

GWED-G 2019 ANNUAL REPORT



**Gulu Women Economic
Development & Globalization**

Prepared By: GWED-G Technical Team

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ABBREVIATIONS

| | |
|---------------|---|
| ADR | Alternative Dispute Resolution |
| AJWS | American Jewish World Service |
| ANC | Antenatal Care |
| ASHR | Adolescent Sexual Health Rights |
| CBO | Community-based Organization |
| CLF | Community Linkage Facilitator |
| DGF | Democratic Governance Facility |
| EVI | Extremely Vulnerable Individual |
| FP | Family Planning |
| GWED-G | Gulu Women Economic Development & Globalization |
| HC | Health Centre |
| HIV | Human Immunodeficiency Virus |
| HRV | Human Rights Volunteer |
| IDP | Internally Displaced Persons |
| IPC | Interpersonal Communication |
| MNCH | Maternal, Newborn and Child Health |
| MSH | Management Sciences for Health |
| NFI | Non-food Item |
| NGO | Non-governmental Organization |
| NUHRP | Northern Uganda Human Rights Partnership |
| RMM | Role Model Men |
| SBBC | Social and Behaviour Change Communication |
| SGBV | Sexual and Gender-based Violence |
| TB | Tuberculosis |
| VHT | Village Health Team |
| WASH | Water and Sanitation Health |



MESSAGE FROM THE BOARD CHAIR

DEAR FRIENDS,

Cordial greetings from GWED-G (Gulu Women's Economic Development and Globalization). The year 2019 has been a great year for GWED-G because its visibility was quite strong with various brands through all the Human Rights interventions in the struggle towards Women Empowerment and Gender Equality platforms. GWED-G's website was also established and that was a turning point for creating more visibility and also rolling out the Social Media Communication Strategy. A lot was achieved in terms of growth, expansion of projects and engagement with donors.

Reasonable assurance of quality in the organization's system was confirmed and more especially in the accounts maintenance function by use of the online banking system as GWED-G brought on board a number of qualified and experienced Human Resource personnel. During the year, the Board reviewed and approved a number of documents which included the Performance Review Tool but also supported the successful validation and registration of GWED-G with the National NGO Bureau.

It is so heart lifting and pleasing to hear testimonies from our beneficiaries, donors, local governments and the media that GWED-G's work is transforming lives by more than 85%. I am so grateful to the team and the Board for having worked tirelessly towards achieving the goals while focusing on the mission, vision and core values of the organization.



MESSAGE FROM THE EXECUTIVE DIRECTOR

2019: THE YEAR OF STRATEGIC PARTNERSHIPS!

This year's annual report highlights some of the key milestones achieved in 2019 through promoting GWED-G's strategic frameworks aligned to human rights and gender equality, livelihoods and food security, peace building and transitional justice, health and nutrition, youth's empowerment and advocacy on gender bills and laws.

Together in this report, we share with you how we have kept commitments and demonstrate how GWED-G and its grassroots network worked together to implement the strategic directions and partnership with

donors. In 2019, we were able to draw on our identity and core values in building meaningful partnership and alliances to align with our vision and mission. We therefore want to thank our partners for enabling long-term strategic partnerships that enabled all of us to surface through capacity building and skill transfer, technical assistance on key thematic areas and aggregating sets of new learning.

In 2019, we are also so proud of the GWED-G team of experts that made several strides to keep things moving with transitions in the ways we do our work. At GWED-G everybody is an expert in their own field, however we want to celebrate certain shifts such as our new website and social media handles boosting our visibility; increased presence nationally and internationally; refinement of accountability mechanisms towards our impact groups and communities; the use of online payments platform and strengthened accountabilities management; and evidence-based multi-level advocacy connecting grassroots communities issues to regional and national levels.





Working through networks and community groups, GWED-G has catalyzed the establishment and strengthening of important grassroots networks. Through capacity building, networking and advocacy, these groups have thrived and won many gains for women and girls. Through the gender equality programming, we were happy to see women and girls championing actions that promote women's property rights and control of resources. A good number were linked to financial institutions and private sector players to ensure access to market and competitiveness of their IGA products. Women and men reported better access to and utilization of health services such as maternal and sexual and reproductive healthcare.



We invested resources to women's groups to ensure their capacities to respond to economic shocks through livelihoods diversifications programming, promoting access to seeds and farm inputs, coupled with sustainable and resilient approaches. This year we have integrated climate change adaptation and mitigation techniques. We saw positive results when we engaged men in dialogues over access to, utilization of, control and decision-making over productive assets.

Regarding human rights, we have witnessed community-based HRVs and RMM proactively engaged in activism, monitoring, documentation and reporting of human rights violations. We contributed to increased capacities of traditional institutions and land-based structures in land rights protections and promotion. GWED-G has worked hard to promote zero-tolerance of SGBV through its community structures and increase the uptake of services for survivors, including access to justice.

Women are celebrating fellow women and lifting them into leadership positions. Women gained platforms through mentorship and caucusing at sub-county and district levels. Through workshops and conferences, the women's movement is gaining knowledge and skills to remain strong and make bold commitments to hold sustainable movements that will thrive for generations to come. GWED-G believes in investing in women as key to healthy, successful societies ready to step into the future.

GWED-G is proud that those who were unheard, voiceless, and living in shame because of impunity by others in the past are now speaking for themselves and demanding space to be heard more. This work is unstoppable, growing stronger, and continuously unfolding.

In emphasizing the power of partnership, we could not do all this alone: we have built deeper, broader and meaningful relationships to drive our mission through, working with development partners and donors such as DGF and diplomatic communities, USAID – URC RHITES North Acholi, Diakonia Uganda, Voice Oxfam-Novib, Open Society Foundation funding Northern Uganda Human Rights Partnership, Amnesty International Human Rights Capacity Building, American Jewish World Service, CIVSAM, Columbia University GlobeMed, MSH, Eirene Suisse, UWONET, and Government of Uganda and local government departments. Without your generous support, partnership and collaboration our work could not be possible, we want to thank you for your support.

Finally, GWED-G is most grateful to our impact groups and fellow friend organizations, who have been passionate to move with us, walking together and walking far. We therefore want to pledge our commitment for yet another journey beyond 2019. Thank You!



PROMOTING HUMAN RIGHTS & GENDER EQUALITY

The promotion of human rights and gender equality is a core focus for GWED-G as a women's empowerment organization. 2019 saw three major projects that contributed to this strategic focus area: Democratic Governance Facility-funded Promoting Human Rights, Peace and Inclusive Governance (DGF Project), Diakonia Sweden-funded Promoting Gender Equality through Women's Empowerment and Strengthening Male-Engaged Initiatives in Northern Uganda (GEWEP Project), and Oxfam-funded The Influencing Change for Women Voices and Rights (VOICE Project).

The DGF Project implemented in Gulu, Nwoya, Omoro and Amuru districts sought to strengthen the protection and promotion on women's human rights and gender equality, improve women's civic competencies to effectively participate and influence post-war recovery processes, and enhance land rights of vulnerable peoples. The GEWEP Project was implemented in Nwoya, Omoro and Amuru districts to promote a peaceful society where poor and vulnerable communities, especially women and girls, access and enjoy their full human rights. The VOICE Project implemented in Gulu and Omoro districts aims to strengthen and expand women's leadership participation and representation in decision-making processes and platforms at local, sub-regional and national levels, improve gender sensitive plans and budget allocation at district and sub-county level, and finally through caucuses, women defend women legislative priorities in council.



PLACING FOCUS ON HUMAN RIGHTS IN THE ACHOLI REGION



439 beneficiaries (115 men & 328 women) received training relating to Human Rights & Gender Equality.

Human rights issues throughout the Acholi Region are complex and varied which is why this year GWED-G focused on strengthening our community structures abilities knowledge of and capacity to effectively respond.

Human Rights Volunteers (HRV) are supported by us as grassroots watchdogs and activists in monitoring the changing landscape of human rights issues.

HUMAN RIGHTS HIGHLIGHTS

MDR TRAININGS REACHED:

114

HR VIOLATIONS REPORTED:

102

HR ISSUES DOCUMENTED:

35

Two trainings on Monitoring, Documentation, and Reporting of human rights violations and abuses were conducted for 114 participants (71 men & 43 women) for RMM, Case Managers, Village Savings and Loan Associations (VSLA) representatives, and cultural and religious leaders. 60 HRVs (35 men & 25 women) were supported with logistics in terms of airtime and transportation to facilitate the monitoring and reporting of human rights violations. 58 HRVs attended Reflection Meetings as part of ongoing monitoring by GWED-G to help them overcome challenges and learn best practices.

259 human rights defenders previously trained in the DGF Project were deployed to engage in awareness raising, monitoring, documentation, and reporting of human rights issues in the region. 102 human rights issues raised by citizens to duty bearers through our projects. Further, 35 human rights violation cases were documented and reported to the relevant authorities for action.



ON THE RADIO

To build rural communities knowledge, 5 sensitization campaigns on human rights and protection were conducted in Amuru, drawing 456 participants (159 men & 297 women). The media was also used as a powerful tool with extensive reach to help sensitize communities on human rights issues. 3 radio spot messages on human rights and gender equality issues were aired 347 times, while 8 radio talk shows were held at local radio stations to provide more in-depth and participatory discussions on pertinent human rights topics affect the north.



GETTING MEN INVOLVED IN THE GENDER EQUALITY MOVEMENT



**HOUSEHOLD
DIALOGUES:
550**



**COMMUNITY
ENGAGEMENT
EVENTS:
50**



**MALE-ENGAGED
CONFERENCE
NUMBERS:
153**

GWED-G strives to encourage men to become involved in the fight for gender equality and women's empowerment. For years, we have been employing a male-engaged approach to activate men's participation in supporting women and girls.

One of our most successful community structures that we have developed is the formation of Role Model Men (RMM) as community leaders who model positive masculinities for others around them.

Over 220 trained RMM conducted 550 household dialogues, whereby they visit community members' households for more personalized and targeted in-depth discussions on women's rights and gender equality issues, including the importance of girls' education. Role models are key actors to foster change in social norms. These household dialogues reached 5,979 people (3,215 men & 2,764 women).

HOUSEHOLD DIALOGUES REACHED

5,979

PEOPLE FOR GENDER EQUALITY



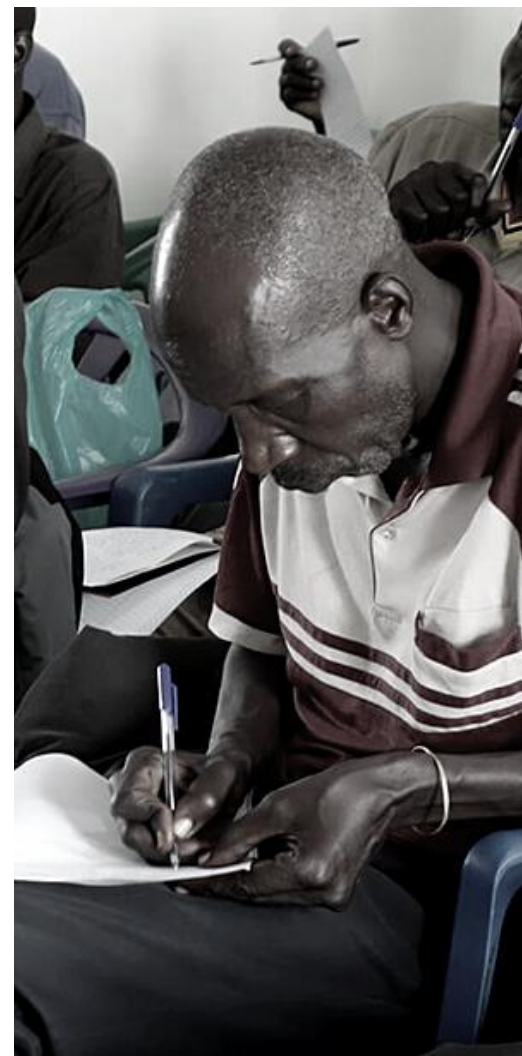
As part of GWED-G's monitoring, reflection meetings with 201 RMM were conducted to support problem solving with their activities. RMM reported reduced domestic violence rates but increases in other types of Sexual and Gender-based Violence (SGBV), such as child sexual abuse (which they attributed to substance abuse). During these meetings, RMM noted community members possessed fairly good understanding of human rights, but more action was needed to prevent violations.

GWED-G also hosted an Annual Couples' Seminar as part of the GEWEP Project attended by 66 beneficiaries (37 men & 29 women). This event increased participants' knowledge on gender equality and women's empowerment and served as an avenue for beneficiaries to share their successes in changing the status quo. The Couples' Seminar is one platform that addresses the gendered division of care work and gives men the opportunities to develop new and positive masculine identities based on respect and shared responsibilities, which is also key to challenging gender norms that ascribes men as the only decision makers in families and communities.

MALE ENGAGED CONFERENCE 2019

Another important event hosted by GWED-G was the Male Engaged Conference which took place in Gulu Town and was attended by **153 participants** (123 men & 30 women) representing district and sub-county government representatives, RMM, case workers, and women VSLA groups.

This event is a unique platform for cultivating stronger partnership among different actors involved in promoting gender equality and women's empowerment, including building coherency around eliminating SGBV.





Although to some extent gender equality and women's rights is slowly and increasingly being understood and recognized, efforts to eliminate the entrenched discriminatory attitudes and behaviours that underpin and perpetuate violence against women and girls remains inadequate especially the prosecution of SGBV cases in court. SGBV survivors often face barriers such as class-based bias and corruption within the judiciary resulting in judgements that continue to fail women, including the abandonment of cases. Strengthening northern communities' awareness about gender equality and the rights of women and girls (including EVIs) therefore was achieved through activating platforms like awareness dialogue sessions (DGF Project) and community-level sensitization campaigns (GEWEP Project).

In 2019, we held 50 such events reaching **7,948 community members** in rural areas with key messages on prevention and referral pathways for effective response to survivors.

Review and reflection meetings were held with **87 participants** (51 men & 36 women) with representation from RMM, police, VSLA groups, case workers, cultural leaders, and sub-county and district government leadership. These meetings help to develop different stakeholders' roles in addressing challenges to achieving gender equality by providing space for productive discussions of ongoing or new issues, as well as a platform for setting directions and action points.

SHINING A LIGHT ON SGBV

SGBV remains a tough issue to deal with in Northern Uganda, with the rates in this region among the highest in the country. VAWGs continued to be widespread in the region with heightened levels of land wrangles inciting domestic violence and economic violations that require multi-sectorial approaches. This year, GWED-G attended 2 Quarterly SGBV Coordination meetings with stakeholders from across the four districts to support efforts for better collaboration between different players.

7,948
**COMMUNITY
MEMBERS
REACHED**

WITH KEY SGBV
MESSAGES ON
PREVENTION & REFERRAL
PATHWAYS



Through the GEWEP Project, GWED-G held a Child Protection and SGBV Dissemination Meeting with 45 participants (31 men & 14 women) that included district stakeholders and local leaders in Nwoya which resulted in valuable additions to improve the quality and relevance of the Child Protection & the development of a SGBV Ordinance.

GWED-G strengthened police officers skills and ability to effectively respond to SGBV cases by providing training to 60 participants (46 men & 18 women) from Nwoya, Omoro and Amuru districts on crime scenes and SGBV case management. Our team was also able to support the management and response to **108 SGBV cases** through referrals.

LAND RIGHTS: A QUEST FOR ACCESS, CONTROL & DECISION MAKING



In a post-conflict setting, it is common to see land conflict issues continue for prolonged periods. In Northern Uganda, land conflicts and women's access to, control over, and ownership of land continues to be problematic. Both the DGF and GEWEP Projects have attempted to contribute to addressing land issues, with DGF in particular focusing on women's land rights.

12 community-level awareness campaigns targeting **1,060 community members** (556 men & 504 women) were conducted to build knowledge about women's land governance, ownership and inheritance rights. Reflective platforms were supported by GWED-G benefitting 48 traditional chiefs in the Acholi heartland on land rights and legislation in Uganda, and the intersection with customary land tenure systems with women's right to own and inherit land.

A total of **87 land mediations** were supported through GWED-G community structures in a bid to peacefully resolve land issues.

ENHANCING GOVERNANCE THROUGH FEMALE REPRESENTATION



**WOMEN LEADERS
TRAINED:
256**



**WOMEN CAUCUS
ATTENDEES:
531**



**CITIZENS ENGAGED
WITH GOV'T:
1,100**

GWED-G's efforts to drive progress towards gender equality took aim at democratic participation and governance issues. The VOICE and DGF Projects worked towards putting women in leadership

positions and increasing women's involvement and interactions with their government at the local, regional and national levels.

265 grassroots women leaders received trainings on effective leadership and representation, group dynamics, leadership and participation in decision making processes. As a result of these trainings, women leaders are now influencing decisions by moving motions in council meetings, spotlighting women's and girls' issues. In Awach sub-county, women councilors were able to push for the procurement of delivery beds at Awach Health Centre IV and the centre is now equipped to support safe deliveries for new mothers. 4 women contested for LC III chairperson positions in Opwoyo, Okidi, Aremo and Laboro sub-counties in Omoro District, claiming these positions and defeating their male counterparts.



The VOICE Project specifically supports women leaders in caucus meetings to discuss key issues affecting their communities, particularly women and girls. 19 caucus meetings in 4 districts gathered **531 women beneficiaries** which serve as a unique platform for women leaders to understand grassroots women's issues and better vocalize and articulate these issues at all levels of government.

Women caucusing approach was operationalized to allow women leaders and activists to mobilize and harness their power in numbers to effectuate change for issues concerning women and girls. The idea of "Caucusing without Colours"



translates into women leaders from diverse backgrounds unearthing commonalities in their concerns to work together, beyond political affiliations or "colours", to enact the women's agenda. Caucus membership spans Village Health Teams (VHTs), female cultural elders, women business leaders, professionals, uniformed women, Women Council and women councilors. This project provided meeting and mentoring platforms that enabled caucus groups to discuss, debate, share and learn from each other, as well as develop and monitor actions for problems that affect women and girls in their localities.



CAUCUS WITHOUT COLOURS

GWED-G supported 12 sub-county caucus groups: 6 each in Gulu and Omoro Districts. These groups tackled issues specific to their communities. In Omoro District, for example, a key issue raised was the high dropout rate of schoolgirls due to lack of sanitary towels, forced and child marriages and other factors. The District Women's Caucus of Omoro conducted 7 role model visits to schools throughout the district and sensitized students on the harmful consequences of child marriage and how to file police reports for SGBV violations. They also pushed for the enactment of an education ordinance, resulting in the local government allocating funds to complete this process. The ordinance seeks to provide for compulsory enrollment of children in school, and outlines roles and responsibilities for parents, as well as penalties for non-compliance.

WOMEN REPRESENTATIVES

7,012

ENGAGED IN DECISION MAKING STRUCTURES

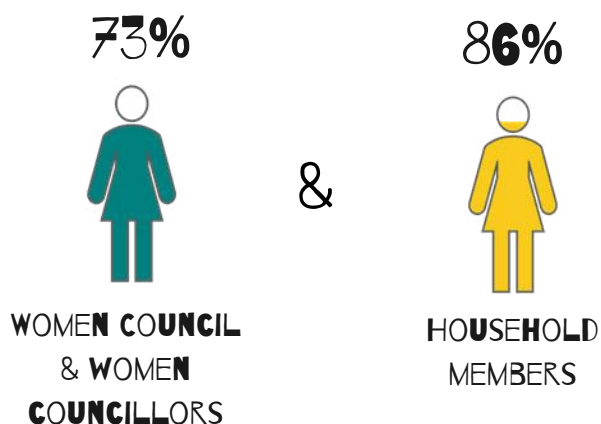
In Gulu District, caucus groups focused on the poor health infrastructure and lack of staffing. The Bungatira sub-county Women's Caucus approached the District Health Officer, District Planner, and Chief Finance Officer to advocate for the inclusion of infrastructure development and staffing for Anganya Health Centre (HC) II and Punena HC II in the district budget. With these efforts, Punena HC II was allocated 2 additional staff members and a procurement process to acquire land to construct more wards for Anganya HC II is underway.



WOMEN IN LEADERSHIP

As part of the VOICE Project we conducted a survey on women's participation in leadership spaces (82 women leaders & 349 households). There were many factors hampering women's participation ranging from political violence, lack of confidence to stand for office, and poverty.

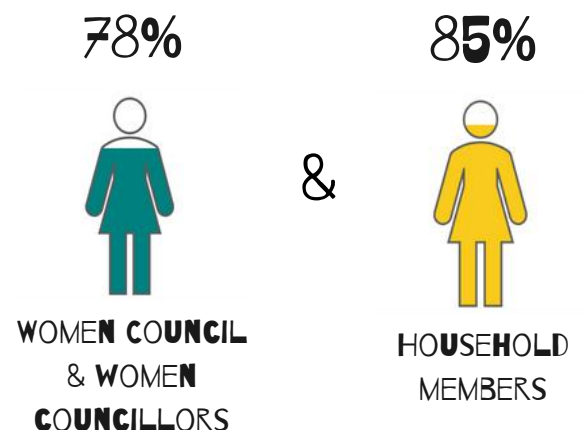
Percentage female representatives & household pop. in Gulu & Omoro Districts who believe that lack of awareness of women's rights affects women's political participation:



Women Council, women councillors, and population surveyed said political violence was the #1 factor impeding women's participation in local politics and decision making



Percentage female representatives & household pop. in Gulu & Omoro Districts who believe women's lack of confidence to stand for office affects women's political participation:



EDUCATION & ADVOCACY ON GENDER LAWS

Education and advocacy are essential ingredients in driving for the protection and promoting of human rights for women, men, girls, and boys. The activities under this strategic focus area are complementary to our strategic focus on promoting human rights and gender equality. In 2019, 4 projects contributed to this area: DGF Project, GEWEP Project, VOICE Project, and the Northern Uganda Human Rights Partnership (NUHRP Project).

The NUHRP Project is funded by Open Society Initiative for East Africa, entitled Citizen Engagement for Inclusive and Equitable Economic Governance. NUHRP is a coalition of eight human rights organizations spread across the Acholi Region; GWED-G is currently the host institution. As for GWED-G's activities with this project, in April, GWED-G supported Ker Kwaro Acholi (i.e., traditional cultural leaders) to host a wang-oo dialogue meeting. This meeting served as a mechanism for exploring and coordinating interventions aimed at eliminating land disputes in the region. Monitoring and partnership meeting between the different NUHRP organizations were also held to build solidarity between partners for advocacy action, particularly around land conflicts and rights.

The VOICE Project held 3 radio talk shows on human rights education, and aired 50 radio spot messages. DGF Project created advocacy platforms for policymakers and implementers for land rights actors and sub-county land committees to interface with community members. This enabled local women to voice and share challenges, generating dialogues on land wrangles, gender differences in land administration practice, and calls for placing more emphasis on women's land needs.



The GEWEP Project held a Land Advocacy Meeting in Amuru for 53 participants (42 men & 11 women) to create better awareness of challenges faced by women in terms of access, control and ownership of productive resources. Resultantly, action points were developed to promote women's land rights in the district.

Finally, GWED-G participated in and supported key human rights advocacy days including International Women's Day, Day of the African Child and International Youth Day. Official position papers were also distributed by the women councilors to each of the districts.

144 women leaders were sponsored for International Women's Day in each district of Amuru, Gulu, Nwoya, and Omoro, where women councillors read out petitions demanding serious government action on women's empowerment, gender equality, and impunity of SGBV.



LIVELIHOODS & FOOD SECURITY



**CLIMATE SMART
TRAINED:
60**



**LINKAGE MEETING
ATTENDEES:
265**



**TREE SAPLINGS
DISTRIBUTED:
8,271**

In 2019, GWED-G's activities for livelihood support and economic empowerment centred on integrating climate change adaptation strategies. Climate change awareness, mitigation and adaptation

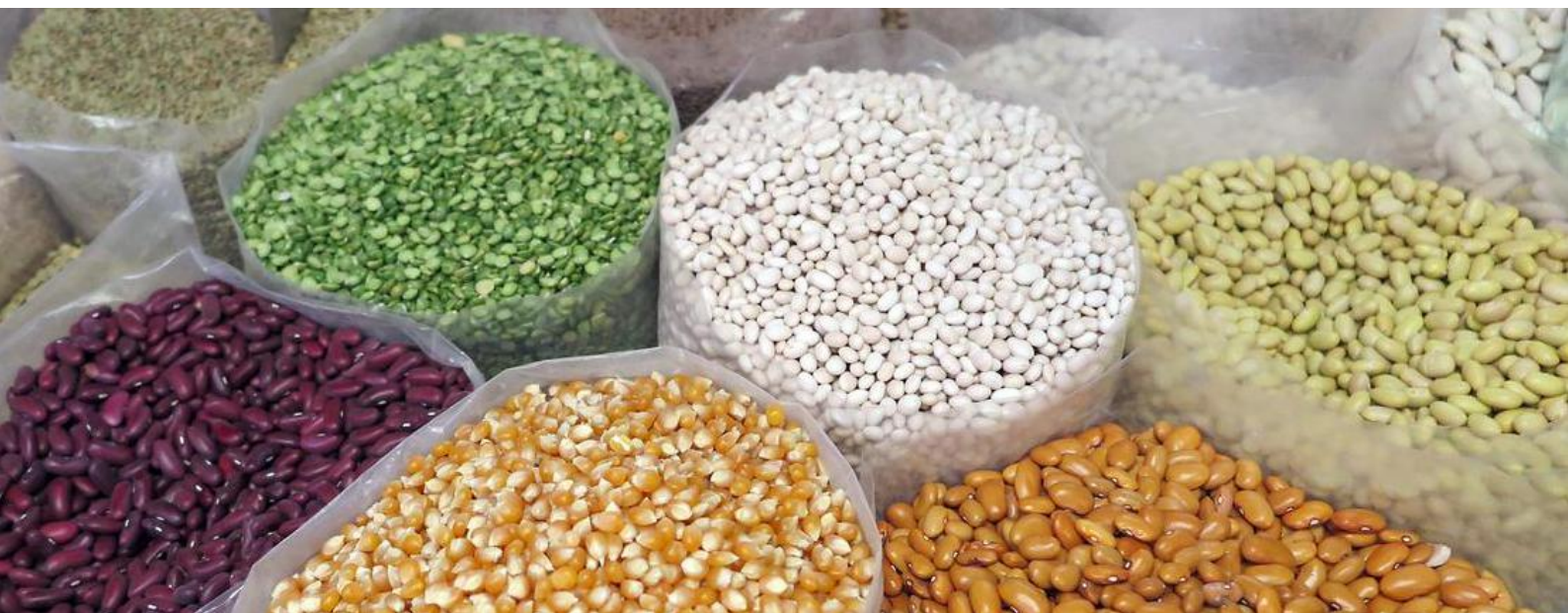
strategies were imparted to beneficiaries of the Diakonia Sweden-funded GEWEP Project.

19 women's VSLA groups were supported with bean seeds and maize to support their livelihood diversification and economic empowerment. **8,271 tree saplings were distributed to 517 beneficiaries** (268 men & 249 women) including members from 20 VSLA groups, 20 RMM, case workers, and faith-based actors as a means to enhance soil fertility and increase agricultural productivity. Monitoring visits were conducted with 4 VSLA groups to tease out the challenges they faced and lessons learned, resulting in recommendations drafted to improve their economic activities.

9 community awareness meetings on the causes of climate change and the roles and responsibilities of communities in preserving and protecting the natural environment were conducted. One training on climate change and disaster risk reduction was conducted in Nwoya (N=50; 39 men & 11 women). One training was provided on climate SMART agriculture in Nwoya for RMM and VSLA women (N=60; 29 men & 31 women).

There was one dissemination meeting on climate change attended by 141 stakeholders from Omoro, Nwoya and Amuru districts (80 men & 61 women) that increased their knowledge on current policies and legislation related to climate change.

Another key issue for economic development relates to citizens' ability to link to services and institutions that can facilitate their economic activities. To that end, **265 community members** (119 men & 146 women attended linkage meetings, representing 20 women's VSLA groups, RMM, and case workers, where they connected with representatives of financial institutions (e.g., Bank of Africa, Equity Bank, Centenary Bank), agricultural production companies (e.g., Alfa and Omega, Our Garden), and information on government programs to support communities economic development. These impact groups increased their awareness about available opportunities with financial institutions, private sector businesses, and government programs. Some of them were able to tap onto this opportunity and topped up their VSLA cash balance.



PEACEBUILDING & CONFLICT RESOLUTION

We promote peaceful co-existence in the community by applying Alternative Dispute Resolution (ADR) approaches, including: negotiation, mediation, reconciliation and arbitration. We understand the fact that the two conflicting parties will continue to live in the same community where peace should prevail.

With support from DGF, we trained 160 local leaders (Rwot Kweri and Rwot Okoro) and provided reflective platforms for 25 chiefs to discuss practical measures for protecting the land rights of vulnerable individuals and groups. These were done through conducting land mediations.

To aid the work of NUHRP partners, 10 staff members were trained on land mediation skills and they are applying the newfound knowledge to resolve emerging land conflicts all over the Acholi Sub-region.

In 2019, a total of **73 land conflict cases** were successfully resolved with the help of the trained structures above, LC I Chairperson and RMM. The majority of cases were boundary conflicts which were most common during rainy season when community members were opening land for farming. There were also intra-family land disputes.

In the course of the year there were land cases registered between community, investors, and government bodies. These include: the Nyimur land conflict in Lamwo District, where a petition was submitted to the Rt Hon. Speaker of parliament; Lebngec land conflict between West Acholi Cooperative Union and community members in Nwoya District; Apyeta in Lamwo District, where National Forest Authority is claiming land being occupied by community as part of a forest reserve; and a conflict over land involving community versus Uganda Wildlife Authority in Laminatoo. There have been dialogues organized to get more information and better resolve the conflicts through non-violent means.



In a bid to resolve land disputes in the communities, GWED-G organized quarterly reflection meetings for 25 chiefs in west Acholi. The meeting gave a platform for the chiefs to discuss and share community knowledge on land-related issues, land context in their constituencies and were taken through the land legal frameworks in Uganda, especially Chapter IV of the National Land Policy 2013, which specifies the role of cultural leaders in protecting and enhancing the rights of vulnerable individuals (e.g., widows, orphans, people with disabilities, formerly abducted people) and groups. They have been contacted by other community members to help mediate land cases. They acknowledge having gained knowledge on the land documents and were committed to secure the land rights of their vulnerable subjects.



The DGF Project created advocacy platforms for policymakers and implementers for land rights actors and sub-county land committees to interface with community members. This enabled local women to voice and share challenges, generating dialogues on land wrangles, gender differences in land administration practice, and calls for placing more emphasis on women's land needs.



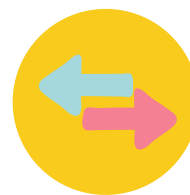
YOUTH EMPOWERMENT



**YOUNG PEOPLE
CONNECTED W/
INFO:
3,564**



**SCHOOLGIRLS
LEARNED SRH
EDUCATION:
1,413**



**HR ABUSE
REPORTED BY
YOUTH AGENTS:
114**

GWED-G included young people as beneficiaries, partners and collaborators of its programs. In 2019, youth supported us in planning for activities, mobilization of community members, and information sharing. The DGF Project reached out to 3,564 young people (18–30 years) with information on basic human rights, land rights and skills and knowledge to enable them participate in leadership spaces to influence positive change in service delivery gaps experienced by young people in their constituencies.

With support from American Jewish World Service (AJWS), **we reached out to 1,413 adolescent girls** in 6 primary schools with messages on sexuality, sexual development, the dangers of early and unprotected sex, and life skills.

Most youth in our target areas continue to face challenges due to lack of access to information. For instance, information on social and economic opportunities that they can benefit from or be part of are not reaching many youth in need. The majority of youth are school dropouts and many lack basic skills to earn a living.

While shifts in the global development field can mean dwindling funds available for programs, communities in the Acholi post-conflict setting have demonstrated an increased dependency on community-based organizations and non-government organizations (NGOs). As such, program beneficiaries, including youth, expect monetary compensation or facilitation in exchange for their participation in development projects. This has led to inadequate participation as well as representation of youth in useful spaces both at local and national levels.

Being raised in a conflict setting, youth have been disconnected from traditional farming activities and we have noticed that some youth hold negative attitudes towards agriculture. As agriculture remains the backbone of the Ugandan economy, these attitudes contribute to the high unemployment rate among youth in the north. Furthermore, some youth are engaged in alcohol and substance abuse, which are contribute to other social issues such as the perpetuation of SGBV and land conflicts.

As collaborators and partners, youth were targeted at trainings, engaged in community and household dialogues, and participated as change agents. Youth constitute 35% of our HRVs working to monitor, document and report human rights abuses to relevant stakeholders. Youth change agents monitor and report activities to GWED-G regularly. This has increased the reporting rates of human rights abuses; **youth reported 114 cases** ranging from SGBV to land-related conflict.



HEALTH & NUTRITION

PEOPLE REACHED WITH IPC ON HEALTH:

17,581

YOUTH REACHED WITH VMMC MESSAGES:

6,628

MALARIA PREVENTION & TREATMENT MESSAGES FOR:

2,658

DEBUNKING FP MYTHS & MISCONCEPTIONS FOR:

629

GWED-G's flagship health project, Regional Health Integration to Enhance Services – North Acholi, is implemented in a consortium with two other partners (University Research Company and IDI) entered its third year of implementation this October. GWED-G's contribution aims at increasing the adoption of healthy behaviours by targeting communities to access health services. These services include HIV, Tuberculosis (TB), Malaria, Family Planning (FP), Voluntary Male Medical Circumcision (VMMC), Maternal, Neonatal and Child Health (MNCH), Water and Sanitation (WASH), and Nutrition.

GWED-G Community Coordinators based in the districts of Gulu, Nwoya, Amuru and Agago used various social and behaviour change communication (SBCC) strategies to address gaps that impede access to and utilization of quality health services. The project uses health data generated facilities and district health offices to disseminate messages in key technical areas to create awareness for small groups through IEC material distribution, household visits, and community dialogues and sensitization. This year, we reached 17,581 community members.

VMMC is being championed as a proven medical approach to preventing the transmission of HIV. During the year we used diverse teams to create demand for VMMC services in the sub-region that is traditionally a non-circumcising region with strong Christian tradition. Activating satisfied users as champions alongside local influencers, VHTs, peers and school administrators, we reached out to 6,628 youth with messages on the benefits of circumcision.

As part of empowering community structures to undertake demand creation activities in the community, GWED-G trained VHTs, Community Linkage Facilitators (CLFs) and influential leaders on interpersonal communication (IPC) skills. A total of 144 community structures (Gulu 31, Nwoya 60 and Amuru 53) were trained and equipped with various IEC materials on the project technical areas.

**12 SESSIONS**

On nutrition and assessments during outreaches for pregnant & lactating women, children, & PLWHA

**2,658 MEMBERS**

Reached by household dialogues on SGBV, VMMC, ANC, & FP

**4,050 IEC MATERIALS**

Distributed throughout the Acholi sub-region

**4,188 PARTICIPANTS**

Reached during SGBV sensitization meetings

GWED-G strengthened uptake of health services at the grassroots by working with community resource persons (VHTs, CLFs, cultural leaders, peer educators and RMM) in collaboration with health workers in the formal system. Mapping, booking and referral of clients to health facilities, health outreach posts and integrated outreaches enabled us to reach **5,318 pregnant mothers** who were linked to antenatal care (ANC) services. An additional **3,301 community members** were able to access various health services including malaria test and treat, TB screening, FP, ANC and immunization services.

Using RMM is a game changer in influencing attitudes and behaviours of men towards health service uptake. In 2019, GWED-G used 84 RMM to conduct household dialogues focusing on SGBV, VMMC, ANC and FP. The **RMM reached 302 households with a total population of 2,678 members** (1,784 females and 894 males). 28 SGBV survivors were identified during the household dialogues and referred for medical and psychosocial redress at the different health centers and child protection desks in the respective sub-counties and police outposts.

SGBV Cases Referred (by type)

| | |
|----------------------|-----|
| Domestic Violence | 123 |
| Physical Assault | 17 |
| Threatening Violence | 6 |
| Defilement | 49 |
| Rape | 18 |



During the year, GWED-G conducted 59 **SGBV sensitization meetings with 4,188 participants** (F 2569; M 1619). Resource persons were drawn from the Police SGBV desk, health workers, RMM and Community Development Officers. Topics covered included the causes, consequences, prevention and responses to SGBV. Some recommendations developed during the sensitizations included: a) commitment by religious and cultural leaders to protect the rights of women against violence as well as work to nurture new cultures that do not tolerate SGBV; b) increased school and community education on SGBV; and c) establishment of SGBV support groups to provide psychosocial support to survivors.

SECURING SRH RIGHTS OF ADOLESCENTS

The AJWS project is implemented in Lamogi sub-county, Amuru District to empower in- and out-of-school adolescent girls with sexual health and rights education. GWED-G deploys a combination of approaches:

GWED-G deploys a combination of approaches: a) Provision of ASRH information and education through extra-curricular school clubs and community dialogues; b) Asset building and life skills training that harness the capabilities of the girls, strengthen their local networks and relationships to enable them become more resourceful, assertive and



6 out of 6 schools have recorded zero teenage pregnancies



12 Awareness & Sensitization campaigns held reaching out to 720 adolescents



360 girls in the debating clubs empowered with life skills for resilience & overcoming sexuality issues



600 boys in 4 schools empowered to promote Gender Equality

confident; c) Menstrual Hygiene Management that involves making reusable sanitary pads using local materials with the surplus sold out by the girls for income generation; d) Fostering a Peer-To-Peer Learning Culture through Peer Educators in which the girls themselves become facilitators of interactive youth-led dialogues and activities on ASRH topics in their schools and communities; e) Spotlight on Boys is an approach that engages adolescent boys as agents of sustainable gender transformation, by equipping boys with life skills that enable them to respect the autonomy of girls



SOCIAL ACCOUNTABILITY IN HEALTHCARE DELIVERY

Strengthening Women and Community-led Accountability for Improved Service Delivery in Northern Uganda (SWoCA) is a project that was awarded to NUHRP and managed by GWED-G. Management Sciences for Health (MSH), through the Global Financing Facility and the Partnership for Maternal, Newborn, and Child Health is the grant manager. The project's main purpose is to empower women and communities to hold the local government to account for realization of rights, inclusion and the improved delivery of quality healthcare services for women, children, and adolescents.

During the year, preliminary project activities that were completed included the project baseline, development of standardization tools for monitoring and analysis, development of an advocacy strategy and plan, and the completion of stakeholder and power analysis tool. GWED-G disseminated the key findings of a baseline that targeted 33 health facilities from 4 northern districts. This baseline explored quality of care in all aspects of healthcare service delivery, from management to infrastructure to patient satisfaction in Health Centres (HC) at different levels. Facilities and staff were assessed on a plethora of factors, scored were weighted and each facility received performance factor ratings. Overall quality scores follow the Star-rating system (Star 0 = < 55%; Star 1 = 55 – 64.5%; Star 2 = 65 – 74.5%; Star 3 = 75 – 84.5%; Star 4 = 85 – 94.5%; Star 5 = 95 – 100%).



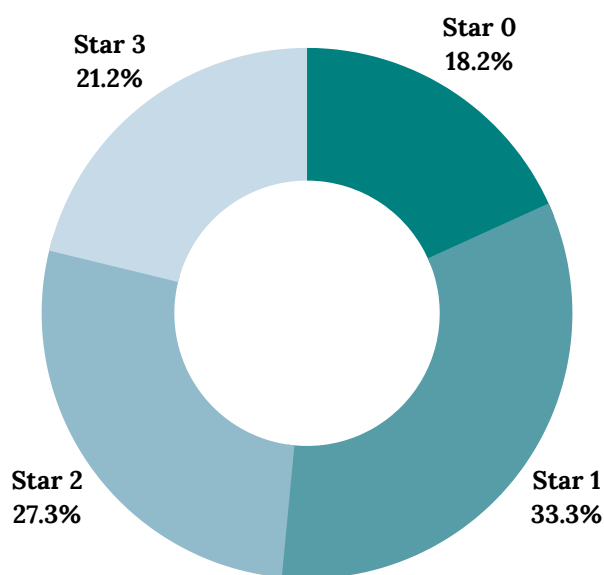
Health facilities (HC IIIs & IVs) ratings across the districts are shown in the figure to the right.

This means that 6 HCs (18.2%) received a Star 0 rating. 11 HCs (33.3%) facilities were rated Star 1 for overall quality, while another 27.3% (9 HCs) were rated Star 2. Only 7 HCs (21.2%) facilities were rated Star 3, and zero facilities qualified as Star 4 nor Star 5 for overall quality of health care service delivery.

Factors that were rated to comprise the overall quality Star rating are presented in the table on the page ; each performance factor or 'module' receives a percentage score towards the overall quality score.

For Overall Quality, HC IIIs averaged 62% (Star 1) while HC IVs averaged 67% (Star 2). Leadership & Governance scores were poor mainly due to facility in-charges not receiving management training. Human

Percentage of HC Facilities in Each Star Rating Category



Resources' poor performance ratings were attributed to lack of qualified health workers, staff absenteeism, and problematic financial management. Health Financing scores were influenced by rare public noticeboard postings and monthly bank reconciliations. Additionally, 80% of facilities assessed did not display financial updates on public noticeboards, as required.

Quality Factors Assessment Ratings

| Quality Factor (Module) | HC IV Average % Score | HC III Average % Score |
|--------------------------------------|-----------------------|------------------------|
| Leadership & Governance | 4.22 | 2.29 |
| Human Resources for Health | 2.34 | 1.90 |
| Health Financing | 2.50 | 0.83 |
| Health Information | 4.65 | 4.16 |
| Medicines, Health Supplies, Vaccines | 9.21 | 10.41 |
| Medical Equipment & Diagnostics | 9.51 | 8.15 |
| Health Infrastructure | 2.10 | 2.60 |
| Client Centred Care & Safety | 8.43 | 8.43 |
| Clinical Management | 24.22 | 23.22 |
| Overall Quality Score | 67% | 62% |

In terms of Health Information, most districts' facilities performed comparably higher (HC IIIs and IVs scored 30 and 34 respectively out of 36). This was due to the widespread availability of Health Management Information System tools; however the challenge identified was usage.

The scores for Medicines, Health Supplies, and Vaccines were 50 out of 72 for HC IIIs and 55 out of 89 for HC IVs. Most facilities, however, did not have proper cold chain to store vaccines.

While most health facilities had good infrastructure in accordance to government

set standards, Health Infrastructure ratings were negatively impacted by unkempt external environment and unhygienic service delivery areas. External grounds were not maintained, paving was not maintained for clear pathways, and compounds had garbage and uncut grass. Facilities had walls and ceilings that were dirty and in poor condition and trash cans were misused inside and outside. While most facilities had toilets for staff and patients, water and soap were unavailable at most washing points and toilets were often unclean.



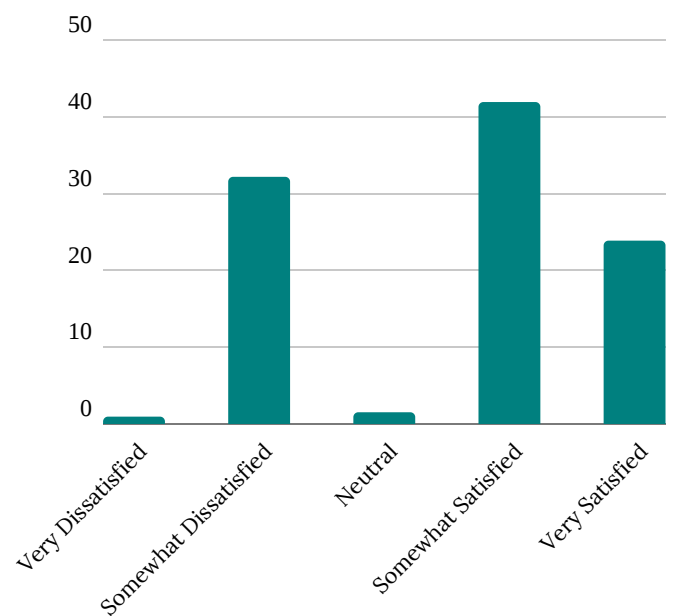
PATIENT CARE

Client Centred Care and Safety were not highly rated due to facilities' not having functioning outreach programs, client feedback mechanisms, and preventive risk and patient safety procedures.

349 patients in the catchment areas of the facilities completed satisfaction surveys; despite the low ratings for overall quality of services, patients were generally satisfied with quality of services received, yet were less satisfied with the availability of key medical staff (i.e., nurses, midwives, doctors) [see graph].

Clinical Management quality was poor across facilities because of poor triage procedures, incomplete service delivery provided during ANC, poor delivery monitoring using pantograph, and lack of documentation of postnatal care services.

Percentage Distribution of Patients' Level of Satisfaction with Availability of Medical Staff



The next phase of the project in 2020 will focus on engaging beneficiary communities around the target health facilities on their perception of health service delivery using a community scorecard approach where findings will be presented to key stakeholders.



HUMANITARIAN AID

In 2019, GWED-G undertook its first humanitarian assistance project in response to the increasingly grave situation unfolding in Apaa, whereby community members have been forcibly removed from their lands. The 6-month project, *Provision of Humanitarian Support to Apaa Community in Northern Uganda* (HUM Project), was funded by Diakonia Sweden and planned to support the return and resettlement of displaced persons.

The HUM Project sought both short- and medium-term interventions to improve the social conditions of the affected persons, who are now living in conditions analogous to IDP. The short-term response provided immediate basic needs such as food and non-food items (NFI) necessary for survival. **600 households** (327 female-headed & 273 male-headed) consisting of Extremely Vulnerable Individuals (EVI) were targeted for humanitarian support. EVIs included children, women, elderly persons, people with disabilities, and people living with HIV/AIDS.



The households received critical food items including maize flour, beans, salt, and cooking oil. Nutritional supplement in the form of soya was provided to households with children under 5 years. NFI included shelter and hygiene material and cooking implements, namely tarpaulin, washing soap, Jerry cans (water collection vessels), saucepans, blankets, and treated mosquito nets (to prevent malaria). Sanitary towels were also provided for families with menstruating females.

600 households in Apaa received food and NFI aid, after being displaced from their land.



Post-distribution evaluation revealed that food items distributed provided crucial access to food and cut hunger complaints among targeted households. Beneficiaries reported having more energy throughout the day and that household members were healthier. As for the NFI, beneficiaries reported that they were happier and that the mosquito nets in particular helped to reduce malaria infection.

For medium-term activities, we planned to provide vegetable seeds to beneficiaries as a more durable solution to food needs. However, security agencies and the Uganda Wildlife Authority prohibited this distribution. 15 community resource persons (4 women & 11 men) were selected from the Apaa community and trained on Community Disaster Management, documentation and reporting of human rights violations.

INSTITUTIONAL CAPACITY DEVELOPMENT

GWED-G continued on an upward growth trajectory with the guidance of the Board. During the year the following key events/achievements were recorded:

- Two new board members were recruited: Mr. Henry Komakech Kilama (Legal) for Vice-Chairperson of the Board and Dorin Lakot (Programs). The new members bring expertise and rich experience from their respective areas of competence. The Board held all of its planned board meetings (4).
- Board approved a new Performance Evaluation Report process and tools for performance management which was rolled-out in December.
- Two new grants were awarded to GWED-G: a) Action for Livelihood Enhancement in Northern Uganda (ALENU) to be implemented jointly with AFARD, Advance Africa and the lead partner Caritas Switzerland. The grant begins January 2020, funded under the EU/OPM Development Initiative for Northern Uganda; b) The Protection and Empowerment of Land Defenders in Northern Uganda (PELARD-NU) funded by EU for 24 months will be implemented by GWED-G, Soletterre and Human Rights Focus as the lead partner. The grant will commence February 2020.
- 2 Grants funded under Diakonia and DGF/EU ended in September. Both Donors have requested GWED-G to submit proposals for extension of the grants.
- Eirene Suisse a Swiss NGO seconded an International Volunteer Emma McGeachy for 2 years to GWED-G. She is working as a Gender Advisor. SGBV training for 16 program staffs was conducted by Eirene Suisse.
- Capacity Building Psychosocial Support Training by Church of Sweden was done for 8 staff.
- GWED-G Organizational Capacity Assessment was conducted separately by Care-International and DGF.
- The new GWED-G website was developed and launched in December (www.gwed-g.org).
- New institutional email addresses & guide for use were developed.



2019 FINANCIALS

INCOME

| | 2019 | 2018 |
|---------------------------------|----------------------|----------------------|
| Donations/Grants | 2,413,564,288 | 1,801,862,794 |
| Other | 1,421,492 | 1,839,524 |
| Total Income | 2,414,985,780 | 1,803,702,318 |
| <i>Programme Costs</i> | | |
| Diakonia Project | 228,295,615 | 41,967,370 |
| HURICAP Project | 2,950,500 | 103,670,245 |
| USAID RHITES-North Acholi | 214,706,389 | 84,239,567 |
| AJWS Project | 18,794,000 | 22,286,400 |
| Open Society Fund | 108,116,600 | --- |
| Trust Fund for Victims | 10,696,085 | 194,444,995 |
| HUM Project | 243,548,600 | 9,452,000 |
| DGF Project | 201,392,715 | 235,523,511 |
| Oxfam/Novib VOICE Project | 223,833,020 | --- |
| MSH SWoCA | 21,778,795 | --- |
| Management Account | --- | 47,030,637 |
| Subtotal Programme Costs | 1,274,212,319 | 738,614,725 |

EXPENDITURES

| | | |
|---------------------------------|----------------------|----------------------|
| Personnel Costs | | |
| Salaries | 1,180,016,568 | 633,403,518 |
| Medical insurance | 4,684,260 | 1,500,000 |
| Subtotal personnel | 1,184,700,828 | 634,903,518 |
| Administrative costs | | |
| Office rent | 28,554,000 | 25,500,000 |
| Office supplies | -38,643,729 | 19,230,981 |
| Office stationery | 24,560,805 | --- |
| Office utilities | 8,649,225 | 1,155,139 |
| Office communications | 2,087,773 | 5,863,060 |
| Per diems & travel | 10,650,285 | 13,399,025 |
| Fuel | 13,625,600 | 22,249,545 |
| Service of vehicles | 14,137,667 | 4,680,285 |
| Service of equipment | 5,287,320 | 3,447,405 |
| Procurement of motorcycle | 1,399,250 | --- |
| Computers & accessories | 2,576,000 | --- |
| Board meetings | 3,588,700 | 907,255 |
| Bank charges | 24,299,313 | 8,308,343 |
| Subtotal (Admin) | 100,772,171 | 104,741,048 |
| Total Expenditures | 2,229,685,318 | 1,478,259,291 |
| Surplus/deficit for year | -144,699,538 | 325,443,027 |

STORIES OF CHANGE



A Journey to a Healthy Baby

Pregnancy is one of the most important periods in the life of a woman and family. Careful attention is therefore given to ANC by healthcare systems across the globe. The goal of ANC is to prevent health problems for mothers and babies and to ensure that each newborn has the best start. Through mapping of pregnant women by USAID-funded RHITES-NA, women and their partners can better connect and learn about ANC services.

David and Jolly Okwii from Ayam Cenral village in Agago District are married with 2 children and pregnant with a third. Neither knew of the benefits of ANC. David admits, "Going to the health facility for ANC was just a waste of time since farming seemed to be more important." That was until Jolly had complications during delivery of her second-born. Pregnancy issues are more

common and potentially more severe when women not receive ANC services early and consistently during pregnancy.

By linking up with GWED-G, the couple now jointly access ANC from Lira Palwo health centre. Before, David says they never made time to go to the health facility and didn't understand the importance of ANC. He thought his work was more important but now makes time to accompany his wife to ANC visits.

David tell others: "My advice to all expectant mother is to go for ANC as early as possible because the staff will check the health of baby and mother and gives useful information about healthy eating, exercise, and discuss options or care throughout pregnancy and beyond." We wish the couple a healthy and happy third child!

GENDER AS AN ASSET: RUNNING AS WOMEN



Molly Akidi shares her journey towards gaining voice and women's representation in government.

My name is Molly Akidi and I am 44 years old. I previously served as woman councilor of Aremo Sub-county, but currently act as the interim Chairperson LCIII.

The sensitization training that I received through GWED-G prepared me for this elective position, where many women councillors were trained to run successful campaigns. We learned about how to make good speeches and present them with confidence. We gained understanding about our mandate in the council, which helped

me to better understand my role. It's good because if I can do my job correctly, I can contribute more to my community and win the respect of my constituents.

Through my training, I have been able to meet with women in my constituency to understand the specific challenges they are facing and I have been able to table their concerns during council meetings. We have started meaningfully involving our constituents in raising issues, presenting evidence or information, debating, and participating.

In my sub-county, we formed a women's caucus and use this platform to organize



ourselves and voice our concerns within being tied up in party ideology. When there are council meetings, we sit down as a caucus. We identify our problems, prioritize them, and pick a person to table the motion and the rest of us second the motion. But many women have not been in leadership because of lack of education, especially in terms of low literacy. Even getting a woman with O-levels is hard to find in this village.

The mindset of men towards women continues to be challenging. Their primary fear is that once a woman is in a leadership position and has money, she becomes “big-headed”. There is lack of understanding between husbands and wives, which results in lack of communication and coordination of ideas and plans, which leaves men feeling insecure and looking for other ways to

assert themselves. But even as women we are not supportive of each other and this hinders our progress.

GWED-G’s project has encouraged women councillors that it is possible to push forward and run as women. It has encouraged us to persevere, despite difficulties.

“

I gained the confidence to lobby my fellow councillors to vote for me, based on my capabilities. I was determined that I would make it through after convincing them to nominate me. When I was nominated and seconded, I emerged the winner.

SAVING WITH A PURPOSE: MEET BEATRICE ALANYO



Beatrice Alanyo shares her story of economic empowerment through VSLA membership.

My name is Beatrice Alanyo and I am 24 years old. I stay in Adara village in Pabbo sub-county and I have 3 children with my husband.

Before joining Kwo Aye Lonyo Women's VSLA group with my husband, we were involved in growing and selling vegetables in the market to earn an income for our family. Through the sales, on a weekly basis, we make 200,000 shillings (approx. \$53 USD). Since we did not know where to keep the money, we kept it in the house and would spend it all on non-productive things

like expensive clothes for holidays like Christmas or Independence Day. This did not improve the welfare of the family. Sometimes my husband would forcefully take the money from me and spend it on alcohol which would often make us fight and quarrel at night.

One day a friend of mine encouraged me to join the VSLA group so that I would be in a position to safely keep my money. I took her advice seriously and soon joined the group. I have since benefitted from various training opportunities that GWED-G has given to the group. These trainings covered VSLA methodologies, financial literacy, and climate change and disaster risk reduction.

The trainings on financial literacy and VSLA were especially useful for me and made me begin to save with a purpose.

During 2018, I managed to save a total of 1.5 million shillings (approx. \$406 USD). This allowed me to buy an oxen and ox plough in 2019. These productive assets enabled me to cultivate large hectares of land and have raised our family's crop production for both our household consumption and to sell at the market. The oxen, too, is an extra source of income for our family because I sometimes rent it out and I am paid 85,000 shillings (approx. \$23 USD) per hectare of land opened by the oxen.

Through the savings from VSLA and incomes realized from renting out the oxen to my fellow community members, I have been able to pay my children's school fees on time, buy basic household necessities, and provide enough food to feed my family. Belonging to the group has also greatly helped me to boost my level of self-esteem because I can now speak ably and contribute during group meetings (something I never did before). With the support of my husband, we plan to open a bank account and construct a permanent house in 2021. We have begun to buy iron sheets.

“

I want to thank GWED-G for involving and inviting my VSLA group to attend the different dialogue meetings and training opportunities. These have created positive impacts on the lives of the group members, especially in the areas of promoting gender equality, women's economic empowerment and the reduction of SGBV among many household in Labala Parish.



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