



Gender Transformation and Empowerment

REPORT OF THE REFRESHER TRAINING OF COUNCILORS IN ABIM AND AMURIA DISTRICTS ON THE 16TH AND 21TH APRIL 2012.



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Executive Summary

This is a report of the workshop which was held on training of councilors in Abim and Amuria districts, in church of Uganda hall in Abim and Amuria on the 16th to 20th April 2012. UWONET with financial support from Dan Church Aid (DCA) organized a post candidate training which was aimed at sharing the experience of women's participation in the local government council, how to champion social accountability at the district level as well as how to advocate for key critical issues in the district council. The target groups for this training were the women councilors LC III and LC V from the district and sub county level

A total of 61 participants attended the training with particular focus on the Local government Act, roles and responsibilities of councilors as well as the legislative process in local government. The councilors were also trained on effective communication and networking alongside the Gender component in local government which particularly focused on the basic concepts of gender, gender analysis, gender mainstreaming in local government plans and budgets. Other key issues discussed understood local government budget cycles and financial management and the different advocacy processes

This was a timely and fruitful training given that participants had just taken on their offices and much as there was an induction carried out, several participants were so appreciative for the training because they were able to learn much more they learned during the district induction process.

BACKGROUND

In Uganda, the national constitution and the local government Act gives women the mandate to participate in leadership at any level with an extra benefit of affirmative Action where 2/3 of the local government council are reserved for women.

This therefore paved way for several skilled and intelligent women of Uganda to participate in leadership right from the LCI up to the highest rank in such as presidency however, the history of a woman president has not yet been registered in Uganda. Although, several women are occupying key positions such as the current speaker of Parliament (Ms Rebecca Kadaga) and several other ministers and parliamentarians through open sit and affirmative Action.

During the 2011 elections in Uganda, several successful leaders were ushered in to their different offices including the councilors at local government level. However, majority had limited knowledge on their roles and responsibilities as councilors after they were elected. It's on this basis that UWONET organized a two days training of councilors to equip them with and enlighten them on their roles and responsibilities coupled with other strategies for development such as advocacy and effective communication

Objectives

- To enhance the councilor's capacity to understand the roles and responsibility
- Build the capacity of the councilors to enhance social accountability to ensure effective service delivery
- To build the capacity of the councilors to manage the financial resources at the local level

Methodology

- The facilitators used open lecture method to disseminate the information to the participants.
- The facilitators also used group work to ensure sharing of information.
- A plenary discussion was applied to ensure a common understanding of the different information and issues identified.

1 INTRODUCTION

1.1 Introduction and overview of UWONET by Ms. Gertrude Kabanyoro, Programme Officer at UWONET

The program Officer in her opening remarks welcome and appreciated all participants for being part of the training and further informed them that much as induction of councilors had already been done, it was important and necessary that UWONET carry out the training of councilors as it was a key recommendation by the successful councilors during Needs Assessment which was carried out in 2011.

She introduced the objectives of the training as noted earlier. In the same regards she introduced UWONET as an advocacy and lobby Network of 16 national women's organization and 9 individual members who aim at gender transformation and Empowerment.

In addition she noted that UWONET has been working in Abim district for about five years under different programme such as women in leadership and decision making through Abim Women Together in Development (AWOTID) which led to the setting up of one resource and Knowledge Centre equally to Amuria where UWONET has built the capacity of different CBOS such as ACOWA such as through training and capacity mentoring.

2 Session one

2.1 Objectives of the session

- Build the participant's knowledge about the Local government Act and the legislative process in the council
- Ensure a broader understanding of the roles and responsibility of councilors

This was an interactive and fruitful session where the facilitator used open lecture and Group work with the objective of sharing the information about the local government Act, legislative processes in local council and brain storm of the existing knowledge about the roles and responsibilities of councilors.

2.3 Introduction to local government Act, Roles and Responsibility of councilors; legislative process in local government by Ms. Mable Mugga



The facilitator in her introduction stated that the decentralization policy was introduced in 1993 and operationalized in 1997. She also inquired from the participants whether this was visible in their district and their response was “*Tye*” to mean “yes”. She stated that this was intended to make the local government effective centers for self governance, participation in local decision making and planning to bring closer to the people who needed them and encourage them to participate in their own development.

Similarly she inquired from the participants whether they have ever heard of cases of corruption in Abim district and the participant’s response were “*Tye*” to mean *it is there*. Emphasis was also put on section (1) of the local government Act 1997 which breaks down the local government processes as follows

- I. The local government in a district rural area are the district and sub county council
- II. The local government in a city are the city council and city division council
- III. The local government in a municipality are the municipal and municipal division council
- IV. The local government in a town is a town council

In Amuria specifically, the participants noted that whenever bids for tenders were given, successful people are suppose to give “*kick Back*” and we don’t a law in the lower local government

Decentralization also aims at empowering the local population through decentralization, participation, accountability, responsibility, effectiveness and efficiency, Said the facilitator. She also stated that the council is the highest political authority within the area of jurisdiction of the

local government and it has Executive and legislative powers to be exercised in accordance with the 1995 constitution and the local government Act 1997.

Likewise she said part III of the local government Act sets out the functions of the respective offices and committees while the part II schedules of the Act spells out the function and services for which district council and responsible offices.

2.4 Group work

In this method, the group work was done to ensure participation of participants and to share their knowledge on the different key issues. The participants were then divided into three groups to handle different questions as below;



Groups	Group one	Group two	
Questions and responses	1. Who is a councilor? A councilor is an elected leader, representative of the people's views in any local government 2. What was	1. What are the challenges regarding elected leaders and citizens of Abim district/ sub county council? - Voters out there can't speak out for themselves - Attitudes - Long distance - Communication gap is still a problem - Insecurity i.e. no safe movement along the roads	1. Who is a councilor? A councilor is an elected political leader by the community where he or

	your motivation in becoming a councilor? • To present people's views in local government • Gap between gender issues • To represent women's interest in local government • When there is weakness in leadership. 3. What roles did you expect to play as councilors? • Get interest of the people and take it to council and give them feedback • To protect the roles and needs of our	• Lack of funds for running some programmes which you think is important • High rate of corruption in government programmes example NAADS • Poor coordination network • Being illiterate especially where people are mixed up and this can be seen in; answering questions, record keeping, drawing work plans and denial of some important post 2. Suggests on how to improve the link between leaders and citizens in Abim district • Sensitization on human right issues to voter and especially women. • Frequent meetings with voters so as to know their roles and responsibility as a community • Provision of proper means of transport to the elected leaders to cover up long distance places by local government • Provision of security personnel along the hard to reach roads by the government • Government has to provide enough funds to run up this programmes rather than cutting the "IPU" • We should encourage public accountability like	she comes from to represent their views and coordinate development issues 2. What was your motivation in becoming a councilor • Present the role of women and entire community in council • Liaise with the sub county and community in council • Coordinate government programmes at all levels
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	electorate • Defend the constitution of Uganda • To fulfill their needs • To approve the budget • To promote government programmes	“BARAZA” meetings • There is need to work as a group from higher local government to lower local government to cover poor coordination • A councilor should have at least a minimum of P.L.E certificate to improve on the literacy level. • People should learn to save together and practice modern ways of Agriculture • Leaders need to be properly inducted to avoid conflict of roles and responsibility	• Unite the entire community • Promote government programmes example immunization
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Much as the participants shared their views on what they thought were the roles of the councilor, the facilitator made clarifications that councilors are suppose to maintain close contact with the electoral area and consulting the people on issues to be discussed in council. She further stated that the councilors are suppose to represent the interest of the people not their own as well as attend council sessions and committee meetings alongside holding consultative meetings.

She further stated that the council should take part in communal development activities in their communities/district with particular focus on the leadership code that defines the conduct for public servants.

Emphasis was also put on the role of the participation of the opposition councilors that they should support developmental government programmes which are for the good of the community even if it is being implemented by the opposition however, if they realize that the programme put in place is not for the benefit of the community, the opposition can oppose it but provide alternatives to that programme.

The bill was also looked at as a draft of a proposed law presented to parliament or council but not yet passed while an ordinance is a law made by a district council and signed by the district chairperson. A motion on the other hand refers to a formal proposal to council by members asking council to take certain action similar to a bye law which is a rule or regulation made by the lower local council.

In a similar way she said, the district has powers to make laws provided it is consistent with the constitution or any other law made by parliament. This power is then exercised by passing of the local bills into ordinances by the council.

A bill passed by the district council must be signed by the attorney general through the minister of constitutional affairs to satisfy that the bill is in consistent with the constitution or any other law enacted by parliament before the chairperson can sign it. Once signed, an ordinance of the council is published in the government gazette and in the local media.

She stated that, any member of the district or city council can introduce a bill or ordinance in the council and it is introduced by a motion and if the motion is carried out, then the bill is published but alternatively, a letter can also be written to the chairperson before the meeting.

During the introduction of the bill, the speaker is expected to read out the tile of the bill and the person who moved the motion then give reasons for the bill followed by a full debate on the memorandum. A this point, all bills are then passed as published or amended and the clerk therefore takes note of any changes made and the final draft is then sent to the attorney general who then signs and sends it back to the district chairperson to sign it.

The facilitator also asked the participant to share ideas in their different groups by answering certain key guiding question as noted below;



Groups	Group one	Group two	Group three
Questions and responses	Who is a councilor? A councilor is any elected leader,	What are the challenges regarding the link between elected leaders and citizens in Abim district/sub county	Who is a councilor? Elected political leaders by the people where he or she comes

	representative of the people's views in the local government. What was your motivation to becoming a councilor? • To present people's views in the local government • Gap between gender issues • To represent women's interest in the local government • When there is a weakness in the leadership i.e. that's why people contest What roles did you expect to play as councilors? • Get interest of the people and take it to council and give feedback. • To protect the roles and needs	council? • The voters cannot speak out for themselves to share their ideas and identify the key issues affecting them. • Attitudes • Long distances • <i>"Communication gap is still a great challenge"</i> • Insecurity, no safety movement alongside the road. • Lack of funds for running some programmes which would help the community. • High rate of corruption in government programmes for example NAADS • Poor coordination network • Being illiterate especially where people cannot answer questions, keep records and draw work plans among	from to represent the views and coordinate development issues What was your motivation to becoming a councilor? • "Qualities of being a good leader provoke me to become a leader" • "Some challenging issues that concern my people were not clearly addressed" What roles did you expect to play as councilors? • Present issues of women and entire community in the council • Liaise with the sub county and district to enhance effective service delivery • To coordinate government
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	of our electorate. • Defend the constitution of Uganda. • To fulfill the voters' needs. • To approve the budget. • To promote government programmes How have your expectations and the actual role you now play as a council differ? • Limited resources which cannot meet the expectation of councilors. • In council we council we follow the development work plan which may not capture the interest of the community. • The council has also enabled us to lobby for funds to meet the requirements	others. • Poverty • Encroachment of roles and responsibilities Suggest on how to improve the link between leaders and citizens in Abim District • Sensitization of voters and women on human right issues • Frequent meeting with voters so as to know their roles and responsibility as a community • Provision of proper means of transport to the elected leaders to cover up long distance places by the local government.	programmes at all levels • To untie the entire community • Promote government programmes such as sanitation, immunization and education
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	of the district. To coordinate government programmes		
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3. Session Two

3.1 Objective

- Discuss the key legal terms used at national and district level

3.2 Methodology

- Open lecture was used by the facilitator to exclusively to discuss the key policy and legal terms at the national and district level

The key facilitator Ms. Mable discussed the key legal terms used bot at national and local level as below;



The facilitator exclusively explained to participants the meaning of a bill saying it is a draft of a proposed law presented to parliament or council but not yet passed or enacted. On the other hand she said, an ordinance is a law made by the district council and signed by the district chairperson and a motion was referred to as a formal proposal to council by the members asking the council to take certain Action.

A bye law was referred to as a rule or regulation made by the lower local council given that the district has powers to make laws provided it is consistent with the constitution or any other law made by parliament. Powers are exercised by passing of bills in to ordinances by the council. She

further stated that a local bill passed by the district council must be signed by the attorney General through the ministry of constitutional affairs to satisfy that the bill is consistent with the constitution of Uganda or any other law enacted by parliament before the district chairperson signs it. Once signed, the ordinance of the council is published in the government gazette and in the local media.

Any member of the district or city council can introduce a bill or an ordinance in council and in addition, it was noted that a bill is introduced by a motion and if the motion is carried out, the bill is then published within two week alternatively, a letter can also be written to the chairperson before moving a motion.

4. SESSION THREE

4.1 Objective

- To enhance participants knowledge on leadership

4.2 Methodology

- The facilitator used open lecture and group work in this session to enhance participant's knowledge on leadership and share experience

This session was facilitated by Ms. Nandego Agrippina Who used different methods to enhance an interactive discussion on leadership and the qualities of good leaders among others?



The facilitator asked the participants what they think a leader is and their response was “*atela obedo ngat ma jo me eria enoni oyer*” translated to mean “the one who has been identified and chosen by the members of one’s area”. She also asked them whether leaders are born or made and their general response was leaders are born. In response, the facilitator clarified that some leader are born while others are made citing of Late. Idi Amin (RIP) who assumed power through a coup. The qualities of a good leader that the participants identified are those who are Exemplary, keep record, transparent, unity, patience, God fearing, respectable, honest, and accountable. In addition the facilitator clarified that leaders can also be made through trainings.

In addition to what the participants had identified, the facilitator made clarifications that leadership is about getting thing done through others in order to influence behavior and thinking

of others. She also gave an example of the current president of Uganda Yuweri Kaguta Museveni who is using his powers to bring development just like councilors should rightfully use their powers to bring development too. She further emphasized that both men and women can be leaders and leaders are found everywhere i.e. in parliament, schools, council and at family level among others.

Much as the participants identified the qualities of a good leader, the facilitator also added that, a good leader should be honest, work for the good of the people, has a long term vision that is think for the people, transparent, give people feedback through accountability, good listener and above all, a good leader should for service to the people.

4.3 Group work

Groups	Group one	Group two	Group three
Questions and responses	What factors affect women in joining leadership? • Men's influence • Lack of funds for campaign • Fear • Language barrier • Poor facilitation from a man • Too much responsibility What are some of the solutions to such problems? • Planning • Women should know their roles • Regular training	What factors affect women in joining leadership? • Oppression by husbands thinking women may not respect them. • Women are also fearful • Domestic workload • Poverty • Education level is low What are some of the solutions to such problems? • Sensitize both men and women about women's rights in	What factors affect women in joining leadership? • Culture • Family issues i.e. men having more powers than women • Domestic cores • Poverty • Financial constraints • Low concept i.e. women have to attend to children • Poor family planning • Negative attitude towards women • Lack of education

	• Government should sensitize women and men on their role • Government should support women in terms of funds	leadership • Women should have regular training about their rights • Space time for each activity • Train women group on how to save money	• Lack of confidence • Lack of planning What are some of the solutions to such problems? • People should embrace education • Encourage both men and women on family planning • Sensitization • Encourage good cultural practice
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The facilitator also made clarifications that, the negative attitudes towards women such as men are superior, strong and born leaders while women are not also frustrate women's efforts to participate in leadership. This is couple with lack of self confidence in most women and they have many roles which does not pave way for their participation in leadership. However, it is important that we train women in areas of leadership and promote girl child education in order to enhance women's effective participation in leadership.

5 Session four

5.1 Objective

- Enhance participants knowledge on effective communication in leadership
- Enhance participants knowledge on gender and gender mainstreaming

5.2 Methodology

- Open lecture and plenary (question and answer) was used by the facilitation to share experience and understand the different terms used in communication and gender.

Ms. Agrippina shared with the participants the different strategies for effective communication and understanding of gender.

“Communication is the transfer of information from one person to another and it can be face to face communication, rallies, seminars, electronic media, pictorial and theater among others” said the facilitator. She further added that, it is important to prepare your message in time, know your audience, stay focus on the topic, and use language that is easy to understand, dress well according to the occasion, mind your body language and keep it simple and short.

Some of the barriers to communication that were also identified includes use of different language and statements that cannot easily be understood by the community, use of wrong channels of communication such as TV where people cannot access it, communicating in a noisy place, poor dressing and arrogance, and always remember to clarify why, when, where, who and how you are going to communicate. This coupled with use of jokes and repetition of the main points will enable effective communication

Much as the participant knew gender as the difference between male and female as well as sharing equally, the facilitator made clarifications that gender is a socially constructed roles and differences between men and women which are not biologically constructed but learnt through socialization. Gender roles also change overtime according to different societies and women and men are given different roles and status in society.

She also explained some of the key concepts such as gender roles which refer to the different roles given to men and women by given by society example cooking, washing and providing food. On the other hand, she said gender discrimination refers to the unfair treatment because of status in society just like gender issues which refers to a problem arising from society treatment of men and women such as girls dropping out of school, girls getting married at an early age among others.

5.3 Comments/ plenary

The facilitator asked the participants why people prefer to take boys to school instead of girls and their responses were

Mary one of the participants said *“a girl can get someone to marry to take care of her but a boy can suffer if he is not educated”*, Jane also added that *“ we have not groomed many female leaders that is why we have few female politicians”*

The facilitator also asked them that in cases where the girl is not married what happens?

One of the participants then responded that *“people chase you away if you don’t get married, how can you fail to get a man unless you are abnormal”* however, the facilitator encouraged councilors to make proposal to have women’s issues included and lobby for resources but more importantly, she encouraged *“women to look at the budget with a women perspective”*

The participants also made some suggestions on possible solutions to such problems which include providing bicycle and ambulance to women leaders and health centers. One of the participants further stated that, Our Member of parliament Mr. Ayepa Michael has supported us by buying an ambulance with hotline that can be called in case of emergencies since so many women were losing their lives giving birth.

In an effort to enable understanding among participants, the facilitation shared with the participants her experience when she had gone to visit her sister in Nakaseke hospital when she had given birth but to her disbelief saw mothers bathing in the open because there were no birth rooms. In response one of the participants shared with other member that, *“even in Abim hospital, women bath on the side of the mercury in an open place where they are actually seen”*

The participants also noted other challenges such as understaffing where one of the participants particularly noted that *“here, it is an extreme. Sometimes there are no vehicles and the doctors may not come for a month rendering hopeless people death as the solution. Right now, we have only one doctor at the district”* coupled with lack of electricity in hospital as stated by Ms. Christine who said; *“in my sub county, a woman was giving birth at night and there was no light so resorted into using a phone whose battery also went off and the baby died because she could not see”* the facilitator then asked the councilor to ensure prioritization of women’s issues;

6 Session five

6.1 Objectives

- Enhance participant’s knowledge on effective financial management and sources of resources

6.2 Methodology

- The facilitator applied open lecture method and a plenary discussions to ensure effective understanding of financial management

The facilitator Ms. Mable exclusively discussed with the participants the financial management systems both at the national and local government level

Much as the participants view financial management as how to handle money, how to handle and use money, budgeting/costing, planning, accountability, scrutiny of the budget, approval and monitoring, the facilitator re-emphasized that, financial management involve all that was mentioned because one compliments each other.

She further stated that financial management involves revenue generation, implementation of the budget, resource mobilization, planning and monitoring and evaluation to give accountability.

She emphasized that monitoring should be done to ensure value for money and all district officials who hold offices should be held accountable.

Some of the sources of revenue identified by participants were trading licenses for business people, market dues from stationed and moving markets, ground rent, sand collection, taxis, timber cutting, bodaboda, NGO registration and sell of bids, banks and local service tax by public servants.

They further identified some of the challenges they face in collecting taxes as corruption, resistance from business owner, under declaiming of remittances that is people give two receipt books for personal and formal use among others. The facilitator also encouraged the councilors to follow up on documents with the district in order to inform the monitoring and evaluation process.

The revenue sharing at the local government was also discussed putting into context the local government Act 1997 section 85 which stipulates that, the municipal council revenue is collected by the division council who retain 50% of all revenue they collect in their area of jurisdiction and ensure they remit 50% of the revenue to the municipal or council.

In rural areas, the district or sub county council collect revenue and retain 65% while the rest of the % goes to the district council as stipulated in section 85 (3) empower higher local council to take appropriate measures to fully recover the revenue due to it in case the sub county fails to remit the revenue to higher council.

To ensure transparency and accountability, institutions for financial management control were put in place to ensure effective and efficient utilization of public funds provided for in the local government Act 1995 which states that the local government public accounts committee shall be in charge however, in Abim district, the councils said *“the committee is not funded to do work therefore it has made it not functional”*

“Much as the 1/3 of the committee should be women, the committee consists of five people who are face with the challenge of corruption, discrimination and nepotism” said one participant. On the other hand, the standing committees are responsible for monitoring and evaluation of sectors under which they lie however, the participants complained of late submission of report by the departments which cripple their effectiveness and efficiency and work is done hurriedly with no critical analysis of the reports. The committee is also responsible for reviewing budgets of departments and recommending to the finance committee for their integration into the budget; scrutinizing monthly expenditures, returns, recommend appropriate action by council and tender board awards.

6.3 Budgeting

Much as the participants perceived budgeting as planning for a certain amount of money, breaking down of certain resources of a certain plan, estimated income to be used in a given

period with costed estimates, the facilitator made clarifications that a budget is detailed statement of government, social and economic plans and priorities.

The key district budget cycle discussed during the training included budget conference which gives a detailed information on what has been done with the funds and what has not been included in the budget. The heads of departments are required to come together and discuss the sector priorities, review of closed sectorial priorities coupled with presentation of the budget to the council

6.4 Plenary/ comments

At what stage does the standing committee comes in?

During the review of closure of sectorial priorities

“The women should be involved at all stages in order to influence resources and the processes should be participatory including all stakeholders”

7 Session six

7.1 Objectives

- To equip the councilor with advocacy skills

7.2 Methodology

- The facilitator used open lecture, plenary and group work to enhance participant's knowledge on advocacy

To enhance participant's knowledge on advocacy Ms. Agrippina exclusively discussed with the participants the advocacy strategies and challenges involved as below

To the majority of participants, advocacy meant acting on behalf of others and talking about issues however, the facilitator made clarification that advocacy must aim at influencing a situation and an advocacy issues must be a major problem for a better community and the key problem identified by the participants were lack of ambulance for the health Centre however, the facilitator encouraged the participants to work with the people or community.

She further emphasized that advocacy is an activity aimed at persuading decision makers to take action on an issues and it is a long process and it involves working with people or groups to ensure the solution to the problem. It is important to consult the community on issues affecting them and do researches to find out long the problem has been affecting people and what change you intend to get.

She stated that soliciting for support for a cause is key coupled with putting information together for evidence such as statistics, show the effect the problem and take on behalf of many people who are affected by the issues and supporting the cause.

7.3 The key steps for advocacy identified included;

1. Determine the goal you want to achieve
2. Whom will you target?
3. Which people will you work with? (allies)
4. What method will you use? Example radio, newspapers or television
5. Package the message well
6. Choose the right time to deliver the message
7. Identify possible risk example lack of funds and political instability
8. Monitor your progress and give feedback.

9. If things fail, change the strategy and start again

An example was given in line with the steps identified for instance lack of staff in Abim district where the key target group identified included the district health officer, district health commission, office of the CAO, office of the RDC secretary health, LCV councilors and members of parliament.

They also stated that they will ally with the community, village health teams, health workers, NGOs and LCs among others. Specific method that would be used include meeting, media, petition, peaceful demonstration and posters with example of the titles as *“hospitals at stake, no workers, 10 women are dying everyday because of not worker”*, *“20 women dye every week in Alerek Sub county”*. In addition the facilitator re-emphasized that the message being passed should be simple, short but convincing.

7.4 Plenary/ comments



“Sometimes in Abim district, when you identify the problem, people will come to support very well but when it comes to presentation of the issue to the authorities, people fail to offer you support”

The facilitator in her response encouraged participants to always convince the people that the problem is affecting all people and be persistent in order to influence decisions of others.

7.5 Advocacy Plan

Objectives	Activity	Time	Responsible Persons	Budget	Risk	Method
	- Radio - Demonstration	June	Florence Caroline	450,000 200,000	Lack of favorable environment	Media Sensitization

	Petition		Benna	100,000	Lack of funds Willingness Timing	
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8. Session seven

8.1 Objectives

- To ensure an understanding of social accountability and the roles of councilors in enhancing social accountability as a tool for effective service delivery and development

8.2 Methodology

- The facilitator applied an open lecture method and a plenary discussion to ensure a common understanding of social accountability

To enhance participant's knowledge on social accountability, Ms. Mable shared with the participant the different approaches and strategies for social accountability as below;

In this session the facilitator informed the participants that social accountability is an approach towards building accountability that relies in civic engagement in which citizens participate directly or indirectly in demanding accountability from service providers and public officers.

As stated, social accountability generally combine information on rights and service delivery collectively change for Action. In most cases, it is the citizen who demand for accountability from their leaders or service providers

Social accountability consists of mechanism that citizens, communities, independent, media and civil society organization can use to monitor and hold public official accountable. It also relies on civic engagement where citizens and civil society organization access information about budget, expenditure and services and exact accountability.

Examples of social accountability tools and mechanism cited includes participatory budgeting which participants hardly knew anything about it when asked however, the facilitator made it clear that it is a mechanism through which citizens participate directly in different phases of budget formation, decision making and budget execution.

Public expenditure tracking which involves quantitative survey of supply side of public services, citizen report cards which give a detail participatory survey that solicit user back on performance

of public services; social audits which demonstrate impact of project on local community, right to information Act and citizen charter which informs citizens of service entitlements they have as users of a public service, standards they can expect for a service, remedies available for non adherence and charges of a service.

The most commonly used mechanism as identified by participant is public hearing both in Abim district and Amuria district which is commonly referred to as “BARAZA” which are formal meetings at the community level where local officials and citizens have an opportunity to exchange information and opinions on community affairs

8.3 Plenary/ comments

One of the participants stated that *“in this leadership, there is a problem of pull her down syndrome by fellow women therefore women should change and support fellow women”*

Another woman said *“on several occasion after being successful in the primaries, our male opponents moves and liaise with the female councilors to manipulate the female opponent”*

“Offer good service and prepare for your exit because people value your actions not words” said the facilitator

Ms. Benna Said *“I thank UWONET for the training that has taught us so much”*

8.4 Work plans developed by participants

District: Abim

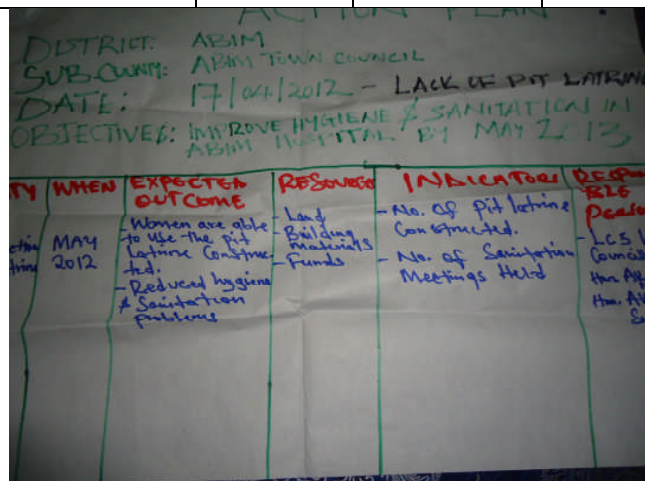
Sub County: Lotuke

Date: 17th 04 2012

Objectives: Sensitization of community about cholera

Activity	When	Expected outcome	Resources	Indicators	Responsible person(s)
Mobilization of community and informing them about the outbreak of some	20 th may 2012 at 2:00pm at the sub county	Change will be in the community up to the grass root level	• Money • Posters • Transport • Planning	Attendance from 50 people and above	LCV chairperson Women representatives Hon. Maliam

diseases like cholera and gender based violence			Knowledge		0788184435
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District: Abim

Sub County: Abim Town Council

Date: 17th 04 2012

Issue: lack of pit latrines

Objectives: Improved hygiene and sanitation in Abim hospital by 2013

Activity	When	Expected outcome	Resources	Indicators	Responsible
Construction of pit latrine	May 2012	Women are able to use the pit latrines constructed Reduced hygiene and sanitation problem	Land Building Materials Funds	No. of pit latrines constructed No. of sanitation meetings held	LC5 Women councilors Hon. Akello Susan

District: Abim

Sub County: Nyakwae Sub County

Date: 17th 04 2012

Objectives: Advocacy on lack of water

Activity	When	Expected outcome	Resources	Indicators	Responsible persons
Meeting with community on lack of water in resettlement areas and areas with low water table	1 st week of may 2012 1 st week of may 2012	Improved service delivery in education and health especially in areas with low water table	Lobby for funds from ministry of water and environment 100,000,000	Annually	Our MPs District and Sub county NGOS District councilors Nyakwae Sub county Atim Christine 0775876919 Auma Helen 0785974186

ACTION PLAN					
District Abim					
Subcounty Abim SUB COUNTRY					
Date 17/04/2012					
Objective - Increase Awareness on Gov't programmes in the sub-county.					
ACTIVITY	WHEN	EXPECTED OUTCOME	RESOURCES	INDICATOR	RESPONSIBLE PERSON
the on the	5/05/2012	- know the financial inflow and outflow in the sub-county	- sodas co - lobby for funds from SIC and NGOs	- no of meetings held - no of participants - no of projects initiated	- SCAO - SIC CDO - LCTL - his town - Parnal

District: Abim

Sub County: Abim Sub County

Date: 17th 04 2012

Objectives: Increase awareness on government programmes in the Sub County

Activity	When	Expected outcome	Resources	Indicator	Responsible person (s)
Sensitize community on social accountability	5 th 05 2012	Know the financial inflow and outflow in the sub county	Sodas Lobby for funds from sub county and NGOs	No_ of meetings held No_ of parishes that the meeting is held in Attendance list for participants No_ of projects given in the sub county	Hoh. Apio Grace SCAO S/C CDO LCV Councilors LC III chairpersons and his parish councilors Chiefs Opinion leaders

District: Abim

Sub County: Alerek Sub County

Date: 17th 04 2012

Objectives: Reduction in family domestic violence, unity in families

Activity	When	Expected outcome	Resources	Indicators	Responsible person
Sensitization meeting on domestic violence	From 16 th may to June 03 rd	There will be unity where equal rights are shared	Funds Guidance Counseling	Harmony and peace in the family Respect for	Awor A. Kotol Akello F.

			personnel LCI Family Protection	once views	Kale Akello R Abia Aleper Mary Alyek Josephine Adong Catherine
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District: Amuria

Sub County: Kapelebiong

Issue: lack of staff for Health Centre IV

Objective	Activity	Time	Resources	Risks	Responsible person
Lobby for recruitment of health staff for effective service delivery in kapelebiong H/C IV	Advertisement Receiving application Short listing of applicants Interviewing Appointing Interviewing	2012 2013	5000,000	Qualifications Forged documents	District service commission DHO Eumu Silver

District: Amuria

Sub County: Aberilela S/County

Objectives	Activities	Time	Responsible person	Resources or budget	Risks
Good health	Sensitization	Monthly	District councilors. Alupo Margret 0779377996	Community meetings in churches 20,000 shillings	Transport Weather changes Hunger

District: Amuria

Sub County: Kuju

Objectives	Activities	Time	Responsible person	Resources	Risks
Cleaning the town	Garbage collection	5/05/2012 30 th 07 2012	Apedel. Gs Seco Health Centre All local council I	Local revenue	Delay of local revenue collection Negative attitude towards the programme by the community

9. Recommendations

- The participants noted that it is important to train the male councilors as well to understand gender and mainstream gender in their district budgets and resource allocation.
- Carry out training of balancing family and leadership for the women councilors and leaders at all levels to avoid violence and divorce in the family.
- The technical district staff should also be included in the training given that they are greatly involved in the planning and budgeting time.
- Provide legal books to the district and grass root leaders to ensure for reference and specification of roles and responsibilities.

- Participants also encouraged UWONET to train both successful and unsuccessful candidate on social accountability to always deliver in their different capacity

10. Outcomes

- A total of 60 women councilors from the district and sub county were trained in a two days workshop as planned
- The councilor's capacity was enhanced on their roles and responsibility to promoting effective service delivery and efficient utilization of resources.
- The participants were able to develop work plans on issues that affect their communities.
- By the end of the training, participants were empowered to carry of monitoring and evaluation in their different sector to enhance value for money.

11. Challenges

- The participants noted with concern that they always have limited access to information form the technical persons
- Some of the technical staff also lack the capacity to account for the resources allocated to their departments
- Much as the participants turned up in good numbers, the time for reporting to the meeting was very late by the participants which affected the programme which was planned.

12. Conclusion

The refresher training of councilors was adopted after the needs assessment of 2011 and through the recommendation of successful candidate who were trained. This platform enabled learning from wide range concepts and key issues affecting the community which enhanced the capacity of the councilors understand gender, financial management and their roles as councilors in enhancing social accountability.

