



Gender Transformation & Empowerment

MENTORSHIP FOR YOUNG LEADERS, THE CITIZEN PLATFORM AND THE DOCUMENTATION OF PROJECT SUCCESS STORIES



FROM CSOs AND WOMEN
COUNCILLORS IN THE

**DISTRICTS OF
ABIM, AMURIA & KATAKWI**

14th–18th September 2015

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AND THE DOCUMENTATION OF PROJECT SUCCESS STORIES**

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Acronyms

AIDS:	Acquired Immune Deficiency Syndrome
ARV's:	Antiretrovirals
CSOs:	Civil Society Organisations
DCA:	Dan Church Aid
HIV:	Human Immunodeficiency Virus
NRM:	Natioanal Resistance Movement
PWDs:	Person's With Disability
TASO-U:	The Aids Support Organisation
UWONET:	Uganda Women's Network

Background

Uganda Women's Network with support from Dan Church Aid (DCA) is implementing a project *"Strengthening Women's Civic and Political Participation and Engagement for Democracy and Gender Equality"*. UWONET has been implementing the project since 2013 and conducted several activities toward strengthening women's participation in decision making in the districts of Amuria, Abim, Katakwi, Napak, Moroto and Nakapiripiti.

Introduction

Last year, UWONET trained women councilors and facilitated formation of women caucuses to enhance information sharing, networking and collective advocacy on women's right and gender equality. UWONET also trained CSOs for effective engagement with councils and other decision making processes and structures for gender responsiveness; conducted mentorship sessions for young women leaders and held citizens platforms on electoral process and women's participation in decision making.

Building on the previous trainings, activities and achievements, a follow up visit was planned in the three districts of Abim, Amuria and Katakwi during which three core activities were implemented; a mentorship of students, a citizens platform to discuss the upcoming elections and documentation of success stories from the CSO's and Women Councils that were previously trained. The mentorship was an opportunity to inspire young people about their future and interns from UWONET shared their journey of education, volunteering and experience of working with women based organizations. The citizen's platforms provided an opportunity for electoral official and the police to share strategies for peaceful elections, as well as the electoral road map with the wider community. Finally, the documentation of the success stories was an opportunity for the women councilors to interact and take stalk of what they had achieved over the past year, since the previous training was conducted.

✿ The Objectives of the activities were;

- ⇒ To mentor young leaders on the journey to success, employment and women issues.
- ⇒ To share best moral practices and school journey.
- ⇒ Document success stories from each civil society organization and Women councilor in the six districts.
- ⇒ To hold community dialogue in the selected communities in each of the six districts.
- ⇒ To disseminate information on election 2016 road map.
- ⇒ To sensitize the community on the value of their votes.

Methodology and the Narrative

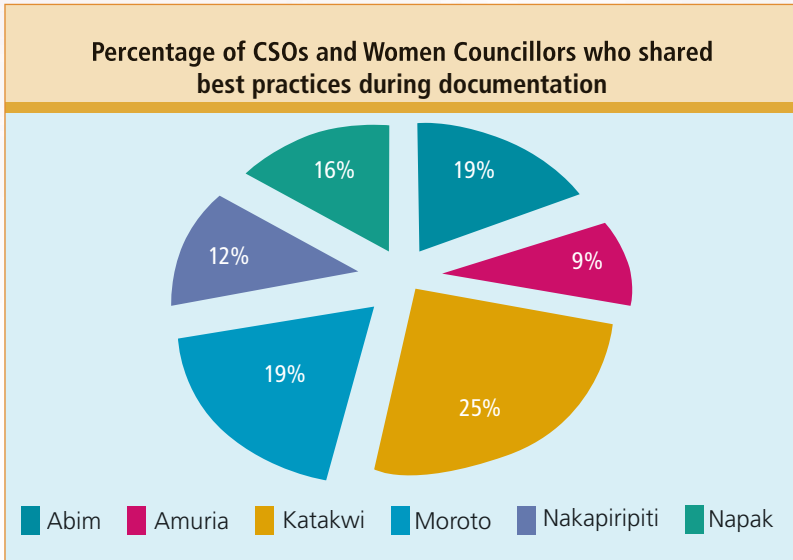
Activities were conducted in a practical and hands-on approach especially the dialogue from the three districts through interface and dialogue with government officials, Questions and answers. Mentorship to young leaders was also more practical were by student were given task to form drama groups that can communicate really what they view gender and women issues, leadership and governance. The district partners shall take lead in mobilizing and coordination of activities, UWONET will be provided with all the activity finances to manage and organize the activities. The documentation of Success stories was based on interaction and conversations through focus group discussions with women councilors and civil society representatives who were actively involved in the women's movement. In this case we were handling one at group at ago. We had three assessment tools that were developed and administered as a guide as we collected information on all the three activities.

Documentation of success stories and advocacy initiatives from CSO's and women councilors in the six districts of Abim, Amuria, Katakwi, Moroto, Nakapiripiti and Napak, to begin with:

Documentation		
Districts	No. Participants	Percentage of Participants
Abim	12	18.75%
Amuria	6	9.39%
Katakwi	16	25.00%
Moroto	12	18.75%
Nakapiripiti	8	12.50%
Napak	10	15.63%
		100.00%
Sum of Observation	64	
Number of Participants	6	
Mean	10.6666667	

The table Above show that districts katakwi, Moroto and Abim have councilors and CSOs who are active this is evidenced by the number which is above the average (10.67) while Moroto and nakapiripiti following closely and amuria lagging behind. This calls for capacity building in the lagging districts.

The chart below shows that 25% representatives of CSOs and Women Leaders were from Katakwi district while Amuria was least represented with 9%. This reflects continuous and progressive advocacy in katakwi than other districts as below:



Documentation began at 10:30am with a brief prayer. Tony Akera UWONET's district Partner opened with welcoming remarks and an explanation of the agenda. Documentation of success and change



stories from CSOs and women councilors was open ended, guided by the previously designed tool found in the appendix. **WOMEN COUNCILORS:** Carol Uchieng, one of the women leaders in the Abim district women caucus, shared with the team that they have gone extra miles to going at sub county level, schools, parishes to sensitize people and create awareness on HIV/AIDs and how they can avoid it, with this initiative, they have registered a number of success stories including attracting funds 2 million–partnership from TASO–U as women caucuse to disseminate information on HIV. Many people voluntary test for HIV to know there status. We moved motions in the council to ensure constant supply of ARV’s and condoms at the hospital. However stigmatization of infected people is till high despite carrying out messages such as *“positive living for all”*, pregnant women are encouraged to test with their husbands among others!

In May 2015, women councilors garnered male counterparts to support their motion on need to have Anti–Viral load machine in the district hospital, more advocacies were done leading to ministry of Health giving them one in May 2015.



Dr. James of Abim district hospital taking Councilors through the various machines that were procured by the district after their advocacy.

More to lobbying, they did lobbying to Baylor Uganda and they have continuously influenced the budget to be gender responsive in every financial year.

One of the woman councilor was quoted saying

"If we want women issues to be catered for in the budget and ensuring gender responsive budget, we lobby the men to support us such that we have the majority, hence passing the budget in our favor" said Vicky Owilli.

On 14th November 2014, National Women Caucuses met president Museveni at state house Entebbe of which Abim women Cause was part, as women from Abim, *"We asked president Museveni four (4) issues restocking of Abim(compensating victims of the war),tarmacking the Abim road, Hospital renovation, paying elders. We lobbied the president in that meting even went on to protest until when the president called Carol Uchieng who was protesting so much, eventually promised Abim district First Class maram(not Tarmac), Face lifting the Hospital as well as renovating the maternity ward, construction of administrative units, all these are underway".*

Councillors at Abim hospital which is under face-lifting as a result of women caucus lobbying.



Councillors at Abim hospital which is under facelifting as a result of women caucus lobbying"

"In Koya Sub County, Health Centre IV, through our monitoring, we discovered that there were no drugs, Nurses and Health, assistant have a tendency of leaving early yet arrive late at work; there no drugs in health center save for panadol that is always there" said Achero Simon.

Amuria Documentation

Saving was part of their agenda as one of the success story, information on advocacy, service delivery and was lacking despite the fact that they were representing CSOs.

On the other hand *“Akunguro women’s group from WERA Sub County in 2013 lobbied the government for CDD funds amounting to 800,000. Five of the group members benefited from the funds and bought 5 sheep and the rest benefited the sub county members as told by Akol Ketty a CSO member”*.

Women councilors continuously take extra steps to advocate for women rights from the district council and in communities. They highlight issues affecting women in Amuria such as, high dropout rates of young girls from school, *“we are involving cultural leaders, elders to spearhead the campaign of girl child and DE campaign drop outs in the region”* said one of the councilors.

“In 2013, as councilors we discovered due to our monitoring that there was no female teachers in Apopong and Amaseniko (kapelebyong s/c) primary schools in Amoni and Okungur sub counties respectively. We wrote a report to District Education Officer, raised the concern in the council and we ensured that a resolution is passed such that every school should have a female teacher. Due to our efforts in 2014 female teachers were recruited in every school in the district especially those who used not to have. In addition, all these efforts mobilization skills are attributed to the trainings we got from UWONET” said Acham Hellen.

We have held several meetings and sensitization with police so as to reduce on high dropout rates of girls. *“In July 2015, we councilors together with the police arrested a mother, husband and a daughter of Apopong primary Apeluken Village for conniving to marry off their daughter”* as told by Atumo Josephine.

“At the district council we found out that there was no woman representative on finance, then we lobbied to have a woman representative in finance and was elected to be the finance manager” by Anyakat Marry.

Between 1999–2002 we had Dr.Nyeko at Health Centre IV Kapelabyong Sub County. Since 2002 Dr. Nyeko was transferred to Mbale regional Hospital, the said Health centre IV had no doctor until 2014 when us (women councillors in Amuria) discovered it through monitoring, we brought it to the attention of the council, District LC V chairperson and a new Doctor was recruited in July 2014 in the Names of Dr. Etonu one of the councillor Acham Hellen.

“In terms of women involvement in politics, this trend is increasing day by day in the recent NRM primary elections, many women were vying for various positions from LC 1 to MP level we have women contesting, an average of 3 women per direct position in the whole district For example two member from NYANDA joint united women SACCO are contesting for LC III councilor and NRM structure” by Acham Hellen.

“There is a John Eluru Memorial secondary school construction which began in 2012, it reached some stage and it was not complete till last year 2014. Women councilors monitored in February 2015 following NTV news report in the same month that attracted many Ugandans as councilors we took it to the attention of the LC V Chairperson and ensured that the contractor is arrested. Now follow ups on the case to see that construction resumes and all other culprits are brought to book are ongoing We councilors have gone far to champion Advocacy on issues issues, leadership, sex education women rights on radio Kyoga and Sensitization women and land rights”.

Katakwi Documentation

"At Kapujan community partnership, we work with women groups such as kapujan rural women farmers association that started January 2015 engaging in advocacy monitoring, service delivery in the entire district. This has helped as identify issues affecting women and ensuring that women are empowered" said Isaca Opolot the Kapujan Community Partnership coordinator.

Women are increasingly joining politics, for example one of the woman leaders Atim Berna she is contesting to represent Kapujan Sub County.

In 2013 there was public financing for agricultural project, Kapujan team with the community monitors, monitored its implementation and found out that its budget needed increment, we wrote a report to government showing our findings, recommendations and justification for increased funding in agriculture we continued to dialogue with government through dialogue meetings.

Malinga programme assistant officer KOWDI Katakwi Grass Women Development Initiative:-*"We handle issues of HIV/AIDs and advocacy against commercial sex worker, so far we have recorded a few success story on commercial sex"* we also have cultural group foras, some senior women who talk to students and their parents.

"A reformed sex worker (Adebo Susan in the picture below) through our initiative of talking to them has shown interest to contest in katakwi Sub County in NRM structures".



This is a plus to us because of our measures we use like moonlight dialogue, training sex workers to be peer educator. Since 2014, many sex workers have reformed and most of them joining business a case in point is Angopet cell has come out and declared that she has changed behavior.

Over 40 sex workers reform annually to normal life against 120 we train annually, we coordinate with the District Health Officer for them to access drugs HIV/AIDS drugs freely and easily.

We are doing our best as CSO to carry out sensitizations on radios in communities against such hobbits, to awaken community. *"In June 2015 Apio Pauline Chairperson For Rural women Development Link USUK sub county spoke two the DPC about the girls who were arrested from Team No Sleep and one of the girls confessed that it'sher mother teaching her what to do. This case was followed up until when the parents were arrested".*

We have employed more strategies to stop Team No Sleep in the community by using influential leaders, awareness, stake holders, parents, church leaders, school heads as CSOs.

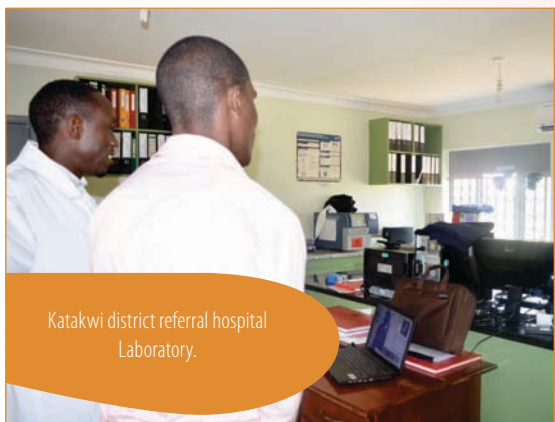
"Joyce a chairperson of the district women caucus carried out research 2013 and found out that all the 3 standing committees were chaired by men, her recommendations were to bring out women as heads of three standing committees..." I mobilized women councilors and we convinced fellow

male councilors, we shared with the speaker our recommendations and then we moved a motion to have three standing committee chairs as women at the district council, a resolution was passed and we succeeded on that currently all the three standing committees are headed by women.

“Maternal health in katakwi district is improving previously we had one doctor for maternal health and Doctors feared to work in Katakwi hospital, in 2013/2014 Financial year Through councilor Amongin Immaculate, we passed a motion of increasing doctors salary we lobbied that 500,000 be added on top of their salary, four more doctors were recruited and the government continuously pays them on to their salary. In addition we moved in a motion to have the doctors houses built with the hospital and this was successful” said Joyce Alungat.



Woman Councillor Alungat Joyce in front of one of the ambulances they lobbied for.



Katakwi district referral hospital Laboratory.

In addition, Women caucus in Katakwi district council managed to lobby the council to have a doctor's representative on the council who is a woman and in order to improve the health system in Katakwi women councilors lobbied for a new Ambulance and CD4 count machines in the hospital and the equipments have since been purchased, all these were passed in 2013/2014.

The Deputy speaker Akaro Jane 2015/2016 raised concerns during the budget process meeting in council that priorities agreed upon did

not appear in the budget such as T.B Ward, Maternal ward in Ongoja Sub county, Omodoi Sub county Maternal ward and Placentas, they didn't approve the budget not until the priorities were embedded into and allocated funds for them. This is the knowledge of gender responsive budgeting and allocation, and we made sure that At least every health centre in katakwi have housing and equipment, in schools that every school, PWDs provision for Persons PWDs, every block must have a lightening arresters.

In Moroto, Women caucuses have strengthened as a result of the trainings that the women have gone through.as of the 4th July 2015, as a women's caucus went to Kakingol Sub County to agree on a location for health center in Narengengya parish between Turkana borders which has been an area of insecurity. Which is a plan proposed by the Government this financial year?

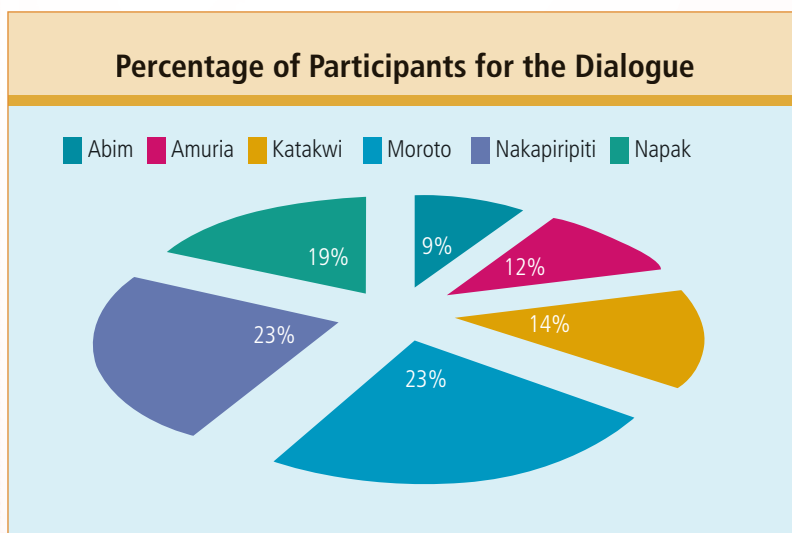


Some of the CSO members
interacting during a meeting with
women counselors

COMMUNITY DIALOGUE FROM THE DISTRICTS

Community Dialogue		
Districts	No.Participants	Percentage of Participants
Abim	40	9.30%
Amuria	50	11.63%
Katakwi	60	13.95%
Moroto	100	23.26%
Nakapiripiti	100	23.26%
Napak	80	18.60%
		100.00%
Sum of Observation	430	
Number of Participants	6	
Mean	71.6666667	

Districts in Greater karamoja region (Moroto, Nakapiripiti and Napak) had the most participants (way above the average 71.6) who attended the community dialogue, while Amuria, Abim and Katakwi need to strengthen their mobilization.



The electoral road map process composed of the following sessions on the: constitution of Uganda which is the supreme law of the land giving the electoral commission the duty to plan and oversee every electoral activity in the country at every level and recently the national voter register has been in the process of update where every citizen at this time is required to make sure that his or her name appears correctly and in case of any existing mistake in name spelling or any other errors, ample time was given for corrections to be done.

Nomination for candidates aspiring is then conducted and those who qualify to seek positions of leadership are given a green light and are accepted to contest when campaign dates are declared every candidate starts his or her campaign which is time bound and it stops 24hours before the actual date of voting and any candidate who continues with campaign after the period will be breaking the law and can be arrested.

The polling process starts with delivery of voting material to the polling station across the country where every citizen goes to cast their ballots and choose leaders of their choices. Ballots are then counted publically so that no complaints are made and as a requirement from any candidate, an Agent should be present at every polling station for purposes of transparency and openness when votes are being counted or when final results are being read. Any candidates who are unsatisfied with the results can pursue legal means of resolving his or her grievances.

The police also presented;

The responsibility to oversee the general electoral process is handed to the Electoral commission, as stated by the constitution of Uganda and the police Act section 4 which clearly spells put that the police have the duty to protect and ensure peaceful and stable elections among others.

The police are by the law required to protect the lives and property of all Ugandans regardless of political affiliation and does not engender

it responsibility protecting all citizens both women and men because they are all human beings.

The police have the duty to ensure that all citizens act lawfully in the election period and the police act in accordance to the principle of equality and transparency as stated by the police act which guides the entire police on how to conduct its duty of enforcing the law.

The police are also mandated to maintain it partnership with different communities district and parish officials this partnership is aimed at improving service delivery and being close to citizens.

The police force has taken steps in improving their operations in comparison to the earlier police force and this proves that the police have intentions of embracing the challenges and look to making and learning from them.

The police have put up Professional Standard Units across the country to help improve and investigate the conduct of their police officers and this is aimed at building trust from individuals and communities to help better their duty.

However, in Abim electoral Commission boss MS Esther Agwang shared more information on special interest groups, difference between NRM Primary Elections and National elections were all shared.

Information on youth elections since most of them didn't have sufficient and accurate information was shared and on who should vote under that category we.

Information on those supposed to vote for youth and special interest for youth 18–30 years should vote and only those who fall under special interest groups are eligible to vote.

Citizens who had not picked their national identity cards those whose name were missing on the voters register were told to go and check with the district registra and registras at different sub counties.



Above in pink is Ms Esther Agwang, Abim District registrar talking on electoral road map photo by Juliana Asimwe.

ABIM DPC–Okabo Alfred

Police had planned to have a civic program on Karibu Fm in Abim in partnership with Abim Electoral Commission on 15th-9-2015.

He told the electorate that should not be intimidated nor intimidate others or even aspirants, for security is tight and the perpetrators



Above is Mr Okabo Alfred the DPC for Abim sensitizing on peaceful elections.

shall be brought to book. In addition he told the community that whoever wants private security especially the aspirants should write officially to the Inspector General of Police.

All stake holders should ensure peace full elections starting with community, RDCs,DPCs CSOs and encouraged vigilance from every one. He warned citizens against drinking of alcohol.

In Amuria, the District Registra Ms. Lokuth Rosé Lilly and AIP Idomet J.M assistant DPC below briefed the participants in Kuju sub county Hall on electoral road map and peaceful elections respectively.



District Registra of Katakwi sharing
Information with electorate in
Amusha sub county.

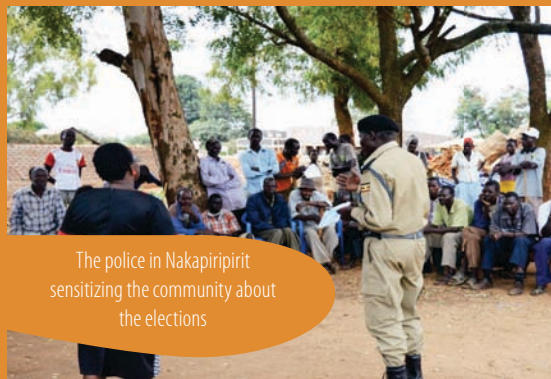


Amuria District Registra sharing
information to electorate as the
Ass: DPC listens

In Moroto and Nakapiripiti,



The Officer in Charge at old Camp swahili
village – Moroto district sensitizing the
community about the elections.



The police in Nakapiripit
sensitizing the community about
the elections



The Electoral Commission sensitizing the community in Nakapiripirit about the electoral process.

In Napak, the dialogue was conducted at Napak District main street market where the district election Commission and Police presented the key issues on electoral road map and having peaceful elections respectively. Presentation from both government entities didn't differ from the above 5 districts, rather question below from the community were answered. Comments;



Participants listening to electoral commission presentation on electoral road map.

“Some local leaders are in bed with some aspiring candidates this has influenced their judgment when it comes to issues in the communities that is why there is little progress in the Region especially Napak yet as local leaders, they are supposed to serve people regardless of political affiliation” said one of the participant.

Electoral Commission responded to some of the questions as follows;

Until the Electoral commission gives the go ahead for campaigns to start, the any campaign from any candidate regardless of political affiliation is considered illegal and if found, the perpetrators will be taken before the judicial courts of Law and charged accordingly. The national IDs have already been issued to some people however some IDs have not been sent from the headquarters in Kampala because they are not ready yet but as soon as they arrive they will be issued to their rightful owners and everyone who registered for one will surely receive it.

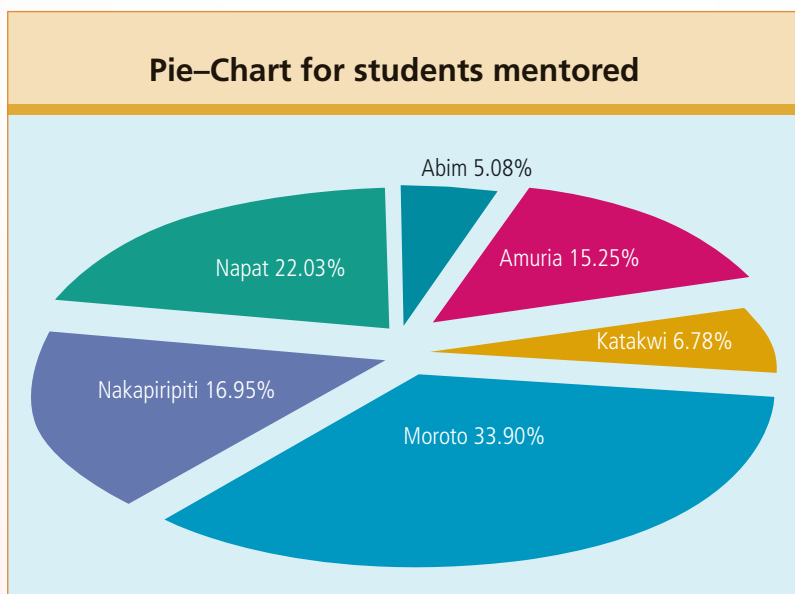


Napak District Police Officer responds to citizens questions regarding peaceful elections.

MENTORSHIP

Mentorship		
Districts	No.Participants	Percentage of Participants
Abim	15	5.08%
Amuria	45	15.25%
Katakwi	20	6.78%
Moroto	100	33.90%
Nakapiripiti	50	16.95%
Napak	65	22.03%
		100.00%
Sum of Observation	295	
Number of Participants	6	
Mean	49.166667	

From the table above, it show Moroto as the most performing District interns of mobilising



AMURIA

In Amuria Mentorship of young women leaders took place at Wera Technical School. It went on as planned the initiative achieved its objective where over 40 Female students were mentored on gender roles, sex differences, leadership and women rights. It was more elaborative and informative; UWONET interns shared their Education Journeys, experience with working women's organization as well as championing women issues.

Most of young women leaders shared their dreams and role models, they had divergent dreams from becoming lawyers, social workers, activists, engineers, member of parliaments, entrepreneurs among other things while their models were Ameru Susan, Rebecca Kadaga, Musa Echeru, President Museveni among others.



Students of WERA technical during
mentorship training.

KATAKWI

Despite the challenges, we faced the mentorship of young women leaders was carried out by Alungat Joyce and other women councillors below is the report from the mentorship activity that was held at TOROMA Secondary School where 11 boys attended against 8 girls

MENTORSHIP OF YOUNG FEMALE LEADERS OF TOROMA SENIOR SECONDARY SCHOOL

HEID ON 24TH /09/2015

Toroma senior secondary school is O' and A' level secondary school, located in Omodoi S/C Toroma County.

In reference to UWONET's struggle in mentoring and building the capacity of women in leadership. The Chair person Katakwi District Women caucus together with the hon. w/ councillor for kapugan Sub County continued to implement the reflection activity work plan which was planned for 17th -18th /09/2015. Despite of the inconveniencies caused by a political exercise during the elections of special interest groups across the district. The mentorship took place on the 24th /09/2015 and the Topics for were:-

- ❖ Gender membership (gender concepts)
- ❖ Women participation in elective position
- ❖ Women rights i.e. right to freedom of expression belonging and ownership (Human rights concepts)

However, the M.O.D Rota, provided by the school administration shows the list of prefects who were on duty from effect of 7th /09/2015 and number of Young Female Leaders on duty. As such from 7th /09/ 2015-4th /12/2015, the total number of prefects is 26th of which 14 are girls and 12 boys. However, as a result. of UWONET's previous visit by m/s Susan Labwot, the girls have shown a clear and effective transition plan i.e freedom of expression, ability to be in leadership, spirit of Unity / togetherness and in reference to the copy of the list for the class captains attached herin, clearly shows that girls have taken a transition move to participate in elective leader ship positions across all sectors

However, there were few challenge noted as follows:-

- ❖ Poor altitude by parents to provide basic needs
- ❖ Lack of exposure to relatively developed schools
- ❖ Lack of motivation to debate clubs
- ❖ Lack of Career guidance and counseling by Parents and also some teachers

Recommendations

UWONET/District Women Caucus should organize for an open dialogue between young female students and the parents/ community leaders retreat on learning indicatives

Thank you


Alungat Joyce

Chairperson District Women Caucus

on the prefects body. Out of the 19, 10 boys and 3 are out going. List for Prefects on duty and those who participated in the mentorship.

TOROMA SECONDARY SCHOOL P. O Box 34, KATAKWI. TEL: 0783868376 Motto: "Education for Service"		
M. O. D ROTA		
DATE	NAME	PREFECTS ON DUTY
7 th - 11 th Sept, 2015	MS. APOLOT E.	BOTO FRANCIS ATIM GAUDESIA
14 th - 18 th Sept, 2015	MR. ORIOTOT JOSEPH	OSIKEI J ATIM DINAH
21 st - 25 th Sept, 2015	MR. OKURUT PETER	OTIM VICENT AMITO NOEL
28 th - 2 nd Oct, 2015	MR. OKWI CHARLES	ETUKOIT NICHOLUS AKWAMO CELINA
5 th - 9 th Oct, 2015	MR. ONUME ISAAC	OMUNA MARY ACAITUM NELSON
12 th - 16 th Oct, 2015	MS. ADONG HELLEN L	AGWANG MARGRET OKWI GODFREY
19 th - 23 rd Oct, 2015	MS. AMOGIN BETTY	OMOIT GIDEON AKELLO SABELLA
26 th - 30 th Oct, 2015	MR. OKIROR BOSCO A	OKWI JAMES AUPAL JIMMY
2 nd - 6 th Nov, 2015	MR. AREIKIN ROBERT	AKURUT AGNES ETUKOIT LEONARD
9 th - 13 th Nov, 2015	MR. OKUBAL SAMUEL	AKWAMO CELINA ALUPO JUDITH
16 th - 20 th Nov, 2015	MR. OPEDED SIMON	AGWANG MARGRET ALENGO DANIEL
23 rd - 27 th Nov, 2015	MR. EURIEN JOSEPH	AMONGIN CATHERINE ASIO TEDDY
30 th - 4 th Dec, 2015	MR. OMODING LEONARD	OTIM VINCENT AKURUT AGNES

Below is a list of Students elected after the previous Mentorship that was carried out in Toroma.

TOROMA SECONDARY SCHOOL
P.O. BOX 34 KATAKWI

CLASS CAPTAINS

S1A	Adongo Irene
S1B	Akwango Anna Rose
S2A	Tino Lydia Alungat Patricia
S2B	Aminta Noel
S3	Akwo Dorcen

HEADTEACHER
TOROMA S.S.
DATE 04/09/2015

Moroto Secondary school–School prefects and student leaders
Introductory remarks; The senior woman teacher introduced the Uganda Women’s Network team and informed the students that usually schools tend to receive guests who come with different purposes but today the students would find out the major reasons for the visit by the team from UWONET.

Opening remarks; The Program Assistant introduced the team and expressed her gratitude to the school for allowing the students meet with the team. She also informed the students that the purpose of the visit was to have a brief interaction with the student leaders and assess their role as leaders in school and also in the future because they will not be limited to only school with time they will leave school and pursue other positions of leadership in society.

The intern (Paul) also thanked the school for the opportunity to interact with the students then discussed the following;

Leadership comes from God and every leader is chosen for a purpose and just like they come to school with a purpose, even leaders have a particular purpose in society and a good leader will identify their purpose even before they actually become leaders or are elected into positions of leadership because to lead is to serve people and not yourself so leaders who have personal and selfish interests never succeed.

Question; as student leaders, what do you understand by leadership;

Response; Leadership is the service to people by other people with the abilities and skills.

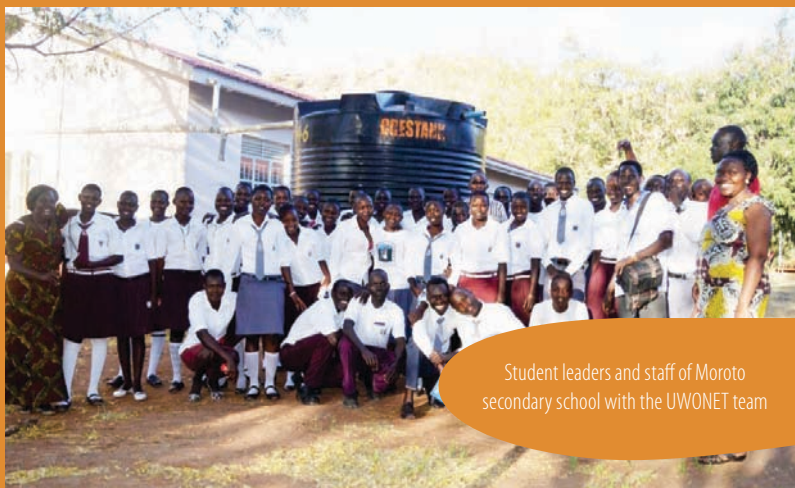
Response; Leadership is commitment to govern and guide people in communities.

Response; Leadership is the ability to put issues that affect people every day and finding solutions to them.

Response; Leadership is guiding people on what is wrong and what is right in society.



Student leaders and prefects attending the a mentorship session



Student leaders and staff of Moroto secondary school with the UWONET team



The UWONET team interacting with students in Nakapiripirit Secondary School

Susan *the Executive Director of a Community Based Organization in Nakapiripirit also encouraged the students to work hard in their endeavors both in school and in their homes especially those that have leadership ambitions like the prefects in school who would desire to pursue leadership even when they eventually leave school they can become community or even national leaders like the members of parliament who were at a certain point in their lives also at that level.*

She gave a personal example of herself who lost her parents at a very young age and had to be raised by her uncle who had no money but tried to put her through primary where she passed very well but unfortunately could not proceed with her studies because her guardian could not afford to pay her school dues. This did not let her ambitions of going to secondary school so she decided and started to work and bake snacks that she would sell and save the money, she did this for a while until she eventually managed to put herself through secondary school where she was voted head girl even though she was not really interested in being one but because of her good academic performance and leadership skills. She successfully went through secondary school and passed very highly but could not proceed to the university. She got married and even had children but later joined Uganda Christian University where she is currently pursuing her Bachelor's Degree and she also started a community based organization where she is the Executive director. She urged that the students emulate her and put their ambitions and work towards achieving them especially the girls who can become very influential in their communities and in their country.



Students listen to a success story during a mentorship session with UWONET

The mentorship in Napak saw interaction with 60 student leaders and prefects mainly those in candidate classes of Kangole Girls Secondary School.

The Director of Studies (DOS) welcomed the UWONET team to the Kangole Secondary School and thanked the team for choosing the school in particular in the district to conduct a mentorship session and to talk to the students about their academics and their aspirations to become leaders in the future when they progress and leave school even though they are leaders now in school.

Napak Gender Officer blessed the mentorship with thanks to UWONET for giving in time to implement and also to students for accepting and creating time to listen.

To her (Gender officer) *"Leadership comes from God through people who vote and entrust others with the responsibility to represent them and the issues they face in their communities."* She adds that *"It is a sacrifice taken to forego personal endeavors and serve others however there is good and bad leadership which is reflected by the things achieved by a particular leader at a certain time period"*.

"Kangole Girls School is a prominent school countrywide because it has produced many leaders who currently serve the country like the minister of Education Hon. Jessica Alupo now a minister among many not mentioned who went to the same school and are now in different positions of leadership so the girls are lucky that they have role models they can look up to and pursue the same paths in the future ". said the gender officer.

As a girls school they compete with different schools all over the country so working hard should be on every girls mind if they want to excel in their academics but excellence is not only in academics but in other areas like sports and leadership which requires one to consider many things and reflection from every individual about how they have served the school and this will tell them if they are good leaders with the potential to continue with leadership after

school because leaders are only measured by what they have done for others and not themselves.

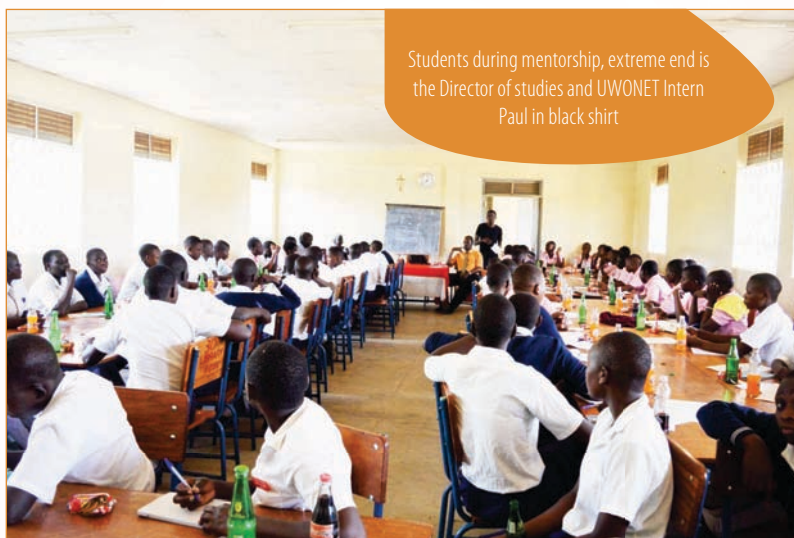


"Leadership is service to others and not to self that is why not everyone can become a leader because it takes a vision and purpose for one to become a leader in school, community or even in their homes. People do not wake up and decide to become leaders but rather see and identify an issue in their communities and have the desire to create change for others and make things better without any personal gain in the process and this is leadership with purpose". said Paul Okula UWONET intern.

Paul further added that *"As student leaders, you are an extension of the school management and the only difference is that you are students but you have a role to play in being guide to others in school meaning that as authority if you are a bad leader engaging in unproductive things or*

doing bad things that are against the school rules and regulations, then you cannot expect others to do the right thing same case where a police man who is supposed to be keeping law and order and guiding the public is engaged in breaking the law then others cannot follow him because he is not an example to society”.

According to IGG 2014 Monitoring Annual report on Corruption showed women to be less corrupt and e better leaders than men because of their natural role as caretakers and as mother s which puts them in position to make decisions based on and for others and not for themselves as a mother would put her children first above everything and will sacrifice everything for the wellbeing of their children.



Students during mentorship, extreme end is the Director of studies and UWONET Intern Paul in black shirt

Questions and comments;

- ⇒ Why are there more male leaders than men?
- ⇒ What can girls do to become better leaders?
- ⇒ Does leadership outside the school environment depend on leadership in school?
- ⇒ Is there a future for women in influential positions in the country?

- ⇒ Does the schools one goes to matter for one to become a leader in the future?

Responses;

- ⇒ As earlier mentioned, the patriarchal society and the attitudes in the early days contributed to the status quo this is because women were looked at as wives and could not be leaders s this was considered only men's responsibilities but this is changing as the world progresses women and girls are getting the same level of education as men so they can ably qualify for positions of leadership as is evident with the number of women participating in leadership of the country.
- ⇒ Girls have lagged behind the boys over the years academically this is majorly because more girls were denied the right to education at the expense of their male siblings but girls are picking up and working harder and competing with their male colleagues and even performing better in some areas where they have excelled. So everyone and anyone regardless of tribe, sex or physical stature can become a leader as long as they pursue the right avenues and work hard for example Rwanda has more women than men in the Parliament with 64% representation.
- ⇒ School is a learning institution where a lot is learned not only academics because some current leaders went through this school and were student leaders so as prefects you serve other students which is in itself a sacrifice and a lot of challenges present themselves but if you manage to deal with those challenges everyday then this is preparing you for the future outside school for those who have the interest to become leaders so school acts as a training field which rewards you with skills and an experience so it should be taken seriously.
- ⇒ We earlier discussed women who have achieved a lot in different sphere of life and you even mentioned examples so there can only be a positive shift with more and more girls and women participating in leadership of the country. The Parliament of Uganda

is headed by a woman for the very first time in the history of the country so this has set an example for all women that they can also follow in her footsteps which might not necessarily be leading the August house but other influential positions in the country.

- ⇒ Some schools are known for producing several leaders in the country yes but that was majorly because of the reputations that precede these schools for academic excellence which attracted many students to such schools but this does not prevent different other schools countrywide rural or urban from also producing leaders so No, the school one goes to does not determine the future in terms of leadership because it is more than just school background for one to be a good and effective leader but the attitude, skills and ability.



Key Outputs achieved (Immediate Results).

- ⇒ Mentorship activities were under taken from all the three targeted districts.
- ⇒ Information on policy reform i.e. elections 2016 election road map was disseminated.
- ⇒ Documentation of Success stories and best practices from CSOs and women councilors was successful.
- ⇒ Community was sensitized on their civic rights so as to effectively and meaningfully participate in electoral process.
- ⇒ Young leaders Mentored on women's rights and gender equality.

Projected Outcome (Achievements and Projected Long-Term Results)

- ⇒ We envision to see more women contesting in 2016 at all levels.
- ⇒ We hope to see more youth vying for elective position especially the beneficiaries from our project.
- ⇒ We hope to see more women and women champion advocacy and women rights.
- ⇒ We hope to CSO more engaging for better service delivery, good governance and championing women rights.

Challenges, Problems, Lesson Learnt Recomendations.

Implementation Challenges

Due to the Beginning of term III exams being schedule in the same day of mentorship in ABIM S.S.S, we were unable to be implements, However AWOTID Coordinator Tonny Akera together with councilors implemented on a later date.

The NRM primary elations that took place on 17th–09–2015 in Katakwi District where most councilors Joyce inclusive were part of the process, it was hard for us to undertake mentorship in Toroma Secondary school. This was due to lack of time to implement the final activity

due to the various unnecessary time delays resulting to poor prior planning. However, it was carried out the following on 24th /9/2015 By KADDAN Coordinator Joyce together with other councillors.

✿ Time management

KADDAN slightly edged AWOTID and Jane maintained her position of poor time management. Patriarchal nature of society where boys are given opportunity to study above girls stops, this is done through sensitization, passing ordinances and motions to ensure that girls are in school during school time and enforcing laws on defilement rape and cases against hobnobbing with students.

✿ Poor coordination by district partners

The district partners, particularly those in amuria and abim were “hard” to work with and failed to keep the time schedules that were pre-arranged. The partner in amuria had done very little of the organizing resulting in a negative impact on the quality of the activities. Information gap: Its lacking in Katatkwi among CSOs and councilors, much as we have a coalition but information flow among members is still poor hence affecting our work. Representatives from CSO had success stories which were not convincing,(AMURIA).

Transport and allowance problems, advocacy work involves monitoring, follow ups, so we face a challenge of resources to distant sub counties and also following up issues. However UWONET teams advised them to take an extra mile in whatever they do and were reminded on volunteerism.

Patriarchal nature of our society is affecting a lot where men think they have to lead in each and every to the extent that even in the council the challenge of Pull up down system when a woman is speaking is rampant. In addition, there is still a cultural aspect which is inhibiting progress. People have not completely shifted from the rudimentary school of thought about women’s leadership as most still limit the roles of women to only household level.

Low esteem among women both councilors, groups and individual that they can't come out to speak about the injustices against women in communities, council, and homes.

Low turn up in meetings; people expect money whenever they are called for meetings, sensitizations which is a challenge to most CSOs and councilors; hence it becomes hard to spread information on women leadership rights and empowerment.

"There is a problem of parental guidance and parents involving their daughters commercial sex." this is serious challenge the district is facing and contributes to high prevalence rates in the district, there is a group of young sex workers dubbed *"Team No sleep"* composed of young school going students in Katakwi.

✿ **General challenges;**

- ⇒ Facilitation is still inadequate for the women counselors to fully coordinate activities.
- ⇒ Information material is not enough in terms of publications as there is still a big need for such information.
- ⇒ There is also need for proper documentation which has is still a challenge.
- ⇒ Provision cameras would ease documentation which would also be beneficial in the future.

✿ **Specific challenges;**

- ⇒ Some areas are very distant for the women to effectively cover regularly.
- ⇒ The police response is very slow when they are called and in most cases by the time the police react, culprits have fled or even extremities of death.
- ⇒ There is a lot of lawlessness in some particular parts of the region making it difficult for both the counselors and the police to intervene as they also fear for their own lives.

- ⇒ Timing and Planning for the Activities: the activities' timing was not the best one, since they were held at the beginning of term three most schools were in for beginning of term examinations there by it affected students concentration during mentorship and affected the attendance too. In relation the activities coincided with NRM primary elections, some of the councilors targeted and citizens for the dialogue could not attend and those who attended didn't pay much attention.

✿ **Recommendations;**

- ⇒ There should be consistency in the holding of meetings as this keeps the women in touch with what is to be done also keep updated with what other partners are doing in the region.
- ⇒ Men should also be brought on board if achieving the desired targets is to be realized. Men in the past years have been an impediment to reducing VAW/G and involving them will be a strategy to make them allies and champions.

Follow Up Plan (Monitoring (Action Plan) and Support Required

We hope to follow up on the projected outcomes

With support from:



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