



Gender Transformation & Empowerment

UWONET

Annual Report 2021



Breaking Barriers Building Bridges

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UWONET's Strategy

Vision:

A Ugandan society free from gender discrimination.

Mission:

To transform the unequal gender relations through collective visioning and action.

Core Values

In Diversity: We acknowledge respect and celebrate diversity in the Women's Movement and strive to achieve unity amongst women and organizations and with like-minded actors.

Women's dignity: We recognize, respect, promote and protect women's inherent sense of self-worth and self-respect.

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

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

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

THE THEORY OF CHANGE

UWONET believes that when women work collectively with a common vision and collective voice then transformation begins to happen. the enhancement of women's movement and employment of women and girls is central for this transformation. it will require a functional, fully operational, re-sourced, efficient organization that can adequately address the needs of her membership and the movement. that will result into promoting gender discrimination. Women and girls will know their rights, have voice and ability to act against gender discrimination and live a dignified life.

This will also increase the numbers and influence of women leaders across the sectors; the women's movement will influence the enforcement of gender responsive laws and policies; increased accessibility and afford-ability of public services including justice, employment opportunities, sexual and reproductive health, and improved working relations and support from Government and donors. Ultimately this will be achieved through building agency, capacity development, resource mobilization, deepening strategic engagement of stakeholders, advocacy for improved operating environment, collective visioning and action.

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Acronyms

ANT	Alliance for National Transformation
AWOTID	Abim Women Together in Development
CEDAW	Convention on Elimination of all forms of Discrimination Against Women
CFPU	Child and Family and Protection Unit
CID	Criminal Investigations Directorate
CSOs	Civil Society Organizations
DP	Democratic Party
DWN	District Women's Network
FDC	Forum for Democratic Change
FIA	Financial Intelligence Authority
GBV	Gender Based Violence
GEWE	Gender Equality and Women's Empowerment
KADDAN	Katakwi District Development Actors Network
KCCA	Kampala City Council Authority
KIU	Kampala International University
LC	Local Council
MDAs	Ministries Departments and Agencies
MUK	Makerere University Kampala
NGO	Non-Governmental Organization
NRM	National Resistance Movement
NUP	National Unity Platform
PWD	Persons With Disability
RWC	Refugee Welfare Council
SGBV	Sexual Gender Based Violence

UCU	Uganda Christian University
UPC	Uganda People's Congress
UPR	Universal Periodic Review
URA	Uganda Revenue Authority
URSB	Uganda Registration Services Bureau
UWEP	Uganda Women Entrepreneurship Programme
UWONET	Uganda Women's Network
UWOPA	Uganda Women's Parliamentary Association
WDG	Women's Democracy Group
WIPC	Women's International Peace Centre
WROs	Women's Rights Organizations
WSR	Women's Situation Room
WUC	Water User Committee

Word From The Executive Director



Dear members, partners, friends and allies,

Warmest greetings from Uganda Women's Network (UWONET) Secretariat. It is with great joy and gratitude that I present to you UWONET's Annual Report for the year ended December 2021. At UWONET, we strive to put our best foot forward every day to serve girls and women in the most efficient and effective ways possible with the ultimate aim of bridging the gender gap in all spheres of life. The work of UWONET and indeed, the women's movement in an effort to drive change for gender equality and women's empowerment cannot be attained without working with a cross section of stakeholders.

In this annual report, are highlights of the many program / project accomplishments through activities to advance the institutional vision which is; A Ugandan society free from gender discrimination. These interventions equally contribute to the attainment of national overarching development frameworks like the NDP III and the numerous regional and international frameworks on Gender equality and equity including the Sustainable Development Goals to mention but a few.

Despite the extraordinary times of the day, punctuated by crises such as the COVID-19 pandemic, pre-election and post-election period, natural disasters resulting in extreme weather, significant results were attained. At the beginning of 2021, the Network

planned a number of key activities targeted towards advancing women's rights, gender equality and equity.

Through the different actions taken and building on earlier efforts both by the network and other stakeholders on Gender Equality and Women's Empowerment (GEWE), UWONET was able to register positive results; among which women from all political parties including independent candidates were trained on how to run for elected positions effectively and gender responsive campaigns. 40% of the trained candidates were successful.

While we celebrate the strides made, we continue to remain cognizant of the challenges, roll back and backlash on Women's Rights and Gender Equality on many fronts especially violence against children, girls and women including illegal marriages (child marriage), teenage pregnancies, quality of women's leadership, economic dependency that has deepened income inequality, and the increased burden of Care.

Given the changing dynamics of discrimination reinforced by factors such as ICT advancement, climate change, conflict, increased poverty, amongst others, our call to action is much needed today than ever before. It is against these, that UWONET recommits to being at the center for women's agency in the social, economic and political development.

The work of the Network would never be possible without the support of the different stakeholders; women and the community of engagement, government (local and central), the network members, allies and development partners. We sincerely appreciate your contribution and partnership.

In a very special way, I would like to thank all the country women and men who nominated me for the EU Human Rights Defenders Award 2021 and the EU in Uganda for finding me deserving of this award. I was humbled by the gesture of national recognition. As the team leader of a network which finds joy and pride in championing agenda 50/50, it was such an honor to have been nominated and eventually emerge as the winner of the EU Human Rights Defenders Award for 2021, an award which I believe I received on behalf of all the invisible Human and Women Rights Defenders.

To our esteemed members, partners, allies and well-wishers, we pledge to grow with you, share opportunities, support your advocacy efforts and promote capacity enhancement initiatives. A dignified life for all, should be our aspiration. With concerted efforts, indeed justice and human dignity will prevail.

United Women Can!

For God and My Country!

Rita. H. Aciro-Lakor

Executive Director, UWONET

Remarks From The Board Chairperson



Dear Members, Partners and Stakeholders

I would like to start by thanking the Almighty for having enabled us to efficiently and effectively work throughout the year 2021. A great year of successes in championing and advancement of the gender agenda by fronting advocacy around women's rights as human rights, gender equality and equity lie behind us.

In a special way, I would like to recognize and appreciate the UWONET Board of Directors, members, partners, allies and staff for their support in ensuring the timely execution of UWONET's planned deliverables for the past year. Despite the continued prevalence of the COVID-19 pandemic and effects, UWONET was able to keep abreast of her planned activities. The work of UWONET would never be a success without the unwavering support of all of you. Despite the challenges encountered, the network was able to deliver on her mandate in the prevailing situation. I am glad to report the UWONET Strategic Plan 2019-2023 was reviewed at midterm giving birth to the extended 2019-2028 Strategic Plan, and UWONET remained at the center of advocacy for women's rights and gender equality. The network through capacity enhancement, information sharing and networking reached different stakeholders.

Picking from the previous efforts on internal institutional strengthening, the Network continued to work with her membership and allies to deliver more efficiently on Gender equality and women's empowerment. As the new Board, we are grateful to our colleagues who have seen the Network grow over the years reaching out to the women living in the rural areas and across the sectors.

The Network made all efforts in meeting her mandate of providing space for women to interact and network, work through a coordinated approach, and amplify women's voices on all development concerns.

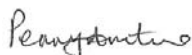
I am pleased to share with you all our esteemed stakeholders the network's Annual Report for the year ending December 2021. In this report, are key / broad activities conducted during the year that provide highlights of program / project activities with already tangible outcomes.

UWONET was able to expand her membership from 21 to 24 member organizations. I am strongly convinced that women's rights organizations need to work together in order to achieve true and sustainable progress. The newly approved organizations were: The Women's ProBono Initiative, Women Human Rights Defenders and National Union of Women with Disabilities Uganda.

I thank all our stakeholders and well-wishers for the continued support rendered towards enabling the smooth management of UWONET in promoting women's rights and gender equality. I continue to encourage each and every one of us to see collective action as the ingredient for making meaningful change for women's rights and gender parity. Special thanks go out to all the communities we have worked with, your support of the activities is what makes success possible, to the Local Governments, we are sincerely grateful for the guidance and support, to our members and allies, the Network is only as strong as her membership, there is nothing richer than working together. To the development partners, thank you for believing in the Network and supporting GEWE. Last but not least, we do appreciate the partnership with Government (Ministries, Department and Agencies) with whom we have worked closely especially on policy and programing for gender equality. UWONET is cognizant that the desire for gender parity in social, economic and political life, will need every sector of society to get involved. We will therefore continue to reach out to all in the spirit that we are stronger together. We look forward to your continued support in the coming year.

United Women Can!

For God and My Country!



Dr. Victoria Flavia Namuggala
Board Chairperson, UWONET.

A Review of the Year 2021

The outbreak of a deadly respiratory disease caused by a novel coronavirus was first detected in China in December 2019 but thereafter also detected in many other countries. The virus (abbreviated as “COVID-19”), was declared a pandemic on 11th March 2020 (WHO 11/03/2020)¹. This became the day-to-day living reality for the global citizens journeying into the year 2021, with no glimpse of the pandemic coming to an end. This reality not only had far reaching consequences globally but also nationally. There were increasing losses of lives and livelihoods, reversals in development and setbacks to efforts to end extreme poverty and reduce inequality, massive increases in unemployment in both formal and informal sectors, and exposing millions of people to large income losses. While most workers became redundant because of lockdowns in high-income countries that received some form of income protection from their respective nations’ governments, this was not the case in many medium and lower-income countries. For those in the informal sectors of low-income countries with minimal job protection, the lockdowns meant instant job losses and total income loss.²

The COVID-19 pandemic unfortunately had a disproportionate impact on the poor and vulnerable, and therefore impacted women and girls disproportionately. Domestic violence sky rocketed, job insecurity for women worsened, access to sexual and reproductive health services eroded, girls’ enrollment in schools reduced dramatically in many places with decisions taken by governments and authorities worsening the situation of women and girls.³

2021 however, also saw the holding of the Global Education Meeting (GEM) 2021 under the Paris Declaration 2021 with Heads of State and Government, ministers, and delegates, leaders of multilateral organizations, civil society, youth and teacher representatives, foundations and the private sector. The GEM was held on 10th November 2021 and enabled the lobbying for a strong commitment of all stakeholders in the Education sector to prioritize matters of education.⁴ The key messages of the Paris Declaration included the urgency to tackle the educational crises and inequalities exacerbated by the COVID-19 pandemic.⁵

Due to some cross-cutting issues such as the resistance to coups and rising authoritarianism, fierce political contestation, frustration with public health responses and economic insecurity.⁶ There were various protests and civil unrest across the globe striking approximately fifty-eight countries, including Malaysia, Paraguay, Georgia and Malawi which encountered significant

1 https://www.acaps.org/sites/acaps/files/products/files/20200319_acaps_covid19_government_measures_report_0.pdf

2 Peter Agamile. 2021. COVID-19 lockdown and exposure of households to food insecurity in Uganda: insights from a national high frequency phone survey.

3 <https://www.amnesty.org/en/latest/news/2022/03/international-womens-day-dramatic-deterioration-in-respect-for-womens-rights-and-gender-equality-must-be-decisively-reversed/>

4 <https://unesdoc.unesco.org/ark:/48223/pf0000380116>

5 <https://www.sdg4education2030.org/global-call-invest-futures-education-support-paris-declaration>

6 <https://carnegieendowment.org/2022/01/13/four-dynamics-that-drove-protests-in-2021-pub-86185>

anti-government demonstrations during the year. Although a few countries, including Burkina Faso, Paraguay, and the Solomon Islands, had not previously appeared in the tracker, which had logged protests since 2017, their addition underscored how unrest reached every corner of the world.

A number of elections took place in the year 2021 and examples included; the Central African general election on 14th February 2021, the Nigerian general election on 21st February 2021, the Ivorian parliamentary election on 6th March 2021, the Republic of the Congo presidential election on 21st March 2021, the Djiboutian presidential election on 9th April 2021, the Beninese presidential election on 11th April 2021, the Chadian presidential election on 11th April 2021, the Cape Verdean parliamentary election on 18th April 2021, the Somaliland parliamentary election on 31st May 2021, the Algerian legislative election on 12th June 2021, the Ethiopian general election on 21st June 2021, the São Toméan presidential election on 18th July 2021 and 5th September 2021, the Zambian general election on 12th August 2021, the Moroccan general election on 8th September 2021, the Cape Verdean presidential election on 17th October 2021, the Gambian presidential election on 4th December 2021 and the Ugandan general election on 14th January 2021.

When it comes to policy and legal frameworks, Uganda is signatory to, and ratified commitments under Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW, 1979), the Convention on the Rights of the Child (CRC, 1989), the Declaration on the Elimination of Violence Against Women (1993, DEVAW), the Beijing Declaration and Platform (1995), the Domestic Violence Act (2010), the Prevention of Female Genital Mutilation Act (2010), and the Prohibition of Trafficking in Persons Act (2009) among others. Additionally, Uganda is signatory to the Maputo Protocol [1], the Sustainable Development Goals, the 1995 Constitution of the Republic of Uganda and the National Development Plan III (2020/21 – 2024/25). These legal instruments are all aimed towards achieving gender equality, women's rights and basic freedoms. Despite the existence of these laws, gender stereotypes allow biases and discriminative tendencies to prevail in society. Courts and law enforcement agencies have limited appreciation of gender-sensitive and/or women-centered investigative and judicial procedures to address the unique justice needs of women who interface with justice systems.

The implementation of the Domestic Violence Act (2010), the Prevention of Female Genital Mutilation Act (2010), and the Prohibition of Trafficking in Persons Act (2009) have been challenged due to a lack of resources thus holding back progress towards achieving full gender equality. Progress towards achieving gender equity was further compounded by the pronouncement by the Speaker of the Parliament of Uganda who invoked Rule 235 (1) of the Parliament's Rules of Procedure. Under this Rule all business including Bills and petitions automatically lapse with the end of a Parliamentary term. The effect of this is that all the gender-related Bills passed by the 10th Parliament, but not yet assented to by the President lapsed and the only recourse is their reintroduction as fresh references to the relevant Committees. These include the Succession Amendment Bill (2019), now 2021, the Sexual Offences Bill

2019, the Employment Amendment Bill 2019 and the Marriage and Divorce Bill of 2009. This creates a reversal which is very problematic in light of the protracted legislative processes that surround proposals for progressive gender-related legal reforms.

The enactment of the Public Order Management Act (POMA) (2013) has constrained civic space and the right of civil society organizations to have their freedom of expression, speech and assembly protected as provided for in the Constitution and therefore contravenes the provisions. The Constitutional Court declared Section 8 of POMA unconstitutional in March 2020 but the situation remained the same.

Despite the constrained civic space, civil society has continued to play its part in monitoring state compliance with various human rights instruments. In 2019, 2020 and 2021, the Government of Uganda submitted state reports on progress on the implementation of the Beijing Declaration and Platform for Action, the Convention on Elimination of All Forms of Discrimination Against Women (CEDAW) and the Universal Peer Review Mechanism (UPRM) respectively. Civil society also developed corresponding shadow reports on each of the instruments. Despite registering progress in certain areas, the recommendations of the shadow reports are unanimous in the need for legal reforms in laws to protect and promote women's and girls' rights. Also key to note is that these recommendations directly mirror the aspirations stated in the National Women's Manifesto 2021 – 2026 which highlight 5 key priority rights areas critical for the development of women. These include Women's Health and Wellbeing, Equitable and Quality Education for Women and Girls, Work and Economic Agency, Leadership and Decision-Making and Land and Property Rights. Additionally, the cross-cutting issues as catalysts of the five priority issues including negative social norms and cultural practices, peace and security, women's access to information, communication and technology.

In the political scene, 2021 saw the ushering in of a new Government in Uganda, with an increase in the number of women in leadership positions. The 11th Parliament of Uganda comprises of 173 (32.7%) women elected to represent different constituencies in the 11th Parliament out of 529 MPs, 14 women are on direct seats. At the executive level, in reference to the released list of new Cabinet Ministers by the President of Uganda, women occupy 41.5% of cabinet positions, with some holding portfolios that were previously dominated by men including; Vice President, Prime Minister, 1st Deputy Prime Minister and 2nd Deputy Prime Minister. In civil service, specifically the appointed Permanent Secretaries of government Ministries, Departments and Agencies (MDAs), 47.1% are women while 52.9% are men nearing parity whilst the Shadow Cabinet comprises of 37% representation of women. The increase in the number of women's participation in leadership and decision making at all levels is further attributed to the efforts of Women's Rights Organization (WROs), Civil Society Organizations (CSO) and Development Actors. This is a milestone towards GEWE in Uganda.

Despite the successes registered for women in leadership, the elections were preceded by a hot campaign period. This political environment impacted the working relationships of NGOs with other constitutional bodies, like parliament, the electoral commission, and local governments. Referencing the legal frameworks and taking the cue from political leadership,

these institutions over the years became reluctant to work with NGOs generally, and especially those promoting human rights including women's rights.

The January 2021 Presidential, Parliamentary and Local Governments' general elections were unprecedented in terms of the level of violence, including fatalities, that occurred prior to, during and to some extent in the aftermath. Additionally, the negative utterances towards multi-party democracy by leaders raised doubts on the electorate's understanding of multiparty democracy as demonstrated by the unprecedented number of individuals who contested as individuals and not affiliated to any political party.

The elections were also characterized by increased monetization which in part flamed the violence and also confirmed the notion that becoming a representative of the people has little to do with service for the common good since electioneering is highly transactional in an electoral system anchored in the 'winner-takes-all' notion as opposed to proportional representation based on polling outcomes. This electoral system, limits inclusivity and has a profound effect on the political arena at national and sub-national level in Uganda and is the bedrock for the acrimonious and sometimes fatal contestations at each election cycle.

When considering the economic scene, it would be key to note that the COVID-19 pandemic caused an unprecedented social and economic shock in Uganda. Uganda saw its first case of COVID-19 confirmed on March 21, 2020 and after the World Health Organization (WHO) announcement that COVID-19 was a global pandemic. The Government of Uganda undertook crucial measures to mitigate the spread of the virus. These mitigatory measures included; curfews and lockdowns, the suspension of international flights (except for essential/critical deliveries), social-distancing measures, establishment of isolation centers, land border restrictions, a mandatory quarantine period for travelers coming from COVID-19 affected countries for a period of 14 days, restrictions on domestic travel, insistence on homeworking, closure of schools and institutions of learning, restrictions on large gatherings, closure of non-essential businesses and restrictions on gatherings in places of worship. While the measures succeeded in containing the spread of COVID-19, they unfortunately reversed the gains made to improve livelihoods, buffer the financial sector and support job creation.⁷

The poverty rate in Uganda was exacerbated by the COVID-19 pandemic and the measures to abate its spread, coupled with the rising commodity prices and increasing costs of living. As a result, some women unwillingly left the formal labor market, whilst some of the women's businesses which already were small and less profitable than those owned by men, were the first to close as economic activity shrunk leading to job losses as well as reduced savings.

The COVID-19 pandemic and its impact, coupled with the negative climate change effects such as prolonged drought and rainy seasons further deepened poverty and undermined health and well-being and the overall development of the country. Food insecurity in Uganda

⁷ <https://www.acode-u.org/uploadedFiles/CoMPRA-06-okumu-kavuma-bogere.pdf>

became a major challenge and climate shocks made food insecurity worse hence frustrating the efforts of ordinary citizens especially women and girls to overcome poverty.⁸

Socially, the COVID-19 pandemic rolled back some of the gains made in social service delivery, access to justice for women and girls and human capital development and also exacerbated Violence Against Women and Girls (VAW/G). The nation-wide closure of schools resulted in idleness and debauchery with many young girls falling prey to defilement, teenage pregnancies and child marriages due to increased poverty at household level, job loss, reduced incomes/poverty, and domestic violence among others. According to the Annual Police Crime Report 2021, high rates of sexual violence were recorded with 14,570 survivors defiled, of whom, 14,226 were female juveniles and 344 were male juveniles. In comparison to 2022 there was a 1.6% increase in aggravated defilement and 2.3% increase in defilement.

The pandemic also amplified many of the deep gender inequalities in Uganda. Before the pandemic, women were already spending about 3.5 times more hours than men each week on domestic labor.⁹ With the closure of schools, the care burden on women and girls became heavier, giving them less or no time to devote to economic activities.

For the women's movement, 2021 was a year of a lot of anticipation for the better. The women's movement managed to cope through innovative ways of running programs and institutions at large, adopting a hybrid approach of operation throughout the year. This entailed mixed virtual or online programming, and physical engagements all in accordance with the Government's set COVID-19 containment measures.

Direct community interface was deeply disrupted which became challenging especially when program interventions required it. Despite these challenges such as burnout and pressure on program staff and other stakeholders, implementation plans had to proceed, whenever an opportunity allowed. As part of the women's network's learning culture, despite a difficult and fluid socio-economic and political environment, the impact of the interventions was documented. During the year however, tunnels of hope were realized when the government started a phased lifting of the lockdown which paved more ways for the women's movement to continue building milestones towards Gender Equality and Women's Empowerment in social, political and economic areas amidst a very volatile operating atmosphere.

⁸ <http://sa.indiaenvironmentportal.org.in/files/CC-Imp-Uganda-Oxfam-July08-Repo.pdf>

⁹ UBOS Time Use Survey , 2017-2018

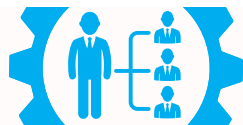
Introduction: 2021 At a Glance

Uganda Women's Network (UWONET) is an advocacy organization that exists to coordinate collective action among women's rights and gender equality stakeholders for the attainment of gender equality and equity in Uganda. UWONET's strength is hinged on the diversity of expertise and experience of her membership and allies working jointly towards a Ugandan society free of gender discrimination. In order to further deliver on her mandate and build on the successes achieved and lessons learned in the past, UWONET produces an Annual Report covering highlights, developments and UWONET's audited financial statements.

This Annual Report therefore entails a comprehensive overview detailing UWONET's key operations or activities, her key results and indicators of success as per the preceding year, challenges and lessons learned in the year 2021. The Annual Report is divided into three main sections. The first section comprises of the context of operation, both globally and nationally, the indicators of success of the key activities implemented by UWONET, and her reach in numbers. The second section comprises of UWONET's three thematic areas of operation namely; I) Galvanizing women's leadership and influence at different levels and sectors, II) Women's Agency for Economic Transformation for GEWE, and III) Knowledge Management, Voice and Accountability, detailing her key planned activities, what was achieved, what was not achieved, and why, as well as the key results. The third and final section comprises of UWONET's strategic focus into the year 2022 and some of her key approaches. This section also introduces UWONET's 2021 staff team, her membership and publications made in the year 2021. In this section, UWONET also acknowledges the support of the development partners who enabled UWONET to deliver on her mandate by offering their technical and financial aid, and contains UWONET's comprehensive financial information for the year 2021 as well as the 2021 annual photo gallery.

2021 in Numbers

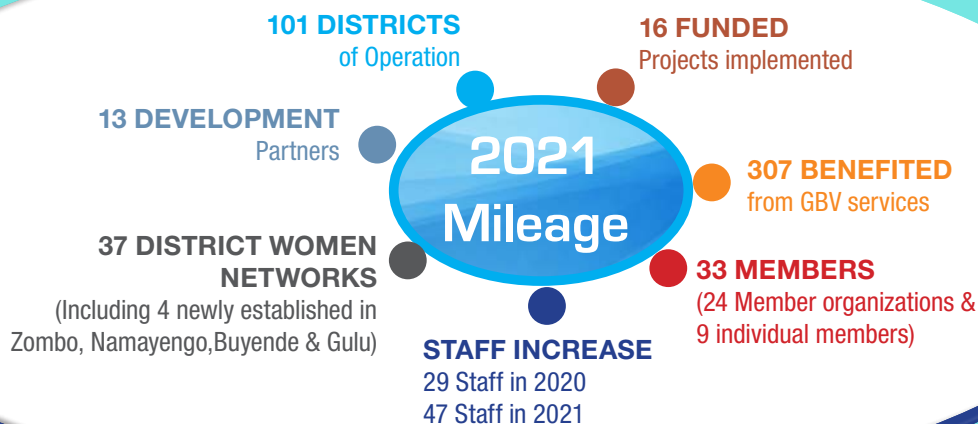
OUR TOTAL REACH



15,606,690

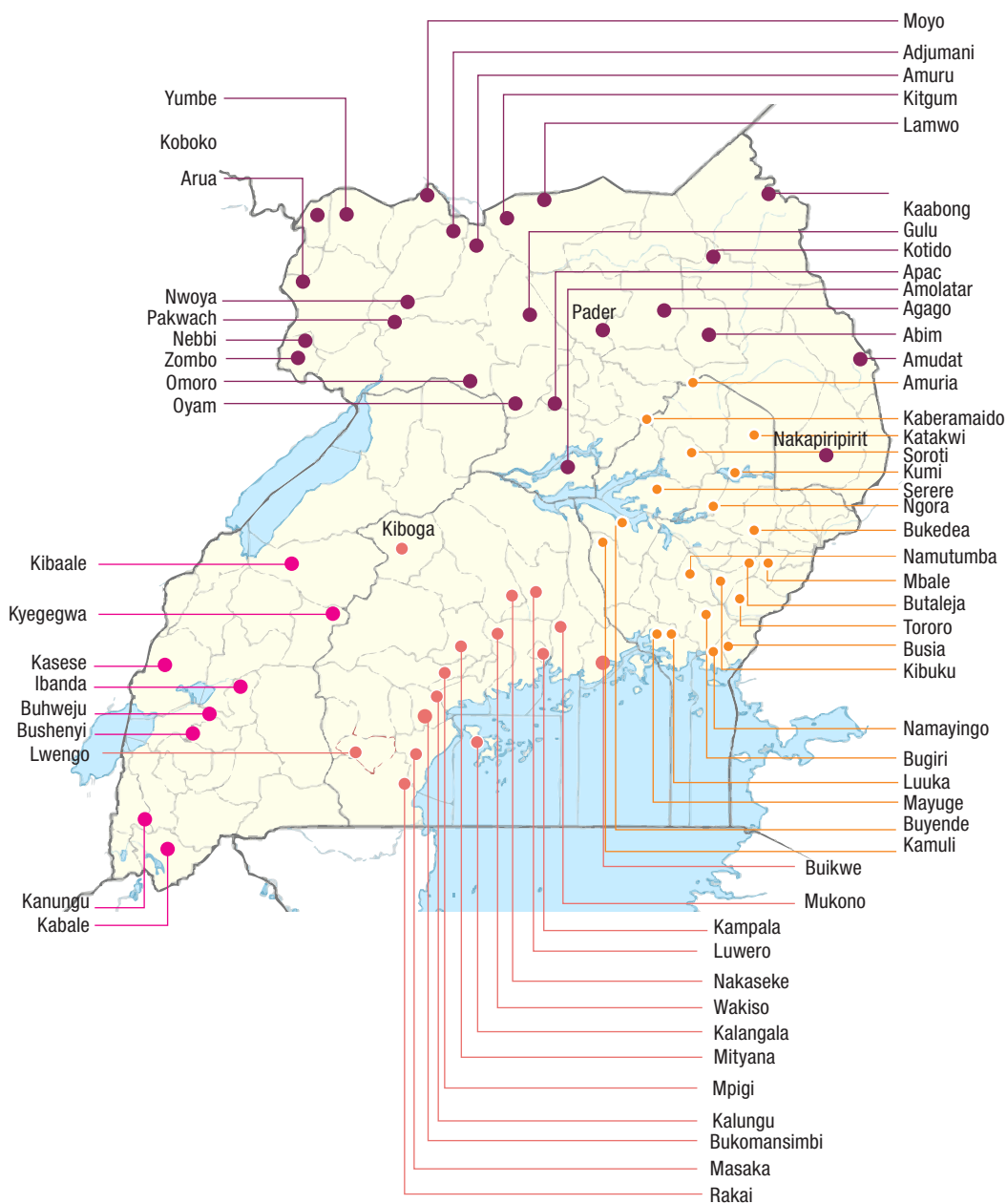
Indirect reach **15,581,353**

Direct reach **25,337**



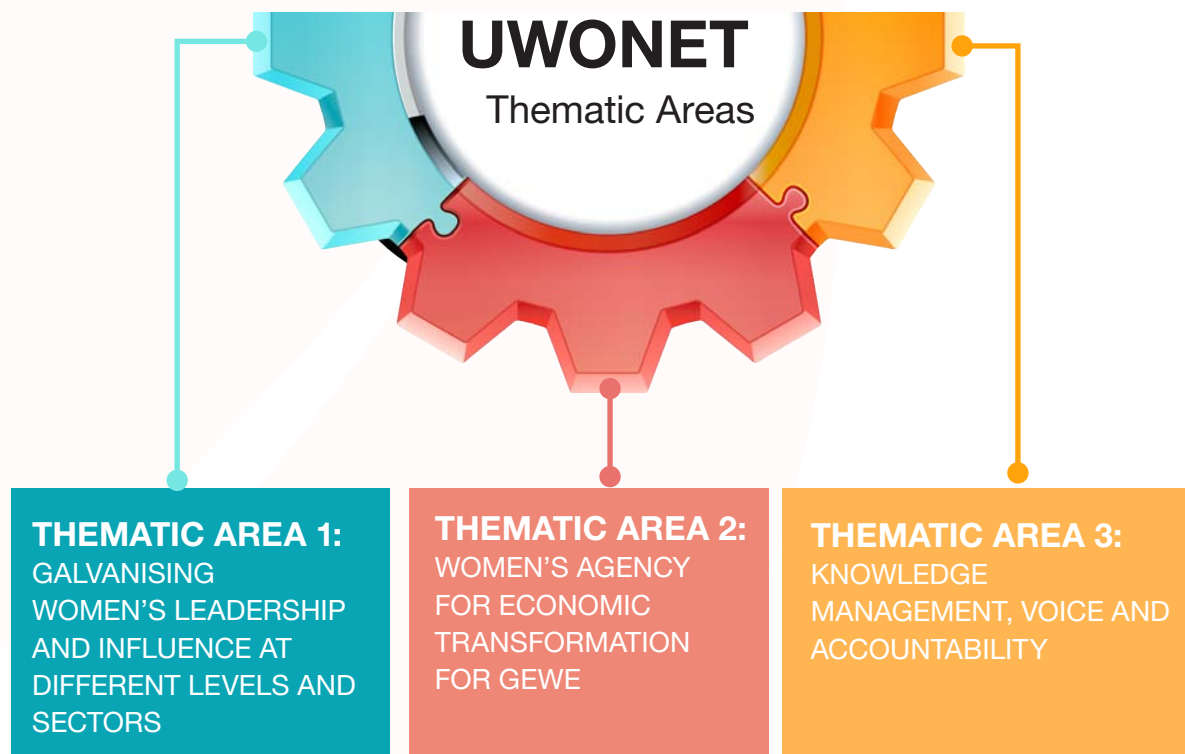
Our Geographical Area

Districts of operation



UWONET's Key Thematic Focus Areas

In 2021, UWONET's operations were hinged on her Strategic Plan 2019 – 2023, which focused on three interlinked key thematic areas of focus and key strategic objectives which were as follows;



On the other hand, UWONET's Key Strategic Objectives included: Coordinating strategic and programmatic actions that promote women's participation and influence in leadership and decision making in politics, civil service, and the private sector by 2023; Strengthening the capacity of UWONET's membership and the district women's networks for strategic, programmatic and administrative interventions by 2023; Strengthening UWONET's institutional capacity for strategic, programmatic and administrative interventions by 2023; Enhancing collaboration and women's capacity to influence actions to advance economic reforms in order to promote GEWE by 2023; Challenging the negative cultural practices and advocating for the enforcement of laws and processes that protect women's rights and access to justice; and lastly, Enhancing networking and information sharing amongst stakeholders through women's spaces. UWONET however conducted a number of activities under the above-mentioned thematic areas;

THEMATIC AREA

1

GALVANISING WOMEN'S LEADERSHIP AND INFLUENCE AT DIFFERENT LEVELS AND SECTORS

Over the years, we have seen society deem the notion of predetermined gender roles as “natural” and as a result, they have been socially constructed classifications that have been motivated and encouraged by the overarching influence of patriarchy within society, communities, and families,¹⁰ which ought to be challenged as they oftentimes perpetrate gender discrimination.

In order to guide the execution of activities under thematic area one, UWONET engaged institutions such as political parties, civil society organizations, private sector actors including the informal, public service, and their funding agencies to ensure conformation to national laws, regional and international protocols and conventions on women in leadership, therefore building partnerships with other strategic stakeholders to



Participants during a capacity skills development meeting on gender responsive leadership training for women councilors in Abim district

increase women's influence and participation in leadership. In addition to this, UWONET adopted strategies such as mentorship programs, intergenerational dialogues and capacity strengthening of the different stakeholders.

To achieve the above-mentioned strategic objectives, UWONET conducted the following key activities in a bid to galvanize women's leadership and influence at different levels and sectors; training of women groups on elective politics and peaceful electoral processes, amplifying of women's voices and concerns through the women's manifesto, strengthening women's internal adherence to systems, and enhancing the capacity and influence of newly elected women leaders for GEWE, among others. These interventions yielded the following key results;

¹⁰ https://edge.sagepub.com/sites/default/files/15_Barriers.pdf

1.1 Women's ability for competitive elective politics was enhanced

The lack of women's participation in society continues to threaten the achievement of the Sustainable Development Goals by 2030. However, it is key to note that politically motivated gender-based violence online and offline continues to be a barrier to women's ability to participate fully and equally in democratic processes. Moreover, the persistently high rate of grave violations of women's rights worldwide is appalling. UWONET believes that women's leadership is a catalyst for development and strives to ensure that women are empowered to make female leadership visible and drive positive change towards the promotion of women's rights and attainment of gender equality. UWONET strives to achieve gender equality in women's leadership and has therefore taken a number of strides to ensure women's active participation in elective politics. As a result of UWONET's interventions, up to 40% of the 2,970 female candidates that UWONET trained in leadership and elective politics emerged triumphant in the 2021 general elections held in January 2021, across 61 different districts. From this compounded number, a total of 1,187 women leaders from all political parties were elected to represent their constituencies in respective positions at Parliamentary, Local Council V, IV and III levels. This achievement was attributed to the efforts made by UWONET in collaboration with her partners (under WDG), who went out of their way prior to the 2021 general elections of Uganda to enhance the competence of female candidates across a wide spectrum of political parties including the National Resistance Movement (NRM), Uganda People's Congress (UPC), Alliance for National Transformation (ANT), National Unity Platform (NUP), Democratic Party (DP), Forum for Democratic Change (FDC) and independents on issue-based campaign management. UWONET held these capacity building trainings in 61 districts across the Northern, Eastern, Western and Central regions of Uganda.

Table 1: Showing number of elective positions won.

Elective Position	Number of successful Women leaders	Percentages (%)
LCIII Chairperson	6	0.5%
LCIII Councilor	16	1.3%
LCIII Female Youth Councilor	16	1.3%
LCIII Woman Councilor	712	60.0%
LCIII Woman Councilor for Older Persons	15	1.3%
LCIII Woman Councilor – PWDs	20	1.7%
LCIV Woman Councilor	5	0.4%
LCV Councilor	9	0.8%
LCV Female Youth Councilor	17	1.4%
LCV Woman Councilor	324	27.3%
LCV Woman Councilor for Older persons	10	0.8%
LCV Woman Councilor for Workers	8	0.7%

Elective Position	Number of successful Women leaders	Percentages (%)
LCV Woman Councilor – PWDs	21	1.8%
Woman Member of parliament	8	0.7%
Grand Total	1187	100.0%

As indicated in the table above, the majority of the successful women elected were women councilors at LC III and V levels, bringing the total number of elected women candidates to 712 and 324 respectively. This was followed by representatives of Persons with Disabilities (PWD), bringing the number of women candidates to 20 for LC III level and 21 for LC V level. Female Youth Councilors, representatives of older persons and workers, Members of Parliament and LC III Chairpersons were also elected.

Majority of the newly elected women leaders were mainly on affirmative seats with a sum of 1,156 candidates accounting for 97% of the total number while only 31 women leaders accounting for 3% of the total number were elected on direct/open seats as shown in the chart below.

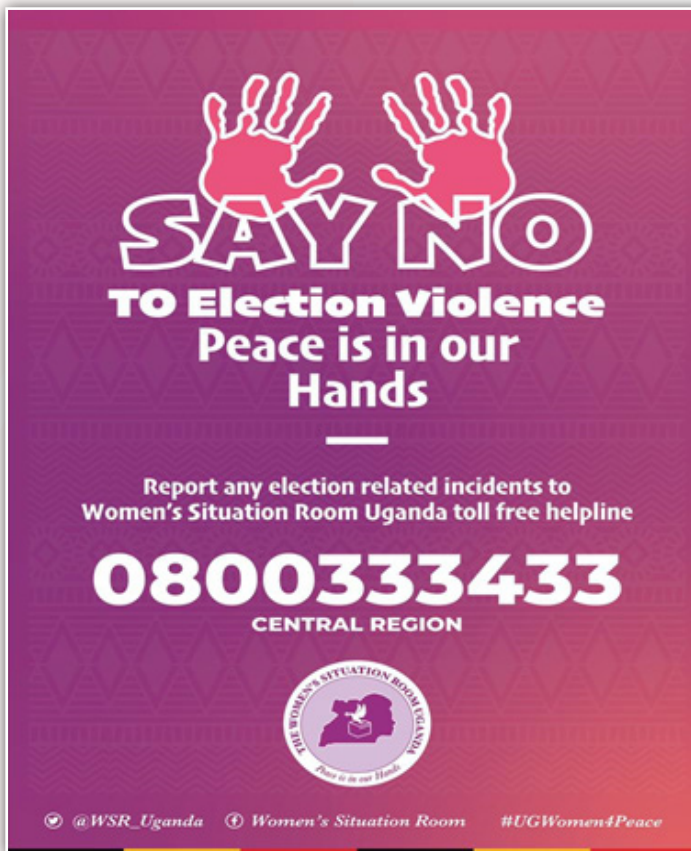
Table 2: Shows number of seats won.

Elective Position won (Direct / affirmative action)	Number of women Leaders	Percentages (%)
Affirmative Action	1156	97%
Direct seat	31	3%
Grand Total	1187	100%

1.2 Endeavored to Contribute to Peaceful 2021 General Elections

In a bid to promote peaceful elections in January 2021, the Women's Situation Room (WSR) was launched ahead of the 2021 electoral process. UWONET in partnership with the Women's International Peace Center (WIPC), hosted the WSR and together, their role was to build the capacities of women to be peace agents, as well as coordinate organizations to be part of the peace building process; for example, working with the Electoral Commission. The WSR was launched to act as an early warning and rapid response mechanism aimed at identifying and mitigating election related conflict and violence. Three Situation Rooms were managed by the Consortium. The WSR initiative was acknowledged as an effective mechanism for ensuring the promotion of peaceful elections by the United Nations Security Council and the African Union. Through this mechanism, WIPC and UWONET worked closely with the Electoral Commission in Uganda and other stakeholders towards advocacy for peaceful elections.

Through the eminent women of Uganda, candidates, voters, Electoral Commission, security operatives among others were engaged to ensure peace before, during and after the 2021 general elections by responding to issues. UWONET and other WSR CSO committee members trained election monitors who were facilitated to monitor elections in 35 districts. Physical rooms were set up regionally in the districts of Gulu, Soroti, Mbarara and Kampala respectively, with the aim of monitoring and receiving election related incidents. The physical rooms were set up with the following toll-free lines 0800333435, 0800333434, 0800333433 and 0800333433 that were referred to relevant areas. Information was received and shared with security operatives who responded to incidents of violence reported especially within the Eastern region of Uganda.



1.3 Position, Effectiveness and Influence

In the aftermath of the 2021 general elections, a new group of women and leaders were sworn in at different levels of elective politics. However, the results of the 2021 general elections indicated high rates of attrition among women elected leaders at district and parliament levels, standing at 80%, implying that most of the GEWE ambassadors then did not return to office. This was attributed to the evident gaps in terms of knowledge and skills among the women leaders, driven by a number of factors including limited: information and skills on leadership, literacy rates, and gender and power dynamics among others. To address these challenges, UWONET oriented and grounded the new leaders on their roles and responsibilities to enhance their effectiveness and influence in the various leadership spaces.

A total of 284 newly elected women councilors at LC III and LC V levels were oriented with knowledge and skills to enhance their active participation in designated roles, stemming from council procedures and operations, gender, caucusing, women's rights to the five key priorities in the women's manifesto 2021-2026. This orientation was done in the districts of Buhweju, Bushenyi, Kotido, Nebbi, Ibanda, Lamwo, Abim, Katakwi, Adjumani and Yumbe in Uganda. UWONET further supported the women leaders with knowledge building materials in the districts of Adjumani and Yumbe to enhance their knowledge, effectiveness and performance. These materials included; the 1995 Constitution of the Republic of Uganda, the 1998 Local Government Act, the Council Rules of Procedure, the Domestic Violence Act 2010 and a compendium of laws of the Republic of Uganda. As a result of UWONET's interventions, there was an enhanced legislative agenda of women leaders for gender responsiveness ahead of their five (5) year term in office.



Local Council III and V Women Councilors of Katakwi district in a group discussion during the Capacity Skills Development on Gender Responsive Leadership.

"This is the first training we have received ever since the election; I have gained knowledge that will guide me through my leadership as a first term in office" **Zawadi Lilian LC III representing PWDs in Bushenyi district.**

"I have gained knowledge on tips to effectively influence local council processes for the concerns of women and girls. Thank you UWONET. More trainings are needed" **Birungyi Beatrice, LCIII councilor Ibanda district.**

" This training was fantastic, I wish for UWONET to come back next year. I have learnt how to conduct myself and deliberate on issues during council. Thanks" **noted Kongo Janet, LC III Woman Councilor Abuk Town Council.**

1. 4 Amplified women's voices through the women's manifesto; her voice your mandate

Through national consultations, UWONET developed the National Women's Manifesto (2021-2026) themed "Her Voice, Your Mandate" to front women's demands based on priority gender issues that continue to impede the women of Uganda from attaining full dignity and equality

with men in all spheres of life. The women's manifesto is a political and advocacy document that was developed by UWONET in 2020 to highlight the concerns of women in Uganda and the demands for accountability by political parties and elected leaders as custodians of public affairs and resources.

Using the women leaders' spaces, UWONET continued to popularize the concerns of women and girls from the perspective of the National Women's Manifesto 2021-2026 and demand for action by the Government of Uganda, other political parties and all stakeholders. UWONET convened strategizing platforms at regional level under the theme "Voice for gender equity" in a bid to enhance the understanding of gender concerns and persistent challenges of women and girls among district stakeholders. Strategic actions were drawn to position the interests of women and girls in the legislative and policy agenda, planning, and resource allocation processes in the districts.



In addition to this, UWONET held strategizing engagements with the Uganda Women Parliamentary Association (UWOPA) Secretariat and the Interim Executive Committee to further explore avenues for projecting the voices of women. The leaders UWONET interacted with during these engagements reflected on the achievements and progress made in advancing Gender Equality and Women's Empowerment in 2020 and discussed key gender priorities which would inform the women's legislative agenda for the next five (5) years. Key strategies and actions were agreed upon towards the advancement of the women's legislative agenda by UWOPA. These strategies included: research and documentation by UWOPA to build evidence-based advocacy, popularizing and passing of the pending gender bills, capacity enhancement sessions for both female and male Members of Parliament to strengthen their role and responsibility in Parliament and lastly, male engagement to build support amongst male Members of Parliament. UWONET pledged to continue working with UWOPA to enable realization of the women's agenda.

The National Women's Manifesto (2021- 2026) continued to be useful to various organizations in informing their Strategic Plan such as UWOPA and informed various reports such as the CEDAW CSO shadow report, among others.



Popularized concerns of women and girls through the National Women's Manifesto 2021 to 2026

1.5 Convened Women's Reflection Spaces for Promotion of GEWE

Following the conclusion of the 2021 general elections of Uganda, UWONET provided reflection and peer learning spaces for both successful and unsuccessful women candidates in the 2021 general elections from the various political affiliations as well as independents. These reflection spaces were a follow-up mechanism on the implementation of issues in the women's manifesto 2021-2026. The women discussed and reflected on experiences and lessons learned from the 2021 general elections. This strengthened opportunities for the advancement of women's rights and gender equality and enhanced collaboration among women leaders both within and out of active politics. Therefore, the women's rights agenda was strengthened and UWONET was convinced that the documented experiences of women leaders and lessons learned would continue to inform advocacy on women's participation in leadership.

1.6 Strengthened Women's Internal Institution and Governance

Given the fragile CSO operating environment in Uganda, it was imperative that UWONET members, partners and allies are informed about the NGO regulatory frameworks and compliance to enhance their smooth operations since they complement the work of the Government of Uganda. UWONET realized the importance of equipping Women's Rights Organizations and organized information sessions for UWONET member organizations, partners and allies, specifically focused on taxation, NGO regulatory framework obligations and compliance with respective statutory bodies such as the National NGO Bureau, Uganda Revenue Authority (URA), Uganda Registration Services Bureau (URSB) and Finance Intelligence Authority (FIA), during which 38 participants were reached. As a result, two organizations initiated the process of filing with FIA, others verified their registration status with the National NGO Bureau.

Happening NOW! Enhancing knowledge for middle managers UWONET membership & allies on legal frameworks that govern NGOs to effectively deliver on Gender Equality & Women's Empowerment.
[@DanChurchAid](#) [@OpenSocietyEA](#)
[@ADCinUganda](#) [@OxfaminUganda](#)
[@h3_horizont3000](#) [@RitaAciro](#)



Tweets Tweets & replies Media Likes

Uganda Women's Network
 @uwonet · 37m

Our sincere appreciation extends to, Peter Losike & Hafsah Seguya Nabachwa of [@URAuganda](#) for further strengthening the capacity of UWONET membership, middle managers & allies through a training on taxation & laws that govern NGOs to further the GEWE agenda, this afternoon. 😊



Uganda Women's Network
 @uwonet · 1m

Some of the participants sharing their reflections on Day One's session. [@DanChurchAid](#) [@ADCinUganda](#) [@OxfaminUganda](#) [@h3_horizont3000](#) [@OpenSocietyEA](#)



Pictures showing social media activity during the training of middle managers, UWONET membership members and allies on legal frameworks that govern NGOs to effectively deliver on GEWE

"The training was very timely and very enriching especially on legal frameworks that govern NGOs and taxation. I came to understand the difference between NGOs and CSOs" shared a participant.

"The training was an eye opener for my organization, addressing our organization's challenges" shared another participant.

1.7 Strengthened District Networks' Institutional and Program Management

In 2021, UWONET strengthened the institutional and program management of its district networks with the support of the Board of the District Women Networks (DWN) in Abim and Katakwi districts in Uganda. UWONET trained the Board members on effective resource mobilization and fundraising for institutional sustainability. Prior to this initiative, there was low / limited participation of members of the district women network Board participating in such training. UWONET was in position to enhance their capacity through mentorship on organization governance. In addition to this, UWONET provided foresight for the development of an income generating activity or scheme for the members registered under AWOTID Uganda in Abim district. Furthermore, UWONET encouraged the convening of quarterly board meetings to discuss strategic matters such as annual work plans, resource mobilization and fundraising for these organizations; AWOTID Uganda in Abim district and KADDAN in Katakwi district.

1.8 Strengthened Women Refugee Welfare Council Leaders' Ability to Fight Violence Against Women and Girls

In 2021, Violence Against Women and Girls in the refugee communities continued to have far-reaching consequences on the health and wellbeing of refugees. Among refugee communities in Uganda, women and children constituted 82%. In a bid to enhance efforts towards GBV

prevention, response and management, UWONET trained 100 women leaders in the Refugee Welfare Council (RWC) in Pagiriyana and Bididi Zone A refugee settlements in Adjumani and Yumbe districts respectively. As a result of these trainings, the women RWCs became active in response, mediation and referral of GBV cases. As a result of these trainings, the women RWCs became active in response, mediation and referral of GBV cases hence case referrals were adequately addressed.

Success Story

This story was narrated by Barbra Monica, RWC III V/C Bidibidi settlement Zone 4 who stated that a couple in Bidibidi settlement Zone 4 in Yumbe district had a disagreement that resulted into a refugee and host community conflict. In her narration, a married man in the refugee settlement got a second wife in the host community. This man thereafter decided to chase away the older woman in the refugee community. When the man's first wife refused to leave, the man began fighting. He later destroyed his first wife's gardens, cut down all the trees in her compound and distributed the firewood to other women in the host community. In a bid to add salt to the wound, this man took all produce belonging to his first wife to his second (new) wife.



In the midst of this turmoil, Ms. Barbra Monica, RWC III V/C, was called to address the issue. Due to the intimidating nature of this man towards everyone who attempted to settle the matter, Ms. Barbra resorted to calling the International Refugee Council (IRC) to solve the problem. IRC intervened and held mediations with this couple. It was later resolved that the man be removed from the homestead and cautioned never to return. As a result of this intervention, the man's first wife now owns her own home, and is farming peacefully. She is now part of the women group which aids quick response to GBV cases and offers counseling services.

1.9 Created Awareness on Gender Parity in relation to Women's Leadership

In order to enhance the rich conversations around women's leadership, UWONET conducted a talk show on Radio One FM90 on gender parity. The talk show was anchored on the context of the emergence of women leaders in key positions for example: 41.5% in cabinet positions, with some holding portfolios that were previously dominated by men; 37% representation in the shadow cabinet; more than 30% in civil service, and 41.1% appointed female Permanent Secretaries of government ministries, among others. UWONET was in position to draw panelists from the Women's Leagues of the National Resistance Movement (NRM), National Unity Platform (NUP) and development practitioners to discuss next steps in ensuring women's effective participation and influence in leadership and decision making. The selected panelists used this space to urge for continued capacity building, mentorship of women leaders and advocacy for gender parity across different sectors beyond elective leadership including in education and health among others by key stakeholders.



THEMATIC AREA

2

WOMEN'S AGENCY FOR ECONOMIC TRANSFORMATION FOR GENDER EQUALITY AND WOMEN'S EMPOWERMENT



Women Market Vendors in Kalerwe market during the 16 Days of Activism Campaign against GBV

Women's economic marginalization and dependency is a key factor that continues to widen gender inequalities. In order to achieve women's rights, addressing women's economic transformation is vital. Women's economic empowerment can be achieved by ensuring equality and equity in access to, utilization and benefit from productive resources and opportunities.

Economic policies that are gender-responsive and adequately funded however have the ability to remove structural barriers to

women's economic empowerment, including addressing gender inequities in managing the disproportionate distribution of unpaid care and domestic work among women and men, accessing critical finance for business, information, and entrepreneurship skills among other benefits.

To enhance collaboration and women's capacity to influence actions to advance economic reforms for promotion of GEWE by 2023, UWONET planned to work towards influencing the formulation and enforcement of processes, policies, laws and programs that would promote women's access to economic opportunities, advocate for the recognition, reduction and redistribution of women's unpaid care and domestic work, and influence change towards women's economic empowerment.

To enable the achievement of the above-mentioned strategies, UWONET conducted key activities which included; leadership mentorship of market vendors, market dialogue platforms addressing issues affecting market vendors, capacity enhancement for women led businesses, creation of linkages and networks for the women market vendors with government structures, engagements to influence public opinions and narratives to acknowledge UCDW as an economic, twitter chats, photovoice campaigns, advocacy colloquiums among others. These interventions however yielded the following key results;

2.1 Increased women's influence in decision making in the markets for Gender Responsive Planning and Development, enabling a Gender Responsive Business Environment

Women's contribution to the economy cannot be underestimated as it is not only a determinant in development but also is vital for the achieving of social justice and reducing poverty. Worldwide experience indicates that supporting a stronger role for women contributes to economic growth¹¹ and yet, despite these benefits, women continue to face multiple challenges and barriers in contributing to and benefiting from development.

In Uganda, nearly 14 million (98 percent) of Uganda's total working-age population is engaged in the informal sector; and of these, 87 percent are women workers. According to a secondary data review by the International Centre for Research on Women (ICRW, 2022), the informal sector has, for the last decade, relentlessly contributed more than 55 percent to the Gross Domestic Product (GDP) in Uganda.¹²

Despite the fact that the informal sector contributes the highest GDP in Uganda, it is minimally recognized despite its importance. Whilst the majority of women are employed by this sector, it is also less regularized which negatively impacts women's participation in positions of leadership that allow them to make strategic decisions that allow them to tackle issues that they best understand and decision making with regards to economic empowerment among others. In the markets (government and privately owned) for example, women constitute over 70% of market vendors. However, due to the patriarchal leadership and administration structures women are not recognised in the leadership spaces for their issues to be considered. This is why UWONET aims to enhance collaboration and women's capacity to influence actions to advance economic reforms to promote GEWE by 2023.

In 2021, UWONET built on the previous leadership tips and mentorship provided to the female market vendors over the last three years, to improve their business environment. As a result of the leadership tips and mentorships held, women have taken up leadership positions in Wandegeya market by 63%. Wandegeya market held elections of new market leaders in 2021 after a long time of having interim leadership since when the market opened in 2014.

The new leadership structure comprises 11 members (7 women and 4 males). The women hold the positions of chairperson, treasurer, secretary and committee members while the males hold the vice chairperson, spokesperson, coordinator and defense position. Similarly, in Pabo and Kalerwe (Kajubi and Muluya) markets, the informal women leadership structure has been recognised by the market leaders. As much as women have not been integrated into the mainstream market leadership, they however have a platform to raise their issues where the leaders have listened. Important to note is that also through the leadership coaching

¹¹ <https://elibrary.worldbank.org/doi/abs/10.1596/0-8213-2963-4>

¹² <https://www.icrw.org/wp-content/uploads/2022/06/Impact-of-COVID-19-on-Women-Workers-in-the-Urban-Informal-Economy-in-Uganda-and-Kenya-Secondary-Data-Review.pdf>

some female market vendors joined elected politics; Among Jenifer, a vendor from Kony Paco market contested and won elections for LC III woman councilor in Pwalong Subcounty whilst in Pabbo main market, two vendors were elected as LC III women councilors.



On the left; Women market vendors in Kony Paco market in Amuru during the leadership coaching and on the right; women market vendors in Amuru after the leadership coaching Amuru District



Among Jenifer- a market vendor (standing, at the back) during a mentorship and coaching on entrepreneurship and leadership

Before UWONET's interventions with us the market women, I had low esteem and low confidence. I feared to speak about issues that affect women in my village, in our market, we face so many problems including poor working conditions, sexual harassment, theft, domestic violence among others. Women and girls in my village face a lot of discrimination and violence, they have no voice, they are denied their rights such as education. When UWONET trained us on leadership skills, women's rights and economic rights, I gained confidence and knowledge. I decided to get up and contest for a leadership position. I participated in the recently held general elections 2021 and I triumphed as an LC III woman councilor. I pledge to support fellow women and girls in my village, I pledge to front women market issues during the council meetings and also to share information from the council meetings because the communities here do not get access to information. -Among Jenifer

2.2 Activism for better operating environment in markets created

In 2019, UWONET mobilized and organized female market vendors in Wandegeya, Kalerwe (Kajubi and Muluya), Pabo main market and Kony Paco markets. The women formed their leadership structure as a strategy to be recognised in the market leadership. During the market dialogue platforms, the women were able to raise findings from their monitoring reports of service delivery in the markets. As a result of the continuous engagement, the following achievements were realized; In Pabbo main market, a gate was built to enhance security and safety of the venders and their merchandise, the gate keeper was removed following complaints of harassment, double charging of market dues was scraped off following the district guidelines issued by Pabbo town council. In Wandegeya market, the price of water dropped from 200 shillings to 100 shillings after the intervention of the leaders and KCCA during a dialogue, separate toilets for women and men were operationalized.

2.3 Enhanced growth among women led businesses in the urban and rural

Despite the adverse effects of COVID-19 pandemic felt in the informal economy, women in business continued to rebuild amidst difficulties to sustain their livelihood. After picking up from the effects of COVID-19, tales of women in the informal economy were documented as they braved through the pandemic economy. Few have testimonies, Jennifer Auma, a business woman in Lamwo district has managed to construct an iron roofed house. This has improved her standard of living and she is an inspiration to the women in her community. Jennifer is one of the beneficiaries under the women groups in Lamwo district.



Jennifer Auma a member of the women in business group in front of her two-roomed permanent structure that she constructed from her business profits in Padibe Town Council in Lamwo District (November, 2021)

2.4 Enhanced benefit from government programs for businesses growth

Following the linkages and networks created for the women market vendors with government structures, the women were able to access and benefit from government programs. In Kalerwe market the women group of Kajubi and Muluya this year 2021 received Emyooga funds of 30 million shillings as a first lot of the grant. This was accessed after UWONET linked the women

vendors to the Commercial Officer of Kawempe division who shared the opportunity during one of the engagements and the women picked interest and applied. The money is being used for individual borrowing to boost their businesses.

2.5 Advocacy policy engagement platforms for mitigation of UCDW

“UCDW refers to all unpaid services provided within a household for its members such as looking after children and older family members, caring for the sick, preparing food, cleaning, and collecting water and fuel.”¹³ This work is mostly done by women and girls, which heavy and unequal workload ends up negatively affecting their wellbeing, health, the ability to participate in public life and livelihood opportunities. Despite the fact that UCDW is mostly done by women and girls and yet its contributions to both the economy and human development outcomes cannot be overlooked, it is still not documented and recognized.

In the year 2021, UWONET planned to advocate for recognition, reduction and redistribution of women’s unpaid care and domestic work and collective action to influence change or negative attitude towards women’s economic empowerment, various activities were conducted thereof and the result of these activities as per the below;

There was increased appreciation of Unpaid Care and Domestic Work among the District Local Governments (DLG), Ministries Departments and Agencies (MDAs), Members of Parliament (MPs) and the private sector for policy consideration and resource allocation. This was through dialogues held to influence public opinions and narratives to acknowledge UCDW as an economic, development and gender equality issue. During these dialogues, social media campaigns were also done to further increase the appreciation of UCDW. Some of the hashtags used during the social media campaigns on UCDW were; #WomenandtheBudget #FreeWomensHands and #ShareCareWork.

UWONET endeavored to influence care work in the National Budget. Following the release of the Uganda National Budget for the Financial Year 2021/2022, UWONET held a Twitter chat to analyze its responsiveness to UCDW concerns. The conversation questioned the allocations to care infrastructure and services, and the missed opportunities in the budget for addressing UCDW within the COVID-19 Pandemic situation. Using social media platforms, conversations around UCDW and budgeting for responsive budgetary allocation to priority sectors contributed to building on existing public knowledge and sustaining and/or amplifying the discourse on the unpaid care economy in Uganda. However, this remains a new area for many people, including government officials. Constant conversation about UCDW is aimed at normalizing its public casting the concept as an economic and development issue as opposed to treating it as a women rights issue.

¹³ https://drive.google.com/file/d/1zqVDn6gg-_dKtiYS06BzJu17gm_cR-2L/view

Photovoice campaigns enhanced the appreciation of the discourse on Unpaid Care and Domestic Work (UCDW) among young people. Photovoice campaigns amplified the need for addressing UCDW as an issue that limits the potential of caregivers particularly women and girls and increased awareness and interest on UCDW among young people. A photovoice campaign was held as an online campaign on Facebook with students of Gulu university where by a total of 213 people participated online. The photovoice campaign provided an easy, fun and engaging way for people to amplify issues around UCDW as part of their own agenda on gender equality, fiscal justice, development and inequality.

Women's concerns in access to water services in effort to reduce UCDW were amplified. To provide visibility to the concerns of women in access and affordability of water a national advocacy colloquium was held with MDAS, development partners, the Parliamentary committee on water and sanitation, district local governments, community-based monitors of water service delivery, Water User Committees (WUC), CSO fraternity, market women, media, academia and the private sector among others. The advocacy colloquium amplified the concerns of women about access to water and delivery of water services. Among others, the issues discussed included; women's safety issues in regard to the distance from water sources, poor sanitation suffered by women and girls as a result of inaccessibility to water and it was noted that at times, this prevents girls from going to school.

From the meeting, the ministry of water and environment and Ministry of Gender Labour and Social Development pledged efforts to revamp advocacy towards increased budget allocation to the sector towards implementation of interventions. It was resolved that the women's movement continues with dissuasions around access to water.



Participants during a national colloquium on women and water at Protea hotel.



Participants during a national colloquium on women and water at Protea hotel.

THEMATIC AREA

3

KNOWLEDGE MANAGEMENT, VOICE AND ACCOUNTABILITY



Participants during the strategizing forum on the International Legal frameworks instruments in Kampala

In 2021, UWONET recognized the urgent need to facilitate collaboration for strong women's voices and visibility in order to demand for accountability, evidence-based and user-friendly research, and strengthen information sharing on selected areas of focus and emerging issues in relation to the promotion of women's rights and enablement of gender equality.

UWONET therefore planned to continue advocating for the change of attitudes and mindsets towards the rights of women and girls, and advocating for gender responsive laws and access to justice with an emphasis on movement building. For UWONET to achieve these strategies, it conducted a number of key activities including; Coordinating alternative and shadow reporting processes under the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) and the Universal Periodic Review (UPR); Launching the GBV advisory centers and shelters in Kamuli and Namutumba districts following their two-year closure; Providing advocacy platforms towards consensus on strategic actions by religious and cultural leaders in creating positive social norm change for the prevention and response to GBV; Conducting outreach educational activities focused on building awareness of women's rights issues and the relevant referral pathways; Participating in the 16 Days of activism Campaign against GBV.

In a bid to challenge negative cultural practices and advocate for the enforcement of laws and processes that protect women's rights and access to justice, UWONET used various strategies including; participatory approaches to deliver on key topics selected, advocacy, documentation of evidence of change and best practices throughout projects to allow for reflection and learning, and peer learning spaces. These interventions yielded the following key results;

3.1 Strengthening of Global advocacy for GEWE through treaty reporting.



Discussions during the strategizing forum on the International Legal framework instruments in Kampala

Uganda is signatory to the CEDAW, which is an international instrument for articulating, advocating and monitoring women's rights. Countries that have ratified the CEDAW are obliged to submit periodic reports to the CEDAW Committee every four years. Uganda is also a state party to the Universal Periodic Review (UPR) whose objective is to assess state parties' human rights needs as they evolve in a timely and periodic manner and provide an opportunity for States to demonstrate actions taken to improve their human rights situation as set out in the Universal Declaration of Human Rights (UDHR). Reports under the UPR are submitted by member states every four and a half years.

Some of the key issues that emerged in the UPR and CEDAW Government and the CSO shadow reports that agreed to challenges still faced by the country included; Gaps in the Elimination All Forms of Discrimination against Women, in constitutional principles relating to non-discrimination and equality between women and men, the existing in equality between men and women, in eliminating traditional practices and stereotypes that discriminate against women, in the promotion of women's full and equal participation in decision-making as a democratic requirement in all areas of public, political and professional life, in the equal participation of women as government representatives at international level and in the work of international organizations, gaps in access to education as a basic human right, in ensuring equal opportunities for women in the labour market, in ensuring the rights of women in health care and family planning, in women's decision-making at household level, women's ownership of land, control over earnings, attitudes towards domestic violence, and girl education, in increasing and strengthening the participation of women in designing and implementing local development plans, especially for rural women, in particular women heads of household, by

ensuring that they participate in decision-making processes and have improved access to health, education, clean water and sanitation services, fertile land and income-generating project, in elimination of discrimination against women in all matters relating to marriage and family relations and in particular shall ensure, on a basis of equality of men and women, all which are still current issues.

For CSOs to have effectively delivered on their mandate in ensuring that these issues were addressed in enabling the promotion and protection of women's rights in 2021, there was a need for a free and open civic space for operation which all in all required the support from the various stakeholders namely; Government, MDAs, development partners, community leaders, among others which at times was available but at other times lacking.

UWONET therefore played a leading role in coordinating alternative and shadow reporting processes under the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) and the Universal Periodic Review (UPR).



Ms Norris Linda Nakimbugwe, a Policy & Advocacy Officer- UWONET sharing about the UPR during the strategizing forum on the International Legal frameworks instruments in Kampala

UWONET developed and submitted the CSO 8th and 9th CEDAW shadow reports to the UN CEDAW Committee and UPR women's rights cluster shadow reports to the United Nations Human Rights Council (UNHRC) for the The Universal Periodic Review (UPR) 40th, session. Under the UPR, UWONET coordinated the development of two reports specially on women's and girls' concerns; the Women's Rights Cluster report (under the auspices of the National Coalition of Human Rights Defenders and the Women's Movement Report). State parties are required to submit reports after every four years for Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) and every four and a half years for Universal Periodic Review (UPR). The reports are monitoring and accountability tools supposed to highlight the progress made on the implementation of the obligations of government to the Treaties on the rights of women.

UWONET led the collection of information from various Women's Rights Organisations and other civil society partners with an interest in women's rights which resulted in the UPR and CEDAW shadow and alternative reports respectively. In preparation for the submission of a report to the UN CEDAW Committee, UWONET facilitated the updating of the CSO alternative report on progress towards implementing the CEDAW which report was completed in anticipation of submission due in January 2022. The UPR reports were submitted in July 2021

With the concluding observations from the Committees, UWONET will use these recommendations to revamp advocacy and accountability for the rights of women and girls in Uganda until the next reporting cycle.



Discussions during the strategizing forum on the International Legal frameworks / instruments in Kampala

3.2 Revamping of access to justice and safety for women and girls in the Busoga region

To strengthen access to justice for women and girls in Uganda, UWONET launched the GBV advisory centers and shelters in Kamuli and Namutumba districts following a two-year closure. The GBV Advisory Centres and shelters which operate in collaboration with government justice, law and order institutions and civil society provide holistic management of cases involving women and girls. The services include legal education, counsel and representation, Alternative Dispute Resolution (ADR), psychosocial counseling, medical support, referrals as well as safe shelter for females. The launch provided visibility publicizing the reopening of the centers and shelters, and shared information on the different services available.

In addition to district-based justice, law and order actors, the launch was graced by national level officers of the Uganda Police Force from the office of the Political Commissar, and three key departments; Criminal Investigations Criminal Investigations Directorate (CIID), Child and Family Protection Department (CFP) and Sexual Gender-Based Violence (SGBV) Department. The launch was also attended by the key officials from the Ministry of Gender, Labor and Social Development.

The launch was well received and appreciated by the district local government, stakeholders and communities towards strengthening access to justice for women and girls.



*UWONET's ED (On the left)
AIGP Asan Kasingye (next to
UWONET's ED), Ms. Angella
Nakafeero -Commissioner
Ministry of Gender (front of the
semi-circle) and Kamuli district
leaders officially launching
FATE project From Access to
Equality*

With the resumption of the operation of the GBV advisory centers in Kamuli and Namutumba districts in 2021, UWONET enabled the provision of shelter services. Following recommencement of the shelter services for abused women and girls, a total of 24 survivors (17 Kamuli, 7 Namutumba) survivors were sheltered during the year, this because the services were functional

from October to December. These included 23 adults and 1 minor. Most of the adult survivors sought refuge or required safe shelter together with child dependents (17F, 10M). At the shelter the survivors were provided with individual counseling to enable self-reflection and healing as other processes to handle the cases proceeded. Some of the admitted survivors also had medical and clothing needs that were attended to alongside the provision of meals and safe refuge. All the 12 survivors were re-integrated and settled in safer communities following the resolution of their cases. Monitoring and follow up of the resettled survivors to ensure their continued safety and that the violation has not since re-occurred.



*Susan Achen-UWONET's
Program Coordinator, Women's
Rights and Access to Justice
at the GBV Advisory Centre in
Kamuli District*

UWONET enhanced the provision of legal and psycho-social services at the GBV advisory centers. In the year 2021, there was a total of 306 walk-in clients seeking different kinds of support were received at the 2 Advisory centers as shown in the table below:

Walk-in clients			
Month	F	M	Total
OCT	59	30	89
NOV	60	32	92
DEC	77	49	126
Total	196	111	307

The nature of cases reported included child to child sex, physical assault, succession issues, defilement, child neglect and emotional violence. UWONET provided support on a case-by-case basis as required. Most of the cases were handled through provision of legal counsel and ADR which included the facilitation of mediation, negotiation and reconciliation between parties. Some cases required psychosocial counseling which was provided by the social

workers at the centers and shelters. While some cases were referred to other service providers for further management, it is key to note that case management at the centers and shelters was sometimes handled together with other state or non-state actors. Mediation was the most commonly used method of case management with some being held at the office and others in the community. Joint mediations with government officials were most common during community mediations.



During the launch of the GBV Advisory Centers in Kamuli district under the FATE project From Access to Equality

3.3 Action towards creating a positive environment by Religious and cultural leaders

Cultural leaders preside over customary informal justice processes in their communities and also play a crucial role in framing discussions around societal values and cultural norms related to VAW/G. As custodians of culture, traditional leaders have the influence to alter underlying values and beliefs that are detrimental to community members. Such values and beliefs include inequitable gender roles that lead to culturally sanctioned Violence Against Women and Girls. Traditional leaders also have a wide reach in their communities through various traditional fora.

Faith leaders on the other hand are key allies and champions of VAW/G prevention because they have a great reach within society with well-organized and extensive religious institutions, congregations, groups, committees, and associations found in communities from national to village levels which can work well as infrastructure for VAW/G prevention activism. Faith leaders also have a long history of respected and trusted leadership and community involvement, can provide insight and intervention into the daily lives of people and also are responsible for fostering peace, love and harmony within families and communities; thus, their influence is vital

in promoting non-violence in relationships. They also play a crucial role in framing discussions around societal values and religious norms related to VAW/G. Cultural / social norms and religious beliefs are one of the most significant, yet largely ignored, barriers preventing women and girls from accessing their rights.

UWONET therefore provided advocacy platforms towards consensus on strategic actions by religious and cultural leaders in creating positive social norm change for the prevention and response to GBV, particularly Violence Against Women and Girls (VAW/G); as well as platforms to strengthen synergy between these Customary Informal Justice (CIJ) actors and other civil society GBV stakeholders. Engaging the CIJs was premised on the need to tap into positive religious and cultural norms and beliefs which actually provide protections to women and girls, as well as the influence that they have on shaping societal attitudes towards women's rights. These further provided a middle ground for different stakeholders to agree on key actions.

The engagement with cultural leaders on addressing VAW, was well attended with various representatives including; Kingdom of the Acholi, Busoga Kingdom, Buganda Kingdom, Kingdom of Rwenzururu, Teso Kingdom, Karamoja Elders Association, Alur Kingdom, Karamoja Elders Association, UWONET Members, Partners and Allies. Some of the key actions that were agreed upon during the engagements with the cultural leaders on ending VAW/G included; Cultural leaders partnering with UWONET and CSOs in fighting VAWG in collaboration with other stakeholders, for UWONET and other stakeholders to continue enhancing the capacity building of traditional leaders to understand culture, human rights and law, documenting positive cultural values to help in the understanding of philosophy, traditional justice systems should be developed and documented, different world views need to be assisted to continue to speak to each other for better understanding of each other's spaces in the fight against VAWG.

Stakeholders agreed that it was not the role of one individual but all were responsible for fighting VAW and therefore needed to collaborate and join their efforts. This emerged after issues were raised on how religion, culture, politics, business, CSOs, donor community, among others do not speak the same language whereby; religion blamed culture a lot, the government thinking that cultural leaders are entering their space, CSOs talking about human rights only and sometimes forgetting that Article 37 exists providing for cultural leaders, among others, the donor community having their interests and therefore exerting them on other stakeholders.

UWONET through her engagement with the religious leaders derived the following key action points for the various stakeholders; the empowerment of various individuals at grassroots levels to deal with GBV issues, the establishment for support systems for girls to redress, where to report, increase access to justice for women and men, making in public statements

against GBV, for example in religious sermons, churches and mosques should be safe spaces for the women and girls, capacity building, training, educating and creating awareness on VAW/G, the supporting of collaborations with Local Government Bodies, and Organizations interested in issues with women.



Primah Kwagala one of the guest presenters during an engagement with cultural leaders on addressing VAW/G

“Religious leaders must articulate a theology of empowerment rather than a theology of passive endurance. They should further help shape discussion with communities on Ending Violence Against Women and Girls.” **Primah Kwagala.**

“There is a contradiction that formal stakeholders have, and this makes it look like there is nothing being done by the cultural institutions to eliminate Violence Against Women and Girls. We therefore need a common platform to talk about who does what, where and when, so that we arrive at a common ground on how to eliminate VAW/G. This would avoid misunderstandings that culture supports violence, that did not exist culturally.” **Elma Acayo, Ker Kwar Acholi (Kingdom of the Acholi).**



Above: Cultural leaders and other stakeholders during the strategic engagement to end VAWG at Fairway Hotel



Religious leaders and other stakeholders during the strategic engagement to end VAWG at Eliana Hotel-Kampala

3.4 Awareness on GBV prevention and response mechanisms in communities increased

To enhance knowledge and awareness of women's rights, legal frameworks, the different dimensions of GBV, and related justice pathways, outreaches were held in diverse communities such as universities and rural areas in the districts of Lamwo, Nebbi-Pakwach, Kotido, Kamuli, Namutumba, and spotlight districts of; Amudat, Kasese, Kampala, Kitgum, Kyegegwa, Arua and Tororo. The outreach educational activities focused on building awareness of women's rights issues and the relevant referral pathways. Collaboration with government duty bearers such as officers of the Uganda Police Force, district technocrats, civil society partners, university student and non-student leaders was a technique used to ensure the provision of accurate and context-specific information. Broadly, the topics discussed included; property rights particularly women's rights to land, VAW/G prevention and response actions, aspects of child protection and the role of the community in protecting women's and children's rights. This in a way, served as an accountability platform as participants interacted directly with the duty bearers making some direct demands on them.

Commitments were made by government and community leaders (mostly LC1 officials) to meaningfully support complainants especially in cases involving females to find fair and speedy resolution of the cases. The outreach activities also established that the communities' knowledge and appreciation of women's rights is largely commendable, although actual realization and protection of these rights is hindered by socio-cultural norms, gender-power dynamics and stereotypes which hinder women's access to justice. As a result, a cohort of male local leaders was recruited as ambassadors for gender sensitive administration of justice.



LC 1 Chairperson addressing participants during the community sensitization on GBV prevention and response mechanisms in Mazuba sub county.

3.5 16 Days of activism Campaign against GBV

The 16 Days of Activism against Gender-Based Violence (GBV) is an annual international campaign that commences on 25th November, the International Day for the Elimination of Violence against Women, and runs until 10th December, the Human Rights Day. The year 2022 marks 31 years since the 16 days of Activism Campaign against Gender-Based Violence (16 DOA GBV) was originated by activists at the inaugural Women's Global Leadership Institute in 1991. Various individuals and groups around the world continue to coordinate it each year as a strategy to call for the elimination of all forms of violence against women by raising awareness about gender-based violence as a human rights issue at the local, national, regional and international levels.

The Campaign is observed annually as a call to action for all stakeholders in the International Community, Government, Development Partners, Civil Society, Private Sector, religious actors, cultural institutions and local communities to raise awareness on GBV prevalence, to reflect on the strategies for prevention, response and how to end it. The campaign focuses on influencing behavioral change and securing high level political commitment to end GBV.

UWONET held the following key interventions in the commemoration of 16 days of activism against GBV; Radio and TV engagements, awareness creation on Sexual Gender Based Violence in and around universities, twitter chats on strengthening prevention and response to the spiking cases of VAW/G amidst COVID-19 pandemic and partnered with members and allies to hold press conferences on ending VAW. Below are the key results from the engagements;



3.6 Radio and TV engagements

UWONET reached approximately 16,000 as a part of continued efforts to sensitize communities on women's rights and access to justice. Two radio-talk shows were held, in partnership with District Local Government stakeholders in the justice and GBV referral systems. The 1-hour shows which were held on NBS FM located in Jinja were focused on sensitizing communities on women's rights and access to justice. The talk shows were conducted in Lusoga, the commonly understood local language of the region to increase the reach of the population. While the reach was approximated (more than 8000 people) based on the coverage as obtained from NBS radio of the 8 districts of Busoga and stretching to the neighboring districts, it was impossible to determine the actual gender divagation of the listenership.

Two television talk shows were also held on NTV and Spark TV respectively. These shows were contextualized around access to justice and the management of GBV, particularly Violence Against and Girls (VAW/G). They were held as part of the 16 Days of activism campaign against GBV under the theme, *"Shining the spotlight on justice mechanisms to address Gender-Based Violence."*



Susan Achen, FATE Project Coordinator at UWONET (Left) alongside an NTV News Anchor, Reporter and Presenter, Romeo Busiku

3.7 Awareness on response and prevention of SGBV in and around universities

UWONET created awareness on response and prevention of SGBV in and around universities. UWONET held 3 university dialogues in; Makerere University Kampala, Uganda Christian University and Kampala International University. Students appreciated these spaces because they got enlightened about different forms of violence, some students were able to share their experiences of sexual harassment and how they beat all odds of silence which encouraged other students to speak out and get justice. All the available pathways in the universities

were clearly identified to ease the reporting of such cases and these included student's guild offices, assistant vice chancellor office, counseling offices, university hospitals, students peer coordinators, senior gender officer and the director, gender mainstreaming.

UCU highlighted that the sexual harassment policy was under review and committed to complete the process. Makerere University had a sexual harassment policy which was being implemented, however needed to be fully disseminated to all the students and administration. Under Kampala International University (KIU), the senate rules had a clause on sexual harassment and restrictions on students- lecturer's relationships.

Through the engagements, it was noted that some of the students and administrators still had a victim blaming mindset for example blaming the cause of rape on women's dress code which to most of the students, including some of the university leaders as an enticement to the perpetrators to sexually harass the survivors which has built tolerance to SGBV. The students' guild council of both Makerere University and KIU pledged to support any case of any form of violence that happens in the university. <https://www.kiu.ac.ug/news-page.php?i=%E2%80%9Cwe-do-not-condone-gender-based-violence-at-kiu%E2%80%9D-assoc-prof-janice-busingye>.



During the 16 Days of Activism Campaign against GBV in Uganda Christian University-Mukono



A social media picture that summarized the various 16 Days of Activism Campaign on twitter

3.8 Twitter chats

UWONET strengthened prevention and response to Sexual Gender Based Violence in the universities in Uganda Christian and Makerere universities through a twitter chat. 200 students were reached with a hashtag #HearMeToo used to encourage survivors of sexual violence to speak out. While the conversations had panelists from the university administration to inform the public of the different forms of violence that manifest in the universities, that students were cognizant of some of the common vices of violence for example; sex for marks which takes lead in the universities. It was agreed that class representatives of each school should take lead in fighting this vice. The students all acknowledged the availability of referral pathways at the Universities which meant they were aware of them. Majority of the students didn't feel that the systems in the universities were supportive of victims of sexual abuse and called for more support from the administrators. Deeper awareness and understanding of SGBV and referral to justice was created among students.

Another twitter chat on strengthening prevention and response to the spiking cases of VAW/G amidst COVID-19 pandemic was held to strengthen prevention and response to the spiking cases of VAW/G amidst the COVID-19 Pandemic.

MAKERERE UNIVERSITY
Gender Mainstreaming Directorate

STRENGTHENING PREVENTION AND RESPONSE TO SGBV IN UNIVERSITIES

Panelists

Dr. Euzobia Mugisha Baine
Director,
GMD Makerere University

Mr. Eric Tumwesigye
Senior gender officer,
GMD Makerere University

Isabella Akiteng
Moderator

Join the Twitter chat
Dec. 9,
5pm - 7pm
@uwonet

USAID
FROM THE AMERICAN PEOPLE

EAST • WEST
MANAGEMENT
INSTITUTE
USAID/Uganda Civil Society
Strengthening Activity (CSSA)

The colloquium amplified women and girls concerns in seeking justice, enhanced information sharing on the referral pathway and created collaboration and synergy towards GBV prevention,

response and management. In the current COVID-19 context, hotlines were shared to report cases, Uganda police committed to continue enhancing the safety of women and girls.

Additionally, at the national level, the UWONET secretariat participated in two national press conferences to launch the 16 days campaign against GBV. These were organized by Uganda Women's Parliamentary Association (UWOPA) and CEDOVIP.

3.9 Press conferences

Under the auspice of UWONET, the Women's Movement in Uganda held 16 press conferences in 2021 to amplify abuse of women and girls, injustices and persistent inequality. A media engagement on the suspected child abuse and sexual exploitation; this was in response to media reports on exploitation of young girls in Kampala and Amudat districts. Additionally, 14 press conferences were held at district level in commemoration of international women's day focusing on efforts towards EVAW/G in Spotlight Districts of; Amudat, Kasese, Kampala, Kitgum, Kyegegwa, Arua and Tororo. In addition, another press conference was done in partnership with FIDA -U to oppose the proposed government merger of the Uganda Women Entrepreneurial Program (UWEP). These press conferences enhanced visibility on the concerns of women and girls in Uganda and a call to action.



3.10 Improved staff wellbeing

A two-day staff wellbeing retreat was held in a place out of Kampala city. The retreat enabled staff to let loose, learn and relax. Exciting staff team building activities were held, games, fitness sessions and staff wellbeing tips were further given. Other sessions included; mental health, team building, personal security and how to achieve a productive life. 38 UWONET

staff benefited from the staff retreat. The most significant change is the staff healing process and their ability to return to work progressively despite the operating environment.

The staff wellbeing retreat was very significant and gave us a pleasure to learn many things such as self-care, body fitness, mental health, how to plan and be productive at work places and how we should utilize the time after work. I hope to apply the knowledge acquired moving forward.” - Lydia Nakato, Program Assistant- Women’s Economic Agency



UWONET staff engaging during the staff wellbeing retreat.

3.11. Mentored Young People

From her formation, UWONET set out to mentor young people / professionals into movement building. In 2021, a cohort of young professionals were onboarded and mentored. These continue to be ambassadors of GEWE as we strive to close the intergenerational gap in the women's movement in Uganda.



2021 Young professionals

3.12 Updated and Extended the Strategic Plan 2019- 2023 to 2028

UWONET conducted a midterm review of the Strategic Plan 2019 to 2023 to assess the progress towards achievement of the set objectives and document lessons learnt to inform next processes. From the findings of the review, it was noted that the network was in the right course towards her set objectives, however, given the COVID-19 pandemic context and other factors, this slowed the operations and thus there was a recommendation to extend the strategic plan to 2028.



Some of the participants during UWONET's mid-term review of her strategic plan 2019-2023



3.13 Ushered in a new Board

According to UWONET's constitution, Board members are to be elected after every 3 years. In October 2021, UWONET ushered a new cohort of energetic gallant women to lead the network.



Outgoing and incoming UWONET Board members

3.14 Expanded the network

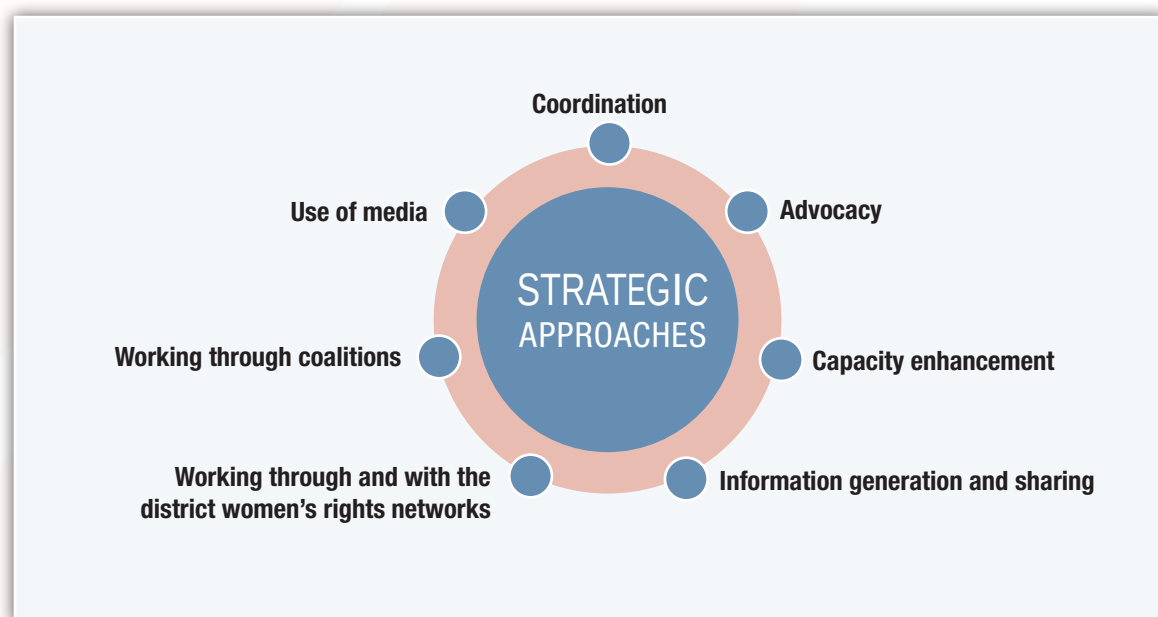
In 2021 UWONET's network members' composition grew from 21 to 24 women's rights organizations. Three new members joined the network to ensure the advancement of GEWE. The new members joined through the vetting and approval process of the Annual General Meeting and they included;

1. Women's Probono Initiative (WPI);
2. National Union of Women with Disabilities in Uganda (NUWODU); and
3. Women Human Rights Defenders Network (WHRDN).

Ushering Activities Into The New Year

In the new year 2022, UWONET will continue to advance the concerns of women and girls and amplify GEWE in social, economic and political spheres. The work of the network will be hinged on the 2019 to 2028 Strategic Plan Specific to the four Thematic Areas (TA) which include;

TA 1:	TA 2:	TA 3:	TA 4:
Galvanize women's leadership and influence at different levels and sectors.	Women's agency for economic transformation for gender equality and women's empowerment (GEWE).	Knowledge, learning, voice and accountability.	Institutional governance and management.



2021 UWONET TEAM

UWONET's team embodies a wealth of experience in various disciplines and they ably delivered on UWONET's mandate towards fighting all forms of discrimination against women and ensuring GEWE in 2021. The team however comprised of the following;

NO.	NAME	ROLE
Board of Directors		
01	Dr. Victoria Flavia Namuggala	Board Chairperson
02	Perry Aritua	Vice Chairperson
03	Josephine N. Mukumbya	Board Treasurer
04	Regina Bafaki	Board Secretary
05	Mary Harriet Lamunu	Board Member
06	Hon. Tezira Jamwa	Ex Officio
07	Rita Hope Aciro Lakor	Ex Officio
Secretariat Staff		
01	Rita. H. Aciro-Lakor	Executive Director
02	Walter Andama	Finance and Administration Manager
03	Sarah Jesca Agwang	Director of Programmes
04	Ramadhan Muweleza	Monitoring, Evaluation and Learning Coordinator
05	Julian Naluwoza	Program Coordinator, Women's Leadership
06	Susan Achen	Program Coordinator, Women's Rights and Access to Justice
07	Edith Nabuzana	Finance Officer
08	Anthony Nakhaima	Finance Officer
09	Sayda Nankwanga	Administration and Executive Assistant
10	Paul Okula	Procurement Assistant
11	Hilda.K. Nattyaba	Program Officer, Women's Leadership
12	Nyemera Racheal	Program Officer, Women's Rights and Access to Justice
13	John Kazibwe	Information Technology Officer
14	Pereth Niwahereza	Program Officer, Women's Agency for Economic Transformation
15	Lydia Nakato	Program Assistant, Women's Agency for Economic Transformation
16	Roland Musasizi	Monitoring and Evaluation Assistant

NO.	NAME	ROLE
17	Racheal Wanyana	Policy and Advocacy Officer (served up to April 2021)
18	Polly Sylvia	Hygiene Officer
19	Angella Nakiyemba	Administrative Assistant
	Norris Linda Nakimbugwe	Policy and Advocacy Officer
20	Samuel Butele	Office Assistant
21	Ivan Sajjabi	Driver
22	Nabandha Sarah	Matron, Namutumba GBV Advisory Center
23	Amuron Ritah	Matron, Namutumba GBV Advisory Center
24	Aisha Namuganza	Matron, Kamuli GBV Advisory Center
25	Zikusooka Milly	Matron, Kamuli GBV Advisory Center
26	Arafat Mawerere	Diver, Kamuli
27	Lydia Nairuba	Project Coordinator FATE Project
28	Zimba Olive	Administrative Assistant, Kamuli
29	Justine Nabwire	Legal Officer / Coordinator, Namutumba GBV Advisory Center
30	Nabirye Harriet	Social Worker, Kamuli GBV Advisory Center
31	Joan Namulondo	Hygiene Officer, Namutumba
32	Munywanyi Elvis	Hygiene Officer, Kamuli
33	Samuel Kabale	Security Guard, Shelter
34	Mudadi Tonny	Security Guard, Shelter
35	Malanga Emmanuel	Security Guard
36	Waiswa Charles	Security Guard
37	Sanyu Ritah	Administrative Assistant, Namutumba
38	Mulisha Michael	Diver, Namutumba
39	Nyasanya Evelyn	Social Worker / Counsellor
40	Cheruto Proscovia	Project Assistant Amudat (Served up to June 2021)
42	Biira Winnie	Project Assistant Kasese (Served up to June 2021)
43	Munduru Alice	Project Assistant Arua (Served up to June 2021)
44	Cheruto Proscovia	Project Assistant Amudat (Served up to June 2021)
45	Diana Tigah	Project Assistant Kyegegwa (Served up to June 2021)
46	Sheilla Ayot	Communications Assistant
47	Oketayot George Bush	Project Assistant Kitgum (Served up to June 2021)

UWONET Membership



Breaking Through, Building Up and Binding
Action for Development (ACFODE)



Association of Uganda
Women Medical Doctors



Empower Children and Communities
Against Abuse (ECCA)



National Union of Women
with Disabilities of Uganda
(NUWODU)



The Community
Development Resource
Network



The School of Women and
Gender Studies, Makerere
University (WGS)



Uganda Media Women's
Association (UMWA)



Association of Women
Lawyers in Uganda (FIDA-U)



MAKING POLICIES
WORK FOR WOMEN
Center for Women in
Governance (CEWIGO)



Centre for Domestic Violence
Prevention (CEDOVIP)



Slum Aid Project (SAP)



Send A cow



DISABLED
WOMEN'S
NETWORK AND
RESOURCE
ORGANISATION



FORUM FOR WOMEN IN DEMOCRACY
Forum for Women in
Democracy (FOWODE)



INSTITUTE for SOCIAL
TRANSFORMATION
Institute for Social
Transformation (IST)



National Bahai Committee for
Advancement of Women



Uganda Women's Trust (UWT)



Women's Democracy Network –
Uganda Chapter (WDN)



Women Engineers, Technicians
and Scientists in Uganda



UGANET
Uganda Network on Law Ethics and
HIV/AIDS (UGANET)



Women's International Peace
Centre (WIPC)



Women of Uganda Network
(WOUNET)



Women's Probono Initiative
(WPI)



Women's Human Rights Defenders
Network Uganda (WHRDN-U)

The Individual Members are:

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

Publications of The Year 2021

Brief on Universal Periodic Review (UPR) 40th Session – Derived from the Shadow CSO women’s rights cluster report by the Women’s Movement on the Situation of Women’s Rights in Uganda.



Shadow Report by Non-Governmental Organizations on the Government of Uganda 8th & 9th Reports on the implementation of the Convention on Elimination of all Forms of Discrimination Against Women (CEDAW) in Uganda.



Shadow Report by the Women’s Movement on the Situation of Women’s Rights in Uganda – Submission to the Universal Periodic Review (UPR) 40th Session of the UPR Working Group.



Reference Guide for Boards of District NGOs / CBOs – Organization, Governance & Leadership.



A handbook for Women Leaders (Local Councillors) – Enhancing Leadership for Gender Responsive Local Councils and Service Delivery.



Training Manual for Women Councillors.



Policy Brief from the CSO Shadow Report on CEDAW.



Translated versions of the National Women’s Manifesto 2021 – 2026 – Luganda, Lugbara, Runyakitara, Ateso, Akaramajong, Luo, and Rutooro – Runyoro.



Funding Partners



Financial Statement 2021

STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED 31 DECEMBER 2021

	Note	2021 UShs	2020 UShs
Income			
Grant income	4	3,363,165,899	5,240,043,477
Other income	5	27,311,830	132,124,385
Total income		3,390,477,729	5,372,167,862
Refunds to donors	16	(128,860,695)	(91,391,131)
Total income net of refunds		3,261,617,034	5,280,776,731
Expenditure			
Galvanize women's leadership and influence at different levels and sectors	6 (a)	(1,050,514,925)	(1,729,202,586)
Knowledge management, voice and accountability	6 (b)	(529,423,569)	(114,738,150)
Women's agency for economic transformation for GEWE	6 (c)	(437,511,436)	(506,076,623)
Institutional development and organizational strengthening	6 (d)	(1,991,434,124)	(1,882,229,546)
Capital expenditure	7	(96,651,160)	(135,578,000)
Total expenditure		(4,105,535,214)	(4,367,824,905)
(Deficit)/Surplus for the year		(843,918,180)	912,951,826

STATEMENT OF FUND BALANCE AS AT 31 DECEMBER 2021

	Note	2021 UShs	2020 UShs
Non-current assets			
Equipment	7	250,806,872	233,401,975
Leasehold prepayments	8	300,000,000	312,500,000
Intangible assets	9	5,076,614	6,859,615
Total non-current assets		555,883,486	552,761,590
Current assets			
Receivables	10	247,237,686	117,719,855
Cash and bank balances	11	809,663,436	2,138,977,916
Total current assets		1,056,901,122	2,256,697,771
Total assets		1,612,784,608	2,809,459,361
Accumulated fund			
Restricted fund	12	805,769,863	1,668,730,492
Capital fund	13	555,883,486	552,761,590
General fund	14	(227,301,761)	(246,344,210)
Total accumulated fund		1,134,351,588	1,975,147,872
Current liabilities			
Payables and accruals	15	478,433,020	834,311,489
Total accumulated fund and liabilities		1,612,784,608	2,809,459,361

The financial statements on pages 29 to 55 were approved and authorised for issue by the Board of Directors on and signed on its behalf by:

Peangphatino

Chairperson

Quill

Treasurer

Wong

Executive Director

The Executive Director of UWONET wins the EU Human Rights Defenders Awards 2021



In the Executive Director's speech, she stated that she was exceedingly humbled to have been nominated and eventually emerge as the winner of the EU Human Rights Defenders Award. She took the opportunity to thank all the country women and men who nominated her and the EU in Uganda for finding her deserving of the award. She also used the opportunity to congratulate all the 100 nominees for thus far they had come, stating that women and girls are able to rise to such heights because someone, someday, somewhere, stood up for them to ensure that they have a better chance at life. "I stand on the shoulders of those women who came before me, who stood up for the rights of women and girls and for humanity in general", she stated.

She recognized the multiple people who champion Human Rights on a daily basis by standing and speaking up, acknowledging their effort in making the world a better place for all. She emphasized that defending Human Rights ought to be driven by passion and compassion and indeed, should be a way of life.



The Executive Director of UWONET (middle) of UWONET received an award in recognition for a partnership with the Uganda Women Parliament (UWOPA) at the UWOPA Award Ceremony 2021



Some of the participants during the National Water Colloquium





Eminent women from the women's situation room 2020/2021 paid the ED UWONET a courtesy visit at her office



A press conference on suspected child abuse and sexual exploitation in Kampala and Amudat districts



Program Coordinator, Women's Rights and Access to Justice, UWONET presenting on Women Movement building and advancing gender legislation to UWOPA members



ED, UWONET with representative women leaders paid a courtesy call to Rt. Hon. Deputy Speaker Anita Among



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