



Forum For Women
in Democracy



THE POWER OF MANY

2017 | ANNUAL REPORT

IN 2017

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AT A GLANCE

Forum for Women in Democracy (FOWODE), is a women's rights national non-partisan organization established in 1995.

VISION

A just and fair society where women and men equally participate in and benefit from decision making processes.

24 years+

MISSION

We promote gender equality in all areas of decision making through capacity development, community empowerment, policy engagement, and strategic partnerships.

DRIVING CHANGE



It is with great pleasure that I present to you FOWODE's Annual Report for 2017, a year that was both interesting and challenging in equal measure, forcing us to produce our best as we worked to attain our mission of "A just and fair society where women and men equally participate in and benefit from decision making." While we witnessed some disconcerting democratic reversals which included a siege on a number of civil society organisations and the removal of democratic safeguards from the Constitution of Uganda, there was an awe-inspiring display of citizen engagement in the political and governance processes. There were clear signs that FOWODE's work is paying off and bearing fruit in the form of empowered women and men ready to challenge their leaders to make decisions that serve the needs of their citizens. We continued to strengthen the protection of women's rights, participation in political decision making and gender responsive budgeting as we relied on critical partnerships to guarantee success through the year.

As the new Board settles in, I wish to thank all the members for their selfless commitment to realizing the mission and vision of FOWODE. I would also like to take the opportunity to thank the former Chairperson, Solome Nakaweesi- Kayondo for her support during an energizing transition period. The principles of good corporate governance, strategic guidance and conclusive oversight have prepared a fertile ground for the advancement of FOWODE's vision and mission.

Our key highlight in 2017 was the conclusion of our 5-year Strategy and the development of an ambitious 10-year Strategic Plan themed "Women Driving Change." The process was highly participatory, drawing on the expertise of members, the Board, staff and partners who I wish to acknowledge. The FOWODE Board, members and staff will continue working hard to deliver sustainable change that puts women at the centre of development, democracy and governance in Uganda. FOWODE intends to ensure greater impact of women's empowerment interventions through a strategic and deliberate shift from the traditional focus on formal equality towards substantive equality.

Conscious of the need for strategic engagement on Agenda 2030 and to ensure that no woman is left behind, FOWODE consolidated the Uganda Gender Consortium on SDGs which now has a signed up membership of over 20 CSOs. Through monitoring and reporting on the components of gender equality, government efforts will be complemented through the Consortium so as to ensure that gender equality targets and women's empowerment goals are addressed in national and sub-regional development plans. FOWODE recognises the important role that young people play in the country and is committed to building the agency of young women in transformative leadership as a means of laying a critical cornerstone for a sustainable and democratic future for Uganda.

I wish to thank all our partners who have supported our work over the years. Together with members, staff and well-wishers, we stand strong as an organization and hold true to our principle, "Through investing in women, we shape the future!"



Joyce Tamale
Chairperson

SHAPING THE FUTURE



2017 was a rewarding year for us at Forum for Women in Democracy and we are excited to share with you what made our work possible and worthwhile. As we celebrated our 22nd anniversary, we marked the end of our five year strategic plan and embarked on the process of shaping our new strategic direction. We are proud to have left a footprint on the "democracy and governance" landscape over the last 5 years.

FOWODE is an active proponent of social justice and we have been working to create a sustainable, grounded, conscious and organized movement that will mobilise communities. Our contribution to this movement saw us reach citizens during the year. Beyond the engagement on budgeting and advocacy for gender responsive service delivery, our flagship Village Budget Clubs became a place of resort for varied issues that citizens confronted such as domestic violence, land related issues, among others. They served as a catalyst for the building of communities of hope, where citizens are empowered and actively engaged in governance processes.

As part of replenishing women's leadership and to ensure that young women have voice and do not continue to remain on the margins of the political, social and economic mainstream in Uganda, FOWODE has been mentoring young leaders for alternative and transformative leadership. This year our cadre of young leaders grew to Additionally, we continued to build girls' leadership through Gender and Leadership Clubs in over 10 schools in which we sought to embolden the girls as we raised their awareness of their rights and responsibilities. We believe that creating a new generation of leaders that is advancing gender equality and social justice, is able to confidently advocate for their space and shape agendas (including resource allocation) that affect them and with a vision for Uganda and Africa is critical. In addition, to our mentoring for alternative and transformative leadership, we continued to capacitate female legislators for effective legislative engagement. Our work with the male champions in our districts cannot be overstated. The "model men", as we call them, have continued to enable us deal with the suppressive cultural and traditional stereotypes that inhibit women and prevent them from using their full potential and from participation in community and consequently national development.

Our lobby and advocacy work is grounded in the researches that we conduct. We have been and continue to be intentional in using research-based policy advocacy to lobby those in power as well as partner-led, community based engagement to firm up our policy positions. We are proud to have further contributed to the body of knowledge on gender and women's rights during the year.

Through our work we tended and nurtured the flame in others, created a broad base for participation beyond NGOs, worked with communities, government ministries, rural districts, and schools. We can confidently say that we continue to be a symbol of action, uniting, enabling and driving change. We have negotiated and worked alongside others, and yet we are rooted and flexible while ensuring that our values are not compromised at the same time.

The strength of an organization is not only derived from robust systems and unassailable processes but from a dedicated and committed staff team. The team are the "foot soldiers" that enable the organization realize its objectives. During the year, our FOWODE family expanded as we recruited new staff to buffer the existing members to enable us achieve the organization's mission. I wish to thank the staff with whom we achieved tremendous success in 2017. Furthermore, I thank the Board of Directors, FOWODE members, and partners whose commitment has contributed to an incredible journey filled with many successes.

Together, we are shaping the future!

A handwritten signature in blue ink that reads "Patricia Munabi Babiha". The signature is written in a cursive, flowing style.

Patricia Munabi Babiha
Executive Director

OUR CONTEXT

Understanding constitutional, political and legal changes and their implications

Constitutional Amendments

Article 102(b) of the 1995 Constitution

- [The Age Limit Battle.](#)

This year marked the remarkable political battle on the removal of the age limit enshrined in Article 102(b) of the 1995 Constitution. The amendment process of this article was a test on the type and quality of leadership in the country and revealed a lot of governance issues that need to be considered by CSOs that are contributing to the achievement of good governance in the country including corruption, lack of responsiveness to citizens' demands, suppression of freedoms stipulated in the Constitution, among others.

At stake: The polarizing debate around the constitutional amendment bill 2017 left sharp divisions among communities and the political leadership at various levels. The accusations of MPs selling out the country in order to pass the age limit lifting has left a challenging environment for carrying out work around accountability with citizens left dejected.

Article 26 of the Uganda Constitution

- [Private property](#)

An attempt was also made to amend Article 26 of the Uganda Constitution which provides for protection from deprivation of private property. The Bill purportedly sought to "resolve the current problem of delayed implementation of Government infrastructure and investment projects due to disputes arising out of the compulsory land acquisition process." Among other provisions, the Bill stipulated that, the government or local government would take possession of the declared property upon depositing the compensation awarded for the property with court, pending determination by the court of the disputed compensation awarded to the property owner or person having an interest in or right.

At stake: The proposed amendment violates citizens' right against property deprivation until payment of fair and adequate compensation. The amendment of this Article will empower government and/or a local government to compulsorily acquire any private property/land as long as that property is required for "public use, or in the interest of defense, public safety, public order, public morality or public health". The proposed amendment is therefore in bad faith and is intended to shield government from her own obligation of paying citizens prompt, fair and adequate compensation in compulsory land acquisitions. Moreover, if successful, the amendment will force citizens to accept unfair compensation or force them to undertake unaffordable litigation. The Bill will legalise injustices against vulnerable citizens.

Constricting Civil Society

The journey to the removal of the upper limit of the presidential age cap birthed a violent political context for the leaders, citizens and entire civil society. The suspicion by the government that CSOs were funding opposition on the removal of age limit led to the curtailing of their duty to negotiate, consult, and to participate in democratic governance freely and meaningfully and to debate key public policy and political questions. What was intended as sensitization for citizens by the CSOs, media, and parliamentarians', looked in the eyes of the state like support for the opposition.

At stake: This led to a hostile environment that did not favour civil society organisations, media, human rights defenders, and some parliamentarians' participation in inclusive and meaningful debates and dialogues to influence the political agenda that was very critical for the country. The reality on the ground for CSOs and human rights defenders remained troubling. Restrictive and punitive tactics deployed by the government reduced the operating and fundraising capacity of human rights defenders and CSOs that held dissenting views from those of the government on policies. One particular troubling trend was the selective targeting of organizations by the government authorities to strip certain organizations of their operation status. The raid of four organisations by the police and subsequent freezing of organization and individual bank accounts left many other CSOs including FOWODE in a state of fear.

LC I and II elections

Village committees commonly known as Local councils 1 and 2 serve as the main and formal communication and administrative channels between the people, and the parish, sub-county, district and Central Government. Generally the local councils monitor the administration in their area of jurisdiction and report to higher authorities(or district council) on development projects and other activities undertaken by government, and non-government organisations (NGOs). Apart from these, LCs also act as the primary mediators and adjudicators in local civil disputes to ensure that family, community, and inter-community harmony prevails. Furthermore, LCs are the main and official link between the people and law enforcement agencies such as the police and local government administrators.

The LC I and II elections have been postponed several times due to high financial costs associated with secret balloting among other issues. The last LC 1 and 2 elections were held in 2006, however a Constitutional Court ruling declared them unconstitutional after a member of one of the opposition parties challenged their legality, on grounds that they were organized using laws that did not conform to the multiparty system of government. The petition challenged the constitutionality of certain provisions of the Local Governments Act, (LGA), the National Women's Council Act, (NWCA), the National Youth Council Act, (NYCA) and the Regulations made under these Acts. It also challenged the constitutionality of the guidelines issued by the Electoral Commission in respect of local council, Women council, and Youth council elections under the impugned laws and regulations.

At stake: The Government's plan to conduct elections towards the end of 2017, was interrupted by a High Court challenge, in which among others, the petitioner alleged that if the elections were to be conducted at that time, they would coincide with students' class time and thereby exclude them in the election. Elections were to be conducted under the Local Governments Amendment Act, 2015. However, the manner in which elections were to be conducted remained contentious. A constitutional petition brought forth by the Foundation for Human Rights Initiative and Legal Aid Service Providers Network Uganda alleged that subsections 12 (a) and (b) of the Local Governments Amendment Act, which amends Section 111 of the Local Government Acts, allowing local government elections to be conducted other than by secret ballot, violates the right to free elections guaranteed by Article 1(4) of the Constitution. By the end of the year, it was not clear when elections would be held. As an organisation that focuses on women's leadership, getting the right women that are trusted and credible, into these spaces is of keen interest.

Continued disgruntlement by health workers.

The health sector is one of the key sectors that impact on the lives and well-being of women in Uganda. During the year, doctors demanded for an increment in salaries and duty allowances of health professionals, vaccines and medical supplies, while nurses and midwives called for a sit-down strike to contest their poor working and living conditions.

At stake: The actions of dissatisfaction about health services depicted a true reflection of the situation medical workers operate in in the public health centers especially in the rural areas where medical personnel are demotivated by low pay. Medical stock-outs, lack of housing for medical personnel, the absenteeism by health workers who moonlight at private facilities are common occurrences in the Uganda health sector.

Harnessing the Demographic Dividend

Commonwealth Youth Ministers Meeting: Uganda 2017

The Commonwealth brought together government ministers, senior officials, young leaders, and youth workers from across the globe for the 9th Commonwealth Youth Ministers Meeting (CYMM) in Kampala. The high-level summit, held every four years, came as the world's youth population reached a record 1.8 billion people aged 15 to 29. The theme of the meeting was: 'Resourcing and Financing Youth Development: Empowering Young People'. The summit came at a time when the youth sector stands at a crossroads, with pressure on governments to do more for their young citizens with fewer resources, and growing aspirations by young people to contribute to their societies.

At stake: In their joint communique, the youth ministers agreed to mainstream youth priorities across all stages of policy-making. Ministers also agreed to promote the professionalization of youth work, social entrepreneurship and innovative financing mechanisms. The meeting enabled government ministers and senior officials to share good practices, debate emerging issues, take stock of pioneering Commonwealth initiatives and forge new partnerships for resourcing youth development. The commitments made during this summit if implemented are key to achieving FOWODE's interest of "Youth with voice and power influencing governance and budget processes"

Youth programmes

This year, the Ministry of Gender, after a fact finding mission on the performance of the Youth Livelihood Programme (YLP) in Karamoja Sub-Region, found out that sixty five districts across the country are yet to utilize the youth funds meant for empowering the young people through the Youth Livelihood Programme (YLP). Less than 20 billion shillings was disbursed out of the 72 billion meant for the youths in all the districts for 2016/2017 financial year.

International youth day celebrations

The 2017 International Youth Day celebrations in Uganda were held in Bundibugyo district under the theme "Youth Building Peace." The President, while presiding over the function centered his speech on urging Youth to engage in the government budgeting process, "The youth should use their numbers to pressurize and engage their MPs to budget properly and prioritize three areas; peace, job creation, electricity and roads/ infrastructure." The emphasis made by the President directly spoke to our work with the youth that seeks to see them influencing gender responsive service delivery through engaging with the local budget processes.

Heightened Sexual Gender Based Violence.

The extent of violence against women in social, political and public life, from killings to sexual harassment, to sexist remarks impact on women's willingness to exercise their right to political participation.

Violence against women in particular a form that is highly visible discourages their political participation. It constitutes a major barrier to women's political participation and thus denies them their civil and political

rights, thus undermining democracy and good governance and as such creating a democratic deficit. There is need to urgently tackle violence against women in order to enhance women's active participation in public life without fear of being targeted.

Roll out of Certificate of Gender & Equity (CGE) assessment to LGs

In accordance with Article 32(3) of the Constitution of the Republic of Uganda (1995) as amended, Section (14) and (15) of the Equal Opportunities Commission Act, 2007 and Section (9) Clause (1) of the Public Finance Management Act, 2015 (PFMA), the Equal Opportunities Commission (EOC) is mandated to ensure that all policies, plans, programmes, activities and budgets among others are compliant with gender and equity. Accordingly, every financial year, the Ministry of Finance Planning and Economic Development upon the advice of the Equal Opportunities Commission (EOC) issues a certificate of Gender and Equity for MDAs. Certification requires that any MDA seeking appropriation of the National Budget meets the minimum requirements of gender and equity budgeting and has scored at least 50% in the assessment by the EOC as provided for under the legal framework of the PFMA. This year marked the full roll out of the Certificate of Gender & Equity (CGE) assessment to all government MDAs.

At stake: This is an important milestone as the budget process starts from the lower local government level. At FOWODE, we are convinced that the principles of gender and equity are not only primary to achieving social justice but are fundamental to the attainment of sustainable economic development.

Switch from Output Based Budgeting to Program Based Budgeting

In a bid to improve efficiency of its interventions, government replaced Output Based Budgeting (OBB) with "Program Based Budgeting (PBB)" beginning with FY2017/18. Districts will begin using this system in FY2018/19.

At stake: There is however evidence that the Ministry of Finance, other MDAs and Local Governments are still struggling to effectively use this new system. For instance Indicative Planning Figures for FY2018/19 were not released to districts even as late as November, yet the law requires MDAs to submit BFPs by 15th November. Further, capacity building on this system is required for the technical teams to enable them use it effectively. As an organization that has been advocating for budgets that address the specific needs of women and men, girls and boys, we are excited about this development as it will enable MDAs to focus on outcomes and the impact of budgets on the different genders.

ACTION & IMPACT 2017

Counting lives touched

One year is only 12 months but when you count several years fighting, strategizing for social justice and a world where everyone is counted, its worth it. 2017 is part of that story, every step was a movement towards this change."

 **614**

community members
capability to advocate for social justice strengthened



59 **spaces**
for citizens to participate and influence planning and budgeting processes at the national and district levels created



515

Civil Society Organisation representatives, members of parliament, district councilors, and technocrats trained in gender responsive budgeting



218

Civic education, gender and male engagement awareness and empowerment exercises conducted



339

Women leaders' participation and influence in legislative and policy processes at local and national level enhanced

14 

knowledge and information products on gender responsive budgeting including 5 publications for the advancement of women's leadership produced

 **131**

Mentoring sessions and exercises for young leaders in alternative and transformative leadership conducted



13

Policy engagement meetings held with decision makers to promote women leadership



EMPOWERING COMMUNITIES

Preparing citizens to stand up for their full rights



The empowered voice is one that cannot be ignored. FOWODE prepares women, young and old with the knowledge, tools and skills they need to participate effectively in economic and political processes, to demand for equitable service delivery.

ACTION & IMPACT: THE VILLAGE BUDGET CLUBS (VBCS)

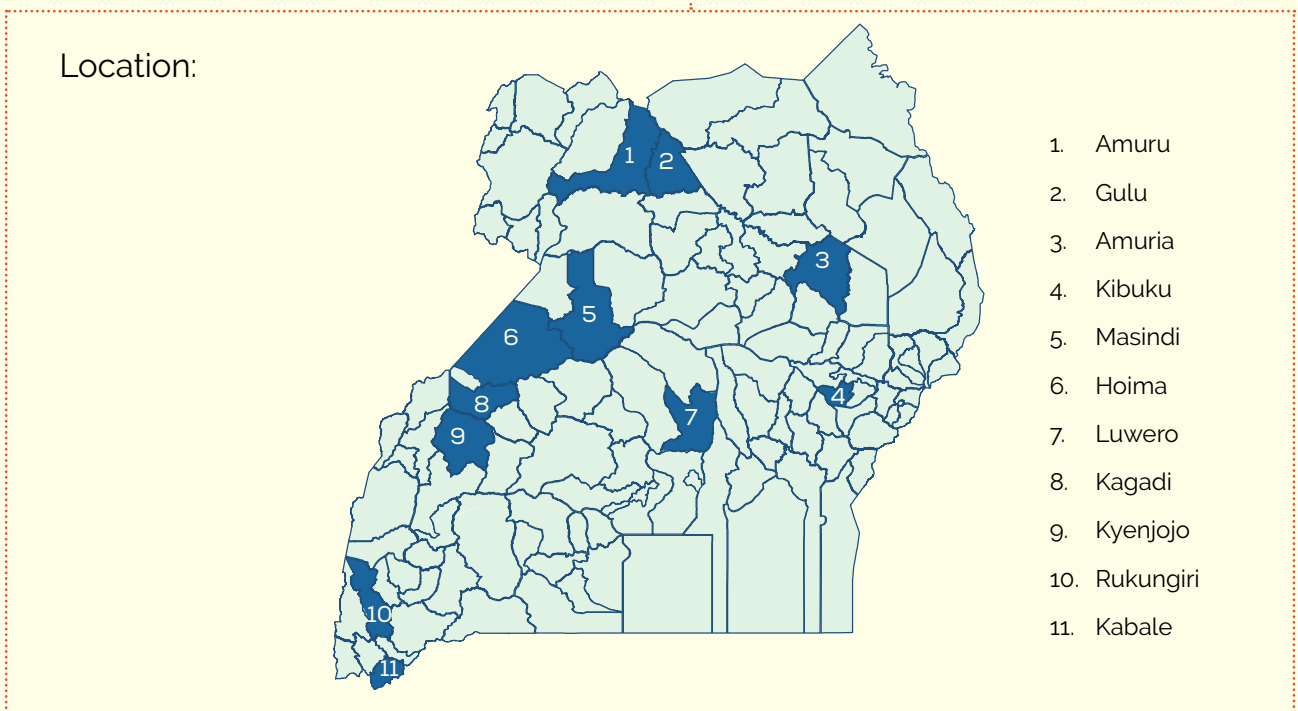
Village budget clubs are an indigenous community monitoring and accountability mechanism through which citizens advocate for equitable service delivery, pro-poor and gender responsive budgets. Training and mentoring of these clubs is fundamental in enabling them to stand up, voice and pursue the rights of the people especially women and other vulnerable people. FOWODE helped train VBCs on various women's interests and rights related to health, education and agriculture.



We as a community have rights to monitor service delivery and also act as whistle blowers if there is any issue affecting the community. I am happy that the information I got from the training for VBCs has prepared me"

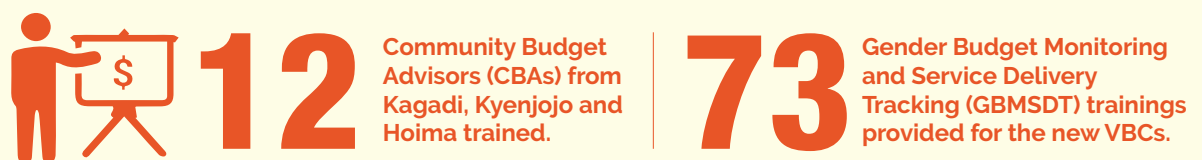
Odongo Joseph, Asamuk – Amuria.

New Groups formed



Preparing for the frontline

The VBCs are self-sustaining groups which need experts in their communities to provide orientation for new members and support group operations. FOWODE trained Community Budget Advisors (CBAs) to ensure the VBCs got the support needed. The VBCs were also provided with their own training on how to advocate for rights and demand for effective service delivery. Training improved advisors understanding of Gender Responsive Budgeting, public speaking, confidence and training skills.



Training Focus:

- How to demand for budgets that respond to the needs of women, men, boys and girls in education and health service delivery.
- Tracking resource mobilization, allocation including criteria used with a critical focus on how the needs of the poor were addressed.
- Understanding the budget cycle, gender analysis and how taxation and expenditure by government affects women and men differently as a result of their different gender roles.

Maximising social accountability through **community dialogues and interface meetings**

FOWODE promoted and equipped VBCs to mobilise communities and leaders for dialogues to share and discuss the status of social services in their area. Community dialogues helped build trust and cooperation within communities and with the duty bearers as a key determinant for better service provision.

How it works:

STEP 3:

Interface meetings

Present key issues for redress to district level leaders and service providers.

Level: District Level.



STEP 2:

Community Mobilisation

Bring community and service leaders together to discuss service gaps.

Level: Broader Community.



STEP 1:

VBCs monitor service delivery

Identify gaps, status of services.

Level: Village level.



 **228**
community dialogues

District and sub-county officials and community stakeholders brought together for a guided discussion. The participants shared insights on the key findings and challenges by the VBC and community members during the monitoring exercises. The same fora were used to prioritize issues that needed to be forwarded to the district duty bearers in the interface meetings.



240

Interface Meetings

Facilitated by FOWODE across 14 districts of operation and these were attended by local leaders, village health workers, primary schools head teachers, Village Budget Club members, Schools Management Committees, and community members among others.

Through the interface meetings, citizens' democratic participation at the lowest level of their communities has been deepened and their capacity to hold duty bearers to account strengthened. It is anticipated that in the long run, it will lead to better governance, and pro-poor policies and programmes.

“ THE EVIDENCE IS GLARING

There is visible evidence of improved health service delivery at Mbehenyi HC III following VBC advocacy. Notably, increased staffing by 3 health workers (Nursing officer, enrolled nurse, and enrolled midwife), appointment of a focal person for youth friendly services, increased male involvement in ANC services and more regular operating hours. ... When I fell sick and came to this facility, I was surprised to find a health worker as early as 8:00am. The health workers' attitude towards patients has also improved," said Wangenyi Edrisa, Patient (Busia).

ON THE AIRWAVES

In areas where access to technology is expensive, radio continues to play an important role in information sharing. Radio is increasingly being used by FOWODE as a robust tool in promoting good governance and conversations on gender equality. It provides an opportunity for the citizens to demand for their rights and to hold the duty bearers accountable.



72

radio talk-show programmes in Amuru, Amuria, Busia, Gulu, Napak, Masindi, Kabale, Kagadi, Kibuku, Mityana, Lyantonde, Luweero, Rukungiri, and Wakiso districts. The talkshows promoted citizens' active participation in transforming society.

Civic education

Conscientisation of the citizens on their roles, rights and responsibilities positions them to effectively participate in social, economic and political processes. Informed, effective, and responsible, the citizenry advocate and demand for good quality service delivery. FOWODE's civic education work is conducted by Civic Action Mentors (CAMs) who are resource people based in the districts of operation. Working with our community structures such as the Village Budget Clubs and the Civic Action Mentors we enabled greater and informed citizen engagement in development and governance processes such as elections. Citizens' civic awareness and knowledge has been strengthened, and they are able to exercise their civic responsibilities and thereby become actively engaged in their society's governance processes.



People reached
2168 males
3158 females



28

CAMs were trained.

218

civic education exercises raised awareness and empowered citizens to participate in democratic processes in their community.

“ When Girls Lead: **The School Gender Leadership Clubs**

Unveiling Juliet

“I want to thank my classmates for voting me and the entire club members for selecting me as the club chairperson. At the beginning, I was fearing to be selected as I was feeling shy and not confident of winning. Now that you have put trust in me, I promise to work with you and the patron to make this club one of the shining clubs in this school. Thank you”

Nasasira Juliet from Biwolobo primary school, Lyantonde

Standing strong

“I’m so excited to see that my fellow pupils have confidence in me though I have a disability. I used to think that even if I wanted to become a leader, people would not elect me due to my challenge with speaking. However, today I feel I’m also appreciated and I promise to use all opportunities to fight for the rights of my fellow girls and people with disabilities in my village.”

Kisakye Shallon from Mpumudde primary school.

FOWODE supported the formation of School Gender Leadership Clubs to enhance awareness on gender equality and rights among pupils in school and in the long run reduce dropout rates and improve the education outcomes for girls. Key issues discussed in the clubs included gender-based violence, early marriage, teenage pregnancy, and menstruation management. Through the clubs, the pupils were able to discuss and challenge negative norms that restrict girls from pursuing their dreams. The girls' confidence increased as well as their ability to advocate on their own behalf and collectively for other girls in their schools and community.

28

Gender and Leadership Clubs established in schools in Wakiso, Lyantonde, Masindi, Busia, Mityana, Amuria and Napak districts

560

girls became members of the clubs

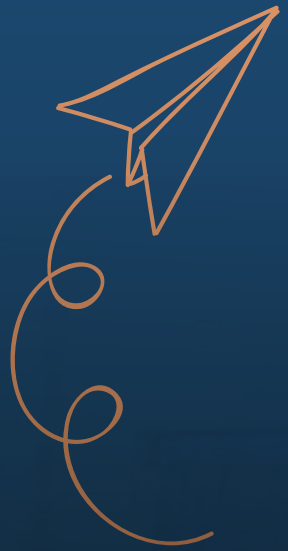
16

school debates in 8 schools in Amuria and Napak supported to enhance discussions on gender equality in the school environment. The debates, which included both girls and boys, were aimed at raising the awareness of the pupils on masculinities and gender stereotypes and how to challenge negative practices and attitudes.

814

pupils participated in the debates including 489 females and 325 males.





BOOSTING CAPACITY

Positioning women to enhance their participation and gender equality in decision-making



An educated voice is unconquerable. FOWODE prioritises educating women to take lead in governance, mobilizes support for them including their spouses and other men to hold leadership accountable for gender equal services.

Increased knowledge, learning and action for men and women around women's rights, obligations, participation and entitlements in 14 districts .

ACTION IN 2017

Budgets for women, men, girls and boys

130 district and sub county councillors and technocrats of Gulu, Amuru, Napak Amuria, Busia, Napak, Kabale, Rukungiri, Lyantonde, Wakiso, Mityana, and Luwero trained in Gender Responsive Budgeting (GRB).

We trained leaders on how to achieve gender responsive national and district budgets that address the needs of women and men, girls and boys equitably and give full attention to other marginalised groups such as persons with disabilities (PWDs). Civil society organisations were also trained on advocating for gender responsive macroeconomic policy.

Men for women and girls rights, **because this is gender equality in action**

Gender is about men too and this inspired me to contest to be a model man. I pledge to learn more and support girls" Twinomugisha







Edward, Kabale

Positive masculinity is real, **it is celebrated, best promoted by model men and critical for social reconstruction**

30 model men from 3 districts of Luweero, Amuria and Kabale trained on gender, women and girls rights, joined the collective voice and demanded for enhanced accountability to women's rights.

Key lessons included: i) how to avoid contributing to inequality and transforming discriminatory attitudes and behaviours that perpetuate imbalances of power. ii) how negative masculinities affect them, and how they can support women's rights and gender equality.

Model men are activists in their communities, **champions through:**

					
Advocacy, awareness campaigns, and educational programmes to their fellow men on male violence against women.	Radio talk shows, door to door outreaches, community meetings promoting attitude and behaviour change that upholds women and girls rights	Challenging existing stereotypes and men's roles in sexual relationships	Conduct village meetings to educate the community about girl child education	De-campaign early and forced marriages for the girls in villages	Work with the teachers to reduce the high school drop outs

"Model men are like fathers to the young generation that ought to be respected and listened to because they have words of wisdom. I appeal to the community members to support this. I further task the Model men to continue living responsible lives."

Omer Silver Echonu, the local councilor V, Amuria

Mass awareness, means more people hear the message of gender equality, **even better when men are active**



8 community sensitization and awareness sessions on gender for increased male awareness on and involvement in promotion of women and girls rights and gender equality conducted by male champions in Amuria and Napak districts.

Man to man:
AMURIA

345

men reached by
male champions
in Amuria

268

men reached by
champions of
Napak



Male champions have caused change in people's lives. For example, there is sharing and respect at home and a lot of change among men." **Okello James, Willa sub county – Amuria**

In family Planning, we need more male voices to **join the movement for better resource allocations**

30 male family planning champions in Mityana and Busia districts participated in two trainings by FOWODE on Sexual Reproductive Health and Rights issues.

FOWODE advocated for increased resource allocation to Sexual and Reproductive Health and Rights and family planning to address the critical SRHR issues that particularly affect women and youth.

Women at the **Local council 1 & 2**


When women are equal participants in decision making and governance, more women's issues will make it on the agenda, we believe in preparing women leaders to take on the status quo at every level. Our research shows that too few women have been fronting themselves for LC 1 and LC 2 chairperson seats as compared to their male counterparts. FOWODE sought to change this story line.



The fear factor is real but it must be addressed

"The training has equipped me with the skills to ably articulate women issues in council, unlike before when I used to be afraid of expressing our issues as women on for example the prevailing domestic violence in our homes."
Hon. Loma Judith from Panyangara Sub-county – Kotido

FOWODE supported and prepared aspiring women candidates for Local Council I and II Chairpersons in the districts of Lyantonde, Gulu and Kotido to compete favourably in the anticipated 2017 elections. *Local councils are a critical part of governance because they provide basic legal redress and contribute to the delivery of goods and services to the communities. We equipped aspiring women leaders with new strategies to contest, campaign and succeed in taking on key council positions.

 **74%** of the women we worked with had never been trained on leadership, democracy and governance

Stronger at the Local Council 3



54 LC III seating women councillors skills strengthened in 6 sub-counties of Kotido (Rengen, Kacheri, Nakapelimoru, Panyangara, Kotido, and Kotido Town Council).

4 regional trainings to mentor and coach newly elected women leaders on leadership and the women's manifesto for better influence in their respective areas.

203 elected women councillors from 12 districts (Mbale, Sironko, Kapchorwa, Manafwa, Butaleja, Tororo, Busia, Buikwe, Mukono, Kampala, Wakiso and Kiboga) participated in the training.

Hon. Sabina Kapel from Panyangara sub-county pledging to work with her fellow women leaders to sensitize communities to address issues of gender inequality.



Build the caucuses, working together could **make you unstoppable**

FOWODE empowered women caucuses with skills to sensitize communities on gender issues to build techniques for lobbying and advocacy for strategic promotion of good governance. After the training, women leaders like Hon. Koryang Silvia from Kotido district are able to effectively participate in both council and community level deliberations.

“Through this training, I have learnt that having a strong caucus and following council procedures will enable me to effectively defend women issues in council.”

Hon. Koryang Silvia from Rengen Sub-county, Kotido district.

Women councillors of Sironko drawing their action plan during the training



Women leaders are sisters in the struggle, **and not opponents because they are working towards the same goals.**

7 Coordination meetings involving 80 sub-county female councillors were held in Amuria and Napak districts. The meetings provided an opportunity for the women councillors to network, share learning, best practices and hold issue based discussions on women and girls rights. Women councillors drew strategies for influencing the council agenda and discussed critical gender and women's rights issues for prioritization in council with regard to the Youth livelihood Programme, Women's Entrepreneurship Fund, and other community driven development programmes like Operation Wealth Creation.

8 Sub-county council meetings attended by 80 councillors in 2 districts of Amuria and Napak. Sub county councillors were mobilised to lobby sub county technocrats to support key gender concerns and the councillors also presented them with issues to inform sub county budget priorities to be fronted to the districts for resource allocation.

It is from this training that I have realized that we should not fight as opponents but instead work as a team because women issues affect all of us equally without segregating. I wish to inform my opponents that from today, we are sisters in the struggle for the rights of women and claiming our spaces as women not as individuals"

Polline Kilama, LC2 candidate for Kanyagoga Parish.

As a women caucus, we are concerned about how the 1.4 billion shillings allocated to renovate the water system was spent without any accountability. We demand accountability from the concerned parties or else they refund the money because we need value for public funds."


Hon Nassali Janat, Kiboga

Once cases are made and response promised, **delivery must be monitored**

5 women councillors were supported to conduct monitoring exercises which focused on the education and health sectors in the districts of Gulu, Napak, Rukungiri, Kabale and Kibuku.

100 female councillors in total participated in the monitoring exercises. The monitoring exercises enabled women leaders articulate key gender related issues on status of service provision to be discussed by council committees including health sector committees and District Technical Planning Committees (DTPCs). In addition there was a marked increase in vigilance among community members who are part of the grassroots budget advocacy and service delivery tracking mechanism.

In Kibuku, the District Gender Advocacy Desk (DIGAD) used the key findings for their local influence and to mainstream gender concerns into district planning and budgeting processes.

 **4** trainings for legislators including 80 sub county female councillors to increase legislators' awareness on natural hazards and disaster risk reduction (DRR) held.

Amuria and Napak districts where we work has been and continues to be affected severely by climate change. Women because of their "care role" are most affected. FOWODE chose as a first line of intervention to educate legislators on climate risk reduction so as to enable them use their positions to pass on learnings to other women, debate the issue of climate change in council, and ultimately to influence their local governments to prioritise integration of disaster risk reduction across their work.

Disaster risk reduction does not easily gather the political power and support necessary for it to become a priority for existing sectoral budgets. Moreover women are disproportionately affected by climate change.

After leaders are trained, we believe their journey has just begun and support, advice and a dependable reference is paramount for continued success.

Leadership Advisory Desk Talks

5 Leadership Advisory talks held for 100 female district and sub county councillors in the 5 districts of Rukungiri, Kabale, Kibuku, Gulu, and Napak. The talks were facilitated by experts active in political life to provide fresh insights and tips the leaders could easily and quickly implement. Mentorship sessions also enabled the women to broaden their perception, build social capital, reflect on navigation of the current political terrain, and challenge themselves to garner the confidence to speak up when it matters most.

FOWODE holds a special place for young and upcoming women leaders. We believe in nurturing young women to transform their generation and be prepared to take lead in the future.

Transformative leadership camps

90 young women participated in FOWODE's 19th and 20th Alternative and Transformative Leadership Training camps. The young women leaders were tasked to reflect on and challenge their own beliefs on gender equality, supported to critically interrogate local and global issues and working independently in finding solutions to problems.

We believe that the greatest battle of all is the battle of ideas and it takes place in people's minds. Minds can be rendered casualty; they can be demobilized or rendered harmless. But minds can also be fired into action: they can take defensive positions or they can advance.



*"The training has inspired me to be aggressive in improving my knowledge as a young leader through constant reading and getting a mentor. Before the training, I did not know how to engage women and the community to solve their problems but now I believe that women have the power to change their status. I have further learnt that I can influence change and impact lives of women in my community using locally available resources."
Akerongom Olympia, Agago District.*

*"I am not leaving this training the way I came. I feel inspired, encouraged and equipped with knowledge and skills that I have never received from any mentoring training. I go out as a mouth piece of change in my community through the knowledge and skills this training has equipped me with. I pledge to hold sensitisation meetings on girl child education specifically addressing the challenges of teenage pregnancy and girl child school drop-out,"
Akello Mercy Rhoda, Kotido district.*



Trainees with their trainers and the camp organizers in a group photo during the launch of the 19th camp

Peer to peer mentoring

Peer to peer mentoring promoted learning among young women leaders. Young women teach each other analytical skills, gain practical leadership experience for feminist leadership, reframe their thinking, articulate priorities and generate collective actions to take charge of their destinies and at the same time improve their communities.

30 mentors trained by FOWODE from 10 districts of Gulu, Kitgum, Pader, Kamuli, Agago, Lamwo, Kaberamaido, Kaabong, Kotido, and Moroto.

50 mentoring sessions conducted on leadership and women and girls rights in the respective districts.

260 young women reached by the mentors and inspired to pursue their leadership goals and careers.

"My goal is to become a competent, successful, and proficient leader and be at the front line of encouraging positive change in the society and country at large through Soccer and general sports. As a CEO of Kamuli park FC, I want to encourage fellow young women to take up not only playing the games but also get involved in sports administration."

Sagati Suleya Sarah, Kamuli



Participants at the leadership orientation workshop at Foyer De Charite, Namugongo.



POLICY **SHIFT**

Pursuing policies that advance gender equality and women's empowerment

Fulfilling the advancement of gender equality and women's empowerment can only be achieved and maintained with the right policies. We are tireless in this effort and engaged policy and political processes on current and emerging women's issues to promote gender equitable budgets, policies, legislation and programmes. Before any engagement can happen we are asked for proof and as such the evidence of imbalance in equality is central.

ACTION & IMPACT

Research studies, policy analysis, audits are great ways to gather the evidence for change.

Womens' health matters/Financing for Reproductive Health.

2 Studies were conducted in Mityana, Busia and at the national level to generate data and information for advocacy for increased financing for the health sector in general, family planning/sexual reproductive health and adolescent health specifically.

As a result of the advocacy efforts of citizens and coalitions of local civil society organizations basing on the evidence in Busia and Mityana districts, awareness was raised on the need to designate specific budget lines for family planning in districts' health budgets.

In response to the study, Mityana district developed a Family Planning Costed Implementation Plan 2016-2021, the first of its kind at district level, which will guide the planning and budgeting for family planning interventions over the period.

Analysing plans and budgets for gender responsiveness

FOWODE conducts annual analyses of government plans and budgets to assess the extent of their responsiveness and the degree to which they integrate the unique needs of women and men, girls and boys. The information generated is used to engage policy makers and legislators to ensure that national resources are allocated in an equitable and sustainable manner.

In 2017, we conducted an assessment of ten districts (Amuria, Amuru, Busia, Napak, Kabale, Rukungiri, Lyantonde, Wakiso, Mityana, and Luwero) Budget Framework Papers. The assessment provided an in-depth analysis of the gender and equity responsiveness of the respective budgets, provided a trends analysis showing the gender and equity responsiveness of the ten districts before and after FOWODE's GRB technical support provided in 2016/17.



We used the data:

1. To identify key planning and budgeting challenges specific to the sectors and districts hindering gender and equity compliance
2. Tailored our capacity building engagements with the technocrats.
3. Proposed policy recommendations to address the gaps identified.
4. It will be the basis of our advocacy for more gender and equity responsive budgets in the next financial period.

We pursued the intersection between GBV and land conflicts

The discovery of oil and gas in the Albertine sub region has led to the rush for acquisition of land and many citizens have been stripped of their land resulting into increased conflict. In Kagadi, Kyejonojo, and Hoima districts, there exist land conflicts over ownership and inheritance especially at the family level resulting in GBV and in extreme cases death. Additionally, community members are highly apathetic and largely unaware of their fundamental human rights and freedoms in general and women's rights in particular. It was however, not clear whether and how the two (GBV and land conflicts) intersect and how this impacts realization of human rights.

FOWODE undertook a study to explore interrelatedness between GBV and land conflicts including why and how this manifests as well as its gendered impact. The study indicated:

- There is a general agreement on linkages between land conflicts and GBV in all the three districts of the study.
- 91% of the participants acknowledged that most GBV cases can be traced to land, as it is the main productive resource in the region and this interrelatedness has implications for women's social and economic development.

We will use the study findings to advocate for the rights of women to access, own, and control productive resources such as land.

Deterred not Barred: Unmasking Violence against Women in the 2016 Elections in Uganda

While it is true that both men and women may be victims of election violence, the forms of violence that women encounter are distinctively different from those of men, and in turn, tend to jeopardize women's political participation. Violence targeting women during elections remains largely under-explored thereby making it very difficult to design interventions and measures to eliminate it. FOWODE set out to investigate the barriers that women face in political participation in the form of Violence Against Women in Elections (VAW-E) as candidates, polling officials as well as voters and proposed actions and interventions to reduce and eliminate the identified barriers.

The study unearthed that VAW-E is not explicitly included in the list of election offences under electoral laws and regulations. The laws on GBV are also silent on the issues of VAW-E thereby necessitating the need to advocate for the harmonization of the two.



We will use the data:

FOWODE will disseminate these study findings to state and non-state actors, democracy and governance practitioners, funding partners and other stakeholders working on GBV so as to inform advocacy, resourcing and action on VAW-E.

Youth Livelihood Programme (YLP) study

The Government of Uganda introduced the Youth Livelihood Programme (YLP) to ensure inclusive growth for the youth population of the country. The programme's overall objective is to empower the youth in Uganda to be able to harness their socio-economic potential and increase self-employment opportunities and income levels.

FOWODE commissioned an audit of the Programme in 10 districts (Luwero, Rukungiri, Kibuku, Bugiri, Mityana, Wakiso, Gulu, Napak, and Masindi) to ascertain the extent to which youth unemployment challenges were being handled in a gender-responsive and equitable way.



We will use the data:

The findings of the study will inform FOWODE's advocacy efforts for gender responsiveness of youth programmes at local and national level.

The Genesis: FOWODE's Gender Responsive Budgeting Story

FOWODE is proud to have spearheaded gender responsive budgeting in Uganda in 1998. The biggest achievement of our GRB journey was the full adoption of GRB by government through the PFMA that requires certification of sectors to confirm their integration of gender and equity in their budgets. Uganda is the first country in the world to have such a requirement in law. Having pioneered gender budgeting in Uganda. We are proud to have set the pace and been part of the journey that saw the democratisation of the budgeting process.

We hope that other players interested in GRB can learn and use our experiences to shape their GRB work. Our advocacy has led to increased compliance to gender and equity by MDAs and LGs, Increased community empowerment to demand for gender responsive service delivery and improved gender responsive service delivery, among others.

Connecting effectively with the power holders, the decision makers cannot be minimised, **a positive and convincing engagement can be a game changer**

FOWODE held three strategic meetings with Ministry of Finance, Planning, and Economic Development (MoFPED) together with Ministry of Gender, Labour and Social Development (MoGLSD). This was aimed at widening our spectra and lobbying for their buy-in to advocate for gender inclusiveness in fiscal and monetary policies.

During the inter-ministerial Consultation meeting with MoFPED and MoGLSD, FOWODE presented the Social development sector position paper and provided policy recommendations on improving performance in the fiscal year 2017/18.

Findings

- External funding to MoGLSD was not captured in the FY 2017/18 Budget
- Receding Gender & Equity compliance by MoGLSD from 98% in FY 2016/17 to 88% in FY 2017/18
- Low targets on planned outcomes and outputs for FY 2017/18 for example percentage of workplaces complying to labour laws, regulations and standards projected to remain at 13%
- Budgets empowered only 9% of communities to participate in developing initiatives
- Stagnation of vulnerable persons benefiting from social protection interventions in the medium term at 54%
- 22% of vulnerable persons benefiting from social protection remained the same yet it is very low.
- High unemployment rates and low sector targets to redress the problem.
- Limited funding for key sector outcomes.
- The need to scale up the Social Assistance Grants for Empowerment (SAGE) programme piloted in only 15 out of 112 districts.

FOWODE recommended that MoGLSD sets targets in line with the NDPII aspirations of the country attaining middle income status by 2020 and re-designs a more comprehensive and integrated program with mutli-sectoral responses to address unemployment challenges.

Simplifying Government policies for easy usage and appreciation

Government budgets are the largest single source of financing through which government promises are translated into policies and plans that are meant to benefit men and women equitably. The Certificate for Gender and Equity presents one of the most effective mechanisms through which spending agencies deliberately plan and allocate resources every financial year to address the gender and equity challenges within their various sectors. In 2017, we disseminated Certificate of Gender and Equity Assessment Guidelines (CGE) for Members of Parliament. The CGE guidelines were intended to enable Members of Parliament make their own independent assessment as to whether Ministries, Departments, Agencies and Local governments meet the requirements of inclusion of gender and equity issues in their plans and budgets.

80 Members of Parliament from a variety of committees including finance, budget, education, health, gender, HIV and AIDS, human rights, public accounts, local government, equal opportunities and national economy received Certificate of Gender and Equity Assessment Guidelines (CGE)



FOWODE **BUISNESS**

Strengthening the institution

A strong institution with solid governance structures, robust systems, processes and a well-motivated human resource are critical for any organisation to ably deliver on its mandate. We continued to strengthen not only the “hardware” but also the “software” of the organisation in order to continue as a pacesetter in promoting gender equality and women’s leadership.

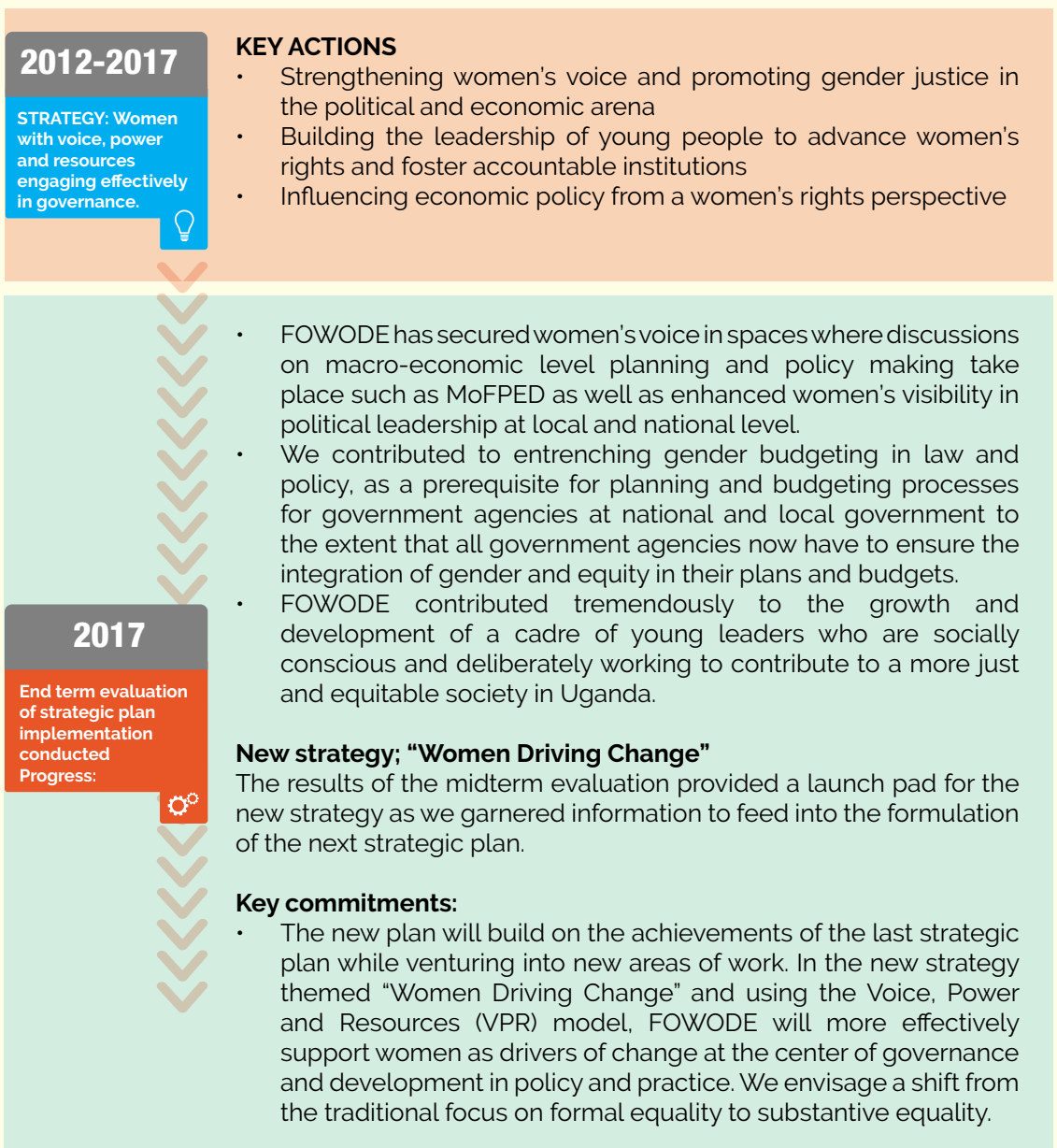
ACTION & IMPACT

Enhancing governance

The Annual General assembly of the organisation elected a new Board of Directors at the end of 2016. The new board members were inducted into the affairs of the organisation during a board orientation workshop in 2017. The meeting was an initiation to board service and delved into an introduction to the organization, its mission, programs, budget needs, and made clarification of board roles and responsibilities.

Strategies for a good future

We marked the end of one strategy and started off with a new one



Enhancing the internal policy environment

Stakeholder informed policies inspire efficiency

Policies help to increase the efficiency of work processes because they establish boundaries for acceptable behaviour and guidelines for best practices in work situations. FOWODE reviewed and updated her Finance and Human Resources policies to meet industry guidelines and best practices.

Staff recruitment, capacity enhancement and staff trainings

Hiring new employees in vacant positions was crucial to reinforcing our team.

- 7 staff recruited at the secretariat
- 15 volunteers for both field offices and secretariat

The organisation continues to advance staff knowledge and skills to achieve our mandate, the trainings included;

- Project Planning and Management
- Gender and Programming on Women's Rights
- NGO Compliance issues for Women Leaders
- Gender and Equity.



STRONGER TOGETHER

Strategic partnerships and alliances

If you want to go fast, go alone. If you want to go far, go together. This African adage remind us of the power of collective voice. In 2017 we leveraged our relationships with likeminded actors (national, regional and international partners) to expand the space and opportunities for innovation, learning and influence, in gender responsive economic policy and transformative leadership.

ACTION & IMPACT

Leaving no one behind: The SDGs.

The scope and ambition of the SDGs indicate that governments alone cannot achieve this agenda. Through the Uganda Gender Consortium on SDGs (UGCS), the women of Uganda are collectively determined to steer strong and strategic engagement with various stakeholders to ensure that the gender targets in the SDGs are met.

FOWODE held strategic engagements to this end with CSOs and key development partners including:

- National Planning Authority and UNDP on the SDGs.
- A meeting with CSOs for leaders from various non-governmental organizations working to promote gender equality including UWONET, DRT, RHU, Plan International, NGO FORUM, ISIS-WICCE, UMWA, SEATINI, NAWOU, CEWIGO, ACORD, CAPIL, UN WOMEN, UNNGOF, EASSI, CCG, CEDOVIP, Hunger Project, UWOPA AND CCEDU.

12 of these civil society organizations affirmed their commitment to the Uganda Gender Consortium on SDGs and committed to take leadership in the Consortium so as to realise the agenda of "leaving no one behind."

National women's post budget dialogue.

To supplement our advocacy efforts on SDGs, FOWODE as lead of the Uganda Gender Consortium on SDGs organized a post-budget national women's dialogue to provide an interactive platform for key stakeholders to interrogate the budget on gender equality. The theme was "Uganda's 2018/19 budget: Leaving No One Behind." Participants emphasized the importance of advocating for a more inclusive budgeting process, and intensifying budget monitoring to ensure effective investment.

Voice to Action

FOWODE with the support of UN Women produced "Voice to Action: Advancing Gender Equality in the SDGs" – a document that highlights the conceptual and practical issues that are key to transforming the lives of women and girls in Uganda so that the targets as outlined in the 2030 Agenda are achieved. We convened a national meeting to disseminate VTA to our stakeholders including government, Members of Parliament, civil society and private sector actors, development partners, gender champions and community level actors. Hon. Nankabirwa presided over the meeting and launched the publication.

To fulfil the promise to 'leave no one behind', and accelerate the implementation of SDGs, a comprehensive approach, leveraging the synergies between Goal 5 and all other SDGs, should be pursued. As stated in the 2030 Agenda, the systematic mainstreaming of a gender perspective in the implementation of the Agenda is crucial in realizing gender equality and empowerment of women and girls and will make a significant contribution to progress across all the goals and targets."

Alhaji Jallow, FAO Country Representative



Hon. Nankabirwa launches "Voice to Action: Advancing Gender Equality in the SDGs"



FOWODE attends the 1st and biggest Pan African Women's conference on SDGs

Synergising for the advancement of Agenda 2030

FOWODE participated in the "African Women's Collective Action on Defining the Pathway to Achieve the 2030 Agenda for Sustainable Development and Africa Agenda 2063" convention by the African Women's Development and Communication Network (FEMNET). FEMNET convened over 190 African women's rights organization representatives from 34 African countries in Nairobi, Kenya, for the first and biggest pan-African women's conference since the adoption of the Sustainable Development Goals (SDGs).

The convention identified a set of priorities to collectively embark on over the next few years including:

- Accountability to Sustainable Development Goal 5 – Gender Equality
- Financing for SDGs; cross-sectional movement building
- Data collection and accountability
- The fight against inequality
- Protection of women's rights, democratic rights and civic space in the face of growing inequality

Connecting for influence

In 2017, FOWODE participated in various events that were organized by development partners. Some of the key networking events we participated in included:

- "Even it Up" campaign by Oxfam;
- "Who Owns Uganda's Economy?" organised by the Society for Justice and National Unity (SOJNU) in partnership with Human Rights and Peace Centre (HURIP EC).
- "Make Happiness Not Violence" Campaign by UN Women;
- Policy Dialogue on Uganda's National Debt and Balance of Payment deficits organized by the Steering Committee of Uganda Development Policy Management Forum (UDPMF);
- Launch of the Gender and Equity Budgeting capacity development plan 2017/18 – 2021/22 by Ministry of Finance, Planning, and Economic Development (MoFP ED) in conjunction with Equal Opportunities Commission (EOC);
- Workshop for validation of assessment tools for the gender and equity certificate by EOC and MoFP ED; and
- Civil Society Organizations engagement meeting organized by IMF



Press conference on SDGs



IN OUR PURVIEW

Reflecting on the democracy and governance- civil society operations environment

We are keen to document our observations, difficulties, learnings and successes as a way to strategize and align our programmes better. FOWODE actively shares these with the wider social justice and gender equality movement.

Where it was difficult

- **Restricting civic engagement:** A diverse array of laws, policies and tactics designed to monitor, restrict NGOs, community-based organisations, operations and social movements emerged in 2018. The government clampdown, on several NGOs and many faced forced closure of meetings, offices, threats, harassment, and punitive bureaucratic interference which caused a lot of tension among civil society organizations. On the extreme end, individuals working with CSOs were arrested and harassed.
- **Discriminating democracy and governance:** At the district level, there is an emerging marginalisation of civil society organisations engaged in democracy and governance work. Some local governments are exhibiting preference for supporting and cooperating with organisations that are providing and delivering services over those that are engaged in advocacy.
- **Implementation woes:** Illiteracy and patriarchal practices are still dictating women's subordination to men. The meagre incomes of most women subject them to economic dependency and contribute to among others unequal gender power relations at the household level.

What worked well

- **Collective voice in budget advocacy** is critical as long as coordination of efforts in the different areas of implementation is done in order to avoid duplication.
- **Platforms for dialogue** provided a good opportunity that brought people of varied ages and perspectives together around a public concern. In these safe spaces we were able to participate and engage in constructive and respectful conversation with people listening to each other's hopes and concerns. The result was participants building relationships, and generating ideas for action.
- **Community ownership and participation** in the management of public service delivery promoted commitment among citizens to demand accountable leadership and good governance.

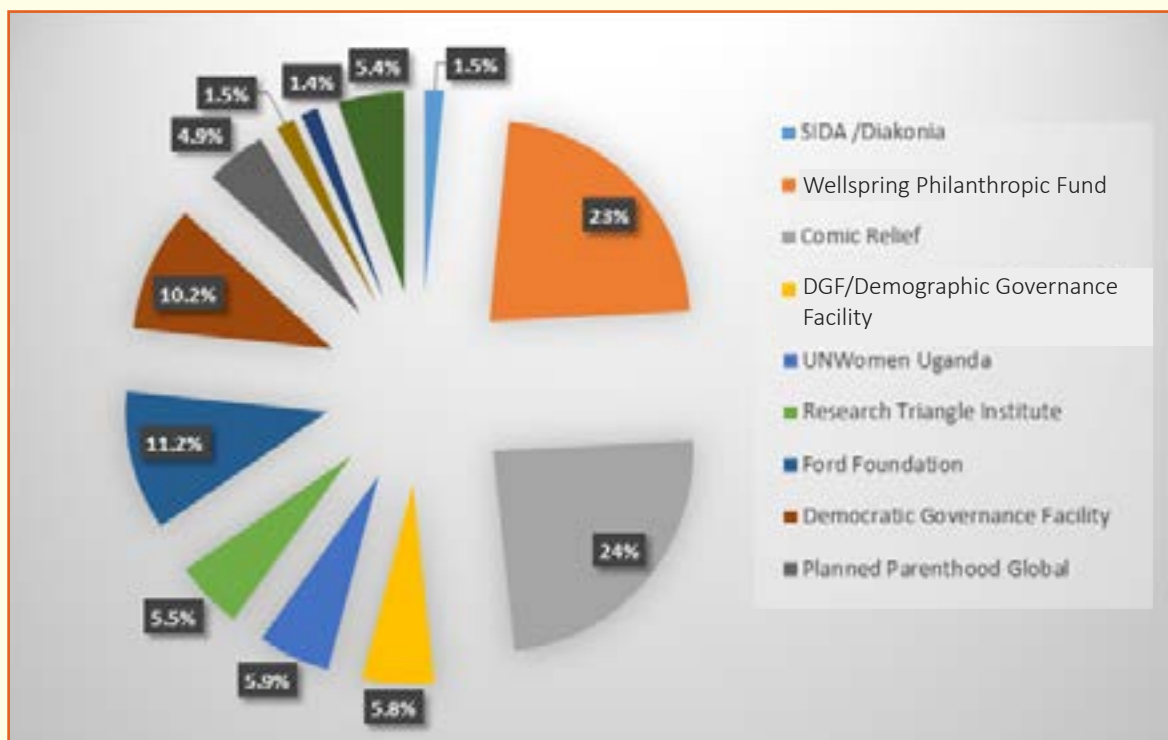


THE FINANCIALS

Funding and performance, 2017

Every shilling is treated with care because it translates into a worthwhile engagement of the power brokers to enable all women, girls boys and men live free with equal rights.

SOURCES OF INCOME AND PERCENTAGE CONTRIBUTION



EXPENDITURES



STRATEGY	EXPENDITURE
Capacity Development	308,834,424
Community Empowerment	1,142,966,260
Strategic Partnerships and Alliances	94,123,923
Institutional Development	1,790,904,825
Policy Engagement	530,377,025
	3,982,680,867

ABBREVIATIONS & ACRONYMS

FOWODE	Forum for Women in Democracy
SDGs	Sustainable Development Goals
NWCA	National Women's Council Act
LGA	Local Governments Act
NYCA	National Youth Council Act
CSO's	Civil Society Organisations
NGO's	Non-Government Organisations
MDA's	Ministries, Departments and Agencies
CYMM	Common Wealth Youth Ministers Meeting
BFP	Budget Framework Paper
OBB	Output Based Budgeting
CGE	Certificate of Gender and Equity
EOC	Equal Opportunities Commission
PFMA	Public Finance Management Act
LG	Local Government
VBC's	Village Budget Clubs
CBA's	Community Budget Advisors
GBMSDT	Gender Budget Monitoring and Service Delivery Tracking
CAM's	Civil Action Mentors
PWD's	Persons With Disabilities
GRB	Gender Responsive Budgeting
SRHR	Sexual and Reproductive Health and Rights
DIGAD	District Gender Advocacy Desk
DTPC's	District Technical Planning Committees
CEO	Chief Executive Officer
GBV	Gender Based Violence
VAW-E	Violence Against Women in Elections
YLP	Youth Livelihood Program
MoFPED	Ministry of Finance Planning and Economic Development
MoGLSD	Ministry of Gender Labour and Social Development
VPR	Voice Power and Resources
UGCS	Uganda Gender Consortium on SDG's
VTA	Voice To Action
HURIP EC	Human Rights and Peace Centre
SOJNU	Society for Justice and National Unity
UDPMF	Uganda Development Policy Management Forum

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