of family livelihood and sustained the cohesion of the communities and nations.

The Beijing Platform for Action and the UNSCR 1325 provide a framework for governments and civil society to respond to the violations and address actions of impunity related to armed conflict. The key emphasis was to ensure increased participation of women in conflict resolution at decision making levels; promotion of non-violent forms of conflict resolution, promotion of women's contribution to fostering a culture of peace; and provide protection, assistance and training to women affected by armed conflict.

The open day consultations held in Uganda provided a platform to bring actors together and offer an opportunity for women and peace activists from around the world to share their experiences,



*Mr David Pulkol
presenting his
paper.*

concerns and contributions to the Women, Peace and Security agenda. It also gave the women the opportunity to be actors for change, to take ownership and define as well as to strengthen the implementation of S/RES/1325 (2000) and subsequent resolutions. As next year marks 15 years since the passing of Security Council Resolution 1325 and with the adoption of Security Council resolution 2122 last year 2013, the Security Council reiterated its intention to convene a high level review in 2015 to assess progress, renew commitments and address obstacles and constraints to the implementation of SCR 1325.

During the session David Pulkol former Director, Uganda's External Security Organization, presented a paper on ***"Emerging conflicts and their implications for women's organizing for peace."*** Hodan Addou UN Women Uganda Country Representative gave opening remarks while Claire Hawkins (UN Women Gender and Humanitarian Specialist) put the conversation into context with her presentation on ***"Women, peace and security: Overview of policy and programming from global to national level and 1325 Open day."*** Hodan Addou observed and rightly that despite its historic legacies of political upheavals and violent conflicts, Uganda has enjoyed relative peace and stability since 2007, with the reinstatement of multiparty democracy, a strong constitution that protects women's human rights, and an end to two decades of conflict in northern Uganda. She, however, noted that despite these commendable strides, women in Uganda still face discrimination and marginalization variously manifested, including in low women participation in key decision-making especially in the recovery phase in northern Uganda.

From their various submissions, it was clear that to many people, peace is not just a mere absence of gun shots, abduction, leaving in IDP camps but availability and access to basic necessities, respect and enjoyment of their entitlements, equal and active participation in key decision-making processes and favorable legal regime and absence of potential conflict triggers.

It was also manifested in the discussions that addressing the needs of women in post conflict setting needs jointed efforts. Pulkol made a case for partnerships and inclusion of men in the provision of solutions to prevent violence against women “Involving men in these concerns is very paramount; tie them and make sure they are part of the solution,” noting that the end of conflicts calls for urgent interventions to address recovery needs, wounds and scars caused by conflict.

It was clear that there is need for intensified investment after conflicts; trauma healing and psychosocial support services, reparations, compensation, reconciliation, resolution of land conflicts. Armed conflicts affect women and men differently. Although women are not inherently vulnerable, they frequently face heightened danger in these situations of violence, including the increased risk of sexual violence. Security concerns, the destruction of infrastructure and separation from male relatives can drastically affect women’s socio-economic condition and personal safety. Despite of these glaring challenges women make a contribution to the rebuilding of countries emerging from armed conflicts.

Key recommendations

- ✿ The dialogue agreed that there is need for intensified investment after conflicts, trauma healing and psychosocial support services, reparations, compensation, reconciliation, resolution of land conflicts. Armed conflicts affect women and men differently. Although women are not inherently vulnerable, they frequently face heightened danger in these situations of violence, including the increased risk of sexual violence.
- ✿ The need for women’s equal and full participation as active agents in conflict resolution, peace-building, conflict prevention and recovery processes.
- ✿ There is need for a regulatory and policy environment to direct SGBV investigations and prosecutions for conflict related sexual violence by the International War Crimes division of the High court and other relevant bodies.
- ✿ There is need to streamline the customary land management system to enable land ownership by women who become breadwinners in their families after the demise of their husbands.

Pillar: Human Rights of Women



Topic: Questioning the readiness of women’s rights movement in Uganda to counter contemporary challenges. The CSO CEDAW alternative report 2014: key highlights.

Convener(s): Human Rights Network–Uganda (HURINET–U) and UWONET.



Questioning the readiness of women's rights movement in Uganda to counter contemporary challenges

Session objectives

- ✿ To create a platform for the women's movement to explore its strength and influence in the current era;
- ✿ To identify means and ways of addressing emerging human rights threats especially to women and the girl child.

The women's movement in Uganda is said to be polarized and less pronounced and assertive in its operations of advancing the women's agenda. New challenges which range from questioning its credibility as a mass movement to its composition and leadership which is said to be class based, elitist and largely an urban dominated club of individuals. Such sentiments have left many with a feeling of fatigued and exhausted, while others feel they are not part of the movement.

After two decades of humble beginnings amidst predictions of doom, the quest for women's emancipation continues to hold ground and make progress in Uganda. Despite being relatively young and not necessarily widespread in the different parts of the country, the gains that have been reached so far in fighting patriarchy, the central organizing principle of domination and suppression as evidenced in laws, communal practice and perceptions are undeniable. From challenging inimical laws to women's growth and development to chipping away at demeaning attitudes and perceptions of women amongst the communities, the progress as has been steady.

Notwithstanding critics maintain that the future of the movement and indeed maintaining the gains of the same, will be tested more in the next 20 years as to whether they can survive the new human



Prof. Aaron Mukwaya (right) and Munyo Abiasali of HURINET during a panel discussion.

rights threats especially to women and the girl child. This assertion is perhaps informed by the ever increasing challenges that have come with the various developments of globalization—incarnate in federations between countries; the unprecedented quest for information technological advancement which has come with evils so enormous with the women and girl children at the receiving end; the rush for industrialization and foreign direct investment in Africa with various effects on platforms antecedent to women's sources of livelihood such as land or/and property.

The Movement is caught up in the middle of all these global changes under pinned by a consumerism society that has pitted the struggle for women's rights against strong powerful interests of capitalism and a materialistic world and the quest for power. Questions abound as to whether the Movement can devise means to counter these powerful forces. The situation is further painted gloomier with the uncertainty that surrounds the apparent lack of innovationists within the Movement to devise new and more effective and efficient ideas of taking the struggle forward. This has to be coupled with the indispensable and unceasing debate (perhaps mis-informed?) of the hijack of the elite section of the Women Movement who maintains that this is 'their space' and men should not tread there.

Additionally has been the way members of the Movement—the Women Human Rights Defenders have been treated in espousing the cause—brutality and mistreatment has been rampant in a veiled warning—for them to denounce governance and human rights related issues and maintain either the comfort of the private sphere or the risks of taking on public related notions. With a plethora of emerging patterns of violations of human rights by the State and its agents as well as a negatively emboldened community with little respect for laws and justice, there is need to assess critically what faces the Movement in the coming 10–20 years in Uganda but also contextually regionally and globally.

From the discussions, it was clear that the women's movement in the struggle for gender equality and women's rights and has achieved remarkable progress, notably influencing gender responsive legal frameworks like the constitution of Uganda which is rated most gender sensitive. Dr. Nakayi one of the presenters mentioned that women need to come up with new strategies honed for the purpose of achieving their goals. From the discussions, people agreed that women issues are transformative, marching with changes at the social, legal and political levels. As such, care has to be taken not to look at women issues as static. The dialogue was in agreement that there is need to create more cohesion in the women's movement to expand the constituency and have many identify with and support the actions of the movement.

Presentation on the 8th CEDAW CSO alternative evaluation report

Session objectives

- ✿ To discuss progress made by government towards implementing the previous (2010) CEDAW committee recommendations.
- ✿ To build consensus around key recommendations on the direction and focus of Uganda's priorities in regard to promotion of women's rights in a range of socio-cultural, economic and political aspects—provided within CEDAW.

The Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) is an international treaty adopted in 1979 by the United Nations General Assembly. Described as an international bill of rights for women, it was instituted on 3 September 1981 and has been ratified by 189 states including Uganda. Uganda ratified CEDAW in 1985 and has since submitted 5 Country Status reports to the CEDAW Committee in Geneva. While the government is obliged to submit periodic reports every after four years; CSOs have a very important role to play in making the Convention an instrument of women's empowerment to bridge the gender inequality and inequity through a number of measures including producing and submitting shadow/alternative reports to the CEDAW committee on government performance.

Highlights from the 8th CEDAW report show that in terms of policy formulation and implementation, government of Uganda has made progress by: making the Equal Opportunities Commission functional, passing policies to ensure that gender is mainstreamed in all government ministries, departments, agencies and in local governments. In some ministries like Ministry of Education and Sports, a gender unit has been established to oversee the mainstreaming of gender in the Ministry's policy making, programming, budgeting and monitoring and evaluation.

In Ministries and at district level, government of Uganda has put in established desks/ gender focal persons to oversee the mainstreaming of gender. One of the major gaps that has remained persistent with regard to state obligation to eliminate discrimination against women is the weak enforcement of existing laws and policies. For Example, the Uganda Demographic Health Survey (UDHS) report (2011) indicated that 28% of women had experienced sexual violence. Some pertinent laws necessary for promoting equality and equity between men and women have not yet been enacted. The Marriage and Divorce Bill (M&DB) on which work began in 1965 has not been passed into law to date despite its importance in protecting the rights of women and men in marriage, property rights, inheritance and divorce.

In line with the National Gender policy (2007), sector ministries have developed gender mainstreaming guidelines and specific gender commitments in various sector investment plans aimed at achieving gender equality and women's empowerment. However, the following challenges continue to hinder gender mainstreaming efforts at the national level, failure to follow guidelines for mainstreaming gender by the line ministries has resulted into uncoordinated gender mainstreaming efforts. Lack of indicators for monitoring and evaluation has made it difficult to assess impact attributable to gender mainstreaming efforts in a number of sectors for example in the road sector.

Pillar: Violence against women



Gender Transformation & Empowerment

Topic: Building a focus on the linkage between women's land rights and violence against women.

Convener(s): UWONET and the Women's Land Rights Alliance

Session objectives:

- ✿ To explore the linkage between women's land rights and violence against women
- ✿ To discuss persistent Gender based challenges of women related to women's land rights
- ✿ To build consensus around key recommendations for continued advocacy as the women's movement

In Uganda, land constitutes the primary source from which millions of people derive their daily livelihoods. With 80 per cent of the agricultural labour force being women, agriculture is a mainstay of an overwhelming number of women in Uganda who produce up to 80% of food and cash crops. Despite their oversize contributions to the national economy through food production, an insignificant number of them enjoy secure rights to the land they till. Gender inequalities in land rights are pervasive. Not only do women have less access to land than men. They are often also restricted to so-called secondary land rights, meaning that they hold these rights through male family members. Women thus risk losing entitlements in case of divorce, widowhood or their husband's migration. Evidence also shows that women's land parcels are generally of smaller size and lower quality than men's. Women's rights to land and property are systematically denied. Laws give women fewer or less secure rights than men, and discriminatory attitudes and practices undermine them. This leaves many women almost entirely dependent on the men in their lives for basic economic survival and vulnerable to violence, poverty, and food insecurity, particularly if widowed, divorced, single, or in marriages not formally recognized.



Ms. Hilda Akabwai speaking during the session.

As land resources are increasingly contested, these problems have worsened, particularly for rural women. Large-scale land acquisitions remove women farmers. Land degradation from desertification and climate change reduces the availability of fertile land for farming.

Biofuel production increases competition for marginal lands (i.e. lands where soil conditions are less fertile or where land is generally less productive), which are often allocated to women farmers. Through all of this, women are often excluded from land negotiations because they lack official land titles.

Jackie Asiimwe a discussant noted that women's attempts at claiming their rights to land ownership often lead to violence because of the resistance that their assertion usually ignites. She implored women to acquaint themselves with the various constitutional provisions that point to land rights for women as a means of knowing their entitlements and educating other women. She highlighted articles in the Ugandan constitution that are a basis for these entitlements, article 1 on the supremacy of the constitution, article 21 that prohibits discrimination based on gender and equality before the law, article 26 that recognizes that every person has the right to own property either by association or individually and article 33 that provides for affirmative action for women as a means of addressing gender disparities. Other legislations like the Land Act and Succession Act guarantee women's rights. Unfortunately, these largely remain on paper due to poor enforcement.

Hilda Akabwai another discussant concurred with the dialogue in aspects of limited political will from the law enforcement authorities in addressing injustices related to GBV and land rights. This has confined women to live in such abusive environments that persistently abuse their rights. The dialogue agreed that government reforms mechanisms for implementation of the laws for the promotion and protection of women's land rights.

Key recommendations;

- ✿ There is need for more concerted efforts to educate and sensitize women about the various constitutional, legal and policy provisions that guarantee their rights to land ownership as a means of empowering them to know their entitlements so they are able to demand for it.
- ✿ The need for translation of key constitutional, legal and policy documents relating to women entitlements including the land policy into local languages to fully equip women with about their land rights.
- ✿ The need to engage and lobby cultural leaders and the general citizenry to embrace women's land rights; The public needs to know that a demand for women entitlements is a demand for the well-being of their mothers, sisters, daughters and wives.

Pillar: Education and training of women



Topic: How far are we from meeting the targets, interests and concerns of women and girls' education and training; where should our focus be?

Convener(s): Forum for African Women Educationalist Uganda (FAWEU).

Session objectives

- ✿ To engage key stakeholders in the post MDG debate on girls' and women's achievements to date and focus post 2015.
- ✿ To increase a call for action by all stakeholders in addressing issues that affect girls and women in education.

"We know that when we empower girls, everybody benefits. Girls who are educated, healthy and free can transform their communities and pass on the benefits to their children, and to their children's children. Yet the reality is that women are still treated as second-class citizens of this world; girls are almost completely ignored. Girls have no status, no protection and no prospects in many families and communities—and this is simply the way things are" (Graca Machel on the inaugural International Day of the Girl, 11 October, 2012).

Education of the girl-child has been a focus for many national and international instruments specifically because girls constitute the largest group excluded from quality education attainment. Key instruments include; the Beijing Platform for Action (BPFA), the Millennium Development Goals (MDGs), the World Education Forum's Dakar Platform and the proposed Sustainable Development Goals (SDGs). In keeping with the international calls for action, the Government of Uganda has through a number of key policy documents, declared its commitment to redressing the disparities that characterize the provision of education for girls and women in the country. It has, through its own volition and collaboration with education partners and a number Non-Government Organizations, set up several gender-responsive programmes to expand and improve education of girls and women in the country. At the primary level for example, the introduction of Universal Primary Education (UPE) in 1997 significantly increased access to primary education for both boys and girls. The total enrolment tripled from about 2.7 million in 1996 to 8.2 million in 2009. The Net Enrolment Rate (NER) also progressed from 86% (89% for boys, 82% for girls) in 2000 to 93% (96% for boys, 90% for girls) in 2009 (UNGEI 2011).

The proportion of girls to the total enrolment at the secondary level has however, relatively remained low over the years. In 2000, for example, out of 518,931 students enrolled in secondary schools, girls constituted 44.08%; yet in 2011, enrolment at secondary school level was 1,194,454 (648,014 boys and 546,440 girls) of which 45.7% were female. Whereas the proportion of girls enrolled in the first year of secondary education in 2011 was tending to parity at 47.4%, this proportion progressively decreases towards upper secondary. The proportion of girls enrolled in senior six in 2009 for instance was only 40.8% (ESSAPR 2011). Similarly, between 2006 and 2009, enrolment in Business Technical Vocational Education and Training (BTJET) institutions increased by 14.5% from 25,682 (25% female, and 75% male) to 30,000 (39% female, 61% male) respectively. Likewise, the student enrolment in higher education (universities and non-university) institutions rose from 10,000 in 2000 to about 180,000 in 2009 (EMIS, 2009) with females making up about 45% of the total student population at Makerere University (UNGEI 2011).

Ms. Jovent Obbo (FAWEU), one of the panelists pointed that despite efforts to retain girls in school, gender disparity in terms of low participation by girls in education activities has continued to manifest

itself in Uganda's formal education system. All key indicators on girls' education suggest that girls are not at parity with boys in terms of enrolment, retention, grade promotion and learning achievement, especially in the rural and remote areas of the country. Completion rates remain low overall, and lower for girls. For instance, just one-third of the girls compared to half of the boys who enrolled in primary were still in school at the age of 18 (UDHS 2006; EMIS 2008; MGLSD 2008). Key causes of low completion amongst girls includes: early pregnancy, sexual harassment, early marriage, female genital mutilation, lack of sanitation facilities in schools and long distance to school. In addition, gender bias and stereotypes in textbooks, teaching-learning processes and teachers' attitudes towards girls have been reported to negatively impact girls.

The meeting agreed that the major challenge now remains how to keep the girl child in school as well as enhance her learning achievement". The focus of government and non-state players, such as Forum for African Women Educationalists Uganda (FAWEU), should therefore be in areas of research towards policy advocacy and informed programming.

Key recommendations;

- ✿ The need to develop and maintain girls' education database to track girl school enrolment, dropout rates, circumstances facilitating the dropouts, educational achievement and performance to be able to inform relevant interventions.
- ✿ The need to promote gender-sensitive educational policies and child-friendly school environments.
- ✿ More organizations need to embrace and support girls' education initiatives aimed at ensuring that more girls enroll and complete their education.
- ✿ There is need for continuous advocacy to ensure that government enacts and implements gender-sensitive policies, legislations and sector plans that are devoid of gender biases and prejudices. These should particularly be able to enhance girl enrolment, completion and performance levels.
- ✿ It's important to interest parents in building closer relationships with their children as a way of understanding the values of education and understanding the unique experiences as they grow in life
- ✿ The meeting agreed that the major challenge now remains how to keep the girl child in school as well as enhance her learning achievement". The focus of government and non-state players, such as Forum for African Women Educationalists Uganda (FAWEU), should therefore be in areas of research towards policy advocacy and informed programming.

Pillar: Women and the post-2015 Development Agenda

Topic: Women, girls and the post-2015 Development Agenda: What are our priorities and windows for further engagement?

Convener(s): UWONET



Gender Transformation & Empowerment

Session objectives

- ✿ Exploring existent avenues and windows of opportunity for women to further engage with the post-2015 development agenda for gender responsiveness.
- ✿ To enable women and girls understand their priorities in the post-2015 development process at international, regional and national levels so as to effectively engage and influence the ongoing processes.

The Post-2015 Development Agenda refers to a process led by the United Nations that aims to help define the future global development framework that will succeed the Millennium Development Goals. The process of arriving at the post 2015 development agenda was Member State-led with broad participation from Major Groups and other civil society stakeholders. There has been numerous inputs to the agenda, notably a set of Sustainable Development Goals (SDGs) proposed by an open working group of the General Assembly, the report of an intergovernmental committee of experts on sustainable development financing, GA dialogues on technology facilitation and many others

While there has been much progress towards women's rights over the decades, many gaps remain. For women's rights to become a universal reality, it is critical to address the structural causes of gender inequality, such as violence against women, unpaid care work, limited control over assets and property, and unequal participation in private and public decision-making. Hence the argument

*Mr. Kareem Buyana
gender technical
UNWOMEN advisor
delivering his paper.*



that a stand-alone goal must establish minimum standards and push change forward in critical areas that are holding women back.

In Uganda, a consultation with the CSOs was coordinated by the NGO forum while UWONET took lead in consulting with the women's organizations at regional and national level. This particular session focused on women and girls stake in the global development agenda.

Eunice Musiime (NGO forum) made a presentation on "Beyond 2015: The place of civil society" which took a positive pathway acknowledging that enormous progress has been made towards achieving the Millennium Development Goals (MDGs). She cited global poverty reduction, increased school enrollments, access to safe drinking water and gains in the fight against diseases like malaria; Aids and tuberculosis. She mentioned about ongoing processes to shape the post 2015 development agenda and highlighted emerging issues that stood out from these consultations; the need to improve and deepen existing goals, incorporate new emerging issues around inclusive growth, decent jobs, governance, peace and security and environmental sustainability, equality and justice.

Buyana Kareem's (UN women) presentation offered key perspectives on the process of engendering the second National Development Plan, reflecting on progress made. While Dr. Sebuliba highlighted gender and women consideration under the Uganda Vision 2040. Notable among these were the gender achievements under the NDP I, which included increased women participation in political processes through affirmative action, gender-sensitive legislation including the Domestic Violence Act, 2010, amendment of the Land, increase in PMTCT services. However despite this, expenditure on maternal health as a whole has not translated into the desired impacts. Also important to note is the fact that despite an increase in number of women in employment, most women are still concentrated in the lowest-paying sectors such as agriculture.

Key emerging issues ;

- ✿ The meeting noted that allocation of resources for specific gender concerns remains low across all sectors; gender disparity in enrolment, completion levels and achievement levels especially at post-primary levels.
- ✿ Women are concentrated in lowest-paying sectors of the economy. Teenage pregnancies in Uganda remain amongst the highest in the world.
- ✿ The proposed priorities which stood out included; a). A transformative goal on gender equality, women's rights and women's empowerment b). Recognition, reduction and redistribution of unpaid care work c). Elimination of all forms of discrimination against women.

Pillar: Women in power and decision making



FORUM FOR WOMEN IN DEMOCRACY



Topic: Women with whistles: Galvanizing voices for good governance

Convener(s): Forum for Women in Democracy (FOWODE) and Women's Democracy Network–Uganda Chapter (WDN–U).

Session objectives

- ✿ To enhance awareness of critical outstanding women's issues in the political agenda; and
- ✿ To increase demand by citizens for gender responsive political and economic processes.

Today, governance in Uganda has been attributed with challenges in constitutionalism, the rule of law and separation of powers among others. Transformative leadership and good governance are central in the realization of Ugandans aspirations of dignity and equal opportunity. Women and girls have a big role to play in shaping Uganda's future. The call for women to mobilize themselves, as they have in times past, to take exception and challenge governance as it is in Uganda is critical. Women cannot afford to be silent on governance issues as this threatens the gains made in the democratization process by both the women's movement and Ugandans collectively.



Mr Busingye Kabumba MUK Law Don, Ingrid Turinawe FDC Chairperson Women's League and Aisha Kabanda Resident City Commissioner Kampala during a panel discussion.

Dr. Businge Kabumba's in his presentation connected the past and the present. He spoke about activism crisis in governance, the position of women in the African traditional society, the pre-colonial and postcolonial eras, drawing contrasts and similarities. He passionately argued that the marginalization of women was introduced by colonial powers, before women occupied positions of influence and respect, Namasole and Nnaabagereka in Buganda. Their positions were influential in the affairs of the kingdom and the country. The Namasole was highly respected in Buganda. Dr. Kabumba opined that in the current power dispensation, the entitlements of women remain largely on paper, which reinforces the belief and interpretations by other participants that women are being marginalized and used.

Ms. Ingrid Turinawe from FDC presentation discussed Uganda's political problems. Ms. Turinawe argued that women have positions but they are not using them to advance women's aspirations as a whole, thanks to a cunning government that seeks to get patronage and political capital for all the good endeavors for women. "We need actual affirmative action; as of now, women are in positions of power but they are powerless, some have been there for so long but they don't want young blood to come," she said citing personalities like Speaker of Parliament Rt. Hon. Rebecca Kadaga who has been MP since 1989 and former Education minister Namirembe Bitamazire who was MP on affirmative action until 2011 when she was defeated by a youthful Mariam Nalubega.

Ms. Aisha Kabanda, the Resident City Commissioner for Kampala, spoke about male dominance, gender discrimination, ignorance among women and differences basing on religion and tribe. She argued that despite the rise in the number of women in positions of influence, more needs to be done to increase those numbers.

Key recommendations;

From the discussions the meeting agreed

- ✿ Intensify such spaces/ platforms to make governance challenges known, so as to change the status quo
- ✿ More dialogues to enhance awareness on critical outstanding women's issues in the political agenda; and
- ✿ To increase demand by citizens for gender responsive political and economic processes.

Pillar: Women and the Economy

Topic: What is the missing link? Implications and entry points for programming and engagement by women's movement



Convener(s): Southern and Eastern Africa Trade Information and Negotiations Institute (SEATINI–Uganda)

Session objectives

- ✿ The main objective of this session was to analyze and discuss the role of women in Uganda's economy.

Equality between men and women is enshrined as a fundamental human right in the UN charter and several international and regional human rights instruments the most important of which being the 1979 Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and the 1995 Beijing Declaration and Platform for Action. Women's economic participation and empowerment are fundamental in strengthening women's rights and enabling women to have control over their lives and exert influence in society. Women's economic empowerment goes beyond women's access to basic needs like food, income and medical care; to access and control of productive resources like land, labor and credit. This necessitates the creation of an enabling environment where women as well as men participate in and benefit from the development process in an equitable manner; and where both men and women are actively involved in the identification, formulation, implementation, monitoring and evaluation of development interventions, especially economic policies that affect their lives. It is also about creating just and equitable societies.

In many parts of rural Africa land constitutes the primary source from which millions of people derive their daily livelihoods. This is also the case in Uganda where land is by far the most productive asset with agriculture accounting for 43 percent of the national GDP, 80 percent of employment and 85 percent of export earnings. Representing 80 percent of the agricultural labor force, women carry out most of the agricultural work producing up to 80 percent of food and cash crops. Despite their essential contributions to the national economy, however, only few women enjoy secure rights to the land they till. In fact, with control and ownership of land mainly concentrated in the hands of men, most women are crucially dependent upon male family members for access to land.



*Ms Jane Nalunga
Country Director
SEATINI
delivering her
remarks.*



*Rita Atukwasa,
moderating the
session*

Ms. Jane Nalunga's (SEATINI) paper underlined the contribution, opportunities and challenges of women's involvement and contribution to Uganda's economy. It also made suggestions that could boost women's contribution to Uganda's economic growth. She observed that women's contribution in Uganda's economy is evident in spheres like agriculture, mining or extractive sector in areas such as Karamoja, the formal or informal sector and the care economy at home where they also double as breadwinners in households especially in rural settings where men spend their time in bars. Challenges such as a patriarchal society as well as difficulties of access to productive resources such as land, credit and business services, information, training opportunities and income inequalities continue to hinder the achievement of women's economic potential. Others are, capacity and knowledge gaps, especially for rural women in economic and entrepreneurial issues like banking, bookkeeping, taxation and trade policy issues.

Ms. Ampaire Elizabeth (EASSI) another discussant put forward some proposals on how women at the lower levels can improve their lives economically. From the discussions, it occurred that minimal men's engagement and participation in key fora that address and champion key women issues derails realization of these aspirations.

Leaving men out keeps them in the dark, creates suspicion about the motive of the women targets and makes it hard for men to support their wives, sisters, mothers and daughters.

Key resolutions;

- The need for mainstreaming gender issues in all government policies and programs and in their implementation.
- Need for a policy which sets minimum prices for agricultural products so that women farmers involved in agriculture are not exploited.
- The need to build the entrepreneurial capacity of women especially in rural areas so as to sustain their households. This can be done through formation of groups like SACCOs and dissemination of information on empowering women on issues such as how to do business.

Pillar: Institutional mechanism for advancement of women



Topic: Infrastructure and institutional mechanism for improving gender responsive service delivery in health and education; profiling local experiences to influence national policy for action.

Convener(s): UWONET and Uganda Local Governments Association (UGLA)

Session objectives

- To generate strategies that government and non–state actors can exploit for improving the social service delivery situation in the country.
- To provide a national platform to share district experiences in regard to citizens' involvement in public service delivery with a view of informing and influencing national policy discourse.

The purpose of the dialogue was to provide a fora/ platform where stakeholders at district and national level can interface with the respective policy makers, implementers and legislators on pertinent emerging social services issues that are affecting economic growth of the country. Most central to this is the poor performance in service delivery with respect to education and health sectors, a challenge that is biting the entire country with diverse impact on the vulnerable women and children.

The dialogue also presented a standpoint for the women's movement to provide unique strategies to the unfavorable policies, governance systems and development agenda that has gross gender implications and development at large.

Uganda introduced the decentralization policy in 1997 under the Local Government Act of 1997 that has since undergone four amendments. The policy inherently decentralized service delivery institutions and their governance in order to improve access to services for the rural poor.

Central to this discussion was the appalling state of service delivery in the country, a challenge that is piercing the entire country with adverse impact on vulnerable men and women. Ms Damalie Namayiga started the session with an illuminating presentation on profiling local experiences to influence policy for health and education. She gave an overview about the role of the local government in providing service delivery in districts with a focus on health, education sectors because of their direct effects on the progress and advancement of women. Her presentation noted the continued poor performance especially in rural schools, high pupil-to-teacher ratios, high classroom-to-pupil ratios and low completion levels, especially for girls. This all emanates from poor delivery of services. The latrine-stance-to-pupil ratio, which stands at 1:74 instead of 1:40, high desk-to-pupil ratio standing at 1:8 instead of 1:3 and a paltry UPE unit cost per pupil of Shs 7,000 that government gives which cannot allow quality education especially in view of government refusal to allow schools to charge parents any extra money outside of this and a rising cost of living!

Participants observed that these conditions are greatly affecting the quality of education especially in rural UPE schools. It also emerged that most of the above deprivations and hindrances like sanitary issues; high latrine-to-pupil ratios affect mostly the girl child.

It was recommended that local governments need to strengthen monitoring of service delivery in districts through the local councilors; district internal audit departments, the local government charter on accountability, IGG [Inspector General of Government] and PAC [Public Accounts Committee], among others. The community should vigilantly monitor service delivery within their areas instead of leaving that role to the government alone, the communities have roles and responsibilities in ensuring that service are delivered.



Grant Opiyo from Nwoya district sharing a district experience.

However, opinion was divided on whether parents should make contribution towards their children's lunch and other school developmental needs with some supporting while others rejected outright. Those who supported argued that it would improve the quality of education and learning environment while those who opposed it said that this wasn't possible for every parent because some of them were living in absolute poverty.

Ms. Jennifer Alanyo (Agago district), gave a testimony of how her efforts in monitoring service delivery in her district had paid off. She recounted how a head teacher in one of the schools in Agago district had attended to his school for only 18 days in a year! She reported the case to the DEO and the community leaders, after which the headmaster was transferred to another school.

The dialogue generated strategies for government and non-state actors to exploit for improving the social service situation in the country. Other strategies for engaging government for delivery of better social services were reached. Key among was the need to strengthen routine monitoring of service delivery at local and national level. Above all the dialogue provided a national platform to share district experiences in regard to citizen's involvement in public service delivery with a view of informing and influencing national policy discourse.

Key recommendations;

- Government to review the Universal Primary Education (UPE) policy in areas like grading of schools, staff ceilings, the use of local language in lower classes and the issue of automatic promotion so as to improve the quality of education provided.
- The ministry of Education should support the idea of parents' contribution towards the provision of lunch for their children and for purposes of school development, an issue that is in line with the Education Act, 2008.
- Government should increase its unit cost currently at Shs. 7,000 per pupil per year
- Monitoring of service delivery to the community shouldn't only be left to the local governments and NGOs alone.
- The government needs to mobilize resources to support establishment of health centers and hospitals at all designated levels.

Pillar: Institutional mechanisms for the advancement of women

Topic: What progress has the country made and what should the women's movement focus on henceforth?

Convener(s): FIDA-Uganda





Carol Idembe and Pamela Kertho during panel discussion.

Session objectives

- ✿ To provide a platform for stakeholders to reflect on the strides made in the quest for women's emancipation.
- ✿ To discuss and identify key priority areas for the women's movement.

This session's was guided by the following reflection questions

- ✿ What institutional mechanisms have contributed to the women's movement advancement of gender equality and women's rights in Uganda?
- ✿ What landmark achievements resulted from these institutional mechanisms?
- ✿ What role did the women's movement play in achieving these milestones and what needs to be done to further the causes and aspirations of the women's movement?
- ✿ What are the key issues affecting women's advancement in Uganda today?
- ✿ What lessons can be epitomized for the advancement of women?
- ✿ How do we strengthen institutions to be stronger than their leaders?
- ✿ What difference can women make?

Reacting to these questions, panelists and participants gave their perspectives and viewpoints on these thought-provoking questions.

The National Machinery for the Advancement of Women & Gender Mainstreaming in Uganda is the Ministry of Gender, Labour and Social Development. It coordinates and oversees the implementation of gender equality and women's advancement programmes nationally. Over the last decade, the Government of the Republic of Uganda has registered remarkable progress in the field of gender

equality of and women's advancement generally. A brief highlight of these achievements is given below:

1. *Legislation; Government has put in place a Constitution that up holds all the principles of CEDAW. Subsequently, the Uganda Law Reform Commission has embarked on a process of reviewing personal laws to ensure equality between women and men. Thus far, a Domestic Relations Bill and Sexual Offences Bill are in place and awaiting Parliamentary debates before approval. In addition, a labour law review process is on-going and this provides an opportunity to address the equality of opportunity for women in the employment arena. Laws that have already been revised to promote gender equality in legislation include– The Land Act 1998 which protects women's land rights; the Local Government Act 1997, which provides for a minimum of one third representation of women on all Local Council (leadership) structures*
2. *Policy reform and programming; Government has adopted a National Gender Policy (1997), whose main objective is to mainstream gender concerns in national development processes through guiding resource allocation in all sectors to address gender inequality. The Policy has in effect influenced the adoption of gender mainstreaming as a cardinal principle in all sectoral and district development programmes. The main outcome of this has been the increased attention to the involvement of and benefits to both women and men at all levels across the different sectors e.g. health, education, water etc.*

Additionally, the Government of Uganda put in place a National Action Plan on Women in 1999. The plan priorities five major areas, which include: Poverty, income generation and economic empowerment; Reproductive health and rights;

The Beijing Platform For Action (BPFA) and the Uganda National Action Plan on Women (NAPW) have guided Sectoral and district planning by flagging out the key concerns for women's advancement in the above priority areas.

Despite the above achievements however, there are still various challenges in promoting gender equality and women's advancement in Uganda. Salient among these are limited levels funding towards institutions and programmes that promote gender equality, including the National Women's Machinery; comprehensive capacity building for planners and implementers in all sectors and at all levels in order to diffuse responsibility for gender mainstreaming from a single gender focal point officer; and strengthening the existing monitoring and evaluation systems at all levels; and reforming the personal laws in line with the international bill of rights for women. Limited enforcement of existing laws. The main outcome–related challenges taming the persistently high Maternal Mortality Rate.

Key recommendation

During the dialogue, it was agreed that the government should domesticate and implement global and national policies and laws for the ultimate protection and promotion of women's rights. The Government of Uganda should emulate the government of Rwanda in as far as addressing the gender gap and achieving/exceeding the gender parity is concerned. Women hold 64% leadership

positions in the Rwandan parliament. Rwanda funds agriculture (which employs majority of women) by 10% of its national budget in line with the Maputo protocol. Government should increase funding to the ministry of Gender, Labor and Social Development as a demonstration of its commitment to advancing the women issues in Uganda.

Pillar: Institutional mechanisms for the advancement of women



Topic: "The Marriage and Divorce Bill, 2009: Status and Fate of the Bill"

Convener(s): UWONET

Session objectives

- ✿ To provide a platform for citizens to interface and dialogue with their leaders on the status and fate of the Marriage and Divorce Bill, 2009.

The Marriage and Divorce Bill formerly the Domestic Relations Bill (DRB) has a relatively long history that dates back to 1953 during which period, the Government of Uganda, has been trying with support from different stakeholders like the women's movement to enact a just family law. The need to develop a unifying and comprehensive law on domestic relations was based on principles of non-discrimination and gender equality, since there has been a plural legal system with different laws regulating the same institution, which led to a confusion of a state of affairs.

The Bill was presented on the floor of Parliament in February/March 2013, it was debated and some of the clauses were passed before the process was halted to allow for members of Parliament to further consult the public on some of the contentious clauses. Since then, the debate of the Bill was neither continued nor was a report of the findings of the consultations by members of Parliament presented on the floor to guide further proceedings.

The Bill protects and promotes the rights and responsibilities of men and women in a marriage in conformity with the international set standards and constitutional guarantees. It upholds respect to the institution of marriage. This Bill if passed will contribute greatly to resolving some of the major development concerns such as unemployment, household poverty, and slow economic growth and under development.

This session aimed at discussing why the Marriage and Divorce Bill, 2009 hit a snag and how it can be revamped. The session participants also reflected on processes for the previous tabling and why previous attempts at passing it failed with a view of having it reintroduced and passed into law. It drew participants including from parliament, government and civil society organizations and the Uganda Law Reform Commission.

The meeting agreed that the bill faced a contaminated discourse with some people deliberately worsening it for personal and selfish interests. Opposition to the bill was partly fueled by the myth that

the bill would create turmoil in homes and yet proposes to strengthen the institution of marriage and safe guards property within a home. The bill was looked as one for women yet it's a family legislation.

There active and lead role of women in this bill with little or no noticeable male involvement worked against the bill.

It was strongly proposed that the massive sensitization and advocacy around the bill, engagement with governments highlighting the benefits of the bill to the development of this country should be prioritized. Members agreed to it that the major obstacle the bill faced was the lack of political will from those who are in government, who have continuously shot the bill down.

Key recommendations;

- ✿ The need for a more intensified sensitization on benefits of the bill especially to the dignity women and the family as a whole.
- ✿ The need for more dialogue on the issue as a means of building consensus on its provisions.
- ✿ The need for a more purposeful, intensified involvement of men in all processes aimed at passing this bill into law
- ✿ The need to bring on board other actors not yet targeted like the first lady.
- ✿ The controversial clauses of the bill need to be discussed because certain clauses were passed without much debate.

Pillar: Violence Against Women



Family Support Uganda

Topic: The challenges threatening the survival of women in families in Uganda today: Family Support Uganda (FSU) experience

Convener(s): FSU

Session objectives

- ✿ To share findings of the research on the dynamics of violence against women in Uganda.
- ✿ To raise awareness and rally participants to advocate for ending. Violence against women.
- ✿ To create a space to discuss parenting, establish what parents' concerns are and to sensitize and remind current and future parents about their parenting roles.

Women and children are often in great danger in the place where they should be safest: within their families. For many, 'home' is where they face a regime of terror and violence at the hands of somebody close to them—somebody they should be able to trust. Those victimized suffer physically and psychologically. They are unable to make their own decisions, voice their own opinions or protect themselves and their children for fear of further repercussions. Their human rights are denied and their lives are stolen from them by the ever-present threat of violence. Moreover, when the violation

takes place within the home, as is very often the case, the abuse is effectively condoned by the tacit silence and the passivity displayed by the state and the law-enforcing machinery.

Family Support Uganda (FSU) conducted a study among sixty (60) women from three women groups they work with in Wakiso district and one women business group in Nateete, Rubaga Division and Kampala City. The research findings revealed that an overwhelming percentage of women (92%) had ever suffered family violence of various kind in their lifetime and was mainly perpetrated by their husbands (42%), co-wives (30%), in-laws (20%), and children (5%) were also involved. Much of the violence experienced by women is usually physical (32%), emotional (28%), sexual (25%), and economic (15%). Alcoholism, poverty and economic pressures in homes, infidelity, misconceptions on gender equality and informal marriages were the common causes of misunderstanding in homes and violence against women.

Most of the women affected by violence sought help from relatives (33%), local council (LC) leaders (30%), the police (20%) and religious leaders (17%) but their efforts were not very effective as a higher number of women continued to fight (45%) or separated (18%). These existing structures (local council leaders, relatives, and police and church leaders) in place to help in mitigating violence against women lack of formal training in handling family issues and some are biased and corrupted while executing such roles.

From the discussion of the findings, it emerged that when families as basic units of the country and when they are in turbulence, the state cannot stabilize. it also emerged that Local Council leaders, police, family members, elders and neighbors in the community where the familiar actors in access to justice for women. Using her experience of losing a husband at 24 whilst with two children, she gave hands-on experience of how to nurture a child and deal with adversities in families. With no clear guideline on how to help the children to adopt without a father, Ms. Rose Mary Lukholo said she introduced the children to God at an early stage and had supportive in-laws which is not the case for most widows in Uganda.

Key recommendations;

The meeting agreed that; there is need for intensified networking and collaboration between the various family support groups to collectively work on empowering women facing domestic violence and other related problems. Promotion of peer-counselling groups for both men and women as a way of supporting each other in fighting domestic violence. Government should establish alcohol rehabilitation centers to help save the family system from breaking up. The men should be brought on board as key stakeholders in the family support system.

Closing Ceremony

At the end of the parallel sessions, the 2nd National Women's Week was officially closed by Ms. Jane Mpagi, a Director of Women and Gender in the Ministry of Gender Labour and Social Development. Ms Mpagi thanked UWONET for the job well done in hosting the event; she thanked the participants who represented the Minister of Gender Labour and Social Development Hon. Mary Karoro Okurut for their commitment to discuss gender equality and women's rights concerns at National Level. She congratulated UWONET for attaining 20 years of existence.

She noted that while overall progress had been made in the empowerment of women and addressing gender inequality, there still remains unfinished business that needs to be urgently addressed in policy and legal implementation for gender equality. She cited persistent challenges for women and girls in education and health especially maternal mortality and high girl child school dropout rates. She encouraged strong partnerships among women organizations, government institutions and grassroots women alliances in amplifying women concerns for policy action. Ms. Mpagi encouraged participants to participate during the 3rd National Women's Week.

Summary of key recommendations to policy makers during the 2nd National Women's week

Despite the progressive institution and policy frameworks for the promotion and protection of women's rights in Uganda, there still persistent glaring challenges for the women in the socio economic and political arena, issues that the women's movement is alarmed. Key policy options/ recommendations were reached during the event as possible strategies to address factors that continue to dis-empower women.

1. The government passes the Marriage and Divorce Bill 2009 and monitors its implementation.
2. The government to comprehensively developed strategies to ensure that girls stay in school and complete school.
3. The government should design deliberate economic empowerment programs for women and invest more in the modernization of agriculture sector since women provide 80% of the labor force.
4. Government to strengthen the implementation of the Domestic Violence Act 2010 and other gender related laws that protect and promote women's rights.
5. All stakeholders and citizens to promote peaceful, free and fair general elections in 2016.
6. Government should repeal all laws that discriminate against women and adopt new ones that protect women's land and property rights.

7. The government to increase investments and budgetary allocations to sectors that are pertinent to women like health.
8. Government of Uganda to learn from other progressive countries like Rwanda in addressing the gender gap.
9. There is need for proper messaging or packaging of women's aspirations in a way that doesn't portray their aspirations as anti-men issues. Such messages would also deal with their fears and qualms that some men have about the women's movement.
10. To this end, there is need to recognize and honor men who have been very instrumental in championing the women's movement. That will inspire more men to join the crusade.
11. Need for intensified sensitization of women on their rights including land rights and the land policy for them to know and appreciate their entitlements including land ownership.
12. Related to this, relevant policy and legal instruments like the land policy should be translated into simplified local languages for women to know their entitlements.

Crowning Dinner–Dedicated to UWONET's 20th Anniversary

The Minister of Finance, Planning and Economic Development, Hon. Maria Kiwanuka who represented the Nabagereka of Buganda kingdom Her Royal Highness Sylvia Nagginda was the chief guest at the crowning dinner. After an action-packed six-day event, the dinner was held to crown it all. In her remarks, UWONET Executive Director Rita Aciro Lakor accompanied by the UWONET secretariat staff welcomed the guests and in a special way thanked sponsors and all the women of Uganda who travelled from all parts of the country to attend the 2nd National Women's Week. She conveyed special appreciation to the staff and board of UWONET, UWONET members, allies and development partners for their exceptional contributions to the success of the 2nd National Women's Week and UWONET's 20th anniversary.

UWONET secretariat accompany the Executive Director, Ms. Rita Aciro Lakor as she delivered welcome remarks





Smartly dressed UWONET staff pose for a photo shoot



UWONET staff well coming guests at the dinner

Launch of UWONET's strategy 2014 to 2018

During the dinner, Minister of Finance, Planning and Economic Development, Hon. Maria Kiwanuka, officially launched UWONET's strategic direction 2014 to 2018. This strategic plan is anchored on four programme thematic areas of;

1. Women's Leadership and Democratic Governance
2. Women's Rights and access to Justice
3. Women's Economic Justice and Empowerment
4. Institutional development and organizational strengthening.



Minister of Finance, Planning and Economic Development, Hon. Maria Kiwanuka (middle) launching UWONET's strategy 2014 to 2018 as the Chairperson UWONET Hon. Sheila Kawamara (left) and Executive Director Rita Aciro Lakor witness.

The Minister thanked UWONET for the good work towards gender equality in Uganda. She also urged the women to break the culture of silence amidst repression and resist oppression irrespective of whether they are in the open or not. The minister urged women to develop a wider outreach in various platforms and focus on the three pillars; culture, unity and diversity as a means of blossoming and resisting oppression. She added, "there is need to acknowledge that many stories remain untold and for women to use culture as a platform to promote and advance their rights". She tasked the women to work with men and interact positively in order to achieve their goals.

Award of certificates

In recognition of their outstanding contribution, support and dedication to the growth, existence and stability of UWONET, certificates were given by the chief guest to the following categories:

- ✿ UWONET founder organizations and individuals
- ✿ UWONET members
- ✿ UWONET previous Coordinators and board members
- ✿ UWONET current staff.
- ✿ UWONET development partners
- ✿ The donor community that supported UWONET over the years



Left; Ms Regina Bafaki the Executive Director ACFODE receives a certification of recognition as UWONET member from the Hon. Minister Maria Kiwanuka.

Cutting of the cake and opening dance

Before the cutting of the cake, a round of applause covered Hotel Africana's Nile Hall as the counting down got closer. The excitement and laughter were evident as the guest of honor Hon. Maria Kiwanuka was led to the cutting of the 20th anniversary cake by UWONET board members, leaders from CSOs and senior women activists. The delicious cake was served to all the guests. The minister later opened the dance with the same team and the entire guest joined.



Left to right; Ms Maude Mugisha, Ms Rigina Bafaki, Hon. Minister Maria Kiwanuka, Ms Patricia Munabi and Hon. Sheila Kawamara share a joyful moment after cutting of the cake.

Annex 1:

List of UWONET's Coordinators and Board Members 1993 to 2013

UWONET Chief Accounting Officers 1993 to 2013

- | | |
|----------------------------------|------------------------------|
| 1. Maude Mugisha | 4. Solome Nakaweesi Kimbugwe |
| 2. Hon. Sheila Kawamara Mishambi | 5. Rita Aciro Lakor |
| 3. Jacqueline Asiimwe–Mwesige | |

Members who served on UWONET's board over the years (1993 to 2013)

- | | |
|---|-----------------------------|
| 1. Lydia Rugasira | 7. Veronica Namagembe |
| 2. Judy Kamanyi | 8. Lydia Rugasira |
| 3. Christine Mugerwa | 9. Judy Kamanyi |
| 4. Grace Bantebya | 10. Patricia Munabi Babiiha |
| 5. Hon. Sheila Kawamara Mishambi
Treasurer | 11. Anne Margaret Adhier |
| 6. Prof. Maria Musoke | 12. Hadija Kisembo |
| | 13. Rosemary Lukholo |

Committee members

- | | |
|-------------------------|-----------------------------|
| 1. Debbie K. Serwadda | 8. Dr. Edith Okiria |
| 2. Lorna Juliet Amutojo | 9. Anita Mago Sempa |
| 3. Jane Ocaya Irama | 10. Dr. Patricia Litho |
| 4. Catherine Ndekera | 11. Jane Musoke |
| 5. Hon. Monicah Amoding | 12. Dr. Patricia Litho |
| 6. Susanne Possing | 13. Patricia Munabi Babiiha |
| 7. Hajati Safiya Nalule | 14. Beatrice Mukasa |

Secretaries

- | | |
|-------------------------|---------------------------------|
| 1. Ruth Muwanga | 5. Linda Nambuya |
| 2. Clare Nkirehe | 6. Ruth Muwanga |
| 3. Dr. Catherine Odenyo | 7. Dr. Catherine Odenyo Ndekera |
| 4. Salume Ofwono | 8. Josephine Katende Kalule |



Initial staff

- | | |
|---------------------|----------------------------------|
| 1. Busingye Eunice | 3. Hon. Sheila Kawamara Mishambi |
| 2. Margaret Mugenyi | |

List of the initial Young Professionals

1. Rita Aciro Lakor
2. Julius Mukunda
3. Julius Kapwepwe
4. Susan Kirungi



Contact;

The Executive Director

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