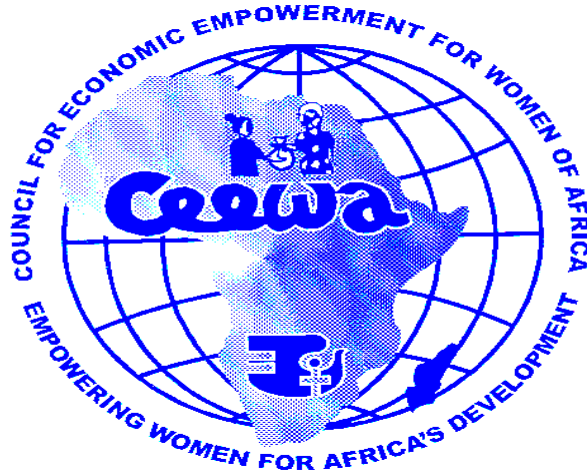


Council for Economic Empowerment for Women of Africa

(Uganda Chapter)



Report on Gender Mainstreaming Training for BLD Partner organizations and LC 3 Councilors in Iganga, Nakapiripirit, Bukedea, Apac, Koboko and Masindi

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June 2010

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Acronyms

BLD	Building Local Democracy
CCE	Community Civic Educators
CEEWA	Council for Economic Empowerment for Women of Africa
FGD	Focus Group Discussion
GAD	Gender and Development
GABS	Gender Disaggregated Beneficiary Assessment
GB	Gender Budgeting
GDBS	Gender Aware Budget Statement
KOCISONET	Koboko Civil Society Network
LC	Local Council
NGO	Non-Governmental Organization
PRA	Participatory Rapid Appraisal
PWDs	People with Disabilities
PGN	Practical Gender Needs
SGN	Strategic Gender Needs
RDP-Uganda	Recreation for Development and Peace-Uganda
T/C	Town Council
ULA	Uganda Land Alliance
WAD	Women and Development
WID	Women in Development

Executive summary

CEEWA Uganda's Building Local Democracy through Popularizing the Uganda Gender Policy Project is designed to empower leaders of Local Governments (sub-counties and districts) to promote a culture of gender equality in their development plans and budgets. The goal is to achieve good governance and balanced, sustainable socio-economic development of their constituencies through gender responsive planning and budgeting.

The immediate objective is equal opportunities and gender equality reflected in Local government plans, budgets and institutional practices in the six districts of Nakapiripirit, Bukedea, Apac, Koboko, Iganga and Masindi.

CEEWA Uganda is expected to contribute to the popularization and operationalisation of the Uganda Gender Policy 2007. And also ensure that Gender issues in education, health and agriculture sectors are identified and 20% of these addressed by Local Governments by 2011 in the six target districts. CEEWA Uganda was able to develop and produce the Gender Issues Paper in education, health and agriculture sectors.

It was against the above background that, CEEWA Uganda engaged the District based BLD Partner organizations and LC 3 Councilors in Gender trainings to ultimately facilitate/influence gender-responsive planning and budgeting in their respective Sub-counties and Districts for equitable and sustainable development.

The target group for the training was; BLD District based partner organizations (Yiga Ng'Okola (YNO) in Bukedea, Association for World Education-Uganda National Chapter (AWE-UNC) in Nakapiripirit, NGO Link Forum-Apac (NLFA), Koboko Civil Society Network (KOCISONET) in Koboko, Recreation for Development and Peace (RDP-Uganda) in Masindi), LC 3 Women Councilors, LC 3 Men Councilors.

The specific objectives were to strengthen the participants' understanding of Gender concepts, gender needs and gender concerns, enhance the gender mainstreaming strategy for gender equality and women's empowerment, increase and promote Gender Responsive planning and budgeting through gender mainstreaming in BLD activities and Local Government Departments and also encourage the implementation of the Uganda Gender Policy 2007. The training comprised of 149 participants from partner organizations and sub-counties in the six BLD districts.

SESSION ONE:

INTRODUCTION AND EXPECTATIONS FROM PARTICIPANTS

Participants from BLD Partner organizations and LC 3 Councilors in Iganga, Nakapiripirit, Bukedea, Apac, Koboko and Masindi districts introduced themselves and pointed out the following expectations during the gender training;

- Understanding of gender
- Partnership action plan with CEEWA-Uganda
- Active contribution and participation during training sessions.
- Knowledge on leadership skills
- How women's groups can relate with men's groups.
- Utilize skills and give feedback to the community
- Time duration of partnership with KOCISONET and CEEWA-Uganda.
- Lobbying and advocacy skills.
- Time management
- Certificates.
- Tools for planning and gender issues.
- Understand marginalization of women
- Know more about CEEWA Uganda
- Get more knowledge on gender
- How effectively we can share different gender roles between men and women.
- How gender inequality (imbalance) has affected development in Uganda.
- Skills in ensuring gender responsive planning.
- Reasonable allowance
- How to lobby government to include gender concerns in budgeting.
- Handouts.
- Knowledge on the Uganda Gender Policy.
- Share experiences on relationship between women and men.
- Knowledge on gender and the community/society.
- Spot negatives effects of gender inequality.
- Acquire skills for advocacy on gender equality
- Transfer gender knowledge to school setting
- Hand outs on the gender policy.
- Getting note books and pens
- Meals and transport refund
- Excellent facilitation
- Hand outs
- Meet/get new friends
- Phones on vibration.
- Good welfare and transport refund.

SESSION TWO

UNDERSTANDING OF GENDER CONCEPTS AND DEFINITIONS

Gender

Socially and culturally determined roles, responsibilities, attitudes and expectations given to females and males. These are different from one society to another.

Gender needs

These are requirements of women and men based on their social roles and responsibilities.

Practical gender needs

These are requirements of women and men to carry out their social roles and responsibilities more easily e.g. cooking is a gender role for women and what they require to do this is food fuel/ fire wood or water.

Strategic gender needs

These are requirements that make it possible for women/men to perform roles traditionally considered for men/women e.g. through improved technology (Grinding mills) men now perform the role of grinding yet in most societies this was a gender role for only women.

Gender stereotypes

Beliefs about what men, women, boys and girls, are, can do or cannot do especially based on culture and traditions.

Gender issue

This is a problem either affecting men or women, involving discrimination, oppression resulting in different situations of men and women.

Gender disaggregated data

Information (statistics) that clearly shows the situation of women and men, boys and girls.

Gender analysis

Refers to identifying the different roles of females and males, their relations and access to and control over resources and benefits. It also refers to examining effects of development on women, men, boys and girls.

Gender mainstreaming

A systematic way of ensuring that the needs and concerns of women, men, boys and girls are addressed in programmes, activities and institutions.

Gender sensitivity

Awareness about the different situations and needs of women and men and being able to take action.

Gender equity

Justice and fairness in treatment of women, men, boys and girls.

Gender equality

Enjoyment of equal opportunities by both females and males to participate and benefit from development programs.

Affirmative action

Affirmative action is specific action intended to correct inequalities and imbalances between men and women or boys and girls e.g. 1/3 representation of women in local councils is supposed to correct the imbalance in leaderships, 1.5 for female students joining higher institutions.

Women in Development/ gender and development. (WID/GAD)

WID is an approach that target women only and recognizes their abilities, capacities and needs (focuses on improving the conditions of women).

While GAD targets and supports both women and men to participate and benefit from development programmes (GAD approach is based on the understanding of gender roles and social relations of women and men with emphasis on the disadvantaged).

Differences between sex and gender

Sex	Gender
Biological	Socially constructed, social results of “process of socialization”
Born with male and female	Not born with
Universal	Dynamic; can be changed over time
Does not differ across culture	Differ between and within cultures

Power relations

- The political, economic and social and authority of one category of people (usually men) over another category of people (the women)
- There are differences in the ways in which women and men assume and share power and authority (at different levels).
- The power relations bring about gender differentiation and inequality.
- Power relations and decision making at various levels for example; House hold, Community, National (District leadership and sector leaders). Power differentials at all these levels affect planning and delivery of programmes/services. Consequently the needs of the powerless are not addressed including abuse of women’s rights because of lack of power.

SESSION THREE

GENDER ANALYSIS TOOLS AND THE RATIONALE/RELEVANCE

Gender analysis tools are important in analyzing the gender relations in the household, community and development activities.

- Help in creating visibility-show where men and women, boys and girls are in the development process with in the community.
- Gender Analysis helps in identifying gender specific roles, activities/responsibilities and needs.
- Being able to assess the impact of the project on men and women.
- Helps in understanding the power relations between men and women in the community and know how to balance them for achievement of fairness, justice and equity.
- Gender analysis helps in generating gender disaggregated data.

Issues to consider when carrying out a gender analysis included;

- Roles and responsibilities (what do men and women do, when-location/patterns of mobility and where-daily and seasonal patterns). Productive roles i.e. paid work, self employment and subsistence production. Reproductive roles i.e. domestic work, child care and care of the sick and elderly. Community roles/ participation in voluntary work for the benefit of the community as a whole, community politics-involvement in decision making/representation on behalf of the community as a whole.
- Access to and control over profile e.g. resources like land, capital, benefits like income, assets and status. It also identifies who has access to the existing resources, benefits and opportunities or resources which will be generated by the development intervention.

Gender Analysis Tools used in training

Socio-economic and Gender Analysis (SEAGA) Planning Tool (**for example, Force Field Analysis**)

Force Field Analysis is a tool used to assess Facilitating and Constraining Forces that act in any situation involving change.

- Facilitating factors act to support the desired action or change. These forces should be enhanced whenever possible.
- Constraining forces act against the desired action or change. These forces should be minimized or removed whenever possible.
- Force Field analysis is an action planning tool to achieve the enhancement of facilitating forces or minimizing of constraining forces.

Task:

Step 1: Identify Facilitating and Constraining Forces

Facilitating Forces	Constraining Forces
<ol style="list-style-type: none">1. What existing conditions can help achieve the change you desire?2. What resources, including financial, human, natural and social can contribute to the change?3. How can the existing infrastructure and services support the change?4. Which groups are already working on the issue and how can your efforts be coordinated?5. Which groups support the changes?	<ol style="list-style-type: none">1. What existing conditions constrain the changes?2. What financial, human, natural and social resources are lacking or limited?3. Will the lack of infrastructure or services hinder change?4. Are there groups who do not support the change/

Step 2: Prioritize facilitating and constraining forces.

Step 3:

Plan to maximize the facilitating force, (think of the actions to maximize facilitating force and minimize the constraining force, sometimes its weakest forces are easiest forces to eliminate or minimize).

Step 4:

To plan to minimize the constraining “force field”.

At this point it’s important to be specific about the actions you have identified to maximize facilitating forces and minimize constraining forces.

Step 5: Action planning.

Key questions must be answered for each action identified.

- What are the specific steps necessary for each action?
- What is the order of the steps to be taken?
- Who is responsible for each step?
- What is the timetable for each action step?
- How will you know when the action is completed?
- What will be your monitoring method for progress?

Each answer should be put on flip chart and discussed until consensus is reached.

SESSION FOUR

GENDER AND DEMOCRACY

Local democracy is a process, beyond just transferring authority to the local level. It is about creating a system of governance where men and women can exercise full citizenship-political, economic, social cultural-in their lived reality. Hence Local Democracy is much more than elections and representation. Therefore, local democracy involves a process of tackling gender equality deficiencies in local governance. The gender aspects of local democracy include; numbers-representatives and technical staff, the district gender profile, Local Government goods and services, local government budgeting-who, what is included/excluded, why with what implications, service delivery-who is getting what and where does it come from. This entails a critical gender analysis of programs (what practices are promoted at different levels and with what implications for women and men).

Importance of gender mainstreaming and local democracy

- Encourages equal participation for both men and women.
- It encourages participation by all citizens in their communities.
- Helps to avoid gender disparities and provides affirmative action to the disadvantaged groups.
- Promotes equity and equality in service delivery.
- Increased number of beneficiaries.
- Promotes good governance and accountability.
- Sense of ownership in the community.
- Helps to understand the complexity of gender relations and their outcomes in people's lives.

SESSION FIVE

ELEMENTS OF THE UGANDA GENDER POLICY 2007

The goal of the Uganda Gender Policy is to achieve gender equality and women's empowerment as an integral part of Uganda's socio-economic development.

The purpose of the Uganda Gender Policy is to guide all stakeholders in planning, resource allocation, implementation and monitoring and evaluation with a gender perspective. What Local Governments should do is to review, identify, incorporate and address gender issues based on the priority areas of action in the Uganda Gender Policy. The areas of concern include:

- ***Gender and Livelihoods:*** Means of earning a living for instance; revenue, employment, occupation or trade. Gender has a strong influence on improved livelihoods. However, challenges to improved livelihoods especially poverty; manifested in inadequate access, control and ownership of assets, resources, incomes and power impact differently on men and women given the gender relations and division of labour in different societies.
- ***Gender and Rights:*** The Constitution of the republic of Uganda guarantees the rights of women (including gender inequality in access to justice, discrimination against women and girls, gender based violence, high maternal and morbidity, low literacy levels among women).
- ***Gender and Governance:*** Emphasis has been on rule of law, democracy, participation in decision making, transparency, accountability and protection of human rights. Gender equity is critical for good governance as it ensures the effective participation of women and men in the democratization process, leadership, decision making and law enforcement.
- ***Gender and Macro-economic management:*** The Government has been committed to addressing an equal benefit to women in trade, low representation of women in formal employment, discrimination of women in labour markets, lack of markets, strict regulatory and administrative requirements for business registration and public tendering and insufficient reflection/consideration of women's care activities in the system of national accounts.

The development of Local Government plans and budget framework papers provide key entry points for strengthening gender responsive planning and budgeting in addition to participation in local government planning and budgeting.

SESSION SIX

GENDER BUDGETING

Gender budgeting (GB Analytical tools)

- Gender disaggregated beneficiary assessment (GDBS). What kind of spending would women and men prioritize in budgeting?
- Gender aware budget statement (GABS)- Accountability and commitment
- The GDBS is mainly used during the review of the previous years' performance.

GDBA at the sector level planning

Sector	Identified problem/needs	Identified gender gaps/issues	Proposed interventions	Budget	Budget sources

GDBA at the community level

- GDBA involves the capturing the voices of the citizens with regard to the actual benefits of programs. It depends on the opinions and attitudes of the beneficiary
- GDBA can be done through FGD observations, PRA techniques like ranking, key interviews, checklists etc

Format to capture information from the communities

Key sector programs	Key sector intervention undertaken	Major benefits impacts of the program	Gaps in the impact between Females & Males	Key reasons for gaps	Appropriate intervention to address identified gaps	Budget/cost

SESSION SEVEN

BEST BETS ACTION PLANS

The Best Bets Action plan is a tool which helps to make concrete and realistic plans for implementation of priority development activities. It is tool used in participatory planning process, building directly up on the learning from the Preliminary Community Action Plan, but focusing on the development activities most likely to succeed, due to consensus and availability of resources as identified through the venn diagram and stakeholders conflict and partnership matrix. Through out the process, men, women and socio-economic groups for example have to contribute. And through a process of working as separate groups, as well as a community as a whole, both share and different priorities have surely emerged/would emerge.

During the process, all community participants are organized in to focus groups based on shared priorities. For instance, where women and men share a development priority like water shortage, they will produce a Best Bets Action Plan together to address that problem, but where they have different priorities e.g. women want fruit trees and men want cotton, they will each produce their own plans. The same applies for the different socio-economic groups.

Participants are usually encouraged to be realistic, concrete and detailed as possible for this tool (group's priority problem, solutions, activities which must be changed or eliminated or what will be done because of problems revealed in the venn diagram of stakeholders conflict and partnership matrix, responsible persons/who will do it, costs both local and external resources, and how long will it take/best time to start.

Emerging Issues

- Some Local Councilors perceived gender as only women and so male councilors had some biases about gender. However after the introduction of gender concepts to them this perspective changed. They were now able to participate and share their experiences and challenge of gender mainstreaming and showed commitment to gender mainstreaming by changing other people's attitudes and perceptions towards gender.
- Some participants (local councilors) had never heard about the Uganda gender policy.
- Councilors also promised to ensure/make gender responsive plans and budgets.
- More efforts for advocacy on gender mainstreaming.
- The training was well attended and the participants appreciated the content of the training.
- The participants also requested for regular/continuous gender trainings.
- People associate/think that gender mainstreaming targets women only.
- Language issues (some councilors did not totally understand English language which necessitated the use of interpreters in some districts like Apac and Nakapiripirit.
- Participants preferred residential training instead if non-residential; however this was limited by the available financial resources.

Challenges faced during the gender trainings and its implementation

- Poor time management and late coming by participants (Local councilors).
- Long distances (Most of the women councilors were coming from different sub counties some would arrive late).
- Limited communication and coordination between CEEWA-Uganda and BLD partners due to poor network and un reliable internet.
- Poor infrastructures like roads and unfavorable weather conditions in some districts like Nakapiripirit and Koboko respectively.
- Limited financial resources which did not favor residential trainings to cover all the six BLD districts respectively (CEEWA resorted to non residential trainings).

Conclusion

Gender issues change and the magnitude varies depending on the context and situations for example, War, Climate change-drought, flooding, Economic crunch-situation, political situations. In Uganda gender practice is informed by the context/circumstances.

Gender equality and Women's Empowerment is critical to human development. Basing on group work on roles and responsibilities, Daily activity clock, women spend most time on reproductive activities which are not remunerated (unpaid) e.g. caring for the sick/family, fetching water, collecting firewood etc. While men get involved in productive activities like marketing for the agricultural produce, "men's roles are not for every day and they have more leisure time while women's roles are for every day, with out leisure time". Consequently, men have both access to

and control over productive resources like land, labor and capital unlike their counterparts-women.

The different roles performed by women and men, girls and boys, differences in access to and control over resources and benefits between the different groups, differences in power relation at all levels, have implications directly or indirectly on either females or males as individuals and the development of the country in general. However, gender roles inform policy makers and practitioners, planners, researchers and project/programme designers and implementers about the gender needs and concerns that need redress in the development process.

Observations

- Good mobilization by the district based partner organizations is a key factor in success of CEEWA Uganda's activities.
- Engaging BLD partner organizations' staff, civic educators, their member organizations and LC 3 councilors in trainings and sensitization on gender and governance can ensure continuity and sustainability of BLD activities in the communities.
- Civic education sessions can target and ensure that traditional leaders are sensitized on gender.
- Sign language is encouraged to satisfy the needs of People with Disabilities (PWDs) during trainings like the Deaf.
- Local councilors and BLD Partner organizations operate in unique circumstances and thus the need for Bye-laws to satisfy different situations regarding gender needs and concerns.

Recommendations

- Need to engage traditional leaders in gender trainings because they are the key opinion leaders in the communities and they can greatly influence the way societies think and perceive gender.
- Need for regular and continuous trainings in gender mainstreaming to keep communities aware of gender and what it embraces.
- Need to improve on planning and budgeting for programme activities with district partners to achieve harmonization.
- Need for effective coordination and engagement in gender responsive budgeting in order to support strong gender advocacy in influencing Local Government planning and budgeting processes.
- Need for continuous capacity building for officers like local councilors involved in planning and budgeting processes to ensure sustainability of gender responsive budgeting work.
- CEEWA-Uganda called up on Local Councilors and BLD partner organizations in Iganga, Nakapiripirit, Bukedea, Apac, Koboko and Masindi districts to effectively engage, influence and monitor public expenditure against policy commitments in relation to gender responsive planning and budgeting.

Appendix 1: List of participants

No	Name (s)	M/F	Organization/Sub-county	Tel Contact/e-mail
	IGANGA DISTRICT			
1	Bagaga Moses	M	Councilor, Igombe/Ikukunyu	0776580040/0752580040
2	Kakaire Ruth	F	Councilor, Igombe	0774227383
3	Kakaire Adam	M	Councilor, Igombe	0774728201
4	Nakisige Madiina	F	Councilor, Igombe	0752909293
5	Nkullega	M	Councilor, Buyanga	0753477341
6	Haji Ssenooba SRB	M	Councilor, Iganga Town Council	0776121020/0703839484
7	Dhamusanga Badiru	M	Councilor, Buyanga	0782318841
8	Nakintu Betty	F	Councilor, Iganga Town Council	0712943893
9	Zikulabe Moses	M	I.T.C. (NGO)	0772469833
10	Mwidu Charles	M	Iganga Town Council	0773788108
11	Mugulusi Harriet	F	Councilor, Nakigo	0791083535
12	Nkoobe Harriet	F	Councilor, Nakalama	0772586447
13	Kirunda Sarah	F	Councilor, Ibulanku	0753082274
14	Njuba Catherine	F	Councilor, Iganga Town Council	0772632248
15	Kabaale Fred	M	Councilor, Kasambira, Nabitende	0772643983
16	Kirunda Ziria	F	Councilor, Buyanga	0775953228
17	Buwaso Sowedi	M	FORUCODA (CSO)	0752676264
18	Apio Hellen	F	Iganga District NGO Forum	0782753881
19	Wekuja Muganhwa Jonathan	M	Iganga District NGO Forum	0712864004
20	Kasadha Justine	F	Councilor, Buyanga	0777765119
21	Gabula Milly	F	Board Member, Iganga DNForum	
22	Waiswa James	M	Gen. Sec. IDN Forum	
	NAKAPIRIPIT DISTRICT			
23	Ojao Joshua	M	LC 3 Chairman, Namalu	0776649257

No	Name (s)	M/F	Organization/Sub-county	Tel Contact/e-mail
24	Nachap Regina	F	Vice Chairperson, Namalu	0775892099
25	Asinyo Mary	F	Councilor, Namalu	
26	Sagal Rose	F	Councilor, Namalu	
27	Arukol Mark	M	PWDs Councilor, Namalu	0775888826
28	Akol Zakaria	M	Councilor, Namalu	0782930700
29	Lomokol Paul	M	Councilor, Namalu	0775897886
30	Lochola Rosemary	F	Councilor, Lokatagare	0771432416
31	Awas Mary	F	Councilor, Kokuwam	0775999445
32	Konyang Zawaria	M	ACDO, Namalu	0776915978
33	Lemukol Anne	F	Production Officer, Nakapiripiriti	0776141452
34	Amodoi Mary	M	AWE-UNC, Napiripiriti	0782974144
35	Ngorok Taddeo	M	Councilor, Moruajore	0777534266
36	Apuun Abedego	M	Speaker, Namalu	
37	Loput Judith	F	Accountant, Namalu	0782484204
38	Dede Adams	F	Parish chief, Loperot	0774139915
39	Iriama Paul	M	Parish chief, Lokatapan	0775897290
40	Laduk Hudson	M	Chairman OBSC, Namalu	0773965422
41	Losur Sisto	M	S/C Namalu, Kaiku Parish	0775271419
42	Loduk Paul	M	Loregare Parish	0775877976
43	Namilo Teresa	F	S/C Namalu, Kaiku Parish	0782484204
	BUKEDEA DISTRICT			
44	Hon. Akiror Grace	F	D/speaker LC3, Kolir	0783323091
45	Mbaga Andrew T. W	M	G.C Member YIGA, Mbale	0774239326
46	Kilai Edwards	M	YNO. G. C. Member, Kumi	0782607902
47	Okello Okodau Ramathan	M	YNO CCE, Malera S/C	0776452839
48	Anguria David	M	YNO CCE, Malera S/C	0779890667
49	Epodoi Mary Madg	F	V/P Gender, Kidongole	0771459645

No	Name (s)	M/F	Organization/Sub-county	Tel Contact/e-mail
50	Hon. Okerenyang Tomson	M	Chairperson LC 3, Kolir S/C	0774013418
51	Aloko Susan	F	YNO CCE, Kachumbala	0779837808
52	Mwirugazu Paul	M	YNO Ass. P.O, Kidongole	0782853952
53	Hon. Okinug Jane	M	Sec. Production, Malara	0779970409
54	Kedi David	M	G.C C/person, Kachumbala	0772929362
55	Ongaba Stephen	M	District Planned	0772863708
56	Olemukan Moses	M	C/ Person LC 3, Bukedea	0772836894
57	Angura Ivan	M	Sec. Educ, Bukedea S/C	0783831912
58	Hon. Ochom Oputan Martin	M	C/Person LC 3, Kidongole S/C	0772347525
59	Hon. Atebo Mary	F	C/Person LC 3, Malera S/C	0775176045
60	Namasa J. Vicent	M	YNO Member, Malera S/C	
61	Nadiye Charles	M	G.C Member YIGA, Pallisa	0782261213
62	Hon. Imalingat Annet	F	Vice C/Person, Bukedea S/C	0753141308
63	Hon. Asio Rose Aerege	F	Vice C/Person, Bukedea T/C	0779734508
64	Hon. Eliodo Christine	F	Councilor LC 3, Kachumbala	0785243424
65	Hon. Tukei William	M	Councilor, Kachumbala	0772331811
	APAC DISTRICT			
66	Acola Eunice	F	Councilor, Atongtidi	0779307672
67	Opeto Francis	M	Councilor, Apac S/C	0782936091
68	Okilla Humphrey	M	ULA, Apac	0772677287
69	Aceng Elem Sarah	F	Councilor LC 3, Apac T/C	0774897964
70	Ogwal Sophia	F	Councilor LC 3, Apac S/C	
71	Aceng Olwach Grace	F	Councilor LC 3, Apac S/C	0782591078
72	Opodo Ester	F	Councilor LC 3, Apac T/C	0779401158
73	Ebong Robert	M	Councilor LC 3, Apac T/C	0782180020
74	Ogwang Margret	F	Councilor LC 3, Apac T/C	0775260829
75	Odar Hellen	F	Councilor LC 3, Apac T/C	

No	Name (s)	M/F	Organization/Sub-county	Tel Contact/e-mail
76	Ongom Odeng	M	Apac NGO Link Forum	0782282552
77	Aman Toney	M	Councilor LC 3, Apac S/C	0781469344
79	Ogingo Idda	F	Councilor LC 3, Apac T/C	0785440010
80	Okech Tonny	M	Councilor LC 3, Nkursioso	0772947466
81	Ocen Oyuru Peter	M	Councilor LC 3, Apac T/C	0772535872
82	Egir Reison	M	Chairman LC 3, Apac S/C	0774415111
83	Odot Margaret	F	AWHP, Apac	0772566495
84	Adoko Richard	M	Councilor LC 3, Apac T/C	0782300580
85	Koli Hellen	F	SCIU- Apac	0782491184
86	Okello Margaret	F	Councilor LC 3, Apac T/C	0785446207
87	Bongo Caroline	F	NGO Link Forum Apac	0779821366
88	Eyuta Henry	M	NGO Link Forum Apac	0782991789
89	Akoli Omara Molly	F	Councilor, Apac	0785445972
90	Akello Harriet Oling	F	NGO Link Forum Apac	0777568869
	KOBOKO DISTRICT			
91	Maneno Jesca	F	Councilor, Koboko T/C	0774279469
92	Asher Veronica	F	Councilor, Lobule S/C	0779818422
93	Ajonye Loice	F	Lobule S/C	0773975678
94	Guma Retituta	F	Koboko Widows Ass	0782666810
95	Akudi Rose	F	Councilor, Kuluba S/C	0785563069
96	Tabu Grace	F	Councilor, Kuluba S/C	
97	Fangaro Kalisum	F	Councilor, Dramya S/C	0774815427
98	Ayate Matata	F	Councilor, Dramya S/C	0774588580
99	Ayite Zaitum	F	Councilor, Dramya S/C	0782256134
100	Gira Florence	F	Councilor, Midia	0777271941
101	Atitu Susan	F	Ludara Women Ass	0774132933
102	Kanya Rose	F	YAYA Women, Oraba	0777441572

No	Name (s)	M/F	Organization/Sub-county	Tel Contact/e-mail
103	Konga Suzan	F	Councilor, Ludara	
104	Asia Night	F	Bamura Women Group	0779477277
105	Chandiru Zura	F	Councilor, Midia	0751933180
106	Ititu Grace	F	Councilor, Koboko T/C	0782586197
107	Kadayi Veronica	F	Councilor, Godia	0777373939
108	Khemisa Harriet	F	Councilor, Midia	0777204647
109	Dawa Jennifer	F	Councilor, Lobule S/C	0774090296
110	Ittu Betty	F	Councilor Midia	0789606448
111	Yobu Rukia	F	Councilor, Abuku	
112	Rukia Noah	F	Chairperson, Abuku	
113	Anguparu Sauda	F	Councilor, Abuku	0773995788
114	Bailo Kasifa	F	Councilor, Abuku	0784495660
115	Geria Aisha Abasi	F	Councilor, Koboko T/C	0772973647
116	Maneno Rukia	F	Councilor, Lobule	0774629091
117	Nigo Mary	F	Councilor, Koboko T/C	0774188900
118	Chandiru Rukia	F	C/Person, LUWEIDE	0782702789
119	Dudu Mary	F	C/Person, Kuwa K.T.C	0782834489
120	Akujo Aisa	F	Councilor, Ludara	0784634702
121	Goro Grace	F	KOSISONET	0772967257
	MASINDI DISTRICT			
122	Asaba Juliet	F	Councilor, Masindi T/C	0783776893
123	Opinion Jenipher	F	Jordan S.S	0774499479
124	Kyamanywa Julius	M	B.B.S	0782192923
125	Byanuhanga Pafura	M	Councilor, Pakanyi S/C	0782847606
126	Bayo Antony	M	Councilor, Pakanyi S/C	0784151411
127	Sunday Ronald	M	Councilor, Masindi T/C	0772399294
128	Sunday William	M	Councilor, Pakanyi S/C	0776930231

No	Name (s)	M/F	Organization/Sub-county	Tel Contact/e-mail
129	Wobusobuzi Devis	M	Councilor, Pakanyi S/C	0779722703
130	Asiimwe Solomon	M	Councilor, Karujuba S/C	0777212284
131	Kimuli Lilian	F	RDP	0773974629
132	Kaija Akiiki	M	Councilor, Miirya S/C	0782115156
133	Asiimwe Monica	F	Councilor, Miirya S/c	0777702267
134	Kunihira Marvin	M	Texas Education Centre	0701084647
135	Ayesiga Tadeo	F	Bwijanga S/C	0782162978
136	Orone Kenneth	M	RDP- Uganda	0702355033
137	Amiya Flavia	F	RDP- Uganda	0782147674
138	Tibahwawa L	F	Councilor, Masindi T/C	0772856842
139	Makolo Mulumba	F	King FM	0773803564
140	Kabasinguzi Lilian	F	RDP-Uganda	0777005452
141	Acreu Betty	F	RDP-Uganda	0773272583
142	Kyalisima Wilson	F	Councilor, Ntoma	0774071030
143	Ayesiga Happy	F	Councilor, Karujuba	0775002638
144	Karungi Christine	F	Councilor, Nyangahya S/C	0774415732
145	Ochan Bernard. A	M	Councilor, Kigumba S/C	0779760934
146	Tabu Amos	M	Councilor, Kigumba S/C	0775481286
147	Asiimwe Rosemary	F	Councilor, Pakanyi	0779420381
148	Byangaba A. Judith	F	Councilor, Nyangahyo	0792932606
149	Kuninga Cox Henry	M	Kabalega College	0772366078

Number of Participants by District.

District	Female	Male	Total
Iganga	11	11	22
Nakapiripirit	10	11	21
Bukedea	07	15	22
Apac	14	10	24
Koboko	31	00	31
Masindi	15	14	29
6 Districts	88	61	149

Number of Participants (Councilors and BLD partners)

District	Local Councilors		BLD Partners		Total
	Males	Females	Males	Females	
Iganga	06	09	05	02	22
Nakapiripirit	11	09	00	01	21
Bukedea	08	06	07	01	22
Apac	07	10	03	04	24
Koboko	00	24	00	07	31
Masindi	09	08	04	08	29
6 Districts	41	66	19	23	149
<i>Total</i>	<i>107</i>		<i>42</i>		<i>149</i>

Appendix 11

Gender Mainstreaming Training Time Table for BLD Partner organizations and LC 3 Councilors

DAY 1			DAY 2		
Time	Session	Facilitator	Time	Session	Facilitator
10:00-11:30am	Session 1 <ul style="list-style-type: none"> ▪ Introduction s ▪ Expectation s ▪ Objectives of the training 	Ekoot Ben R.O	10:00-11:30am	Session 5 Elements of the Uganda Gender Policy 2007	Katusiime Rhita and Ekoot Ben R.O
11:30-01:00pm	Session 2 <ul style="list-style-type: none"> ▪ Gender Concepts 	Katusiime Rhita	11:30-01:00pm	Session 6 Gender Issues for planning and budgeting	Bintu Jane
01:00-02:00pm	LUNCH		01:00-02:00pm	LUNCH	
02:00-03:00pm	Session 3 <ul style="list-style-type: none"> ▪ Gender Analysis 	Katusiime Rhita	02:00-03:00pm	Session 7 Planning Tool: Force field Analysis	Kaweesa Rashid
03:00-04:00pm	Session 4 <ul style="list-style-type: none"> ▪ Gender and Democracy ▪ WID, WAD, GAD 	Kaweesa Rashid	03:00-04:00pm	Session 8 Best Bets Action Plan	Ekoot Ben R.O
			04:10pm	Departure	Ekoot Ben R.O and BLD district based Partner Organizations.

Appendix 111: Group work

Exercise 1: PRACTICAL GENDER NEEDS (PGN) AND STRATEGIC GENDER NEEDS (SGN)

Gender needs	PGN		SGN	
	M	W	M	W
Reduce distance to polling stations				
Setting up baby care centers next to work place				
Increasing decision making capacity through training				
Targeting reproductive health care services				
Socialization of boy/girl children to take any roles in society				
Meeting place located near the community				
Promotion of the need for use of contraceptives				
Leadership courses and civic education				
Provision of loan and credit facilities to buy land				
Generation of employment opportunities				
Increased income earning opportunities				
Recasting of social norms and sanctions to make them acceptable				
Training in maintenance of water pipes and irrigation equipment				
Improving access to productive assets, land ownership property ownership, and bank accounts (for loans)				
Affirmative action in increasing the number of people in science and technology (S&T) programs				
Participating in local government public expenditure tracking teams				
Involvement in childcare services				
Through positive action, increasing the representation of women in the legislative and executive positions of government- local and national				
Convenient location of water pipes in urban homes and sinking boreholes in rural areas				
Provision of convenient child health care services				
Provision of ante-natal and post-natal care				
Access to information				
Proper training of workshops/meetings				

Exercise 2:**ANALYSIS OF ACCESS TO AND CONTROL OVER RESOURCES AT HOUSEHOLD LEVEL**

RESOURCES	ACCESS		CONTROL	
	WOMEN	MEN	WOMEN	MEN
Land				
Money				
Bicycles				
Goats & Cows				
Trees				
Hoes				
Radios				
Newspapers				
Chairs & Tables				
Stools				
Mats				
Food				
Sauce				
Granaries				
Fruit trees				
Thatch grass				
Cash crops				
Food crops				
Houses				

Exercise 3: ANALYSIS OF ROLES AND RESPONSIBILITIES OF WOMEN, MEN, BOYS AND GIRLS AT HOUSEHOLD LEVEL IN A RURAL SETTING

ROLES/ RESPONSIBILITIES	Men, 18 & above	Women, 18 & above	Girls, below 18	Boys below 18	Classify roles into	
					Productive	Reproductive
Land clearing						
Ploughing (1 st , 2 nd)						
Planting						
Weeding and thinning						
Disease and pest control (applying agro chemical)						
Bird scaring and vermin control						
Harvesting						
Post harvesting; threshing, bagging and storing						
Marketing						
Value addition; milling, baking						
Cooking						
Firewood collection, splitting etc						
Water fetching/ harvesting						
Tethering small ruminants						
Grazing/ herding						
Sweeping compounds						
Sweeping kitchen						
Sweeping sleeping house						
Sweeping/ cleaning poultry house						
Sweeping/ cleaning ruminant house						
Washing plates						
Washing clothes						
Taking kids for immunization						
Taking care of the sick						
Buying bread, meat, sugar etc						
Buying sauce pans						
Buying clothes						
Mending clothes						
Paying school fees						
Repairing house						
Building house						
Telling stories/riddles and news						
Slaughtering chicken, goat etc						

Exercise 4:

DAILY ACTIVITY CLOCK

USING A 24 HOUR CLOCK, DETAIL OUT WHAT WOMEN AND MEN DO A DAILY BASIS.

