







Uganda Women's Network
UWONET

Gender Transformation & Empowerment

UWONET

ANNUAL REPORT 2022

UNLEASHING WOMEN MOVEMENT
COLLECTIVE POWER

UWONET

ANNUAL REPORT 2022

UNLEASHING WOMEN
MOVEMENT COLLECTIVE POWER

Table of Contents

ACRONYMS - ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- -- iv

UWONET STRATEGY ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---2

WORD FROM THE EXECUTIVE DIRECTOR---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---4

REMARKS FROM THE BOARD CHAIRPERSON --- ---- ---- ---- ---- ---- ---- ---- ---- ---6

A GLANCE AT THE YEAR 2022 --- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---8

UWONET 2022 IN NUMBERS ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- --11

UWONET'S GEOGRAPHICAL COVERAGE ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- --12

Districts of operation-2022: --- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- --12

APPROACHES USED ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- --14

THEMATIC AREA 1: GALVANIZE WOMEN'S LEADERSHIP AND INFLUENCE AT DIFFERENT LEVELS AND SECTORS--- ---- ---- ---- ---- ---- ---- ---- ---- ---15

1.1 Effectiveness and influence of women in elective leadership enhanced --- ---- --16

1.2 Enhanced popularization and accountability towards the National Women's Manifesto 2021- 2026. - ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- --18

1.3 National advocacy forums on women's rights and gender accountability - ---- --19

1.4 Institutional capacity of UWOPA enhanced -- ---- ---- ---- ---- ---- ---- ---- ---- --19

1.5 Institutional governance and programme management for Women's Rights Organizations (WROs) --- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- --20

THEMATIC AREA 2: WOMEN'S AGENCY FOR ECONOMIC TRANSFORMATION FOR GENDER EQUALITY AND WOMEN'S EMPOWERMENT ---- ---- ---- ---- ---- ---- ---23

2.1 Improved gender-responsive working environment for women vendors --- ---- --24

2.2 Enhanced knowledge/information on access to government development programmes-- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- --25

2.3 Testimonies ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- --26

2.4 Enhanced information on access to business credit and financial literacy for women market vendors ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- --26

2.5 Enhanced awareness among women market vendors on market laws, and available opportunities - ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- --27

2.6 Strengthened advocacy towards concerns of women in the informal economy in the national policy discourse - ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- --27

2.7 Strengthened women-led businesses in urban and rural markets- ---- ---- ---- --28

2.7 Enhanced appreciation of Unpaid Care and Domestic Work (UCDW) as an economic, development and gender equality issue -- ---- ---- ---- ---- ---- ---- ---- --29

2.8 Sustained conversations in public on UCDW through media platforms---- ---- --29
2.9 Participation in national, regional and global discourse on women's empowerment and the care economy--- ---- ---- ---- ---- ---- ---- ---- ---- ---- --31
2.10 Strengthened activism, influence and movement building on UCDW - ---- ---- --32
2.11 Policy advocacy for UCDW- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- --33

THEMATIC AREA 3: KNOWLEDGE, LEARNING, VOICE AND ACCOUNTABILITY ---35

3.1 Influencing engagements with UWOPA and IAWJ-U towards setting a progressive women's rights agenda in policy and jurisprudence-- ---- ---- ---- --36
3.2 Access to justice for women and girls improved- ---- ---- ---- ---- ---- ---- ---- --38
3.3 Effective and expeditious delivery of justice enhanced --- ---- ---- ---- ---- ---- --40
3.4 Strengthened global advocacy for Gender Equality and Women's Rights - ---- --40
3.5 Gender Responsiveness of Uganda's National Education Policies ---- ---- ---- --41
3.6 Enhanced awareness and appreciation of UNSCR 1325 National Action Plan III on women, peace and security -- ---- ---- ---- ---- ---- ---- ---- ---- ---- --41
3.7 Reducing social tolerance of sexual harassment in institutions of higher learning 42
3.8 Enhanced appreciation of gender sensitivity among media practitioners-- ---- --43
3.9 Advocacy for GEWE---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- --43

THEMATIC AREA 4: INSTITUTIONAL GOVERNANCE AND MANAGEMENT- ---- ---45

4.1 Role of UWONET's Board -- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- --46
4.2 Institutional accountability spaces -- ---- ---- ---- ---- ---- ---- ---- ---- ---- --46
4.3 UWONET Strategic Plan 2019- 2028 ---- ---- ---- ---- ---- ---- ---- ---- ---- --47
4.4 Resource Mobilization-- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- --47
4.5 Compliance to Statutory Bodies ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- --47
4.6 Monitoring and Evaluation Systems- ---- ---- ---- ---- ---- ---- ---- ---- ---- --48
4.7 Membership growth ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- --48

FINANCE AND ADMINISTRATION ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---49

5.1 2022 UWONET TEAM-- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- --49
5.2 UWONET MEMBERSHIP--- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- --51
5.3 PUBLICATIONS IN 2022---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- --53
5.4 UWONET'S DEVELOPMENT PARTNERS---- ---- ---- ---- ---- ---- ---- ---- ---- --54
5.5 USHERING 2023--- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- --55
5.6 FINANCIAL STATEMENT 2022-- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- --56
5.7 PHOTO GALLERY - ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- ---- --58

ACRONYMS

AGM	Annual General Meeting
AU	African Union
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
CSW	Commission on the Status of Women
DCC	District Chain-link Committees
DWN	District Women's Network
EPRC	Education Policy Review Commission
FAWE	Forum for African Women Educationists
FDC	Forum for Democratic Change
FORAMO	Forum for Rights Awareness and Monitoring
GAFI	Gals Forum International
GBV	Gender Based Violence
GEWE	Gender Equality and Women's Empowerment
GIMAC	Gender is My Agenda Campaign
IAWJ-U	International Association of Women Judges-Uganda Chapter
JLOS	Justice, Law and Order Sector
KADDAN	Katakwi District Development Actors Network
KCCA	Kampala City Council Authority
LC	Local Council
MDAs	Ministries Departments and Agencies
MGLSD	Ministry of Gender, Labour and Social Development
MP	Member of Parliament
NAP	National Action Plan
NGO	Non-Governmental Organization

NRM	National Resistance Movement
PAWID	Pacego Women's Initiative for Development
PDM	Parish Development Model
PWC	Pacego Women's Club
PWD	Persons With Disability
REC	Regional Economic Communities
SACCO	Saving and Credit Cooperatives
SGBV	Sexual Gender Based Violence
TA	Technical Advisor
UCDW	Unpaid Care and Domestic Work
URA	Uganda Revenue Authority
URSB	Uganda Registration Services Bureau
UWEP	Uganda Women Entrepreneurship Program
UWONET	Uganda Women's Network
UWOPA	Uganda Women's Parliamentary Association
WROs	Women's Rights Organizations

UWONET 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 endeavour, 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 behaviour 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, which will result into improved gender equality and empowerment of women and girls in Uganda. Women and girls will know their rights, have a voice and the 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 affordability 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.



Women's movement building retreat for women leaders at the Hotel Africana in June 2022.

WORD FROM THE EXECUTIVE DIRECTOR



Dear Partners,

It is with extreme gratitude and excitement, heartened by our shared commitment to women's rights and gender equality that I welcome each and every one of you to embark on this profound journey through the pages of our annual report 2022. Together, we delve into the very essence of our collective aspirations and the unwavering determination that propels us forward in pursuit of a more equitable world.

Within the chapters of the report, you will find stories that breathe life into the ideals we hold dear. These are tales of passionate advocacy, courage in the face of adversity, and the resolute pursuit of justice for all. As we set sail on this transformative voyage, we shall witness the strength of the human spirit and the boundless power of unity in advancing the cause of gender equality.

I extend my deepest appreciation to all those who have contributed their time, energy, finances and passion to make UWONET a beacon of hope. To our esteemed members, your unwavering dedication and unyielding support have been the driving force behind our many accomplishments. Your presence at every turn, your joint resource mobilization, and your tireless pursuit of justice have made us a formidable force in the struggle for women's empowerment.

To our incredible staff, you have been the very cornerstone of our progress. Your unwavering commitment to our vision has forged an unbreakable bond that propels us forward, even in the face of adversity. Together, we have weathered storms and emerged stronger.

This past year has tested our resilience on multiple fronts. Global and domestic economic conditions have posed daunting challenges, impacting our day-to-day functioning and the execution of our vital initiatives. The unexpected hurdles of the COVID-19 pandemic, the geopolitics, and natural disasters have added to our struggles, creating an environment where resources are scarce and organizing our efforts becomes ever more demanding. Yet, despite these

hardships, our unwavering commitment to our mission remains steadfast, remaining resolute in continuing with our efforts to make positive difference in the lives of women, girls and their communities.

Amidst the challenges, one of our most heartening accomplishments has been the development and revision of the organizational Strategic Plan 2019 to 2028. The revised strategy, with its theme of "Crossing Barriers, Building Bridges: Unleashing Collective Power," embodies the very essence of our mission. It signifies our collective belief that, together, we can surmount obstacles and forge bridges to a better future. The enhancement of women's movement and employment of women and girls is central for transformation. It requires a fully operational and efficient organization that can adequately address the needs of her membership and the women's movement. When women work collectively with a common vision and collective voice, then transformation begins to happen.

The essence of this report lies in the thematic areas developed under our new Strategic Plan. These themes capture the spirit of our mission, where barriers are transformed into stepping stones, bridges are built to connect communities, and the collective power of our united efforts becomes an unstoppable force for Gender Equality and Women's Rights.

As you read through the narratives woven into these pages, remember that each word is a testament to the love, dedication, and unwavering support poured into this cause. Every story reflects the countless lives touched and transformed by the ripple effect of our collective endeavours.

Once more, with profound gratitude and a heart brimming with hope, I invite you all to immerse yourselves in the rich tapestry of experiences that lie ahead. Together, we will navigate the challenges, celebrate the victories, and draw inspiration from the incredible women and communities that have sparked and sustained this journey.

At UWONET, we envision a world where empowerment knows no bounds, where gender equality is not merely a dream but a tangible reality. Let us embark on this extraordinary odyssey hand in hand, knowing that our collective efforts have the power to change the course of our stories.

With great anticipation and unwavering determination, may we continue to be the vanguards of change and the architects of a brighter future for women and girls worldwide.

United, Women Can!

For God and My Country!



Rita. H. Aciro-Lakor

Executive Director, UWONET

REMARKS FROM THE BOARD CHAIRPERSON



Dear Members, Partners and Allies,

It is with a profound sense of pride and gratitude that I welcome you to delve into this humbling report reflecting upon the incredible journey of UWONET throughout the year 2022. This past year has been a testament to the unwavering spirit of our collective commitment to fostering women's leadership, enabling access to justice, and driving forward the cause of economic empowerment for women.

In 2022, we witnessed the profound impact of our efforts on multiple fronts. UWONET continued to be a beacon of hope and change, empowering women to rise to leadership positions which they once only dreamed of. Through tireless advocacy, dedicated mentorship, and rigorous training programs, we have continued to dismantle the barriers that have historically hindered women's ascent. The stories of transformation that continue to emerge from these efforts are a testament to the power of empowerment and the strength that comes from knowing one's own potential.

At the same time, our dedication to influencing access to justice remained steadfast. We stood and walked side by side with women who courageously sought redress for the injustices they faced. Through legal guidance, emotional support, and tenacious advocacy, we supported them navigate the often-daunting path towards justice. The triumphs in the legal and psychosocial realms echoed the triumphs in their hearts, reinforcing the idea that when women stand united, they can overcome even the most formidable challenges.

In the realm of economic empowerment, UWONET continued to sow the seeds of change. We launched initiatives that provided women with not just opportunities, but the tools and skills needed to flourish economically. Through transformative programs we supported women to break free from the cycle of poverty and seize control of their economic destinies. The ripple effect of these initiatives extended far beyond individuals, touching families, communities, and society as a whole.

As we celebrate the achievements of 2022, we also stand on the cusp of an extraordinary milestone. In 2023, UWONET will proudly commemorate the 30th anniversary of UWONET has founding. This significant juncture serves as a poignant reminder of the legacy forged, the lives we have transformed, and the enduring impact we have made. It is a moment to acknowledge the progress achieved, the challenges surmounted, and the vision that propels us forward.

Looking ahead, we do so with a sense of renewed purpose and determination. The celebration of the 30th anniversary is not just a time for reflection, but a call to action. As we spotlight women's leadership, access to justice, and economic empowerment, we ignite a collective passion to drive these causes further. Through a series of heartfelt events, dialogues, and initiatives, we will amplify the voices of those we serve, elevating their stories to inspire change and foster a world where every woman's potential knows no bounds.

In conclusion, I extend my deepest gratitude to all our members, partners, supporters, and the wider community. Your unwavering dedication has been the cornerstone of our progress, I am confident that together, we will continue to shape a future where women stand tall as leaders, where justice prevails, and where economic empowerment paves the way for a more equitable world.

For God and My Country!



Dr. Victoria Flavia Namuggala

Board Chairperson, UWONET

A GLANCE AT THE YEAR 2022

It was a rollercoaster for gender equality activists and advocates around the world. From the highs of seeing feminist solidarity in action, to the lows of seeing fundamental rights stripped away. And while the COVID-19 pandemic shone a spotlight on the gendered dimensions of inequality, this once bright light faded and we are left with the ongoing causes and consequences of gender injustice, the women's movement around the world continued to galvanise itself towards Gender Equality and Women's Empowerment (GEWE) in the midst of adversity.

2022 ushered in major GEWE gatherings around the world. The most important of these was the eighty-first session of the UN Committee on CEDAW, which met to consider reports from member states on the legislative, judicial, administrative or other measures they had taken to implement the Convention. The Committee also gave audience to non-governmental organisations (NGOs) and Human Rights Institutions (HRIs) to discuss the state of women's rights in their countries. Civil society interfaces with the Committee were important as they gave an additional voice to non-state actors. During the session, the Government of Uganda appeared before the Committee to present the State report, which combined the eighth and ninth periodic reports.

The sixty-sixth session of the Commission on the Status of Women (CSW) was held from 14 to 25th March. The theme of CSW66 was *"Achieving gender equality and the empowerment of all women and girls in the context of climate change, environmental and disaster risk reduction policies and programmes".*

The 4th Gender is My Agenda Campaign (GIMAC) African Union (AU) Regional Economic Communities (RECs) Coordination Meeting on Gender Mainstreaming in the African Union was held in july 2022 under the theme *"Strengthening Resilience in Nutrition and Food Security on the African Continent: Strengthening agro food systems, health and social protection systems for accelerated development of human, social and economic capital".* It recognised our diversity and common goals to promote gender equality and the human rights of African girls and women. The meeting provided a platform to review and consolidate a common position on the effectiveness of the AU, RECs and Member States in implementing the gender equality agenda in legal and policy instruments related to nutrition.

The women's movement in Uganda achieved a major milestone with the enactment of the Succession Amendment Act 2022. The amendments to the Succession Act removed provisions that were outdated, discriminatory against women and in contravention of the Constitution of Uganda. The amendments updated the judgment of the Court of Appeal in the case of Law Advocacy for Women in Uganda verses the Attorney General (Constitutional Petition No. 13 of 2005) [2007] UGSC 71, which challenged the Act and declared that it was detrimental to women's dignity and inheritance rights.

The Employment Amendment Bill 2022 sought to address shortcomings in the current Employment Act in relation to casual labourers, migrant and domestic workers, nursing mothers, severance pay, sexual harassment in the workplace and the operation of labour recruitment agencies. The bill went through its first and second readings, however not by the end of the year, it had not been passed.

Despite receiving global attention during the COVID-19 pandemic, the shadow pandemic of Gender-Based Violence (GBV) continued unabated. According to the 2022 Annual Police Crime Report, there were 14,693 reported survivors of sexual crimes in Uganda compared to 16, 373 in 2021 giving a decrease of 10.3%. 86.6% of these survivors were female juveniles and 13.2% were female adults. A total of 12,580 cases of defilement were reported to the police in 2022, compared to 14,436 cases in 2021, representing a 12.8% decrease in registered defilement cases nationwide. Of the cases of defilement reported in 2022, there were 8,960 cases of defilement and 3,620 cases of aggravated defilement compared to 3,783 cases reported in 2021, a decrease of 4.3%.

A total of 1,623 cases of rape were reported to the police in 2022 compared to 1,486 cases reported in 2021, an increase of 9.2%. By the end of 2022, 557 rape cases had been brought to court, of which 3 cases resulted in convictions and 554 cases are still pending in court. A total of 1,439 female adults and 184 female juveniles were victims of rape. 625 rape suspects were charged to court, 2 were convicted and 623 are still awaiting trial.

A total of 17,698 cases of domestic violence were reported to the Police in 2022, compared to 17,533 cases in 2021, representing an increase of 0.94% in the volume of registered Domestic Violence. Furthermore, of the 17,698 reported survivors of domestic violence, 75.5% were female. There was a general increase in the number of registered cases of domestic violence across the country, from 17,664 cases in 2020 to 17,698 cases in 2022. The main causes of domestic violence include disputes over family property, failure to provide for the family, drug and alcohol abuse, and cases of infidelity.

Uganda's economy rebounded strongly, with all three sectors (agriculture, industry and services) weathering successive shocks to push Gross Domestic Product (GDP) growth to 5.3% in FY23, up from 4.7% a year earlier. Private consumption increased, while public investment was scaled back as fiscal space narrowed and private investment retreated in response to a tight monetary stance throughout the fiscal year. The current account deficit widened to 8.7 % of GDP in FY23 from 7.9 % in FY22, on the back of higher capital imports, mainly due to investments related to the country's crude oil development project.

In 2022, the Parliament of Uganda elected Uganda's representatives to the East African Legislative Assembly (EALA). Of the nine (9) elected representatives for the 5th Assembly (2022-2027), four (4) were female and five (5) were male.

Preparations for the election of Women Council Chairpersons across the country started with the registration of candidates led by the Independent Electoral Commission. However, while a number of women expressed interest in participating in the election, the election of women councillors did not take place as planned due to the government's budgetary constraints.

After close to a decade of calm in the Karamoja region, insecurity increased resulting to loss of life and cattle. The insecurity in Karamoja affected neighbouring regions such as Teso sub-region, resulting in loss of property, lives and increased cases of Sexual and Gender-Based Violence (SGBV), affecting mainly women and children. It exacerbated hunger in Karamoja. Approximately 518,000 people in Karamoja were in urgent need of food assistance, with nearly 428,000 people facing crisis levels of food insecurity and about 90,000 facing emergency levels between March and July 2022. In addition, 91,600 children and 9,500 expectant mothers/ pregnant women were projected to be acutely malnourished between February 2022 and December 2022.

Uganda's national budget of UGX 48.130 trillion for the Financial Year 2022/23 was passed. The budget provided an opportunity for the Government of Uganda to concretise its commitments under the Sustainable Development Agenda to address gender inequality and eradicate poverty. In general, there was an increase in allocations to most sectors. Budget priorities included: sustaining economic recovery; implementing the community development model to create wealth and jobs; improving the effectiveness and efficiency of the public sector; enhancing human capital development, science, innovation and knowledge transfer; and strengthening security, the rule of law and the fight against corruption. It is our hope that the budget will lead to the achievement of the 2022/23 priorities on GEWE as much as more is required.

UWONET 2022 IN NUMBERS

Total reach	**16,020,000**
Direct	**26,400**
Indirect	**15,993,600**

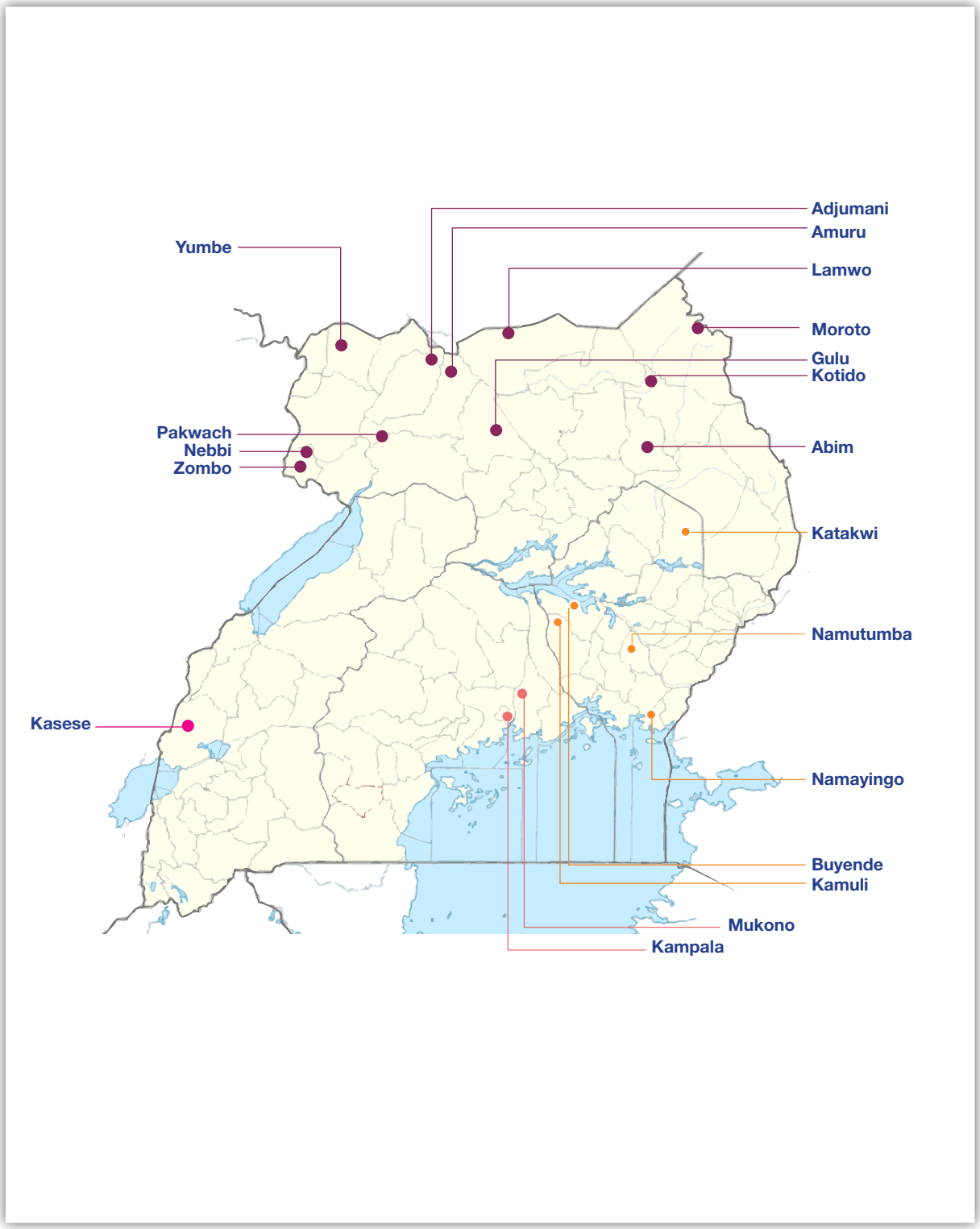
In 2022 via social media (twitter), our reach/ followers increased from 13,200 to 16,000 an increase of 21%.

UWONET reached 19 districts including; Abim, Adjumani, Amuru, Buyende, Gulu, Katakwi, Kampala, Kamuli, Kasese, Kotido, Lamwo, Namayingo, Namutumba, Nebi, Moroto, Mukono, Pakwach, Yumbe and Zombo as opposed to 101 districts in 2021. The implementation was coordinated through the Headoffice in Kampala and two field offices in districts of Kamuli & Namutumba.

Number of funded projects implemented		14
Number of development partners		12
Number of members	24 Member organizations	9 individual members
Number of District Women Networks		37

UWONET'S GEOGRAPHICAL COVERAGE

Districts of operation-2022:



UWONET's KEY THEMATIC FOCUS AREAS

In 2022, UWONET's operations were hinged on her Strategic Plan 2019 – 2028, focusing on four interlinked thematic areas and key strategic objectives:

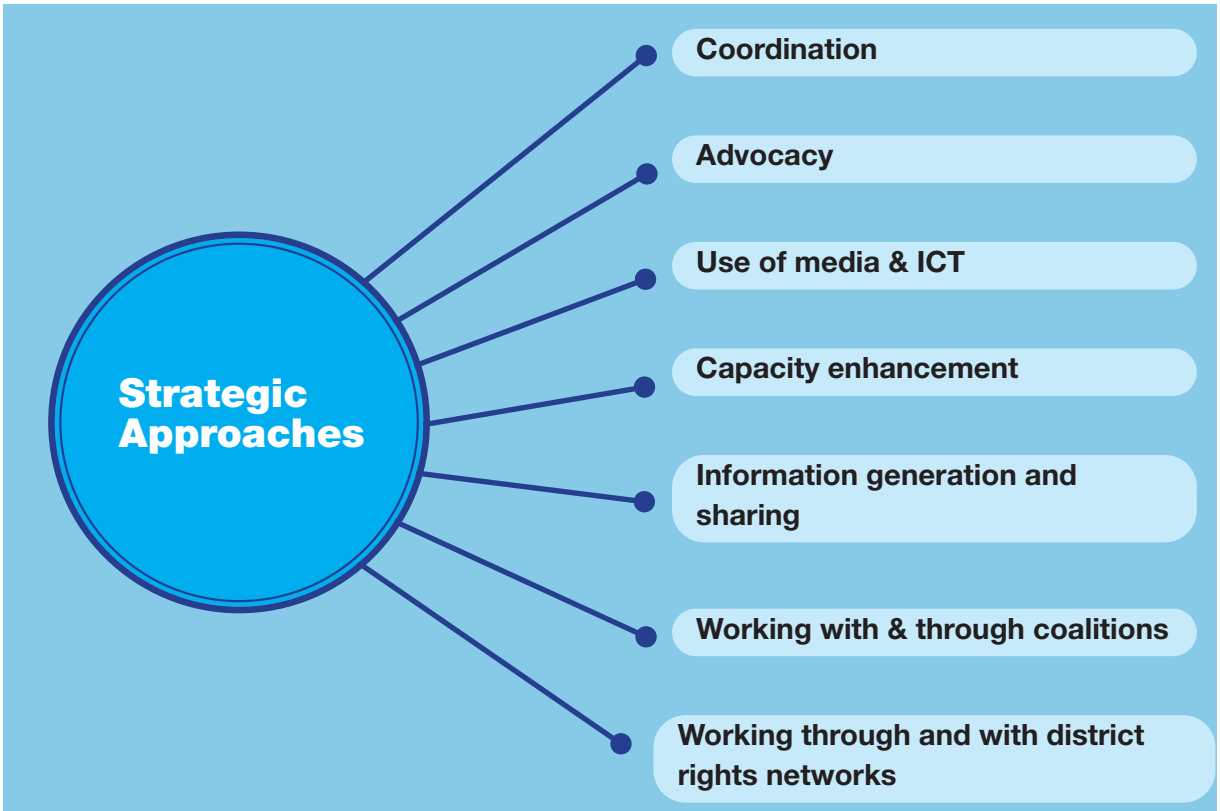


UWONET's Key Strategic Objectives include: Fostering strategic and programmatic actions that promote women's participation and influence in leadership and decision making in politics, civil service, and the private sector by 2028; Enhancing collaboration and women's capacity to influence actions to advance economic reforms to promote transformative GEWE by 2028; Challenging the negative cultural social norms, practices and advocating for the enforcement of laws and processes that protect and promote women's rights and access to justice by 2028; Enhancing networking and information sharing amongst stakeholders by 2028; Strengthening the capacity of UWONET's membership and the district women's networks for strategic, programmatic and administrative interventions by 2028; Enhancing UWONET's institutional capacity for strategic, programmatic, administrative interventions and sustainability by 2028.

APPROACHES USED

UWONET employed a number of strategic approaches in her operation in the year 2022.

These included:







THEMATIC AREA 1

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

"Leadership is about making others better as a result of your presence, and making sure that impact lasts in your absence."- Sheryl Sandberg

Strategic Objective:

To foster strategic and programmatic actions that promote women's participation and influence in leadership and decision making in politics, civil service private sector and selected civil society by 2028.

Outcomes

Increased number and influence of women in leadership (elective, public service, selected civil society organizations and the private sector).	Reduced gender inequalities and sexism in institutions at different levels.	Increased numbers and influence of young women in leadership

Women's leadership and the equal participation of women and men in public affairs and decision-making are human rights issues that are key elements of democracy and lasting peace, and prerequisites for achieving sustainable development. Women's political leadership leads to better outcomes for women and girls and for society as a whole. Having more women in political leadership brings progress in policy areas that are critical for economic growth and development. It is important to note that regardless of the sector, women's leadership and

influence globally and in Uganda specifically adds value and contributes to improved social welfare, agency and shifting development priorities. Women's equal participation and influence is critical to prioritising women's practical concerns in local government agendas, national country agendas and the localisation of the Sustainable Development Goals (SDGs). While some progress has been made in terms of women's leadership and influence, there is still a need to continuously create an enabling environment for effectiveness and making a difference in society. To promote gender-responsive service delivery, gender-responsive decision-making and women's effective influence, UWONET has adopted strategies and approaches to strengthen women's leadership and influence such as: mentorship programmes, capacity building, inter-district learning exchange, media engagement, information generation and sharing.

Changing societal beliefs, norms, practices, behaviours and attitudes that perpetuate gender discrimination requires a well-coordinated, actively engaged and supported critical mass of activism and diversity. In 2022, UWONET continued to build the capacity of women in leadership, including in elected (political), public and private sectors, civil society organisations to improve accountability and collective action for GEWE.

In an effort to galvanise women's leadership and influence, UWONET implemented the following activities: mentorship and reflection spaces for district and sub-county women's caucuses of local councilors, mentorship and support for district women's rights networks, peer learning exchange visits between districts, strengthening internal institutional governance for WROs at national and district levels, capacity enhancement for Uganda Women Parliamentary Association (UWOPA) and co-creation spaces for women leaders in various sectors, among others. These interventions at national and sub-national level produced the following key results;

1.1 Effectiveness and influence of women in elective leadership enhanced

It is key to note that the influence of women leaders at different levels is critical for prioritising and addressing women's practical needs and concerns in local government and national agendas for gender-responsive decision-making, especially in plans, budgets, implementation and monitoring. Building on the orientation and capacity building session held in 2021, UWONET continued to mentor women leaders to enhance their effectiveness, facilitated inter-district learning exchange and reflection spaces on women's legislative agenda. A total of 133 women leaders in Kotido, Lamwo, Abim, Katakwi, Nebbi/Pakwach, Kamuli and Namutumba districts. were mentored to enhance their skills and knowledge in key areas such as gender-responsive budgeting, documentation, caucusing, conflict management, gender justice and policy advocacy.

In addition to mentorship, inter-district peer learning provided opportunity for the women leaders to shared learning with other districts. Katakwi and Abim Districts visited Mbale District Local Government, Kotido District visited Mukono District, Lamwo District visited Kitgum District, Pakwach District visited Arua District.

UWONET supported women leaders in Abim and Katakwi districts with knowledge building materials to enhance effectiveness and influence during council debates and advocacy. The materials included: Council Rules and Procedures, Local Government Act Cap 243, Constitution of the Republic of Uganda and Domestic Violence Act 2010. As a result of the intervention, there is improved influence of women leaders for gender responsive decisions in planning, resource allocation and implementation and for GEWE. Women leaders have occupied key

strategic leadership positions. Four (4) women councillors in Kotido District and two (2) women councillors in Katakwi District have been appointed to the District Executive Committee (DEC), creating a direct platform to advocate for women's rights and influence budget allocations to sectors such as health and education. Previously, there were no women representatives on the DECs in these districts.



Experience sharing at the Women Leaders shared learning Forum in Abim District

Some of the voices on influence and change are documented below;

"Women are able to speak in community meetings, move motions in during Council sittings on concerns of women and girls. We are able to do all these because of UWONET's training. Women are now not fearful; they speak up and know their roles and responsibilities which was not the case before the training" **Hon. Oyella Joyce, LCV Woman Councilor in Lamwo district.**

"I moved a motion for a need of a maternity ward at Akoboi Health Center III, with support of members of the women's caucus 7.5 million was allocated in the district budget" **Hon. Atim Marrion, LCV Woman Councilor in Katakwi district (Chairperson Katakwi District Women Caucus).**

"We lobbied the office of the Chief Administrative Officer (CAO) and District Health Officer (DHO) for a midwife for Alerek Health Centre III and Kanu Health Centre III to improve maternal health service. 2 midwives were posted to Alerek HCIII and 1 to Kanu (temporary)" **LCV Woman Councilor in Abim district.**

"Our District Deputy Speaker who is also a member of the women's caucus capably presides over the Council meetings" **CSO partner in Katakwi district.**

"As the women caucus, we lobbied for specific maternal health needs such as delivery beds, construction of placenta pits, staff houses and pit latrines among others" Hon. Nuriah Tekho **LCV Woman Councilor in Kotido district.**

1.2 Enhanced popularization and accountability towards the National Women's Manifesto 2021- 2026.

The National Women's Manifesto (2021- 2026) is a political document that sets out the concerns of women in Uganda and demands accountability from political parties, candidates, elected leaders and the government. The manifesto brings to the fore women's demands based on priority gender issues that continue to prevent Ugandan women from achieving full dignity and equality with men in all spheres of life. It is primarily to inform policy, decision-making and political accountability to women for the period of implementation.



A Women Leaders meeting in July 2022 at Hotel Africana

UWONET developed the National Women's Manifesto (2021- 2026) through a participatory process with stakeholder consultations in over 60 districts. The consultations provided a platform to gather women's views and demands, which informed the Manifesto. As a result of the consultations, 5 key themes and other cross-cutting issues were identified. These were: women's health and well-being; quality and equitable education for women and girls; women, land and property rights; women, work and economic agency; and women's leadership and decision-making.

To further popularise the National Women's Manifesto 2021/2026, UWONET translated the Manifesto into Alur and reprinted copies in Acholi and Ngakarimojong to facilitate access for accurate information and communication. Media engagements were held at national and district levels with Radio One Kampala, Pakwach FM, Mighty Fire FM in Kitgum and Etoil Radio in Kotido District to further disseminate the priority areas of the Manifesto. The talk shows generated interest from men, as evidenced by majority calls were from men. Other strategic advocacy were through women's leadership spaces at district and national levels. As a result;

1. Through the caucuses, district councils referred to the women's manifesto priorities while deliberating.
2. Akoboi Health Center III in Katakwi, received allocation of 7.5 million shillings for maternity ward expansion as a result of reference to the manifesto.



Rita Aciro Lakor Executive Director of UWONET handing over the Women's Manifesto 2021 to 2026 to the Minster of Gender Labour and Social Development Hon. Betty Amongi during an engagement with the representatives from Women's Rights Organisations at the ministry held in August 2022.

1.3 National advocacy forums on women's rights and gender accountability

In the turbulent social, economic and political crisis, it is crucial that the women's movement continued to engage in bridging gender inequalities through various gender advocacy spaces. The advocacy spaces convened with the aim of discussing priority gender concerns and challenges, including: economic crisis/shocks; post COVID-19 impacts and regional conflicts affecting women and girls; labour export and labour rights; women's leadership; advancing feminist strategies for gender equality and women's empowerment (GEWE); among others.

The space provided an opportunity for stakeholders to interact with the Minister of Gender, Labour and Social Development (MGLSD) and discuss priority gender concerns and challenges affecting women and girls. The discussions led to the identification of strategies to mobilise women's leadership across sectors and levels, particularly on how to collectively engage as women in Uganda's development discourse as leaders in elected, private, public and civil society organisations (CSOs), among others. Key among the agreed actions was for the MGLSD to follow up on social, economic and political issues raised as challenges/barriers for women and feedback engagement was agreed.



Minister of Gender, Labour and Social Development-Hon. Betty Amongi, UWONET Board Vice Chairperson-Ms. Perry Aritua and Executive Director UWONET- Ms. Rita H. Aciro-Lakor during National advocacy forums on women's rights and gender accountability in October 2022 at Golden Tulip Hotel

1.4 Institutional capacity of UWOPA enhanced

The Uganda Women Parliamentary Association (UWOPA) changes her leadership every election cycle. In 2021, the Association elected a new Executive Committee. In order to strengthen the effective implementation of their work towards gender responsive legislation, UWONET undertook a capacity enhancement for the secretariat staff and the Executive Committee of UWOPA.

The main objective of the engagement was to reposition/refocus UWOPA to fulfil her mandate as an advocacy structure for women's rights in Parliament. The training focused on corporate governance, transformative leadership, women's movement building, women's leadership and gender programming, among others. This provided a platform and safe space for UWOPA leadership and management to reflect, learn, unlearn and relearn various aspects. Best practices for good institutional governance were agreed upon, such as having an organisational culture,

well-documented core values, separation of powers between the different arms of the institution, among others. As a result, there has been heightened drive and activism on pending gender bills with UWOPA members fronting private members bills such as the Marriage Bill 2022 fronted by the chairperson of UWOPA Hon. Sarah Opendi and Hon. Agnes Kunihira Workers MP from the Employment Amendment Bill.



UWOPA Executive Members during an institutional capacity enhancement fora held in December 2022 at hotel Africana

1.5 Institutional governance and programme management for Women's Rights Organizations (WROs)

Despite the critical role and mandate to complement the work of government, most CSOs, and WROs in particular, continue to be affected by a fragile operating environment, dwindling resources for women's rights and other emerging issues related to institutional governance. These had an impact on the effective functioning of WROs and their ability to sufficiently advance GEWE. Building on previous initiatives to address the gap, UWONET continued to equip WROs with knowledge and skills through information and peer learning platforms organised for UWONET member organisations, partners and allies at national level and district women's networks at sub-national level. The spaces focused specifically on corporate governance and its role in institutional sustainability, transformative leadership, sisterhood, social entrepreneurship, tax obligations and compliance, reaching 70 participants including Executive Directors, Chairpersons and Chief Executive Officers. Feedback from attendees is documented below.

"I have appreciated the importance of tax compliance and which taxes to meet as an organization" **– Participant**

I commit to follow good corporate governance structures and principles. Representative Young Women's Alliance for Human Rights

"My faith in the women's struggle has been renewed. Keep it up UWONET". **Participant.**

UWONET continued to work with and through district partners and networks to amplify voices and strengthen activism on women's rights and gender equality. To achieve this, UWONET supported district women's rights organisations/networks through capacity building, strategic development and review processes, and board mentoring, among others. Increased growth

within the targeted institutions was recorded in areas such as programming, human resources and systems. For example, the Pacego Women's Club (PWC) in Pakwach District formalised its position as a non-governmental organisation. PWC successfully registered as an NGO as required by law and adopted a new name, Pacego Women Initiative for Development (PAWID). With UWONET's support, PAWID developed a new institutional Strategic Plan which has strengthened her position and competitiveness as an institution. In Katakwi District, KaDDAN strengthened its resource mobilisation and fundraising efforts as a result of the skills acquired, and submitted four proposals to potential funders. They also increased their human resource base from one person to five people to support the operations of the institution.



Ms. Jesca Ataa, Executive Director Nakere Rural Women Activists (NARWOA), UWONET district partner in Kotido district sharing at the Annual Women Leaders Reflection Space.

Ms. Mary Harriet Lamunu, Executive Director Uganda Women Parliamentary Association (UWOPA) reading out the statement at the press conference. In attendance were members of the women's movement.





Ms. Pamela Elubu, the facilitator engaging and sharing with the UWONET Board of Directors.



Group Photo of participants – Executive Directors and Senior Management forum organized by UWONET.

Women Leaders during a group discussion in Mbale District during the learning visit.





The Head of Office Austrian Development Cooperation Dr. Roswitha Kremser, Chairperson Gender Committee in Parliament Hon. Flavia Kabahenda, Rita Aciro Lakor Executive Director UWONET and Women of Faith during the Commemoration of the International Human Rights Day and the end of the 16 days of activism against GBV campaign.

Engagement participants at the women leaders shared learning forum in Abim district.





THEMATIC AREA 2

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

'There is no tool for development more effective than the economic empowerment of women'. - Kofi Annan.

Strategic Objective

To enhance collaboration and women's capacity to influence actions to advance economic justice to promote GEWE by 2028.

Outcomes

Increased capacity of UWONET's members and allies to advocate and influence feminist transformative economic justice to promote women's economic empowerment and agency.	Increased recognition, reduction, redistribution and representation of the unpaid care and domestic work.	Enhanced collective action to influence change on negative social-cultural norms and resilience to climate change towards women's economic empowerment and agency.

Women's economic marginalisation and dependency is a key driver in widening gender inequalities. Therefore, addressing women's economic transformation is a catalyst for achieving women's rights. Women's economic empowerment can only be achieved by ensuring equality and equity in access to, use, control and benefit from productive resources and opportunities. Gender-responsive and adequately funded economic policies can remove structural barriers to women's economic empowerment, including addressing gender inequalities in the disproportionate

sharing of unpaid care and domestic work between women and men, access to critical business finance, information and entrepreneurship skills, among others. UWONET continued to influence the formulation and implementation of processes, policies, laws and programmes that promote women's access to economic opportunities, advocate for the recognition, reduction and redistribution of women's unpaid care and domestic work, and took collective action to influence change or negative attitudes towards women's economic empowerment from a feminist economic perspective to address the perpetuation of the vicious cycle of poverty and gender inequality.

The thematic strategic objective is grounded in enhancing collaboration and women's capacity to influence actions geared towards advancing economic reforms and promotion of transformative GEWE by 2028. UWONET is committed to increasing the capacity of her members and allies to advocate for and influence feminist transformative economic justice to promote women's economic empowerment and agency, increase the recognition, reduction, redistribution and representation of unpaid care and domestic work, increase collective action to influence change in negative socio-cultural norms and climate change resilience towards women's economic empowerment and agency, and to increase stakeholder understanding and influence in the implementation of laws, policies and processes that promote women's rights and access to justice.

In 2022, UWONET engaged various institutions such as district technocrats, market leaders (In Wandegeya, Kalelwe, Pabbo, and Kony-paco), academia, line ministries, departments, women in the informal sector, political parties, civil society organisations and women's district networks, among others, towards realisation of women's economic rights and gender equality.

A range of activities were carried out to contribute to attainment of the thematic objectives, including: training of various stakeholders and advocacy on unpaid care and domestic work (UCDW); mentorship of market women on leadership, advocacy and entrepreneurship; market dialogues with duty bearers; media engagement; research and information sharing; women's village meetings; neighbourhood meetings between District Technical Planning Committees (DTPC) and women's caucuses; policy influencing discussions with university students and leaders; reflection spaces; documentation, among others.

A total of 2,689 people (2,404 women and 285 men) were reached. The main outcomes of these interventions at national and sub-national levels were as follows;

2.1 Improved gender-responsive working environment for women vendors

In Uganda, women make up 60-80% of market vendors, but their influence on market decisions is very limited due to patriarchal market structures in private and government markets. Building on the 2021 interventions, UWONET brought together duty bearers and women vendors to dialogue on the various gender gaps that exist in the different markets where it operates. UWONET continued to build capacity and create space for women market vendors to engage with duty bearers for a gender-responsive operating environment.

As a result, women vendors in Pabbo, Wandegeya and Kalerwe markets came together to advocate for improved hygiene standards. In Pabbo's main market in particular, women collectively voiced their concerns about irregular waste collection practices and pushed for a cleaner and more hygienic environment. In response, the Pabbo Town Council took action and hired a dedicated garbage collection truck to ensure the daily removal of waste from Pabbo's main market. Similar improvements in hygiene and sanitation were seen in Wandegeya and Kalerwe markets.

A female market dues collector was appointed to address concerns raised by women vendors about exorbitant market fees and harassment. This pivotal decision led to a deeper understanding of the challenges faced by women in the market and a more equitable approach to market fees and the collection process. As a result, women now experience a fairer and more accommodating system.



Market woman from Pabbo main market on her stall well dressed in UWONET t-shirt and apron.



LCI of Kalerwe Market giving his remarks during the market dialogue

In another notable achievement, joint discussions with the Kampala Capital City Authority (KCCA) led to the abolition of rental fees for women traders in Wandegeya market. This progressive step led to a significant increase in the number of women traders in the market, further increasing opportunities for economic participation and growth.

To address security of daily income, visibility of group members and business identification, UWONET provided aprons to 226 market women. One of the women had this to say.

"The apron helps me to keep my money and phone safe on a daily basis, I am a smart and organised vendor which has attracted more customers to my stall" - Sarah Birungi, a market vendor in Kalerwe market.

2.2 Enhanced knowledge/information on access to government development programmes

In an effort to empower women economically, the Government of Uganda has launched various economic programmes such as the Uganda Women Entrepreneurship Programme (UWEP), Emyooga, Operation Wealth Creation among others. It was found that most women and marginalised groups often missed out on these opportunities due to limited information about the programmes, lack of organisation and limited knowledge and skills to manage their businesses.

In 2022, UWONET continued commitment of empowering market women by providing support in the form of capacity building, facilitating linkages and providing information on government programmes. Through UWONET's proactive efforts, including facilitating women groups, market women were able to access and benefit from various competitive government economic initiatives, enabling continued progress and opportunities for them.

In 2021, members of the Kalerwe Kajubi market received UGX 30 million in Emyooga funds. The money was given to a group of women that UWONET had supported from the beginning of (2019). This money was given as a way of getting credit closer to the market vendors. Some of the market vendors who benefited from the money had the following testimonies.

2.3 Testimonies

Following the acquisition of Emyooga funds by members of Kalerwe Kajubi market in 2021, Ms. Ibore Grace took the initiative to borrow UGX 1 million from the group. She used these funds to restock her beverage kiosk and pay her rent arrears. As a result of her financial discipline and commitment has improved. Ms. Ibore Grace successfully repaid the Emyooga loan by the end of 2022, completing the repayment within six months. In addition, she paid UGX 80,000 in interest, equivalent to 8% of the principal.

Ms. Ibore Grace admitted that this financial support played a pivotal role in taking her business to new heights, while also serving as a lifeline for her recovery from the economic challenges posed by the COVID-19 pandemic.

Ms. Sarah Nalwaga borrowed UGX 500,000 from the group. She used the money to restock and expand her vegetable business (tomatoes and onions). She stated that the income from the business enabled her to pay rent at home and at the stall and to provide for her family. She was also able to diversify her business into making and selling liquid soap.

2.4 Enhanced information on access to business credit and financial literacy for women market vendors

Women continue to face barriers such as limited access to affordable and flexible gender sensitive financial services. Formal financial institutions such as banks and microfinance institutions generally do not make significant efforts to reach out to female clients. Savings and Credit Cooperatives (SACCOs), which women have tried to use, provide very limited access to finance. Access to credit, particularly from formal lending institutions, is severely limited by women's inability to provide sufficient collateral as a prerequisite for access to credit, which has hindered the expansion and growth of women traders' businesses. To address the challenges faced by women in business, specifically limited access to finance and limited knowledge of financial management, UWONET partnered with Centenary Bank and Finance Trust Bank to train women on available financial products. These included the CenteSupa Woman product for any progressive, hardworking and ambitious woman, an account for any woman who wants to improve her income and livelihood. As a result, 12 women opened bank accounts and 2 women accessed credit for business expansion in Kalerwe, Wandegeya, Pabbo and Kony-paco markets. This was in period between August to December 2022.



Ms. Linda from Centenary bank explaining to participants about the centesupa woman product in Kalerwe market

2.5 Enhanced awareness among women market vendors on market laws, and available opportunities

Despite efforts by the Government of Uganda to enact laws, women in the informal sector continue to have limited knowledge of the existing legal regime, resulting in inequalities and discrimination, affecting the growth and sustainability of their businesses. In 2022, UWONET, in partnership with the Institute for Social Transformation (IST), brought together various stakeholders and women vendors to sensitise them on the Markets Bill and the opportunities it offers to improve their working conditions in the informal sector. During the symposium, discussions highlighted the fact that markets in Uganda are currently regulated by the Markets Act, Cap. 94. The Markets Act, Cap. 94 was enacted in 1942, decades before Uganda promulgated the 1995 Constitution. It was agreed that the current legal regulation of markets is sporadic and fragmented and does not meet the current needs and demands of the market sector, especially for women. The key gender sensitive sections in the Markets Bill were shared by IST as a way of garnering support towards the passage of the Bill. These included women's involvement in the management of the markets, lack of childcare facilities and sanitation, determination of market fees by the Minister through consultation with local authorities, and a structure for dispute resolution in the markets, among other things. The engagement provided an opportunity to discuss key concerns of market vendors, share opportunities for government development initiatives, and develop strategies to address market challenges and advance legislative reform in the market.

2.6 Strengthened advocacy towards concerns of women in the informal economy in the national policy discourse

Women in the informal and formal economy thrive when gender-responsive laws and policies are enacted and enforced. However, there are still legal and policy gaps that hinder women's advancement in the business and trade sector. In an effort to address this, UWONET organised an advocacy colloquium which highlighted concerns that continue to hinder women's work in the informal economy for policy redress. Among the key issues discussed were efforts by government and other stakeholders to support women's economic empowerment and shared economic opportunities at different levels. Resultantly, there was overwhelming commitment by the Members of Parliament (MPs) present to support the Market Bill to be passed. Hon. Atukwasa Rita, pledged to advocate for the passing of the Market Bill when re-tabled in Parliament, as a way of prioritizing the wellbeing of women in the informal sector.



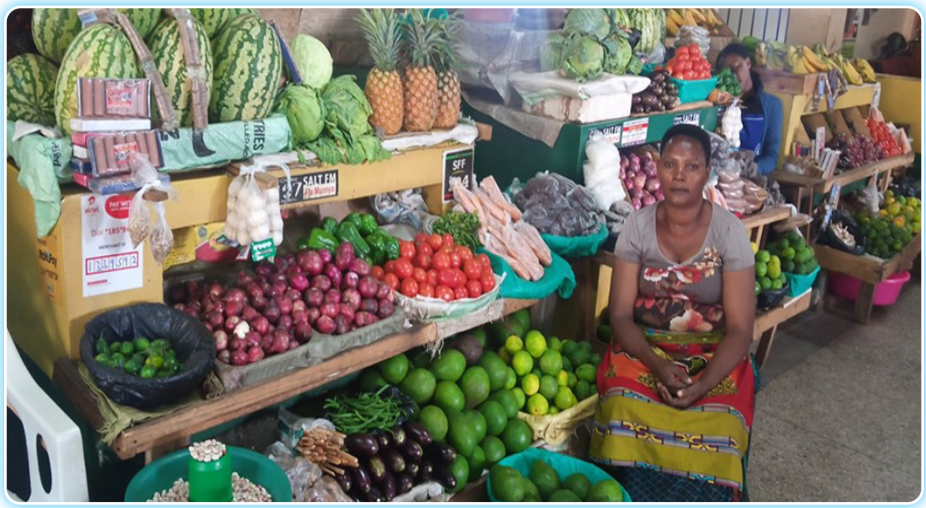
Woman Member of Parliament for Mbarara city Hon Rita Atukwasa (in yellow head gear) during a national colloquium on women's economic empowerment

2.7 Strengthened women-led businesses in urban and rural markets

Despite significant improvements in the ease of doing business in Uganda, doing business in the urban and rural informal economy is challenging with enormous hurdles for women entrepreneurs. The informal economy is a growing sector of the economy and a valuable source of employment. Although women make up about 90% of the informal sector, they continue to face barriers that limit the growth and stability of their businesses, this has been exacerbated by the COVID-19 economic recession. Anecdotal evidence suggests that most women-owned businesses do not always reach their first birthday due to the number of hurdles they face. Amidst such hostile economic environment, some women in the informal sector remain resilient.

Below are the documented stories of some women entrepreneurs.

Ms. Rebecca Mbabazi shared her inspiring journey, highlighting that she initially specialised in selling only tomatoes. However, after receiving valuable training in business diversification, she used her new skills to expand the scope of her business. As a result, her income has increased significantly. She also realised the importance of financial literacy and savings, and joined a savings group called 'Shame Vision Group'. Through this collective effort, Ms. Rebecca diligently saved UGX 8,500,000 which she used to purchase a piece of land in Nansana, Wakiso District.



Ms. Rebecca Mbabazi of Wandegeya market sharing her story

"We are appreciative of UWONET for the training rendered to women vendors at Pabbo market since 2019. I learnt that it is important to read documents before signing them, for instance loans documents. I gained the courage to buy items in bulk and sometimes make profits of up to two hundred thousand Ugandan shillings (UGX 200,000)." **- Adong Irene Pabbo market.**

Ms. Nabukenya Sharifa of Kalerwe Market used to take her business for granted, leaving the stall with other people to sell for her. She did not take care of her customers and did not pay attention to her business. She used to earn UGX 5,000 shillings or even less for every box of tomatoes she sold. After attending several trainings offered by UWONET, she realised that she needed to organise herself and her business. She now pays attention to her customers, has a network of people who sell the same product, and is passionate about her business. As a result, she now makes a profit of UGX 20,000 and more on every box of tomatoes she sells. She has diversified her business and owns two school canteens which she bought at UGX 800,000 (eight hundred thousand shillings only) each, from her business profits.

Women in Bumooli village, Buswale sub-county, Namayingo district, formed the Bumooli Women Fish Pound to empower themselves economically. They stocked fish and harvested 2,000 fish, earning UGX 3.5 million. Despite the money from the sale, the Bumooli women's group faced limited market access market for the fish. The money the group received was used to buy tents and chairs to rent out during events, and this business has increased the group's income. To ensure a better harvest next season, the Namayingo Fisheries Department has continued to mentor the women's group.

The experiences of successful women entrepreneurs were visually documented (video) in Kampala and Amuru districts. This was done specifically in the main markets of Kalerwe, Wandegeya, Pabbo and Konypaco. The documentary encouraged market women to share their experiences, successes and how they have diversified their businesses to increase their profits. In addition, the documentary gave visibility to changing the lives of marginalised women.

https://drive.google.com/drive/folders/17nxrEoBtggQJLxLotBSEiz8NcLPhymfd?usp=sharing

2.7 Enhanced appreciation of Unpaid Care and Domestic Work (UCDW) as an economic, development and gender equality issue

Unpaid care and domestic work is both an important aspect of the economy and an indispensable factor contributing to the well-being of individuals, their families and societies. As a result of continuous engagement with various stakeholders to value UCDW, there has been a shift in the mindset of district technocrats, media practitioners, university students and elected leaders to value and communicate the concepts of unpaid care and domestic work as an African concept rather than calling it a Western concept. Working with men within the communities and working through the assemblies was instrumental in identifying powerful actors that we can use to change social norms within communities. The current shift in policy conversations linked to the national and regional outcry on the impact of climate change on Africa, drawing lessons from Care work, is a step in the right direction.

In 2022, capacity building engagements were held with media practitioners from print and electronic media houses including Mega Fm (Gulu) and Baba FM (Jinja). During the training of media practitioners, best practices in affirmative action to improve women's participation in discussions during radio talk shows on some of the radio stations were shared. The provision of separate caller lines for women and men was a popular suggestion for increased women's participation.

2.8 Sustained conversations in public on UCDW through media platforms

Throughout 2022, UWONET facilitated various engagements aimed at amplifying UCDW as a women's rights, gender and economic issue. Several platforms were created that gave voice to conversations on a wide range of issues in the unpaid care economy. This sustained the conversation on the issue and kept unpaid care on the national development agenda in both public and private spaces at national and sub-national levels. UWONET used various channels

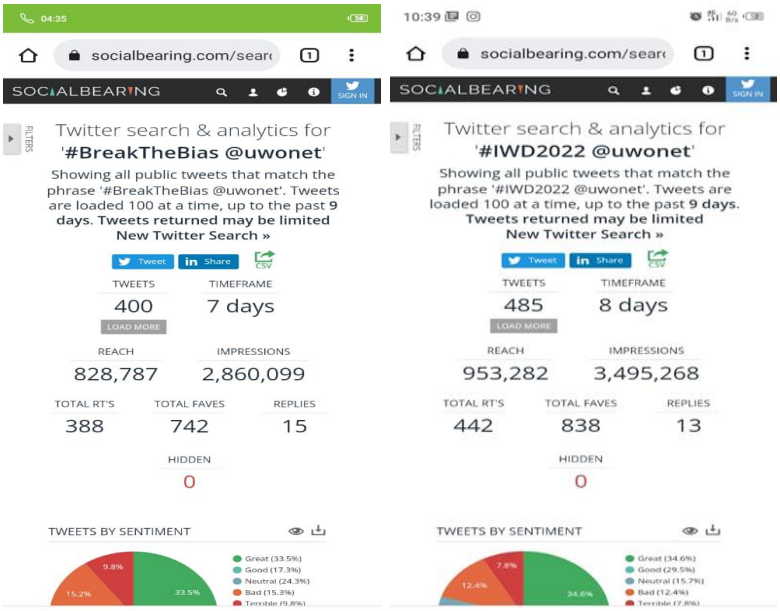
such as radio, television and the internet to reach the masses. Talk shows, photo and voice campaigns, webinars, Twitter chats and spaces were organised.



Participants duringan engagement on UCDW with youth led organisations held in May 2022 at Kabalagala Youth Centre-Makindye division..

These engagements were conducted by UWONET and her partners, Gals Forum International (GAFI) and Forum for Rights Awareness and Monitoring (FORAMO), who are directly implementing unpaid care interventions in Kampala and Gulu cities respectively. The conversations raised public awareness and appreciation of the care economy and its impact on gender equality, women's rights and empowerment in various contexts such as climate change, GBV, health, education, budget and fiscal policies, economic development, key among others. In addition, this has increased appreciation and conversations among the public on UCDW;

1. The public is reaching out more to UWONET asking for information on UCDW including universities and cooperate companies
2. Approximately 7.4 million people were reached through radio and internet media engagements alone.



The number of people who were reached during the UCDW campaign for 8 days

2.9 Participation in national, regional and global discourse on women's empowerment and the care economy

UWONET used the commemoration of key women's rights days and discussion platforms on women's rights to further the conversation on UCDW. These included days such as International Women's Day, Labour Day and meetings such as the 66th Commission on the Status of Women (CSW). The CSW is a functional commission of the United Nations Economic and Social Council and one of the main UN bodies promoting gender equality and the empowerment of women. UWONET participated in CSW parallel events and played a crucial role in coordinating women's rights organisations (WROs) and CSOs in preparation for these events. At CSW66, UWONET organised a side event under the theme *"Women, Water and the Care Economy"*. The event amplified women's concerns in accessing clean and safe water services and the care economy. As a result, action-oriented commitments were made from stakeholders to improve gender-responsive water service delivery as an effort to achieve SDG 6 on clean and safe water and sanitation for all. There were notably increased levels of awareness about the care economy as a human right and economic issue.

In addition, UWONET conducted a virtual webinar to commemorate International Labour Day 2022. The conversation revolved around the theme: *"Unpaid care work and celebrating the achievements of workers in the country, its impact on women's careers, their financial freedom and the care economy"*, aimed at sustaining the discussion on the unpaid care needs of workers/employees, especially women, as a human rights, gender and economic issue, broadening the conversation on women's unpaid care work, gender inequalities and the resulting labour outcomes in non-domestic spaces, examining the adequacy of existing national and institutional legal, policy and practice arrangements for addressing the unpaid care needs of workers, and generating proposals, recommendations and policy demands for state and non-state actors in the labour sector to address the unpaid care needs of workers in non-domestic spaces. These discussions were held in collaboration with policy makers from Ministries, Departments and Agencies, Parliament of Uganda, development partners, academia and WROs, and attracted a diverse audience of women's rights and care activists from within and outside the country.

The public awareness sustained conversions and increased knowledge to an extent that Courts of Law are paying attention to UCDW and reflecting on when some of these cases come up. For example, the Court of Appeal's decision in the case of Joseph Waigo Ambayo Versus Jackline Aserua (Civil Appeal 100 of 2015), which made groundbreaking pronouncements on unpaid care work. The Court of Appeal recognised unpaid care work as a non-monetary contribution to the development or acquisition of matrimonial assets, and also used it to determine the distribution of assets. This judicial recognition of unpaid care is a milestone achieved after almost a decade of advocacy.

2.10 Strengthened activism, influence and movement building on UCDW

To consolidate the voice and influence of individuals and organisations working on UCDW issues, UWONET facilitated the work of district and national coalitions on UCDW, as a continuation of efforts to build a CARE Movement. These coalitions led local advocacy initiatives in Gulu and Kampala through public consultative meetings that informed the development and subsequent presentation of issue papers to policy and technical decision makers. Similar engagements were led by young people in universities to raise awareness among students of the role they can play in changing the way UCDW is viewed.

As a result, there is evidence of the community's increased civic competence to demand the right services from their leaders. At Gulu University, the student WE CARE group, led by the Minister of Gender, presented an issues paper to the university management arguing for the creation of spaces in the faculties for parents, especially mothers with young children, to use if they cannot comfortably leave their children at home. The students believe that this will improve class attendance and concentration levels. However, this matter is still under consideration by the Gulu University management.

In Kampala, Coalition members in Makindye, Nakawa and Kawempe became visible agents of change, raising awareness of gender equality to encourage men to participate in the equal redistribution of work with their family members. There were remarkable stories of change by individuals who are now encouraging their peers to share UCDW within their households.

Story of change

> "Moses and his wife Jaliya are residents of Mbuya. Moses participated in UWONET's community engagement in collaboration with GAFI on UCDW and agrees that life in their household has changed for the better since then. For Moses, learning about the redistribution of unpaid care work was a turning point. "I discovered that I was wasting a lot of time. I realised that I could spend more time helping my wife with house chores and the vegetable stall", He said.
>
> I now help look after the baby at home and when my wife cooks, I do things like washing the utensils. Whenever she goes out to buy supplies for the vegetable stall, I step in and help with the sales. Since then, I have helped increase our income from the vegetable stall.
>
> "I am happy and grateful for the support I get from my husband", Jaliya said. "He goes to the vegetable stall early every day. This allows me to do my household chores in the morning. When I complete the chores, I go to the vegetable stall. If he has no personal commitments, he returns home and helps prepare the meal for the day. Unlike many men in our community who do not realise that their wives get tired of doing all these things, my husband does, and that is why he supports me.



Jaliya and Moses working at their vegetable stall in Mbuya Nakawa Division

In 2022, coalition members in Nakawa Division successfully lobbied for a donation of fifty (50) water taps from Samaritan Pass, an NGO working in development, including the Water and Sanitation (WASH) sub-sector. The Coalition decided to look outside the government for resources to address the challenges the community faced in accessing safe water. The Coalition approached the organisation and made a strong case. By the end of 2022, the installation of these taps had begun with the identification of sites and obtaining permission/clearance from landowners and the leadership of the village Local Council (LC). This is expected to go a long way in reducing the financial and physical burden on families, especially young girls, who will now be collecting safe water for household use from locations nearby. Additionally, Local Governments in Gulu District were able to respond to the needs of the citizens within their jurisdiction by repairing broken boreholes in Atoo Hill Parish, and Paicho Sub-County.

2.11 Policy advocacy for UCDW

Building on previous efforts, UWONET continued to engage in national policy influencing for UCDW in 2022. A number of knowledge products were produced to provide evidence for advocacy. These included: An issue brief analysing Uganda's tax regime on energy saving appliances and its impact on unpaid care and domestic work. The brief proposed macroeconomic policy perspectives and practical strategies to improve the recognition, redistribution and reduction of UCDW. In addition, the brief focused on taxes on energy saving appliances, which are routinely used in care and domestic work in Uganda, as one macroeconomic policy that can be used to achieve the above; An issue brief analysing Uganda's health system and its impact on unpaid care and domestic work. The health issue brief analysed Uganda's health system from the perspective of unpaid care based on the progress made in the health sector; A research on the links between UCDW, poverty and gender equality. The research findings show that the interface between gender, UCDW and poverty is manifested in the horizontal segregation of women. The findings confirmed that women are still more involved in UCDW than men, which has implications for their involvement in the economy.

These knowledge products provided evidence that was used to engage with policy makers during national and district level strategic dialogues on UCDW. They were also disseminated through UWONET's various engagements. Commitments were secured from public sector stakeholders to increase investment in addressing UCDW through policy, practice and infrastructure to

promote GEWE. Members of Parliament acknowledged that UCDW conversations are being heard and that there is increased appreciation and recognition of UCDW as work. However, the task remains for follow up on these commitments and ensure feasibility.







THEMATIC AREA 3

UWONET's Knowledge, Learning, Voice and Accountability department contributes to the following strategic objectives;

Strategic Objectives

1. To challenge the negative social cultural norms and practices and advocate for the enforcement of laws and processes that protect women's rights and access to justice.
2. To strengthen networking and information sharing amongst stakeholders through spaces /forums.

These are geared towards 4 outcomes;

Outcomes

A functional women's movement collectively advocating for gender equality and women's empowerment at all levels.	Reduced social tolerance to negative practices and norms towards girls and women (SRHR, VAW and GBV).	Improved work environment for women and young girls in the labor market.	Increased understanding and influence amongst stakeholders on implementation of laws policies and processes that promote women's rights and access to justice.

Given the patriarchal nature of our community socialisation that continues to shape social practices and structures, women have continued to experience gender inequality. This inequality has resulted in social, economic and political injustices against women and girls. The women's movement in Uganda continues to grapple with this in its efforts to achieve Gender Equality and Women's Empowerment (GEWE). In 2022, UWONET continued to create spaces to review and identify factors that continue to disempower women and to engage with government and other stakeholders towards accountability for GEWE.

In an effort to challenge the negative patriarchal and systemic practices, UWONET held accountability spaces on GEWE, and campaigns on preventing and responding to violence against women and girls, and providing holistic support (psychosocial, legal and medical services) to abused women and girls. UWONET organised university dialogues to reduce social tolerance of sexual harassment, undertook research, held media engagements, coordinated legal and policy advocacy, women's peace and security engagements and participated in global advocacy forums, further elaborated below;

3.1 Influencing engagements with UWOPA and IAWJ-U towards setting a progressive women's rights agenda in policy and jurisprudence

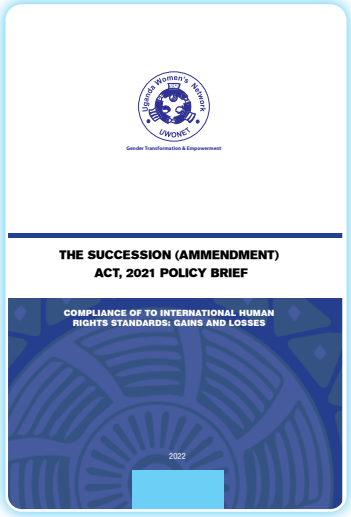
To strengthen accountability for GEWE, UWONET continued to engage with key women's platforms to advance women's issues. Specific advocacy meetings were held with the International Association of Women Judges-Uganda Chapter (IAWJ-U), which strengthened the partnership with women judicial officers on gender-responsive administration of justice. IAWJ-U members committed to partnering with UWONET and the women's movement in general to promote gender justice through progressive jurisprudence and to add their voice to policy and legal reform initiatives. In addition, the need for IAWJ-U members to interface with other WROs and Parliament to mutually agree on how to advance gender justice and the passage of gender related bills such as; the Marriage Bill, Sexual Offences Bill (SOB), Employment Amendment Bill (EAB) among others. Some areas for collaboration with UWONET and the women's movement in general were identified.

In order to strengthen women-centred justice, the IAWJ-U agreed to advocate for the establishment of family court user committees and friendly court environments such as waiting areas and washrooms. They also agreed to collaborate in the development of good practice reference materials on gender justice. The members of the IAWJU pledged to strengthen their engagement with the District Chain Linked Committees (DCC), the government structure responsible for joint planning, supervision, monitoring and evaluation of the performance of government Justice, Law and Order Sector (JLOS) institutions at the sub-national level, and other district stakeholders on women's and girls' justice issues. The other aspect was the establishment of child-friendly centres in courts to create an atmosphere in which children who are witnesses can open up.

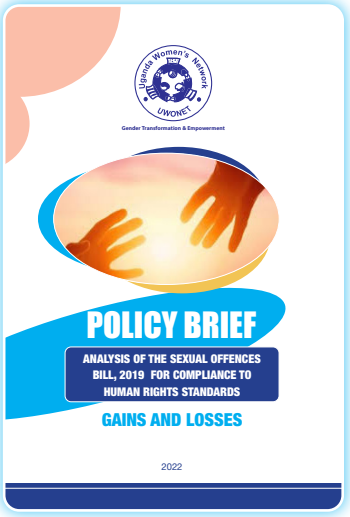


A Think tank on feminist transformative leadership with Women Judges Protea Skyz Hotel

Other meetings held with UWOPA and key parliamentary committees, including Human Rights, Legal and Parliamentary Affairs and Gender, Labour and Social Development. In addition, the committees committed to supporting the pending bills; the Sexual Offences Bill, the National Legal Aid Bill and the Employment Amendment Bill, all of which have critical implications for the realisation and protection of women's rights. During these meetings, UWONET disseminated the results of gender analyses of the three gender bills in terms of their compliance with women's rights standards. Based on these gender analyses, issue briefs were developed and printed to be used as advocacy tools with parliamentarians and the general public.







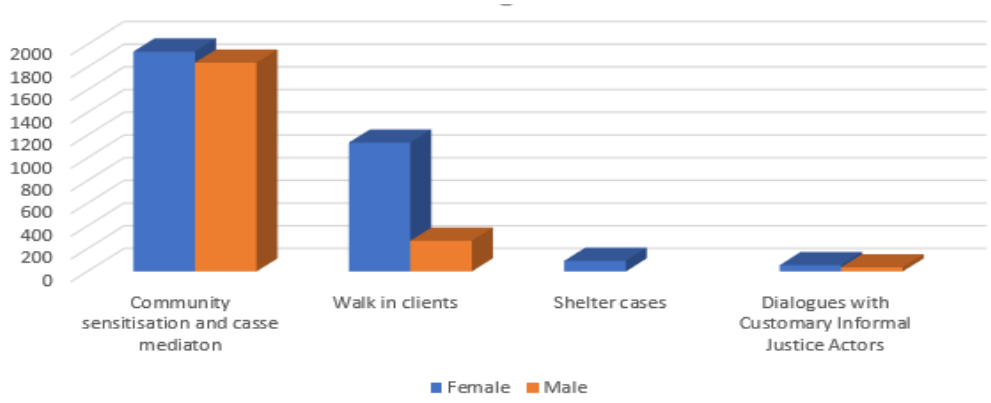
In addition, meetings with the Marriage and Divorce Bill Coalition were held with members of UWOPA to reinvigorate advocacy for the enactment of a fair Marriage Bill. These interfaces with UWOPA were prudent to begin popularising marriage reforms in light of the draft Marriage Bill to be introduced as a Private Member's Bill. The meetings reached consensus on key advocacy and communication actions to be taken.The advocacy will be contuined in 2023.



The photograph shows the members of the Marriage and Divorce Bill Coalition meeting after a quarterly advocacy meeting on 7th December 2022.

3.2 Access to justice for women and girls improved

Women seeking justice face structural, cultural and resource barriers to accessing justice. Through the Kamuli and Namutumba Advisory Centres run by UWONET, these supported women and girls to seek justice in an environment that was sensitive to their specific needs. The dedicated teams in each district worked with approaches tailored to legal aid and protection services that specifically addressed the access to justice needs of women and girls. UWONET provided holistic services to women justice seekers in terms of legal advice and education; Alternative Dispute Resolution (ADR); litigation, legal drafting, referrals; psychosocial, referrals; protection services such as safe havens for reintegration of survivors, resettlement; medical treatment for survivors; support to GBV and justice pathway actors, medical investigations, particularly in Kamuli and Namutumba districts. This was achieved through the GBV Counselling Centres in Kamuli and Namutumba Districts, and with the support of district women's networks, GBV Steering Committees, which provided support to clients. 1004 clients were received. 108 survivors were sheltered, including 75 adults and 33 minors.



Number of clients served at the GBV Advisory Centres in Kamuli and Namutumba

In addition, 56 community sensitisation sessions were conducted, reaching 4,798 participants, including 2,663 women and 2,135 men in the districts of Kamuli, Namutumba, Namayingo, Buyende, Zombo and Kasese. In an effort to reunite the parties, 107 mediations were conducted in the two counselling centres in Kamuli and Namutumba districts. Radio talk shows were also held on women's rights (land, marriage, divorce, inheritance), Gender-Based Violence, and the legal system for the protection and promotion of women's and girls' rights. Community misconceptions about various legal issues such as men having more rights to own land, inheritance, barren women having no rights to own land, were corrected. This was done by sharing information and perspectives on women's rights, access to justice, laws and procedures.





Left: Community Sensitization at Mazuba Sub-County in Namutumba District.
Right: Radio Talk show by UWONET staff at Ssebo FM in Kamuli District.

To further improve access to justice for women and girls, training and quarterly meetings of the District Chain Link Committees (DCCs) were conducted in Kamuli and Namutumba. As a result, improved knowledge on gender, women's rights and experiences of women justice seekers and gender-responsive justice; increased accountability of JLOS and civil society justice and GBV actors; improved handling of cases involving children; improved coordination of state and non-state justice and GBV actors, which improved overall justice outcomes.

UWONET also facilitated quarterly GBV steering committee meetings in Lamwo, Kotido, Kasese, Namayingo, Buyende, Zombo and Nebbi-Pakwach to strengthen GBV referral pathways. Through the quarterly meetings, evidence of improved case management was recorded, enabling government and civil society actors to collaborate more on case management, resource sharing and timely response support to the operation of Community Action Groups (CAGs) in Lamwo, Kotido, Nebbi and Pakwach districts, which provided awareness, basic mediation and referral services resulted in community use of GBV referral pathways to prevent and respond to GBV increased.

Peer facilitators' supported to enhance understanding of VAW/G, sexual and reproductive health (SRH) and women's economic empowerment to enable them to lead community change initiatives. As a result, these peer facilitators reached 1,441 participants/beneficiaries, including 1,391 women and 50 men through community sensitisation on sexual and reproductive health (SRH) rights and services, peer-to-peer support in SRH information sharing and referrals to health centres for SRH services.

Testimony

Sheikh Khalid Kakaire of Namutumba District testified to the usefulness of the Gender Responsive Justice Quick Reference Guide for Religious and Cultural Leaders, which he continues to use as a reference during community awareness sessions. "I now use the book I received from UWONET as a reference during community sensitisations." **- Sheikh Khalid Kakaire.**

3.3 Effective and expeditious delivery of justice enhanced

In 2022, coordination of justice actors and service delivery improved as a result of the support of training and facilitation of quarterly meetings of the DCCs in Kamuli and Namutumba districts. The DCC is a district-level government structure that brings together access to justice stakeholders. The DCC is a platform established to coordinate and respond to challenges related to access to justice in the district. The support to the DCCs increased understanding of the need to provide women with women-centred services. It also facilitated regular meetings of the DCCs, which provided a platform for presenting and following up on various service gaps. In Namutumba District, the length of time files spent in the office of the Resident State Attorney (RSA) was reduced from two weeks in the quarter January to March 2022 to three to four days in the quarter October to December 2022. This accelerated the delivery of justice, particularly to women and girls.

3.4 Strengthened global advocacy for Gender Equality and Women's Rights

UWONET held a side event on unpaid care and domestic work; submission of an alternative report by the women's movement to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW); UWONET was the only civil society representative in the Ugandan government delegation that appeared before the UN CEDAW Committee to present and defend the country's report; and participated in the African Women Leadership Network (AWLN) convention held in Zanzibar, with the aim of creating intergenerational synergies to promote women's leadership in all social, political and economic spheres. The different spaces offer opportunity for alternative voice and networking.



3.5 Gender Responsiveness of Uganda's National Education Policies

Uganda is in the process of reviewing its education policy. The Ministry of Education and Sports established the Education Policy Review Commission (EPRC) to spearhead the review process. The EPRC embarked on a process of gathering public views and suggestions on the education policies. In order to influence equitable access to education, a gender perspective on education policy was provided as a means of contributing to gender equality and women's empowerment. In partnership with FAWE-U, UWONET initiated a consultative process to develop gender-sensitive inputs to the ongoing education policy review. A consolidated Gender Equality in Education Issues Paper was submitted to the EPRC, UWONET was accorded a hearing.

All the priority areas were recognized to further inform gender integration in the following areas;

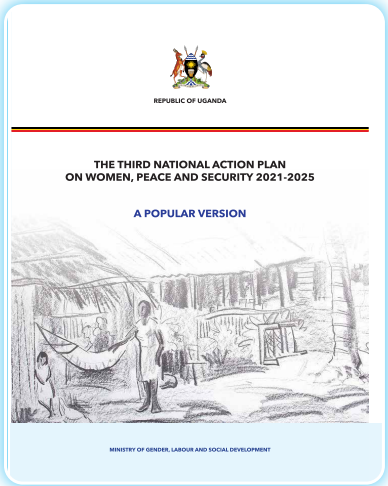
- Pre-Primary /Early Childhood Education
- Primary Education
- Secondary Education
- Tertiary Education - University
- Tertiary Education - Technical Vocational Education and Training
- Non-Formal Education and Functional Adult Literacy.

The EPRC assigned three technical officers from the Committee to assist UWONET in the process of integrating the recommendations into the draft policy. UWONET will keenly follow the process in 2023.



On the left, Mr Calvin Okello (FAWE-U), next to him, Ms. Grace Nanyonga (FAWE-U), next to her, Ms Norris L. Nakimbugwe (UWONET) and on the right, Ms Prisca Boonabantu (Secretary-EPRC) at the meeting with EPRC to submit the Gender Equality in Education Issues Paper

3.6 Enhanced awareness and appreciation of UNSCR 1325 National Action Plan III on women, peace and security



The Government of Uganda's third National Action Plan (NAP III) on Women, Peace and Security (WPS) (2021-2025) focuses on addressing current and emerging barriers to inclusive and sustainable peace through women's meaningful participation in conflict prevention, conflict resolution and peace-building. The NAP III highlights the value of women's centrality in addressing pressing peace and security issues. To promote awareness and appreciation, UWONET trained women peace mediators in formal and informal peace-building processes, and increased awareness and advocacy on UNSCR 1325 on women, peace and security in Karamoja. 10,000 NAP III posters were printed in English, Ngakaramojong, Luganda, Ateso, Luo, Lugbara and Lukonjo. In addition, 1,810 copies of the popular version of the NAP were printed in English and Ngakaramojong. The IEC materials were distributed at various venues such as trainings and national advocacy forums.

A national advocacy meeting was held with parliamentary committees and other stakeholders, which facilitated deeper discussions and engagement on women, peace and security. The meeting brought back discussions on the need to accelerate the progress of the NAP III on Women, Peace and Security and the draft National Peace Policy and to identify strategies to accelerate the adoption of the draft National Peace Policy and the implementation of the NAP III.



Participants who attended the colloquium on Women, Peace and Security

3.7 Reducing social tolerance of sexual harassment in institutions of higher learning

In 2022, UWONET continued her efforts to raise awareness and strengthen response. As part of awareness creation, UWONET partnered with Uganda Christian University to host a public lecture focused on empowering the girl child by giving her intellectual insights into her role in society. The event was facilitated by three counsellors on different topics such as “Embracing the power within us to be free from toxic relationships”, “Equipping women to differentiate between toxic and productive relationships” and “Examining the determinants of gender-based violence, early marriages, domestic violence and sexual violence”. In addition, awareness sessions were held at Makerere University in partnership with the Gender Mainstreaming Directorate (GMD) of Makerere University, another at the Kampala International University main campus and another during the Brave Girls Festival spearheaded by Reach a Hand Uganda.



Student peer trainers of UCU 2022

3.8 Enhanced appreciation of gender sensitivity among media practitioners

Given that the media is a medium through which the population learn about what is happening and given its broad audience, UWONET supported the media in creating gender sensitive media content as a way of presenting women in a more multidimensional way that breaks cultural stereotypes about their role in society. UWONET undertook a Media Gender Policy Content Audit to strategically understand how the media, particularly print and radio, covered the Marriage and Divorce Bill, the Sexual Offences Bill and the Succession Amendment Bill, with particular attention given to the following gender policy issues: marriage, bride price, age of marriage, marital rape, sexual violence, land rights, property rights, inheritance and divorce. The study used a combination of tools to collect both primary and secondary data. Primary data was collected through in-depth/structured interviews with carefully selected respondents/key informants, including senior reporters, sub-editors and editors from fourteen media houses, including both print and broadcast. The analysis revealed that the sampled media institutions do not have established guidelines/style books for staff to use when reporting on gender issues and therefore, as institutions, they have limited awareness of gender sensitivity which is ultimately reflected in the work of journalists / reporters. The findings provided an entry point for engaging media houses on gender sensitivity.

3.9 Advocacy for GEWE

As advocacy approaches evolve, messaging/packaging is critical to its effectiveness. In order to better understand this and guide advocacy, UWONET sought to establish message discipline by testing message strength and framing choices. Message effectiveness was assessed with elite decision-makers such as the members of parliament, by determining which messages could lead to greater acceptance of a progressive women's rights policy agenda. In addition, UWONET assessed whether message content and message channels could influence better adoption of proactive women's rights policies by elite decision-makers in particular: engagement of elite decision makers, differential uptake, government knowledge, women's rights. The findings revealed the need for more engagements with elite decision makers to guide the messaging in order to increase its advocacy effectiveness. UWONET will use the results of the messaging effectiveness assessment to develop messages that take into account the different target audiences.



Left to right, Hon Joseph Andrew Koluo, Hon Flavia Kabahenda and Rita Aciro Lakor ED UWONET during the press conference for the 16 Days of Activism campaign against GBV at hotel Africana

Press Statements

To amplify women's concerns in the social, political and economic spheres, UWONET convened WROs to communicate women's concerns through a series of press statements.



Executive Director of UWONET meeting with duty bearers of Mbale District to discuss the status of women and girls.

UWONET was pleased to join the global community in celebrating International Women's Day (IWD) on 8 March. IWD is a day dedicated to celebrating the social, economic, cultural and political achievements of women. In 2022, it was celebrated under the theme "Gender Equality today for a sustainable tomorrow" in recognition of the contribution of women and girls around the world in leading climate change adaptation, mitigation and response efforts to build a more sustainable future for all.

Additionally, UWONET issued national and regional press statements condemning the parading of young girls bare-chested during the Elgon Festival held in Mbale District. This was in reference to the video footage and pictures of the event that emerged showing a procession of young girls half naked with their breasts painted white and their hips and thighs covered only by translucent banana leaves. In the statements, the women's movement demanded, among other things, that the government, through the police, launch an investigation into the matter and issue a report with specific warnings and sanctions against the organisers of the event. As a result, the Mbale District leadership denounced negative cultural practices and pledged to ensure that cultural parades are held in a manner that does not degrade the rights of women and girls following a dialogue between UWONET and the leaders in the region. Since then, no public report were heard or seen.

Furthermore, during the 16 Days of Activism Campaign against GBV, UWONET held a press conference under the theme 'UNITE! Activism to End Violence against Women and Girls'. This highlighted the efforts of governmental and non-governmental actors to prevent and respond to VAW/G and GBV, to promote women's rights, and to address the root causes and drivers of VAW/G. The press statement was based on the desire to amplify the voices of citizens and to put national development on the agenda alongside individual and family development.



Participants during the training of women peace mediators to lead awareness and influencing efforts on UNSCR 1325 and NAP III in Moroto District



Participants at the advocacy forum for formal and informal justice actors held in Namutumba



THEMATIC AREA 4

Thematic area 4 contributes to Strategic objectives;

Strategic objectives

1. Strengthening the capacity of UWONET's membership and the district women's networks for strategic, programmatic and administrative interventions by 2028;
2. Strengthening UWONET's institutional capacity for strategic, programmatic and administrative interventions by 2028.

Key Outcomes:

Enhanced membership growth and participation in the network	Strengthened the existing partnerships and building new strategic partnerships for improved results and visibility	Diversified and sustainable resource base for UWONET; enhanced technical capacity for effective governance and programme management
Improved monitoring evaluation and learning systems at the UWONET Secretariat	Strengthened capacity for information generation on best practices for improved knowledge management and programming.	

Given the fragile civic space for CSOs in Uganda and globally, characterised by dwindling funding for NGOs, it is critical that UWONET strengthens its institutional capacity for strategic, programmatic and administrative interventions. CSOs, as non-state actors, are a constant check on the accountability and transparency mechanisms of governments in fulfilling their obligations to citizens. In the wake of the global financial crisis as a result of COVID-19, grant

cuts and changing donor funding modalities, CSOs continue to face a reduction in funding from development partners due to austerity measures triggered by fiscal pressures, public debt and economic crises in developed countries. These changes in conditionality imply that CSOs need to innovatively explore alternative sources of funding to enhance their sustainability.

Over the past 29 years, UWONET has made enormous strides in building herself as an institution and advocacy network for women's rights and gender equality. It is a credible reference point for organisations and institutions wishing to do similar work, to benchmark and to apply best practices. UWONET has put in place institutional and governance systems and structures, and strengthened the capacity of staff in various areas. Despite this, civil society organisations continue to be challenged by shrinking funding, short-term resources that are often insufficient to meet institutional needs. Nonetheless, UWONET carried out a number of interventions to strengthen institutional capacity:

4.1 Role of UWONET's Board

Boards of Directors are a critical governance structure for organisations. A board oversees management, finance and quality, sets strategic direction, builds relationships, establishes ethical standards, values and compliance for organisational stability and sustainability. During the year 2022, four quarterly board meetings were held for different committees as well as full board meetings. The meetings provided an opportunity for the Board to be updated on programme details, resource mobilisation and human resource issues and its oversight role in the implementation to achieve results. The meetings provided a platform for the Board to engage in deeper reflection, oversight and planning for the institution in terms of programme, financial and human resource aspects of the institution. The Board was very instrumental in providing guidance and support to management in terms of quarterly review of management reports, work plans and budget projections. As a result, the Secretariat has been able to deliver activities as planned, spent as planned and report within the required timeframes. The Board, on the other hand, ably provided oversight support to the Secretariat, which supported the smooth running of UWONET, especially in the turbulent shrinking civic space.

The Board initiated policy processes to guide the institution among which include;

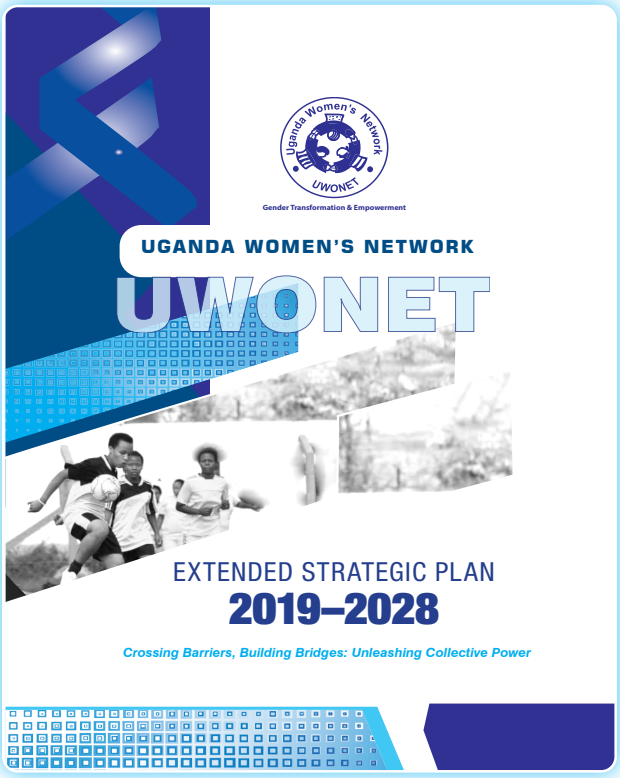
i. Resource Mobilsation Policy;
ii. Consultancy Policy;
iii. Communications Policy;
iv. Communications and Branding Strategy;
v. Advocacy Stategy.

4.2 Institutional accountability spaces

The Annual General Meeting (AGM) is the highest decision-making body of UWONET. In 2022, UWONET held an AGM for the UWONET Secretariat and Board members to present key milestones and accountability for the year 2022. During the AGM, presentations were made on audited reports, narrative reports and proposals for amendments to the Statutes, key amendments were to review institution legal documents to address any gaps.

4.3 UWONET Strategic Plan 2019- 2028

UWONET extended the organisational Strategic Plan 2019-2028, which was developed through an extensive consultative process that started with the evaluation of the Strategic Plan 2019-2023. The comprehensive evaluation of the Strategic Plan enabled the extension of the five-year Strategic Plan to a ten-year Strategic Plan 2019-2028, with a focus on consolidating and reshaping the direction for the remaining seven years 2022-2028. The performance evaluation of the 2019-2023 Strategic Plan showed that UWONET did not implement all the strategic interventions set due to COVID-19 constraints. However, most of the targets set for the three-year implementation period were achieved. UWONET's new Strategic Plan entails four thematic areas of operation including galvanizing 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; and Institutional governance and management. UWONET's Strategic Plan has strengthened the resource mobilisation and fundraising processes/efforts of the Secretariat, and increased UWONET's visibility and confidence among partners as a marketing tool.



4.4 Resource Mobilization

To strengthen resource mobilisation, UWONET received a Resource Mobilisation Technical Advisor in June 2022. This support is part of institution strengthening from HORIZONT3000 who are UWONET's partners. The technical advisor (TA) will support the UWONET team for a duration of two years. The TA is expected to support UWONET staff capacity in resource mobilisation by optimising organisational structures for resource mobilisation and sharing knowledge on best practices in fundraising, support training, coordinate proposal writing sessions for grant applications, design fundraising strategies and mentor UWONET staff, among other activities.

4.5 Compliance to Statutory Bodies

For an institution to be successful in fulfilling her mandate, it is critical that NGOs meet their obligations under the various laws and policies that govern their operations. In 2022, UWONET met her obligations through the timely submission of returns to various bodies amidst at times the difficult situations.

4.6 Monitoring and Evaluation Systems

During implementation, good practice demands that monitoring progress towards expected results is critique. In 2022, a number of monitoring and evaluation activities were carried out for various projects, including quarterly, half-year and end-of-project monitoring and evaluation. This was done to assess progress towards achieving the intended results, effectiveness, efficiency, sustainability and impact of the various projects. The findings were used as lessons learned to design appropriate implementation mechanisms.

Regular staff meetings were held, including specific programme meetings, administrative and financial meetings. These meetings fostered a process of reflection, critical to the stability of the organisation.

4.7 Membership growth

In 2022, UWONET continued to build the capacity of her members through information exchange, training and joint advocacy. UWONET provided specific trainings on monitoring and evaluation and knowledge management. An information session for middle managers on the CSO operating environment was also held.



Ramadhan Muweleza MEL Coordinator UWONET giving remarks during members and staff training on M&E and knowledge management



UWONET members and staff during the training on M&E and knowledge management

FINANCE AND ADMINISTRATION

5.1 2022 UWONET TEAM

No.	Name	Position
1.	Rita Hope Aciro Lakor	Executive Director
2.	Sarah Jesca Agwang	Director of Programmes
3.	Walter Andama	Finance and Administration Manager
4.	Ramadhan Muweleza	Monitoring, Evaluation, and Learning Coordinator
5.	Naluwooza Julian	Programme Coordinator Women's Leadership
6.	Susan Harriet Achen	Programme Coordinator - Women's Rights and Access to Justice
7.	Norris Linda Nakimbugwe	Resource Mobilization and Advocacy Officer
8.	Hilda Nattyaba	Programme Officer Women's Leadership
9.	Edith Nabuzana	Finance Officer
10.	Anthony Nakhaima	Accounts Officer
11.	Sayda Nankwanga	Office Administrator and Human Resource Officer
12.	Markus Lejsek	Technical Advisor for Resource Mobilisation
13.	Roland Musasizi	Monitoring, Evaluation and Learning Assistant
14.	Pereth Niwahereza	Program Officer, Women's Economic Agency for Economic Transformation
15.	Lydia Nakato	Programme Assistant, Women's Economic Agency for Economic Transformation
16.	Paul Okula	Procurement Assistant
17.	Kazibwe John	Information Technology Officer
18.	Sheilla Ayot Nyeko	Communications Officer
19.	Angella Nakiyemba	Administrative Assistant
20.	Murhon Hilda Viola	Legal Officer / Coordinator, Kamuli GBV Shelter and Advisory Center
21.	Nabwire Justine	Legal Officer / Coordinator, Namutumba GBV Shelter and Advisory Center
22.	Nyemera Racheal	Programme Officer - Women's Rights and Access to Justice
23.	Lydia Nairuba	Legal Officer and Coordinator FATE project

24.	Nabirye Harriet	Social Worker / Counsellor, Kamuli GBV Shelter and Advisory Center
25.	Evelyn Nyasenya	Social Worker / Councillor - Namutumba GBV Shelter and Advisory Center
26.	Olive Zimba	Administrative Assistant, Kamuli GBV Advisory Center
27.	Sanyu Ritah	Administrative Assistant, Namutumba GBV Advisory Center
28.	Ivan Sajjabi	Secretariat Driver
29.	Butele Samuel	Office Logistics Assistant
30.	Polly Silivia	Office Assistant and Hygiene Officer
31.	Nabandha Sarah	Shelter Matron, Namutumba GBV shelter
32.	Amuron Ritah	Shelter Matron, Namutumba GBV shelter
33.	Aisha Namuganza	Shelter Matron, Kamuli GBV shelter
34.	Zikusooka Milly	Shelter Matron, Kamuli GBV shelter
35.	Mawerere Arafat	Diver, Kamuli GBV Shelter and Advisory Center
36.	Mulisha Michael	Diver, Namutumba GBV Shelter and Advisory Center
37.	Joan Namulondo	Hygiene Assistant, Namutumba GBV Shelter
38.	Munywanyi Elvis	Hygiene Assistant - Kamuli GBV Shelter
39.	Samuel Kabale	Security Guard, Kamuli GBV shelter
40.	Mudadi Tonny	Security Guard, Kamuli GBV shelter
41.	Malanga Emmanuel	Security Guard – Namutumba GBV shelter
42.	Waiswa Charles	Security Guard – Namutumba GBV shelter

UWONET'S INCOMING ELECTED BOARD OF DIRECTORS

No.	Name	Position
1.	Dr. Victoria Flavia Namuggala	Board Chairperson
2.	Perry Aritua	Board Vice Chairperson
3.	Josephine N. Mukumbya	Board Treasurer
4.	Regina Bafaki	Board Secretary
5.	Mary Harriet Lamunu	Board Member
6.	Hon. Tezira Jamwa	Ex-Officio
7.	Rita Hope Aciro Lakor	Ex-Officio

5.2 UWONET MEMBERSHIP

UWONET's member organizations include:

1. Action for Development (ACFODE).
2. Association of Uganda Women Medical Doctors (AUWMD).
3. Association of Women Lawyers in Uganda (FIDA–U).
4. Center for Women in Governance (CEWIGO).
5. Uganda Media Women's Association (UMWA).
6. Centre for Domestic Violence Prevention (CEDOVIP).
7. Forum for Women in Democracy (FOWODE).
8. Women's International Peace Centre (WIPC).
9. National Bahai Committee for Advancement of Women.
10. Ripple Effect.
11. Slum Aid Project (SAP)
12. Uganda Women's Trust (UWT)
13. Women Engineers, Technicians and Scientists of Uganda (WETSU)
14. Department of Women and Gender Studies, Makerere University (WGS)
15. Community Development Resource Network (CDRN)
16. Disabled Women's Network and Resource Organization (DWNRO)
17. Empower Children and Communities Against Abuse (ECCA)
18. Institute for Social Transformation (IST)
19. Uganda Network on Law Ethics and HIV/AIDS (UGANET)
20. Women of Uganda Network (WOUGNET)
21. Women's Democracy Network – Uganda Chapter (WDN).
22. Women's Probono Initiative (WPI)
23. Women Human Rights Defenders Network (WHRDN)
24. National Union of Women with Disabilities of Uganda (NUWODU)

The Individual Members are:

1. Ms. Annette Tumwijukye
2. Ms. Debbie 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.

5.3 PUBLICATIONS IN 2022



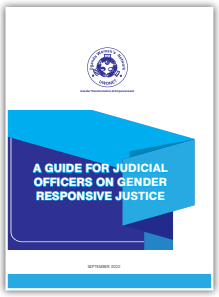
Research on gender Unpaid Care and Poverty: Analysis of linkages and policy implications.



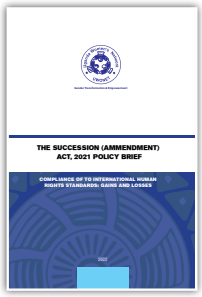
Issue Paper titled 'Uganda's healthcare systems and the implications on the Unpaid Care economy.



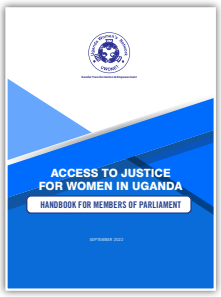
Issue brief titled 'an analysis of Uganda's tax policies and laws on energy saving equipment and its impact on UCDW.



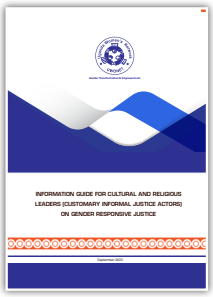
Quick Reference Guides for judicial officials.



The Succession Amendment Act. Developed policy brief.



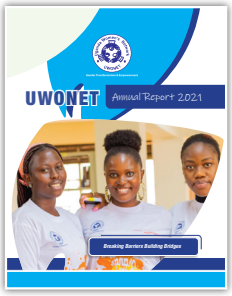
Quick Reference Guides for members of parliament.



Quick Reference Guides for cultural and religious leaders.



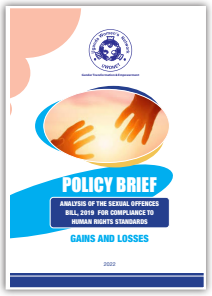
Gender Equality in Education-Issue Paper.



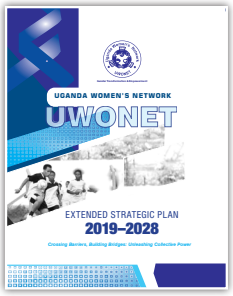
UWONET Annual report 2021.



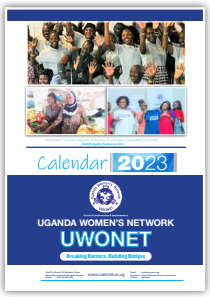
The Employment Amendment Bill. Developed policy brief.



Sexual Offences Bill. – developed a handbook.



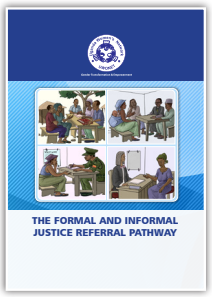
Extended strategic Plan.



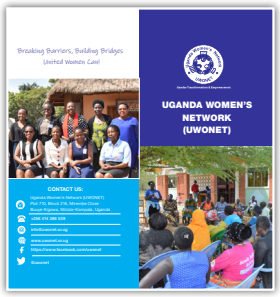
Calendar 2023.



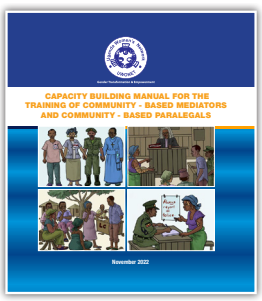
Alur Manifesto.



Referral Pathway Brochure



UWONET brochure



Capacity Building Manual for the training of community



CSO shadow Report. Submitted the CEDAW alternative report for the women's movement.

5.4 UWONET'S DEVELOPMENT PARTNERS

HORIZONT3000

DKA AUSTRIA

OXFAM

EMBASSY OF THE KINGDOM OF NETHERLANDS

DAN CHURCH AID

OPEN SOCIETY INITIATIVE FOR EAST AFRICA

EUROPEAN UNION

german cooperation
DEUTSCHE ZUSAMMENARBEIT

Implemented by: giz Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

GERMAN AGENCY FOR INTERNATIONAL COOPERATION

UN WOMEN
United Nations Entity for Gender Equality and the Empowerment of Women

UN WOMEN

USAID
FROM THE AMERICAN PEOPLE

USAID / CSSA

Irish Aid
Department of Foreign Affairs
An Roinn Gnóthaí Eachtracha

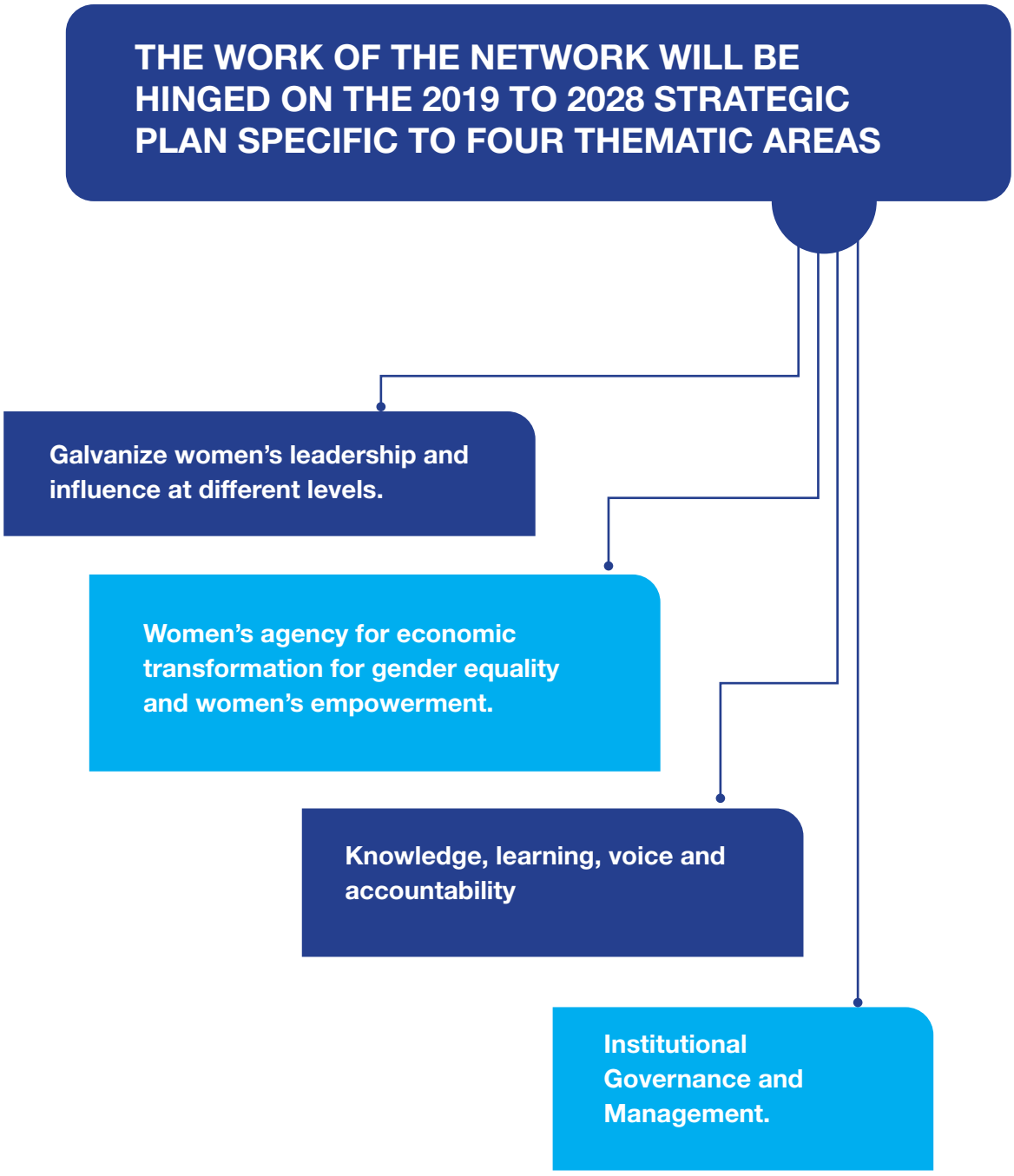
IRISH AID

IDLO

IDLO

5.5 USHERING 2023

In the new year 2023, 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 four thematic areas which include;



5.6 FINANCIAL STATEMENT 2022

5.6.1 Statement of Income and Expenditure for the Year Ended 31 December 2022

UGANDA WOMEN'S NETWORK

ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

Statement of income and expenditure for the year ended 31 Decemeber 2022

	Note	2022 UShs	2021 UShs
Income			
Grant income	4	3,819,834,111	3,363,165,899
Other Income	5	22,779,965	27,311,830
Total Income		**3,842,614,076**	**3,390,477,729**
Refunds to donors	**17**	(86,376,339)	(128,860,695)
Total income net of refunds		**3,756,237,737**	**3,261,617,034**
Expenditure			
Galvanise women's leadership and influence at Different levels and sectors	6(a)	(931,728,970)	(1,050,514,925)
Knowledge management, voice and accountability	6(b)	(482,249,014)	(529,423,569)
Women's agency for economic transformation for GEWE	6(c)	(478,462,879)	(437,511,436)
Institutional development and organisational strengthening	6(d)	(2,323,699,566)	(1,991,434,124)
Capital expenditure	10	(15,011,961)	(96,651,160)
Total Expenditure		**(4,231,152,390)**	**(4,105,535,214)**
Deficit for the year		**(474,914,653)**	**(843,918,180)**

The notes on pages 38 to 59 are an integral part of these financial statements

5.6.2 Statement of Fund Balance as at The Year Ended 31st December 2022

UGANDA WOMEN'S NETWORK
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

	Note	2022 UShs	2021 UShs
Non-Current assets			
Equipment	7	201,360,161	250,806,872
Leasehold prepayments	8	287,500,000	300,000,000
Intangible assets	9	5,158,766	5,076,614
Total non-current assets		**494,018,927**	**555,883,486**
Current assets			
Receivables	11	152,102,751	247,237,686
Cash and Bank balances	12	529,648,548	809,663,436
Total current assets		681,751,299	1,056,901,122
Total assets		**1,175,770,226**	**1,612,784,608**
Accumulated fund			
Restricted fund	13	512,388,525	805,769,863
Capital Fund	14	494,018,926	555,883,486
General fund	15	(408,842,040)	(227,301,761)
Total accumulated fund		**597,565,411**	**1,134,351,588**
Current liabilities			
Payables and accruals	16	578,204,815	478,433,020
Total accumulated fund and liabilities		**1,175,770,226**	**1,612,784,608**

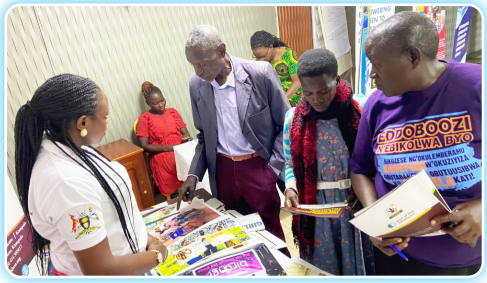
The financial statements on pages 34 to 59 were approved and authorised foor issue by Board of Directors on 23rd October 2023 and signed on its behalf by:

Chairperson Treasurer Executive Director

5.7 PHOTO GALLERY


































EXHIBITION.






Goal:
Women and girls are empowered to pursue justice in an environment that serves their needs
Objectives:
Women are in a position to demand justice
Decision-makers are mobilised to protect and promote women's and girls' rights
ASF
Goal:
Women and girls are empowered to pursue justice in an environment that serves their needs
Objectives:
Women are in a position to demand justice
Decision-makers are mobilised to protect and promote women's and girls' rights
ASF

CONTACT US:

THROUGH THE EXECUTIVE DIRECTOR

UGANDA WOMEN'S NETWORK (UWONET)
Plot 710, Block 216, Mirembe Close
Buuye Kigowa, Ntinda–Kampala, Uganda

+256 414 286 539

info@uwonet.or.ug

www.uwonet.or.ug

https://www.facebook.com/uwonet

@uwonet