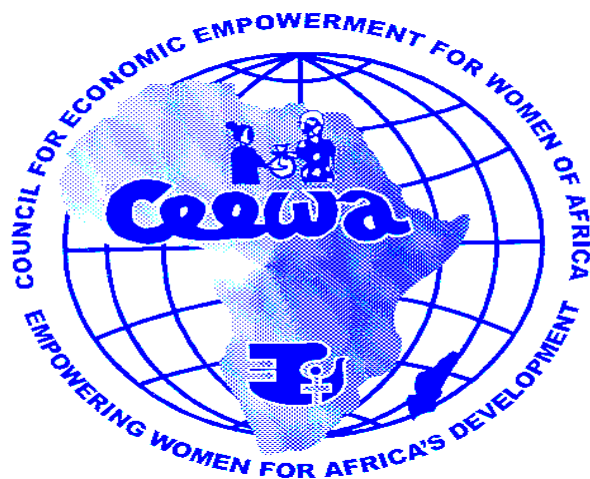


COUNCIL FOR ECONOMIC  
EMPOWERMENT FOR WOMEN OF  
AFRICA-UGANDA CHAPTER (CEEWA-  
UGANDA)



ANNUAL REPORT

2010

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## **List of Abbreviations**

AMwA Akina Mama wa Afrika  
AU African Union  
AWE-UNC Association for World Education-Uganda National Chapter  
BLD Building Local Democracy  
BPFA Beijing Platform for Action  
CBOs Community Based Organisations  
CBTs Community Based Trainers  
CEEWA-Uganda Council for Economic Empowerment for Women of Africa-Uganda chapter  
ComSec Commonwealth Secretariat  
CPS Country Program Strategy  
CSOs Civil Society Organisations  
DDPIII Third District Development Programme  
ERC Empowerment Resource Centre  
FOWODE Forum for Women in Democracy  
GDD Gender Disaggregated Data  
GEDM Gender and Economic Decision-Making  
Hivos Humanistic Institute for Cooperation with Developing Countries  
ICT Information and Communication Technology  
ILO International Labour Organization  
IWYPLA ICON Women and Young people's Leadership Academy  
KOCISONET Koboko Civil Society Network  
KRC Kabarole Research and Resource Center  
LG Local Government  
MGLSD Ministry of Gender Labor and Social Development  
MSME Micro, Small and Medium Enterprises  
MTTI Ministry of Tourism, Trade and Industry  
NAWOU National Association of Women Organisations in Uganda  
NDP National Development Planning  
RCDP Rural Communications Development Policy  
RDP-Uganda Recreation for Development and Peace  
RIC-NET Rwenzori Information Centres Network  
UCC Uganda Communications Commission  
UGP Uganda Gender Policy  
UWOPA Uganda Women Parliamentary Association  
WED Women Entrepreneurship Development  
WEDGE Women Entrepreneurship Development and Gender Equality  
WOF Women and Finance  
YNO Yiga Ng'Okola

## **Foreword**

On behalf of the Council for Economic Empowerment for Women of Africa–Uganda Chapter (CEEWA-Uganda), I am happy to present to you the CEEWA-Uganda Annual Report 2010.

CEEWA-Uganda continued to engage Local Governments on building local democracy through popularizing the Uganda Gender Policy and promoting enterprise development through networking with other partner organizations in our areas of operation.

As result of the merger between MS Uganda and Actionaid International-Uganda, CEEWA-Uganda worked with Actionaid International on the Building Local Democracy Programme during the course of the year.

On behalf of the Board members and Staff, I would like to thank CEEWA-Uganda’s development partners; Hivos and Actionaid International-Uganda, African Women Economic Policy Network (AWEPON), ILO/WEDGE Project and Akina Mama wa Africa (AMwA) with whom we have enjoyed a good working relationship.

In the year 2011 CEEWA-Uganda will continue to advocate for gender equality and economic empowerment of women in Uganda in order to realize our Mission and Vision.

I hope that this report will be informative and thank you for your support.

.....  
**Margaret Kakande**  
**Chairperson**

## **EXECUTIVE SUMMARY**

Since 1995 CEEWA-Uganda has continuously strived to ensure that gender needs of different categories of people especially women are integrated in the economic development process in Uganda.

This annual report is for the year 2010. It reviews the achievements and constraints faced during the year, and outline the future intentions of CEEWA-Uganda.

The key achievements registered for 2010 included:

- Publishing articles on the relevance of the Uganda Gender Policy to the rural woman in Uganda in the New vision, Etop and Rupiny News papers.
- Developing the Gender Issues Paper for budget consultations in the six selected districts in Uganda.
- Designing and production of the Gender Mainstreaming Training Modules for Civil Society Organizations and Local Governments.
- Empowerment of CEGODA women's group in Mukono through information sharing and exchange visits.
- Building of new partnerships and networks for instance with AWEAPON and ILO.
- Conducting the Annual General meeting and the annual planning meeting.
- Offering opportunities for students and fresh graduates to learn, gain work experience, skills and confidence, start, improve and build careers

Despite the recorded achievements, the organization also faced some challenges while implementing its programmes and these include phasing out of some projects which affected the institutional sustainability, unreliable internet, electricity problems.

In the year 2010 CEEWA-Uganda will continue to advocate for the integration of gender in policies and programs, encourage women to explore opportunities that arise in national, regional and international context, follow up issues integrated in policies and programs to ensure that they are not lost during implementation. CEEWA will also participate in strategic networks and coalitions to build relationships with other actors and adding value to collective voices to effect change.

## **1.0 INTRODUCTION:**

The Council for Economic Empowerment for Women of Africa-Uganda Chapter (CEEWAUganda)

is a non-governmental, non-profit organization. CEEWA-Uganda was born out of the process leading to the Fourth World Conference on Women (1995) in Beijing, China.

The mission of CEEWA-Uganda is to promote the economic empowerment of women in the development process through advocacy, training, research, information dissemination and documentation; in order to work for the vision of “a Uganda in which women’s economic aspirations, rights and productive rights are fully recognized and mainstreamed in the framework of equitable and sustainable human development”.

CEEWA-Uganda’s areas of coverage are the districts of: Koboko, Apac, Bukedea, Nakapiripirit, Masindi, Iganga, Jinja, Mukono, Tororo, Mpigi, Wakiso, Masaka, Busia and Kampala.

CEEWA-Uganda’s target group is the poor and the economically active grassroots women and men. Focus is on strengthening partnerships, documenting, sharing successes and challenges faced during the implementation.

In 2010 CEEWA-Uganda focused on the following thematic areas:

1. Women and Entrepreneurial Development (WED)
2. Gender and Economic Decision-Making (GEDM)
3. Building Local Democracy (BLD)

The report comprises of five sections. Section 2 is Institutional development, while 3 gives the progress on implementation of programmes/project. Section 4 gives a conclusion and way forward for 2010. The last section 5 explains the financial statements as at 31<sup>st</sup> December 2010.

## **2.0 INSTITUTIONAL DEVELOPMENT:**

### **2.1 Annual Planning Meeting**

The Annual Planning Meeting for 2010 was held in October 2010, with the overall objective of examining and assessing the overall performance of CEEWA-Uganda in respect to the 2008 set strategic organizational objectives and lay strategies for improvement in 2011. The specific objectives for the meeting were:

- i. To review the performance of CEEWA-Uganda’s individual programmes.
- ii. To streamline work plans and capture key outputs of different programmes for the year 2010.
- iii. To discuss new activities that CEEWA-Uganda should engage in the strategic plan.

A draft Five Year Strategic Plan was formulated building on maintaining the successes achieved and lessons learnt through implementing the Advocacy Strategy 2004-2008, which aimed at persistent promotion of gender responsive policies and programs at policy level benefiting women and men equally. As part of its advocacy approach CEEWA-Uganda will continue to strengthen her networks and allies, work through

partnerships and Community Based Organizations (CBOs) from grassroots to national level for increased efficiency, results and impact on policy change. CEEWA-Uganda will improve the dissemination process, train partners and develop ways to link more with grassroots.

It is critical that CEEWA-Uganda focuses at National level and District level in order to impact and strengthen the advocacy process.

## **2.2 Annual General Meeting (AGM)**

CEEWA-Uganda held her 13<sup>th</sup> AGM. and a new board was elected, as guided by the CEEWA-Uganda constitution. The new office bearers appointed are:

Ms Margaret Kakande,

**Chairperson**

Ms Nakato Juliet Odoi,

**Vice Chairperson**

Ms Norah Katumba

Wandera, **Treasurer**

Ms Komuhangi

Doreen, **Secretary**

## **2.3 CEEWA Uganda's 2009 2013 Strategic Plan focuses on the following:**

- Improved rural livelihoods
- Strengthening enterprise development
- Increasing women's access to and control over productive resources (land, credit, information and entrepreneurship)
- Institutional and capacity building
- Monitoring and evaluation to support the advocacy strategy

The Strategic objectives are:

- i. To promote the adoption of gender sensitive economic programs and policies.
- ii. To strengthen the capacity of decision makers to integrate gender concerns in laws, policies and economic development programs.
- iii. To provide a forum for women to discuss, share experiences and support activities that promote their participation in mainstream economic development policies and programs.
- iv. To advocate for micro-credit principles and standards that meet women's practical and strategic gender needs, in a sustainable manner.
- v. To network with other institutions working towards the goal of creating gender equity in poverty eradication initiatives.

## **2.4 Facilitating Organizational Development (FOD)**

In October 2009 a workshop to facilitate organizational development processes in CEEWA- Uganda was held based on a course framework provided by EASUN a centre for organizational learning in Tanzania. It was conducted by a scholar (facilitator) at EASUN and attended by staff and members of CEEWA-Uganda. The sessions focused on supporting learning and change management through catalyzing critical reflection on CEEWA-Uganda. The purpose of the workshop was:-

- i) To build a picture/set the right environment for organizational learning and reflect

on actions.

ii) Diagnose the development level of the organization, identifying the problem areas and the appropriate actions to respond to them.

The learning examined the turning points for diagnosing our learning practice in a changing environment i.e. tracing CEEWA-Uganda's development path in the last 10 years, events, lessons, questions and actions.

Participants further looked at facilitating organizational diagnosis for learning and determining next steps; understanding levels of complexity and the various characteristics

associated with them; building a picture of which level CEEWA-Uganda is at and the issues associated with it, hence identify possible responses to the challenges.

The final output of the workshop was an action plan with action points on key issues that

emerged out of the sessions; and these are to be followed up with the Board, Management and the Secretariat.

### **2.5 Interns and Volunteers**

CEEWA-Uganda continued to offer opportunities for students and fresh graduates to learn, gain work experience, skills and confidence, start, improve and build careers.

CEEWA-Uganda offered an environment and resources to students from different learning institutions for academic research and accomplishment of their studies. In 2009 CEEWA-Uganda worked with four Volunteers and five Interns.

### **2.6 Gender Mainstreaming Training**

Five staff members benefited from a gender mainstreaming training organized by MS Uganda Gender Mainstreaming Programme to ensure adequate commitment to addressing gender equality among MS Uganda partners. The training covered Gender Concepts, Gender Analysis and Gender

Disaggregated Data (GDD). This rose out of the challenge of translating gender policy principles of equality i.e. gender- responsive plans,

budgets and operations into practice, hence the need to strengthen the technical capacity of MS

Uganda partners CEEWA-Uganda inclusive in gender concepts, analysis and GDD to embark on effective gender mainstreaming efforts.

The purpose of the training was to strengthen gender mainstreaming knowledge and skills for Building Local Democracy (BLD) and institutional gender practice.

*The power of partnership: Participants demonstrating why we need one another.*

The training strengthened staff members' understanding of gender concepts, practical skills and knowledge in gender analysis. They learnt how to practice some gender tools for planning and field tools for data collection and gender analysis.

### **2.7 HIV/AIDS in the Workplace**

CEEWA-Uganda continued to mainstream HIV/AIDS into its institutional development

focusing on staff members, CEEWA membership and their respective families. CEEWA Uganda

participated in Applied Research Dissemination workshop organized by ACORDUganda, a partner in managing HIV/AIDS in the workplace. The workshop presented the key findings from the applied research phases (i.e. developing policies, implementation of policies, implementation and effects) and end of STOP AIDS NOW Project review. This aimed at enhancing efforts towards recognizing the workplace as an entry point in the HIV

prevention efforts.

At the end of the workshop:-

- Key findings and learning were shared
- CEEWA learnt best practices in managing HIV/AIDS at the workplace
- CEEWA appreciated the relevance of HIV and AIDS policies for prevention purposes
- CEEWA took an action plan to organize a Voluntary Counselling and Testing (VCT) and internal learning session in the first quarter of 2010 for its staff, members and their families and the community members where CEEWA is located.

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### **3.0 PROGRESS ON IMPLEMENTATION OF PROGRAMMES PROJECTS:**

#### ***3.1 Women and Entrepreneurship Development (WED) Programme:***

CEEWA-Uganda has been implementing a 3 year ICT project (October 2006-September 2009) in six sites namely; Buwama, Nabweru, Kampala, and Mukono in Central Uganda and Jinja and Iganga in Eastern Uganda. The project targeted grass root women entrepreneurs in micro and small-scale businesses and community based organizations that promote enterprise development.

The objectives of the project were:

1. Strengthening the capacity of Community Based Trainers (CBTs)
2. Improving the dissemination mechanisms of business related information to grass root women entrepreneurs and women groups.
3. Increasing and building capacity among participating grass root women entrepreneurs in ICT application for enterprise development through training.
4. Promoting information sharing and networking among participating grass root women entrepreneurs and other relevant stakeholders through online and offline media.
5. Strengthening the Empowerment Resource Centre (ERC) and other established community information centres.
6. Advocating for implementation of gender-responsive ICT policy and programs.
7. Monitoring and evaluation (M&E) of the project activities and documentation of project results.

#### **3.1.1 Improved dissemination of business related information to grass root women entrepreneurs:**

Access to information is one of the prerequisites in reducing poverty among households and promoting improved livelihoods. It also builds self-confidence and enhances informed

decision making especially among marginalized groups particularly women. Under this objective, efforts were geared towards increasing access to and utilization of business information by grass root women entrepreneurs and women groups for enterprise development. Content relating to project beneficiaries' enterprises was gathered from different sources and repackaged for dissemination to beneficiaries.

**Beneficiaries peruse through Information disseminated at Buyala, Budondo, Jinja site.**

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Both traditional and modern technologies were used in disseminating information. These

included community notice boards, face-to-face meetings, community radio, stocking at information centres, print, website and e-mails.

**Source; CEEWA-U Records**

Graph 1 above shows statistical usage of CEEWA-Uganda website over a period of 3-years covering 2006 to 2009. Year 2008 had the highest number of visitors during the period 2006-2009. The annual target was 20,000 and the project managed to achieve 97% in 2009 compared to 109% achievement in 2008; 58% in 2007 and 29% in 2006. The average percentage growth in the number of visitors for the period of 4 years was 73%. The decline in visitors in 2009 can partly be explained by limited access to information centres by project beneficiaries in the first half of the year due to late renewal

of the memoranda of understanding with information centres.

### **3.1.2 Increasing and building capacity among participating grass root women**

#### **entrepreneurs in ICT application for enterprise development through training**

At the end of phase IV (October 2006-September 2009) of the project, 725 beneficiaries had been trained in the use and application of ICTs for enterprise development and entrepreneurship against 1000 who were targeted by the end of the phase. Beneficiaries are disaggregated by sex as shown in the table below.

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**Table 1: Number of beneficiaries for phase IV by sex:**

Female 532

Male 193

**Total 725**

**Source: CEEWA-U Records**

In table 1 above, 532 women were trained compared to 193 of their male counterparts representing 73% and 27% respectively. The project phase targeted to train 1000 people and 725 were trained hence 73% outreach. The training programmes at the information centres in 2009 were significantly affected by late renewal of MOUs because there was a pending approval of CEEWA-Uganda financial audit report for 2007, which affected the disbursement of funds.

### **3.1.3 Promotion of information sharing, exchange and networking among beneficiaries:**

It was found important to provide online and offline media platforms for participating women entrepreneurs and other relevant stakeholders to share information and network

amongst themselves on business related issues. The platforms included radio and an online discussion group (dgroup). The project also mobilized and trained women beneficiaries to form groups to enable them benefit from government programs like the National Agricultural Advisory Services (NAADS), Prosperity For All (*Bonna bagaggawale*) a program aimed at availing economic seed money to all Ugandans to support economic growth at community level.

Groups were strengthened and new ones formed and these have directly benefited from

government programmes and projects from other organizations.

During a field visit in July 2009 for instance the following were noted:

***Mukisa Mpewo Women's Group*** found at Kabowa-Kampala village, Namizzi parish, Budondo Sub-county Jinja district. It is composed of 20 members. It is chaired by MS Kiraza Lovincer, a CEEWA group Coordinator in the sub county. The group received 250 tissue cultured banana suckers and improved cassava cuttings from NAADS. She also hosts the banana multiplication plantation and cassava garden. Ms Kiraza also boasts of a 10 acre sugarcane plantation as an Out grower of Kakira Sugar Works.

***Ms Kiraza shows the CEEWA team her tissue cultured banana garden and in the background is her sugarcane plantation.***

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***Abasigalawo Budondo Development Association (ABDA):*** It is composed of 40 members who belong to different organisations including 8 CEEWA beneficiaries. It got support from Bujagali Energy Limited (BEL) which supports areas directly affected by the Bujagali Power Project through organized groups. ABDA received 400 local chickens, layers and 5 goats distributed among their members. The same group got 180 tissue cultured banana suckers and 320 local chickens from NAADS programme.

***Sarah takes the team around the Group's banana plantation at Namizzi.***

Radio was adopted by the project to provide a platform for beneficiaries to share knowledge, exchange information and network among themselves. In the process they get to learn from one another about what has worked and does not work in their respective enterprises and share indigenous knowledge and best practices in their enterprises. The program was owned and managed by the beneficiaries themselves. The radio programme was also intended to increase CEEWA-Uganda and the project visibility in the communities and also promote participation in project activities by both beneficiaries and other stakeholders.

The radio program was a continuation of those held in 2007 and it was based on the findings from the end of ICT Project phase III monitoring and evaluation exercise of 2006,

where most beneficiaries reported that the radio was a key practical ICT medium, used most to access information in rural areas.

In total, 9 radio programs were held on 2 community radios and one commercial radio.

Topics shared included pineapple wine making, local poultry keeping and management, experiences of working in groups, how ICTs have promoted enterprises, linkages between tele-centres and communities and working in partnerships- key issues to consider for successful business growth.

The programmes were recorded, duplicated on radio cassettes and disseminated to the groups to give an opportunity for those who could have missed the live programmes.

*Beneficiaries during a sharing programme on Buwama Community Radio.*

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Beneficiaries also continued to share, exchange and network among themselves through the project online discussion group (dgroup) at

<http://dgroups.org/Community.aspx?c=aaclb0d3-5d1b-4cc2-8add-74ac3dd41e17>. The members shared information and knowledge on various topics/areas including livestock, crop management, entrepreneurship and health/herbal medicine, among others.

### **3.1.4 Information centres achieve sustainability:**

In order to contribute towards the centres' sustainability, local leaders have attended workshops held by CEEWA-Uganda in order to sensitize them about the need of ICT centres in the communities and to make them actively involved.

In order to contribute towards information centres' sustainability, five (5) sharing and sensitization workshops were organized in Buwama, Nabweru, Mukono, Jinja and Iganga project sites. The workshops targeted Sub-county Chiefs, Community Development Officers, Parish Chiefs, Local Council III Chairpersons and Councilors at Sub-county level, Local Council I Chairpersons, Secretaries for Women, Information Centre Managers

and their Local Management Committees, selected beneficiaries and Community Based Trainers (CBTs).

The main purpose of the workshops was to provide a forum for stakeholders to share their experiences on performance of the CEEWA-Uganda ICT project and thereafter make recommendations on how to sustain ICT work in their communities. Specific objectives were:-

- i. To strengthen the role of local leaders in promoting ICTs by mainstreaming it in planning and budgeting at Sub-county level.
- ii. To seek recommendations from community leaders, project partners, CBTs and beneficiaries on how to sustain project activities and the information centers.
- iii. To formulate community action plans for the centers' sustainability

iv. To capture ICT policy issues that need to be addressed in the communities and at the centres.

During the workshops one or two beneficiaries and centre managers were given an opportunity to share their experiences on the ICT project.

CEEWA-Uganda ICT project partners appreciated the collaboration with CEEWA-Uganda

not only for contributing towards running costs like internet, electricity but also linking the

centres with the local communities.

*"It was after CEEWA-Uganda collaboration that many local people started using our services because previously they thought the place was only for white people",* said Lazarus Wogoli, Manager of The Source of Life Café and Resource Centre. He noted that

the centre is able to sustain the business because of diversification. *"We offer diverse services and products and this has kept us growing"* Said Lazarus. Such services include,

Our focus on sustainability entails financial (funds), social (sense of ownership) and capacity which is focusing on technical skills of information centres management.

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*internet and email, computer training, Library services, secretarial services, crafts shop, tourism agents, restaurant, export of roasted coffee (instant and beans) etc.*

*"Through the CEEWA project, I have developed self confidence over time and stood for area councilor of my parish to represent women, which I won",* proudly says Ms Nabwami

Josephine from Buwama. Josephine is also

a CEEWA-Uganda Community Based

Trainer and a HIV/AIDS Counselor. *"I am*

*now contemplating contesting for Local*

*Council III Chairperson of my Sub-county,*

*come 2011 general election"* adds

*Nabwami.*

*"CEEWA-Uganda gave us a platform for sharing and accessing information through radio and internet. Being knowledgeable*

*and armed with information is more*

*important than having money and it is not*

*good to be at the receiving end, if you are given something then own it"* shared Ms

*Nassaka Lugemwa of Mukono.*

*A participant giving her views during a workshop at Budondo Sub-county, Jinja site.*

### **Box 1: Challenges faced by stakeholders**

*In all centres, there were some common challenges given by the stakeholders and these included:*

*Limited revenue to run the centre*

*Few and obsolete equipment*

*Unreliable electricity and high cost of generator maintenance*

*Long distance to the centres*

*Lack of awareness*

*Lack of ICT skills*  
*High Internet costs and slow internet speeds*  
*Few ICT centers*  
*Inadequate local content*  
*Poor customer care and service*  
*Limited staff at the centres*  
*Low participation of local leaders in promoting ICTs*  
*Political interference from leaders at the sub-county*

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Stakeholders suggested solutions and action points to be followed up by respective stakeholders such as:

- Councilors to move motions and lobby the councils to give tangible support to the information centres
- Centre Managers agreed to make programmes for orientation of local leaders about the centres and their role
- Development of business plans
- Documenting advocacy issues
- Developing and deepening partnerships and
- Increasing the involvement of community members in the planning for information centres, among others

### **3.1.5 Advocate for the implementation of gender responsive ICT policies and programs:**

In 2009, CEEWA-Uganda reviewed a draft Rural Communications Development Policy (RCDP)/Rural Communications Development Fund (RCDF) 2009-2013 Cycle II for integration of ICT gender issues. Recommendations were submitted to the Uganda Communications Commission (UCC) for consideration and integration. By the end of the

year 2009 the draft policy was still with UCC pending submission to parliament, which will

give a second opportunity for review.

### **3.1.6 Network to share knowledge, experience and learning:**

CEEWA-Uganda continued to network with organizations and individuals for learning, sharing knowledge and experiences by participating in relevant workshops, conferences and e-discussions.

#### ***i) Information Science Technology- Africa (IST-Africa) 2009 Conference***

The fourth annual IST-Africa conference was held in Kampala, Uganda and brought together delegates from leading commercial, government and research organizations, to bridge the Digital Divide by sharing knowledge, experience, lessons learnt and good practices. It was hosted by the government of Uganda Ministry of ICT with support from

the European Commission. CEEWA-Uganda was officially invited to present a paper under the Women and ICT session committee and a paper titled “*Empowering Women through ICTs: CEEWA ICT Project Experiences*” was presented. CEEWA-Uganda shared how women had used ICTs, the benefits and challenges with specific field examples.

#### ***ii) Exposure and Sharing Visit***

In 2009 CEEWA-Uganda hosted a team of nine people from two sister organizations

namely, Kabarole Research and Resource Center (KRC) and Rwenzori Information Centres Network (RIC-NET), a community owned information sharing network in the Rwenzori region. The objectives of the exposure and sharing visit were:

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- a) To learn more about the objectives of CEEWA-Uganda, its projects in Uganda, its partners and how RIC-NET could cooperate with CEEWA-Uganda
- b) To understand what CEEWA's activities are in the area of information sharing in order to empower women
- c) To know more about CEEWA's strategies and methods and how CEEWA works with the communities
- d) To learn about the information sourcing process of CEEWA
- e) To learn about information sourcing, repackaging and dissemination methods
- f) To get a better understanding on how RIC-NET can get more women involved in information sharing
- g) To build a partnership with CEEWA for future cooperation in information sharing, learning and capacity building

CEEWA-Uganda, RIC-NET and KRC are all involved in sourcing, repackaging, documentation and dissemination of information to their target groups.

*RIC-NET team members at exhibition table of the information materials repackaged by CEEWA ICT project.*

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The meeting provided a forum to learn and share from one another's experiences, challenges and lessons learnt in the area of information sourcing, repackaging and documentation, dissemination and community (especially to women) and participatory approaches. During the sharing it emerged that all organizations were using both traditional and modern ICT tools to gather and disseminate information but with varying challenges.

CEEWA-Uganda shared various information publications and other documents with RICNET

and KRC team and explored as to how to closely work together and take advantage of one another's strengths. The immediate action agreed upon was to begin sharing and exchanging information electronically as a memorandum of understanding is prepared.

**iii) The role of media in agricultural and rural development in ACP countries.**

CEEWA-Uganda participated in the online discussion on the "role of media in agricultural

and rural development in ACP countries" organized by Technical Centre for Agricultural and Rural Cooperation (CTA).

Objectives of the discussion were:

- to contribute to the preparation of strategies for media capacity building with regard to access and dissemination of information on key issues for the ACP agricultural sector.
- to strengthen communication links between the media and other stakeholders in the agricultural sector.
- to contribute to the identification of media support programmes.

Through the discussions, CEEWA-Uganda got information materials on agriculture and

rural development in form of a CD called New Agriculturist ([www.new-ag-info](http://www.new-ag-info)) containing over 40 editions and analysis for farmers and others. The CD will be useful since some of the project beneficiaries are engaged in agricultural enterprises.

#### **iv) I-Network Focus Group Meeting**

CEEWA-Uganda is one of the active members of I-Network online discussion group (dgroup), which provides a platform for ICT stakeholders to discuss ICT issues at all levels i.e. policy, technical, and ICT for development. CEEWA-Uganda was invited for the dissemination meeting of the findings from an evaluation of the group's performance. The meeting also discussed how best to improve the activities of the network i.e. strategies to increase participation of women, strengthening advocacy activities, plans for 2010 and management of the group discussions.

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#### **3.1.7 Monitoring & Evaluation:**

The project implementing staff carried out monitoring and documented the performance of the beneficiaries and information centres with focus on success stories, lessons learned and challenges faced in their enterprises. This was also intended to inform CEEWAUganda advocacy initiatives and learning processes. A one-hour video documentary was produced showing improvement in the business performance of different beneficiaries start up of new enterprises, expansion of enterprises and faltering performance of information centres. The end of project evaluation process is still on-going.

#### **3.2 BUILDING LOCAL DEMOCRACY (BLD) PROGRAMME:**

The BLD program is facilitated through partnership with MS Uganda (Danish Association for International Co-operation). The BLD programme is implementing MS Uganda's immediate objective 3 of its Country Program Strategy (CPS) 2008-2011. It focuses on Building Local Democracy through popularizing the Uganda Gender Policy. The target areas for the program are the districts of Koboko, Apac, Bukedea, Nakapiripirit, Iganga, and Masindi. The aim of the program is to empower local citizens to participate in and influence their local government to cater for their needs in government programs regardless of gender, age and ethnic affiliation. CEEWA-Uganda's BLD immediate objective is equal opportunities and gender equality reflected in local governments (LG) plans, budgets and institutional practices.

The program is implemented through district based Civil Society Organizations (partners) who include Yiga Ng'Okola (YNO) in Bukedea, Association for World Education-Uganda

National Chapter (AWE-UNC) in Nakapiripirit, NGO Link Forum-Apac, Koboko Civil Society Network (KOCISONET) in Koboko, Recreation for Development and Peace (RDP-Uganda) and Masindi NGO forum in Masindi.

In order to achieve the objective, two key activities were undertaken in 2009, namely:-

- To ensure that equal opportunities and gender equality are reflected in Local Government plans and budgets and institutional practices in six districts by 2011.
  - To popularize and operationalise the Uganda Gender Policy (UGP) 2007.
- Increased attainment of human capacities and political rights by the poor and the marginalized citizens, particularly youth and women leading to improved livelihoods in six districts.

### **3.2.1 In house Capacity Building: District partners' Gender Mainstreaming Action Plans.**

CEEWA-Uganda and MS Uganda jointly conducted In-house capacity building sessions to refine gender mainstreaming action plans for district-based partners in February 2009.

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These included; AWE-UNC, YNO, NGO Link Forum Apac, KOCISONET and RDPUganda.

Force field Analysis and Primary Stakeholders Analysis tools were used for this exercise. The partners appreciated these tools and resolved to use them in all their future planning activities.

In addition, Gender Mainstreaming trainings in Gender concepts, Gender Analysis, Gender Disaggregated Data (GDD) and introduction to Gender Budgeting were also conducted, jointly with MS Uganda Gender Programme, for district based partners and other MS Uganda partners.

### **3.2.2 Baseline survey in Iganga and Masindi:**

CEEWA-Uganda started implementing the BLD programme in 2008 in four districts namely, Nakapiripirit, Bukedea, Apac and Koboko. In 2009, the project was extended to two new districts of Iganga and Masindi, which necessitated conducting a baseline survey to establish the current status of gender awareness, practice and existing gender gaps in the additional districts.

The baseline study revealed the following Issues:

#### **Box 2: Issues from the baseline study**

*The Uganda Gender Policy lacked a Users' Guide.*

*Translating the Gender concepts and knowledge into action by staff is a challenge. It is mandatory for Local Governments to consider gender issues in the planning and use gender-disaggregated data (GDD) in the planning process. Departments are expected to come up with strategies, costs and budget for the issues. However, gender issues are not properly handled in plans and budgets.*

*According to Iganga NGO Forum, the Ministry of Gender Labour and Social development is allocates only 2.6% of the total district budget to community development and this has implications on implementing the gender activities. Local governments do not integrate gender issues adequately in their work due to various reasons including limited financial resources to implement gender activities/programmes.*

*Limited awareness about the Uganda Gender Policy. In Masindi, the scenario is the same as in Iganga. In both districts there was limited awareness about the Uganda Gender Policy, especially among Sub-county councilors. Departments at district and sub-county perceive gender issues to be a sole responsibility of the Community Development Officer. Also translating the gender concepts and knowledge into action by staff is a challenge.*

*Limited financial resources for gender activities in different departments and limited staff training on gender. Departments are faced with limited financial resources for gender activities and limited staff training on gender. The heads of departments indicated the need for comprehensive training of their staff in Gender.*

*The Local governments' budget provision for gender activities is largely for Women's Day celebrations (8<sup>th</sup> March) and this needs to be changed if we are to achieve a significant impact in development by funding different gender specific programmes.*

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### **3.2.3 Launch and Dissemination of the Simplified Version of the Uganda Gender**

#### **Policy:**

In 2008 CEEWA Uganda developed a popular version of the Uganda Gender Policy 2007

targeting local leaders at sub-county and district level. The book was officially launched and disseminated in 2009 in six programme districts and to other national partners and networks. Dissemination gatherings were attended by Local Government LC III Councilors/Sub-county Councilors, District Heads of departments i.e. Education, Health, Production/Agriculture, LC5 Chairpersons, Resident District Commissioners (RDCs) and district CSO partners.

#### **Launch of the popular version of Uganda Gender Policy 2007 at Koboko district Headquarters**

The purpose of the launch of the popular policy was:

To create awareness of the Uganda Gender Policy 2007 in the Districts, and empower Local Government councilors to articulate and implement the policy in their districts and sub-counties through obtaining the gist of the policy from a simplified version.

To guide the LC III Councilors in serving their people in a more Gender-responsive manner.

To lay ground for capacity building of district based partners in implementation of the Uganda Gender Policy for building local democracy.

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### **3.2.4 Follow up on Partners' Gender Mainstreaming Action Plans:**

This was to assess/monitor the progress of implementation of the District partners' Gender Mainstreaming Action Plans (GMAPs) and collectively formulate measures and actions required to sustain their implementation. The objectives were to harmonize the plans for Gender Disaggregated Data, collect success stories, case studies and lessons learnt in gender mainstreaming under the Building Local Democracy programme.

The following Recommendations were given by both CEEWA Uganda and BLD partners to ensure sustainability of the implementation of GMAPs:

#### **Box 3: Recommendations for gender mainstreaming**

- All BLD partners need to document all activities (proper record keeping), especially Gender Mainstreaming undertaken to aid dissemination and replication of good practices based on success stories.
- Collaborate with the Community Development Officers and other stakeholders to provide their guidance and inputs in finalizing and updating each organization's gender policy.
- Need for resource mobilization (funds) for sustainability of programme activities and

equipments.

- Sensitization of FAL instructors on Gender mainstreaming.
- Training and building capacity for district leaders to mainstream gender and influence community development.
- Ensure equal opportunities and participation of both men and women of all categories in decision-making and access to resources at all levels to sustain development.

### **3.2.5 End of year monitoring of Gender Mainstreaming Action Plans for BLD**

#### **District based Partner Organizations:**

CEEWA Uganda and MS Uganda Gender Mainstreaming Programme conducted a joint monitoring of BLD district based partners. The target group included BLD partners' Secretariat staff and Board members: YNO in Bukedea, AWE-UNC in Nakapiripirit, NGO

Link Forum-Apac, KOCISONET in Koboko and RDP-Uganda in Masindi. The monitoring focused on the trainings carried out earlier in the year in Gender at conceptual level, Gender Analysis, Gender Disaggregated Data and introduction to Gender Budgeting processes.

The monitoring also checked on the in-house capacity building done for BLD partners, including Gender Mainstreaming Action Plans developed together with partner organizations and the usefulness of the disseminated popular version of the Uganda Gender Policy to partners.

The monitoring helped to identify the partners' gender capacity needs to be integrated and carried forward to 2010 Gender Mainstreaming Action Plans. The BLD partners visited during 2009 managed to implement their organizations' GMAPs in different ways, Annual Report 2009 / CEEWA-U Page 23

although there were some challenges like inadequate funds for gender mainstreaming activities and knowledge gaps on gender issues among organizations and Local Government departments.

#### **3.2.6 Production of the Users' Guide to the Uganda Gender Policy:**

One of the findings of the baseline survey conducted in early 2009 was lack of the User's

Guide/Manual to the UGP 2007. This was majorly raised by Local Government Councilors

and Departments and it made it difficult for development practitioners to apply gender knowledge in their development program activities. By end of 2009 a draft Uganda Gender Policy Users' Guide for CSOs and Local Governments was developed. The draft will be field-tested and the final version produced and disseminated in early 2010.

#### **3.2.7 Challenges faced during programme implementation**

Difficulties in communication especially due to unreliable internet, inadequate equipment.

Limited financial resources for specific gender activities for BLD partner organisations.

Level of commitment of Partner organizations and their Civic Mwalimus (teachers) in the districts that determine the success of gender mainstreaming in BLD Programme.

High staff turn-over for Civic Mwalimus and CSOs /partner organizations staff

impact negatively on the implementation.

Cultures impact negatively on gender mainstreaming processes at different levels.

### **3.2.8 Lessons Learnt**

CEEWA Uganda has learnt that:

Baseline surveys/needs assessment are key in successful implementation of programmes, and help in exposing the gaps and improve on the programme implementation.

Working with district-based partners promotes team work and creates synergies, hence effective implementation.

Collaboration with Local Government enhances sustainability.

Gender mainstreaming helps to change the attitudes of stakeholders in day-to-day life.

Activities of MS Uganda and the partner organisations help citizens to realize their full potential and human rights in the development process.

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Democracy is practiced in different ways at different levels.

Advocacy requires building more interpersonal relations with stakeholders.

Advocacy and gender mainstreaming are complex and long-term processes requiring interventions at different levels.

Monitoring by implementers is very important

### **3.2.9 Conclusion and way forward for 2010**

Continuous support for BLD partners in Gender Mainstreaming.

Continuous training of district based BLD Partners to concretize their skills in Gender analysis and GDD for gender responsive planning and budgeting.

Training CSO Partners and LC3 Councilors in Gender analysis, gender-responsive planning and budgeting.

Preparation of a Modular training programme on Gender Mainstreaming for CSO partners.

Support sensitization on Popular Version of the Uganda Gender Policy and finalize the Users' Guide to the Uganda Gender Policy 2007.

Support information sharing on Local Gender issues through print and audio media.

Identify gender issues in education, health and agriculture sectors and write a paper to address them in local governments' plans and budgets.

CEEWA-Uganda on the whole managed to implement the BLD activities during the year 2009 as planned. There are plans for improvement in capacity building especially in gender mainstreaming as essential in promoting democracy in communities. Every effort will be made to finalize the Users' Guide for guiding all stakeholders in planning, resource

allocation, implementation; and monitoring and evaluation with a gender perspective.

## **3.3 GENDER AND ECONOMIC DECISION-MAKING (GEDM) PROGRAMME:**

The program aims to promote gender equity in economic decision-making. It is the mandate of CEEWA-Uganda to seek to mitigate the factors that negatively affect women's economic decision-making at the national, district and community level. This is

to be achieved through gender sensitisation and strengthening the capacity of key decision-makers and implementers to mainstream gender into economic planning of programs and policies. The focus is on addressing the different development needs of women and men if sustainable development is to be achieved in Uganda.

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### **3.3.1 Raising Her Voice: Empowering and capacitating CSOs to voice the poor**

#### **women's concerns:**

Raising Her Voice is a concept pursued by members of the Pan African Women's Rights Coalition who are committed to effectively advocate for and accompany women, particularly rural women living in poverty, to realize the ratification and implementation of

the African Union (AU) Protocol on the Rights of Women in Africa. CEEWA-Uganda has

been working closely with Akina Mama wa Afrika (AMWA) and other cluster members to

explore and formulate strategies for intensifying the awareness campaigns on the significance of ratifying the Maputo Protocol, popularizing the protocol, advocate and realize the economic rights of women.

As part of the campaign, CEEWA-Uganda in partnership with AMWA and Oxfam carried out a sensitization and capacity building workshop for CSOs to voice poor women's concerns through advocacy and policy work. The forum brought together 36 stakeholders

representing various CSOs and government. The workshop focused on;

- i) sensitizing CSOs to campaign and advocate for the economic rights of women through the ratification of the Maputo Protocol.
- ii) creating a platform within the CSOs where a poor woman's voice can be raised and heard.
- iii) identifying gaps and developing strategies for CSOs to enhance accessibility and enjoyment of Economic Rights by women living in poverty.

*Photo by CEEWA: A cross-section of participants representing different CSOs at MSMEs workshop.*

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At the end of the workshop participants proposed interventions and way forward to be considered in 2010 as follows:

Popularizing the Maputo protocol to a wider population.

Further promotion of economic rights as CSOs.

CSOs to empower women in decision making to address economic empowerment and domestic violence.

Developing a strategy on how to package service delivery for the poor women.

Carrying out awareness and sensitization campaign on economic rights.

CEEWA-Uganda to partner with CBOs at the grass roots to advocate for economic rights of women.

### **3.3.2 Dissemination Forum on Gender and Equality issues in the Micro, Small and Medium Enterprises (MSMEs)**

CEEWA-Uganda in partnership with International Labour Organization (ILO), Women

Entrepreneurship Development and Gender Equality (WEDGE) project, organized two separate workshops in December 2009, one for Government and Civil Society Organizations and the other for Members of Parliament with the aim of providing strategic

guidance on mainstreaming gender and equality concerns in the advancement of micro, small and medium enterprises (MSMEs) policy.

- The discussion decried the inadequate understanding of gender and equality issues and insufficient attention to mainstreaming them into formulation, implementation, monitoring and evaluation of policy and programmes.

- Equality and gender responsiveness of existing draft policy framework for MSMEs: gaps and challenges. Limitations included; inadequate references to existing gender disaggregated data, constraints and opportunities do not reflect gender and equality perspectives. Generalized statements made about women's engagement in SMEs show no recognition of existing gender and equality policies.

- Enhancing equality and gender-responsiveness of the draft SME policy were recommended and suggestions that would assist mainstream the gender and disability focus in the draft policy framework were made.

Proposed interventions to address gender equality issues in existing sections of the draft policy:

- Institutional and legal framework

- Technological development

- Standardization and certification

- Access to credit and financial services

- Infrastructure development

- Business development services

- Cross-cutting issues such as HIV/AIDS, environment and gender.

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As part of the process, CEEWA-Uganda was requested to point out key gender and equality gaps among stakeholders and build consensus on priority areas that need to be mainstreamed in the existing policy framework regarding enhancing of SMEs.

### **3.3.3 Capacity building in Gender and Trade**

Uganda and India were selected by the Commonwealth Secretariat's (ComSec) Gender Section to pilot a capacity building project in gender and trade supported by the Department for International Development (DFID). The overall objective of the project is

to create a core body in both countries to advocate and champion the integration of gender perspectives into the formulation and implementation of the existing trade and trade related policies and strategies. The project works to systematically build capacity at

national and regional levels with key government Ministries and private sector institutions

involved in trade policy formulation, implementation and negotiations.

One of the priorities of the Ministry of Tourism, Trade and Industry (MTTI) is to boost the

capacities of the socially and economically disadvantaged sections of the community to trade. MTTI based its will to implement the National Trade Policy by providing the lead

and established a Steering Committee selected from various institutions and Ministries that includes CEEWA-Uganda, MTTI, Ministry of Gender Labor and Social Development (MGLSD), Uganda Export Promotion Board (UEPB), Makerere University Department of

Gender and Women Studies and Management Training and Advisory Centre (MTAC).

The terms of reference for the Committee include:

- a) To recommend policies and/or strategies, champion and provide advocacy for gender mainstreaming in trade and trade related institutions;
- b) To Influence and/or ensure that gender equality dimensions are taken into account during preparation of the budget framework papers and / or proposals;
- c) To develop plans for sensitization and training of key stakeholders to facilitate the appreciation of gender as a significant variable in the setting of the trade and negotiating agenda, rule making and enforcement of trade policy;
- d) To identify institutions to carry out research in areas whose recommendations will be used for improving existing policies and strategies.
- e) To monitor the implementation of trade related policies and activities with a view to creating a pro-poor gender sensitive approach.
- f) To provide a link between private sector associations, civil society organizations and government to raise awareness on the linkages between trade policy and gender issues.

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A one-day training workshop was held for members from MTTI, MGLSD, Members of Parliament on Trade and Gender Committee and Policy Makers from Inter Institutional Trade Committees (IITC) especially those who influence the Trade Policy. The training was on gender implications for negotiating and implementing bilateral, regional and multilateral trade agreements in the region.

### **3.3.4 ComSec India**

The Trade Policy Steering Committee, of which CEEWA-Uganda is a member, was invited

by the ComSec India to share experiences in the planning and implementation of the Gender and Trade Project. India was the first country to implement the project followed by

Uganda. Other invited countries were learning the best practices on how to implement the

same projects in their respective countries.

### **3.4 Networking through seminars/workshops:**

During the year 2009, CEEWA-Uganda participated in strategic networking for the purpose of impacting on gender sensitive policies and programs through participation in various fora.

#### **3.4.1 Civil Society National Forum for Women: Reviewing commitment to equality, Peace, and Development on Implementation of the Beijing Platform for Action:**

The Beijing Platform for Action (BPFA) is a global, powerful and comprehensive agenda

for the empowerment of women and upholding of women's rights. It calls for the integration of gender perspectives in all policies and programs. It is a guide and standpoint reference for all actions nationally, regionally and globally for the promotion of

gender equality. Uganda held a National Workshop on the Eighth African Regional Conference on Women in Preparation for Beijing +15 with the following objectives.

- To remind stakeholders of the Beijing processes which form basis for promotion of gender equality and women's empowerment globally.
- To identify priority issues pertinent to Uganda for considerations at the African Regional Conference on the 16<sup>th</sup>-20<sup>th</sup> November 2009 in Banjul, The Gambia and consequently at the Beijing +15 Conference in March 2010 in New York.
- To review the national report and identify best practices of gender mainstreaming and the advancement of women into the next phase of implementing the Beijing Platform for Action.

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The outcome of the workshop was an agreed position on critical issues to be presented by the Government of Uganda's delegation at the 8<sup>th</sup> African Regional Meeting in Banjul, The Gambia.

CEEWA-Uganda reviewed the draft report on implementation of the Beijing Declaration and Platform of Action (1995) and Outcome of the 23<sup>rd</sup> Special Session of the UN General Assembly. The comments and input was officially submitted to MGLSD for consideration.

#### **4.0 CONCLUSION AND WAY FORWARD FOR 2010:**

In Conclusion, CEEWA –U made various achievements during 2009. However a number of challenges still persist which calls for strategic interventions in 2010.

In the year of 2010 CEEWA-Uganda will:

- Continue to advocate for the integration of gender into policies and programs. Efforts will be on sensitizing policy makers and implementers to consider women's concerns and constraints in their work.
- Continue to encourage women to explore opportunities that arise in national, regional and international context.
- Continue to follow up issues integrated in policies and programs to ensure that they are not lost during implementation.
- Continue to participate in strategic networks and coalitions to build relationships with other actors and adding value to having a collective voice to effect change.

#### **5.0 HIGHLIGHTS OF FINANCIAL STATEMENTS AS AT 31<sup>st</sup> DECEMBER 2009:**

The financial statements shall be presented after approval by CEEWA-Uganda board.

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#### **Annex I: BOARD MEMBERS:**

1. Ms Kakande Margaret - Chairperson
2. Ms Nakato Juliet Odoi - Vice Chairperson
3. Ms Norah Katumba Wandera - Treasurer
4. Ms Komuhangi Doreen - Secretary
5. Ms Mashengyero Prisca - Chairperson, Women and Entrepreneurship Program
6. Ms Beatrice Mugambe - Chairperson, Gender and Economic Decision-Making

Program

7. Ms Kayongo Olivia - Chairperson, Women and Finance Program
8. Ms Suzette Kawuma - Chairperson, Women and Agriculture Program
9. Ms Ofong Pauline - Vice Chairperson, Women & Entrepreneurship Development Program
10. Ms Yawe Agnes - Vice Chairperson, Women and Finance Program
11. Ms Immaculate Luwedde - Vice Chairperson, Women and Agriculture Program

**Annex II: ADVISORY BOARD**

1. Ms Florence Kuteesa
2. Ms Rose Kiggundu

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**Annex III: SECRETARIAT STAFF**

1. Ms Ndeezi Rosette - AG. Coordinator
2. Ms Florence Kuteesa - AG. Coordinator (after the death of Rosette)
3. Mr. Senfuka Samuel - AG. Program Officer
4. Mr. Ekoot Ben R.O - Project Facilitator
5. Ms Katusiime Rhita - Project Assistant Facilitator
6. Ms. Jacinta Ikatana - Accounts Assistant
7. Mr. Ngobi Yairo - Program Assistant
8. Ms Busingye Annet - Program Assistant
9. Mr. Kiiza Moses - Program Assistant
10. Ms Bulindi Irene - Information Assistant
11. Ms Nakiganda Prosy - Office Assistant
12. Mr. Twinemukama Felix - Driver
13. Mr. Kabugo Rogers - Driver
14. Mr. Gandu Gard - Security Guard
15. Ms Tebusabwa Milly Kevin - Volunteer, EED Germany
16. Ms Yvonne Grau - Volunteer, EIRENE Germany
17. Ms Linda Alum - Volunteer
18. Ms Beingana Christine - Volunteer, BBA. Makerere University Business School
19. Ms Bintu Jane - Intern, MA. Makerere University, Nordic Consulting Group
20. Mr. Kawesa Rashid - Intern, MA. Makerere University, Nordic Consulting Group
21. Ms Komukyeya Maria Lwiza- Intern, Bsc. Computer Science, Ndejje University, Uganda
22. Ms Babirye Samalie- Intern, Bsc. Business Economics, Uganda Martyrs University Nkozi
23. Ms Sophie Marie Kruuse - Intern from Sweden