



Breaking Through, Building Up and Binding

ANNUAL REPORT 2021





TABLE OF CONTENTS

| | |
|--|-----------|
| ACRONYMS | 4 |
| REMARKS FROM THE CHAIRPERSON BOARD OF DIRECTORS | 6 |
| REMARKS FROM THE EXECUTIVE DIRECTOR | 7 |
| 1.0 INTRODUCTION | 8 |
| 1.1 About ACFODE..... | 8 |
| 1.2 Vision and Mission | 8 |
| 1.3 Strategic Focus..... | 8 |
| 1.4 Geographic Coverage..... | 8 |
| 1.5 Programme Delivery Approaches 2021 | 10 |
| 1.6 Operating Context 2021..... | 10 |
| 1.7 ACFODE's work in numbers 2021 | 11 |
| 2.0 ACFODE 2021 ACHIEVEMENTS | 13 |
| 2.1 Introduction..... | 13 |
| 2.2 Achievements: Pillar 1 – Policy Advocacy and Research..... | 13 |
| 2.3 Achievements: Pillar 2 - Leadership Development | 18 |
| 2.4 Achievements: Pillar 3 – Socio – cultural Change | 19 |
| 2.5 Achievements: Pillar 4 – Economic Empowerment | 35 |
| 2.6 Achievements: Pillar 5 – Organizational Development | 38 |
| 3.0 EMERGING, KEY LEARNINGS, CHALLENGES AND RECOMMENDATIONS | 43 |
| YEAR 2021 IN PICTORIALS..... | 44 |
| 4.0 ACFODE 2021 STORIES OF CHANGE..... | 49 |
| 5.0 2019 FINANCIAL REPORT..... | 52 |
| 6.0 ACFODE MANAGEMENT AND STAFF 2021 | 53 |



ACRONYMS

| | |
|---------------|--|
| ACFODE | Action for Development |
| CBO | Community Based Organizations |
| CDO | Community Development Officer |
| CEDAW | Convention on Elimination of All Forms of Discrimination Against Women |
| CID | Criminal Investigations Department |
| CSBAG | Civil Society Budget Advocacy Group |
| CSO | Civil Society Organization |
| DCDO | District Community Development Officer |
| DVA | Domestic Violence Act |
| EU | European Union |
| GBV | Gender Based Violence |
| HC | Health Centre |
| KAS | Konrad Adenauer-Stiftung |
| LC | Local Council |
| MGLSD | Ministry of Gender, Labour and Social Development |
| MLHUD | Ministry of Lands, Housing and Urban Development |
| MP | Member of Parliament |
| MRCFCU | Mt. Rwenzori Coffee Farmers' Cooperative Union |
| NAWOU | National Association of Women Organizations Uganda |
| NGBVD | National Gender Based Violence Database |
| NGO | Non-Government Organization |
| NRM | National Resistance Movement |
| OC | Officer in Charge |
| PFCU | Police Family and Child Protection Unit |
| PME | Participatory Monitoring and Evaluation |
| PWACRU | Protection of Women and Children's Rights in Uganda |
| SACCO | Savings and Credit Cooperative Organization |
| SASA | Start Awareness Support Action |
| SDG | Millennium Development Goals |
| SEMUCU | Semuliki Cooperative Union |
| SFHR | Swedish Foundation for Human Rights |
| SGBV | Sexual and Gender Based Violence |



| | |
|---------------|--|
| SSA | Shelter and Settlement Alternatives |
| T.o.R. | Terms of Reference |
| UCCFS | Uganda Central Cooperatives Financial Services |
| UWEP | Uganda Women Entrepreneurs Programme |
| UWOPA | Uganda Women's Parliamentary Association |
| VAW/C | Violence against Women and Children |
| VSLA | Village Savings and Loan Association |
| YLP | Youth Livelihood Program |



REMARKS FROM THE CHAIRPERSON BOARD OF DIRECTORS

The year 2021 came at the heels of a turbulent 2020, and the country along with the rest of the world was still grappling with the effects of the COVID-19 pandemic a second lockdown. The country also held General Elections that saw a notable increase in the representation of women in the cabinet. The President appointed 34 women in the 82-member Cabinet, with a female as Vice-President and Prime Minister. The country has a distinction of having the most gender-balanced government in Africa, with women accounting for 43% in the Cabinet. This demonstrates increased number of women in key leadership positions in Uganda, an indicator that the country is progressing well in terms of promoting gender equality and achieving SDG5.

The COVID-19 pandemic presented numerous challenges including disruptions to all aspects of life. However, despite the difficulties, the organisation persevered in its mission to promote gender equality and efforts to reduce incidents of gender-based violence (GBV). ACFODE provided technical and strategic support to different organizations notably cooperatives with capacities for advocacy women's economic empowerment, leadership skills development for the women coopeerators, promotion of family and community cohesion through social and gender norms change.

ACFODE supported the partner cooperatives to develop institutional policies notably gender policies and supported them to operationalize them through procedures, systems and operations. The organization documented the voices of women and girls experiences during the COVID -19 thus contributing to the wealth of knowledge on gender and pandemics for future reference.

The challenges paused by the pandemic calls for multi-sectorial approach, dynamism, strategic partnerships and collaboration because of their long impact on humanity. The question of demographic divide with the youth at the Centre is very critical. Need to pay special focus on mentoring and coaching. ACFODE is one such organization committed to empowering young people for gender equality agenda and open for collaborations in that direction.

ACFODE remains steadfast in its vision of "A just society where gender equality is a reality." The organization looks forward to building upon its achievements from 2021 rethinking its strategies to able to deal with the contemporary issues at global, regional and at national level. I would like to recognize all the different people that made it possible for the organization to fulfill its mandate despite the numerous challenges.

The Board therefore, appreciates the new development partners who came on board, members, staff and all the resource persons that supported the organization during this difficult year and urge you to continue with the struggle of gender equality.

With great pleasure I hereby present ACFODE's Annual Report 2021.

DR EUZOBIA BAINÉ MUGISHA
BOARD CHAIRPERSON



REMARKS FROM THE EXECUTIVE DIRECTOR

2021 one was a was a remarkable year for many ACFODE inclusive.

Having the COVID-19 in 2020, there were lots of uncertainties at personal, organizational and national level. The disruptions caused by the pandemic had had far reaching effects on the world, with women and girls being the most affected since they stayed longer with the perpetrators hence the rise in GBV cases particularly teenage pregnancies and yet most of the social services had also been disrupted. ACFODE was greatly affected by what was happening globally and nationally for instance some of the development partners had priorities shift and hence reduced or delayed funding. Since there were still restrictions in regard to the pandemic and operations of the organization were revisited and resources re-allocated.

Amidst the numerous challenges, the country was preparing for the general elections in the first quarter of 2021. Driven by the passion of gender equality, where women take part in different democratic processes. ACFODE had to adopt the hybrid method of civic education to ensure that the public gets information aimed at changing perceptions towards women's political participation. We therefore, appreciate all those women, men and youth who participated and those who took the mantle of promoting violence free elections in Uganda.

One strategy that was essential at the time was online communication (zoom, teams name it) that ACFODE took advantage to connect and strategise with other CSOs on how to navigate the unprecedented situation. However, there are a sections of the population that was disadvantaged by the new normal. The rural women, men, boys and girls who were the main target for our interventions and were struggling with the effects of COVID-19 like GBV, loss of livelihoods, mental health and had no support readily available.

ACFODE is therefore appreciative of the structures at community level notably the model couples, community facilitators who exhibited a lot of resilience, soldiered and spread the message about GBV and COVID 19 standard procedures and gave hope to members of the community.

We wish to thank the different developments partners that appreciated the situation and were flexible. The Board, members and staff your invaluable input and resilience was remarkable. The different local government authorities and the various target groups we worked with during 2021 we thank you for the collaboration and support.

Despite the challenges we registered a number of achievements captured in this report, we request you to have deep reflections on issues of promoting gender equality amidst pandemic, strengthening social systems and digitization among others. ACFODE is committed to promoting women, girls' rights and gender equality in Uganda.

MS REGINA BAFAKI
EXECUTIVE DIRECTOR



1.0 INTRODUCTION

1.1 About ACFODE

Action for Development (ACFODE) is a national women's rights organization that was established in 1985. Since its inception, ACFODE has been a leading organization in empowering women for gender equality and equity. Over time, ACFODE has refocused her programmatic approach from service delivery to advocacy to address the ever-changing strategic issues of women.

ACFODE is governed by a Board of Directors who provide overall leadership and policy direction. The Secretariat, led by the Executive Director, is responsible for implementing programmes. ACFODE's work is structured in 5 thematic pillars namely: policy advocacy and research, leadership development, social change, economic empowerment, and organizational development.

1.2 Vision and Mission

ACFODE's **Vision** is *"A just society where gender equality is a reality"*, and the **Mission** is *"To empower women, girls and influence legislation and policy for gender equality in Uganda"*.

ACFODE envisions that then above vision and mission will be achieved through the following strategic objectives;

1. To influence the formulation and implementation of policies and legislation that promote gender equality.
2. To enhance the capacity of leaders to champion gender equality.
3. To promote positive social-cultural practices that protect the rights of women and girls.
4. To contribute to effective implementation of programmes that economically empower women and girls in Uganda.
5. To strengthen ACFODE's systems, and practices for efficient and effective implementation of her mandate.

1.3 Strategic Focus

ACFODE's focus is to position herself as an advocate for women's empowerment and gender equality. In this regard, the organization focuses on gender research to influence policy formulation and implementation; targeting non-traditional gender advocates such as the young generation, cultural and religious leaders, duty bearers, and offenders to get a critical mass of gender advocates; strengthening her capacity by working with ministries, departments, and agencies (MDAs); and creating networks with actors in the private and civil society sectors to ensure that promotion of gender equality remains high on the national development agenda.

1.4 Geographic Coverage

In 2021, ACFODE continued to engage at the national level with Government MDAs and partner organizations.

At district level, work was spread across the country in the following districts: Oyam, Amolatar, Apac, Lamwo, Omoro, Moroto and Lira; (Northern Region). Kanungu, Rubanda, Kibaale, Rukungiri, Kabale Kasese, Bundibugyo, Kyegegwa, Ntoroko, Kamwenge, Kisoro and Rukiga; (Western Region, Kalungu, Kampala and Bukomansimbi; (Central Region). Mbale, Namisindwa, Sironko, Kaberamaido. Kamuli, Katakwi, Pallisa and Manafwa (Eastern Region). During the year, AFODE



1.5 Programme Delivery Approaches 2021

Leadership: Empowerment of women with knowledge and skills to meaningfully participate in leadership and decision-making processes from community to national spaces.

Participatory Methodologies: Creating structures that enable communities at grassroots levels to engage in monitoring and advocating for improved service delivery for gender-based violence (GBV). This is through the Participatory Monitoring and Evaluation (PME) model for advocacy.

Women's Economic empowerment : Through mobilisation and organising women and young people into villages savings schemes (VSLAS), Social enterprises and cooperatives for economic security and independence.

Working Role Model Couples (MCAs): To address negative socio-cultural practices that cause gender inequalities through selecting, training, and working with both couples that have lived without violence and those that have a record of violence and transforming them into agents of change to reach out to other families where harmful socio-cultural practices are perpetrated.

Citizens Platforms: Creating spaces for citizens to engage duty bearers on different social services especially on issues of GBV and other socio –economic issues affecting them. These were in form of district and sub-county gender and social accountability forums.

Partnership Building: Investing in building relationships amongst like-minded CSOs, Government, and other stakeholders for effective advocacy for gender-responsive laws and policies.

Research and Advocacy: Generating and providing dependable information for programming and evidence based advocacy.

Capacity Strengthening: Investing in empowering partners, staff and communities to be resilient, play their different roles effectively while contributing to gender equality agenda.

1.6 Operating Context 2021

Political /Legal trends

Uganda held its general elections on the 14th January 2021 the incumbent President Yoweri Museveni was declared with 58.64% of the votes, the ruling party NRM retained a majority of members in parliament, there was a notable increase in the representation of women in the current cabinet from 27% to 43%. This demonstrates increased number of women in key leadership positions in Uganda.

Notwithstanding the national elections, Uganda was hit by a second wave of covid19 pandemic around April and May 2021, in June new lockdown measures to curb the virus which included restrictions on public transport and private cars while only essential workers and those in the security were allowed to move.

Economic and social development trends

The Covid-19 pandemic continued to have economic effects on the country. Due to the partial lockdown, restrictions in movement and the related lockdown measures subdued demand, many businesses laid off some of their workers in the first half of 2021. However, with gradual easing of the restrictions, there was slight improvement during the second half of 2021. The most affected were women majority of whom were in the informal sector such as the street and market vendors among others. One of the social effects associated with pandemic were increased cases GBV cases especially teenage pregnancies.



Parliament approved a shs44.7 trillion budget for the 2021/2022 financial year, defence allocated Shs 3.4 trillion, Uganda National Roads Authority Shs 3.1 trillion, Ministry of Health Shs 1.4 trillion, Ministry of Gender Labour and Social Development Shs 1 trillion and Ministry of Agriculture Shs 500 billion. Specific focus in the budget was on implementation of the parish development model which provides a unique opportunity for transforming the subsistence households through productivity enhancement, jobs, and the empowerment of youth and women.

Civic Space

While the advocacy role of CSOs is officially recognized in policy documents like the NGO Act, 2016, there still exists a huge gap between recognition and practice. The legal and regulatory framework for civil society in Uganda is generally supportive. Government of Uganda, through the National Bureau for NGOs, enables CSOs' work by providing permits upon registration. All NGOs are supposed to submit annual returns to the NGO Bureau once every year as well filing tax returns to Uganda Revenue Authority twice a year. However, the legal requirements keep changing which sometimes strains NGOs operations especially those engaged in governance, human rights and advocacy.

1.7 ACFODE's work in numbers 2021

1.7.1 Number of beneficiaries directly reached (community level)

Table 1: Number of People Reached in 2021

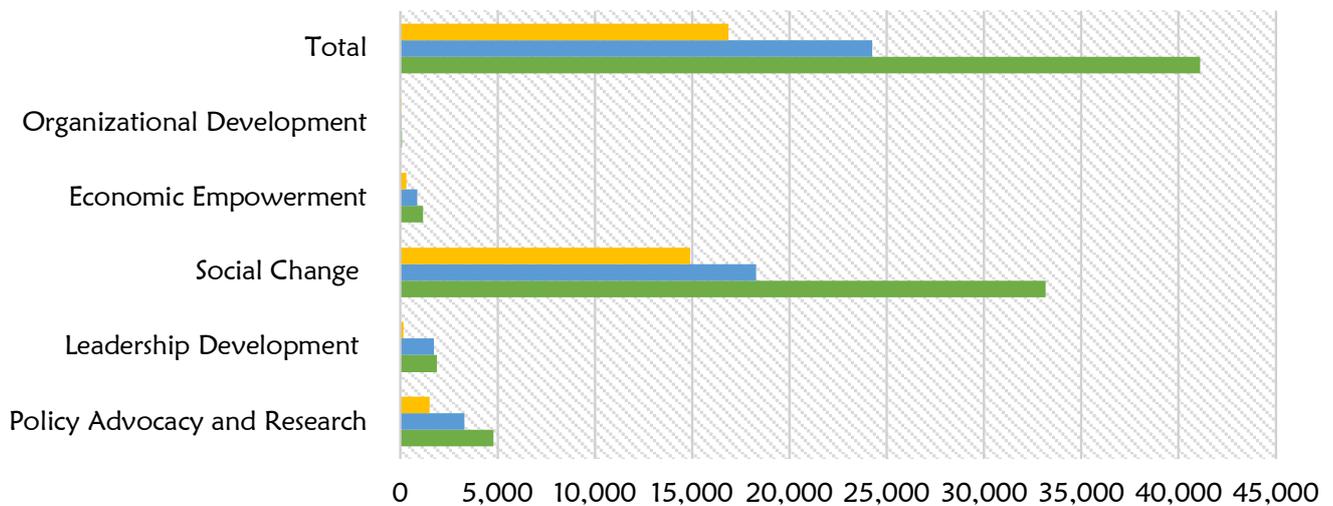
| Pillar /programme | People reached | Female | Male |
|------------------------------|----------------|---------------|---------------|
| Policy Advocacy and Research | 4,792 | 3,304 | 1,488 |
| Leadership Development | 1,879 | 1,723 | 156 |
| Socio- cultural change | 33,160 | 18,287 | 14,873 |
| Economic Empowerment | 1,189 | 886 | 303 |
| Organizational Development | 94 | 56 | 38 |
| Total | 41,114 | 24,256 | 16,858 |

Source: Activity, monthly and quarterly re

From table 1 above, ACFODE reached a total number of 41,114 people (24,256 Female and 16,858 Male) during the 2021. A further disaggregation of the people reached by pillar/programme and gender revealed that through policy, advocacy and research; 4,792 people (3,304 Female and 1,488 Male) 1,879 people (1,723 Female and 156 Male) were reached through leadership development, 33,160 people (18,287 Female and 14,873 Male) were reached through socio-cultural initiatives. Further still; 1,189 people (886 Female and 303 Male) were reached through economic empowerment activities and finally 94 people (56 Female and 38 Male) were reached through activities that promote organizational development.



Number of people reached during the reporting period



| | Policy Advocacy and Research | Leadership Development | Social Change | Economic Empowerment | Organizational Development | Total |
|-------------------------|------------------------------|------------------------|---------------|----------------------|----------------------------|--------|
| Male | 1,488 | 156 | 14,873 | 303 | 38 | 16,858 |
| Female | 3,304 | 1,723 | 18,287 | 886 | 56 | 24,256 |
| People directly reached | 4,792 | 1,879 | 33,160 | 1,189 | 94 | 41,114 |

Source: Activity, monthly and quarterly reports, 2021



2.0 ACFODE 2021 ACHIEVEMENTS

2.1 Introduction

In the year 2021, the organizational operations continued to be guided by the Strategic Plan 2019-2023 which is structured under five (5) key programme pillars namely: Policy Advocacy and Research; Leadership Development; Socio-cultural change; Economic Empowerment; and Organizational Development.

2.2 Achievements: Pillar 1 – Policy Advocacy and Research

2.2.1 Advocacy for effect implementation of the Domestic Violence Act (DVA), National policy to eliminate GBV and its Action Plan

ACFODE continued to advocate for the implementation of the Domestic Violence Act (DVA), National policy to eliminate GBV 2016 and its Action Plan in Northern Uganda through partnership with local leaders and other civil society organisations. The concerted efforts resulted into improved referral and management of cases at different levels.

ACFODE and partners conducted a number of activities in line with the 2019-2023 strategic plan amidst the challenges posed by the covid19 pandemic and national elections, though a number of activities started late due to among others late disbursement of funds by some development partners. One of the key activities affected was the election of new board of directors. (They were supposed to be elected in May but this did not happen until October 2021

At national level, ACFODE facilitated a 3 days residential meeting for the Parliamentary and Legal Affairs Committee whereby a total of 40 members participated that included 29 MPs (20 females and 9 Males), 11 CSOs representatives (10 females and 2 males). The participants reviewed and identified issues in the Sexual Offences Bill and made amendments which were tabled and the Bill was passed by Parliament on 5th March 2021. However, the bill was not assented by the president and was sent back to Parliament for further scrutiny.





On the left of the UWOPA leadership with selected NGO representatives and their certificates of appreciation for contribution to women's rights and the left is Ms. Regina Bafaki, ACFODE - Executive Director

ACFODE joined a coalition coordinated by Action Aid Uganda International (AAI-U) that advocates for women's economic empowerment in Uganda. The women's economic empowerment (WEE) coalition develop a unified advocacy and communications plan to drive implementation of WEE, advance programs and policies related to women's empowerment collectives (WECs), through working with grassroots women' groups. Among the issues discussed during the year were strategies for improving women's access and control over resources such as land, credit and finances among others.

ACFODE strengthened capacities of community structures and stakeholders through engagements at district, sub county and parish levels. The stakeholders included advocacy group members, sub county women caucus groups and LC1 leaders and the police officers particularlylyb the Child Family Protection Unit(CFPU). ACFODE also organised strategic meetings, follow up meetings and trainings aimed at increased involvement and participation of key stakeholders in the implementation of GBV laws and policies in Omoro and Lamwo districts (Northern Uganda).

34 sub-county women LCIII councillors (16 from Koro and Bobi sub counties in Omoro District and 18 from Lokung and Paloga sub counties in Lamwo District) participated in the training on the DV Act and GBV policy, understanding the local government systems- the legal frameworks for women participation, their roles and responsibilities, understanding Local government structures, council procedures and influencing GBV decisions in council meetings. During trainings, the LC111 women caucus members shared their successes, challenges, opportunities and lessons learned through the project interventions. Notably, they said that they had earned trust from the communities and whenever there were GBV cases, the community members run to them for help. They also said that had gained knowledge and skills in lobbying and advocacy, GBV concepts, laws and policies and they had passed the same knowledge to the community members through sensitization.

They reported reduced incidences of suicide as a result of their interventions- ***“Suicide cases used to be very common- whereby some of the women in the communities would die due to alcoholism, land wrangles, domestic violence among other issues”*** stated one of the women caucus member, Lokung s/c, Omoro district

23 Advocacy Group members (AGMs)attended reflection meetings where they shared successes, challenges, lessons learned, best practices and recommendations for the project sustainability. 12 women caucus members, 14 AGMs, 15 LC1 leaders and 40 duty bearers in Lamwo and Omoro participated in the annual monitoring meeting, where ACFODE was geatly appreciated for their contribution towards elimination of GBV in Acholi region. They applauded ACFODE for equipping them with knowledge and skills on GBV case management, understanding of the GBV laws and policies and GBV referral pathway.



2.2.2 Knowledge enhancement on Gender Advocacy

ACFODE conducted a 2 days Gender Advocacy training for 21 participants (08F, 13M) in Kyegegwa District. Participants included Local government officials selected Refugee welfare committees, elected female, male and youth councillors, zonal leaders, district planning unit as well as selected community women and men from the refugee and host community. The participants were equipped with information on Gender concepts, lobbying and advocacy, gender responsive budgeting, planning, service delivery and basic knowledge and skills on the prevention and management of SGBV

The training strengthened the participants' understanding of legal instruments that promote and protect women and girls' rights (International, regional and national). They were reminded of their roles and responsibilities in strengthening community activism and gender responsive planning and budgeting. Participants had this to say after the training:

The advocacy issues are with us; we have the power to address them and we should be looking to our mandates to what we can do because we are the government. Mr. Nyakabwa Augustine- probation officer, Kyegegwa District.

I have understood that equality calls for equal opportunities for both women and men to realize their full human rights and potential and can benefit equally from the results – regardless of being born male or female. It is therefore my role as a duty bearer to understand the different challenges that women, men, boys and girls face in accessing services. Kasembo Jennifer CDO Mpara Sub-county.

2.2.3 Strengthened capacities of duty bearers for effective response to VAW/C



Participants pose for the group photo after the training for elected Leaders in Bukomansimbi district



ACFODE trained 120 newly elected leaders (59female, 61male) on their roles and responsibilities in preventing Violence against Women and Children (VAW/C). Commitments were generated aimed at addressing VAW/C and these included; community mobilisation and sensitisation on prevention and response to domestic violence, sensitisation on children's rights, laws and policies that protect women and children and formulating by-laws on school dropout. The trained elected leaders carried out community sensitisation on women and children's rights among savings groups at village level, community meetings, burial ceremonies and wedding ceremonies. This has increased awareness on prevention and response to VAW/C among target communities.

Some of the leaders in Kalungu district tabled a motion to the council to prevent early pregnancy due to COVID-19 pandemic. While in Bukomansimbi, a resolution was passed to allow elected leaders attend PTA meetings as an avenue to sensitise the citizens about the dangers of early pregnancy. A resolution was also passed to allow pregnant girls to attend classes after re-opening of schools in line with the Government policy on admission of girls back to school whether pregnant or after delivery.

The following were noted from the participants during the training; ***“My fellow PWDs most especially girls face a lot of violence such as being neglected, burnt, infected with deadly diseases like HIV/AIDS. They need to be empowered to speak for themselves, and I request my fellow leaders to front their issues and organizations like ACFODE to build their capacities and empower them” – PWD representative at district level in Bukomansimbi.***

“In our community men grow up and build houses on the land (kibanja) of their fathers and later they marry. When a woman happens to lose the husband, family members in most cases chase her away saying that, since the husband has died and he had been living on the ancestral land, not his own, she should leave and go back to her place of birth. As leaders we have been keeping quiet but now, we have understood what to do from this training. We have got knowledge on the existing legal frameworks. We are going to use the knowledge and skills we have gained to advise and refer such cases.” – Nalubwama Christine from Kalungu.

89 social actors who include religious, clan and opinion leaders (42 females and 47 males) and 35 duty bearers (16 females and 19 males) were trained on gender, SGBV Standard Operating Procedures (SOP) for case management, their roles and responsibilities in the district of Kyegegwa. The participants were equipped with skills and knowledge on gender, SGBV and their roles and responsibilities in addressing all forms of violence in their communities and the importance of integrating SGBV in District plans and budgets. They were able to use the knowledge acquired in fora and platforms. They used their influence in the *District Coordination Forum* to implement proposed action plans for SGBV prevention, utilise acquired skills and knowledge in different spaces and platforms for sensitisation about SGBV, counselling and peer support at the same time strengthening SGBV prevention and response in refugee hosting Districts.

Some of the key emerging issues;

- District and Sub-counties have integrated SGBV prevention and response and gender-sensitive budgeting into their development plans.
- The District leadership pledged to follow up the development of local SGBV Action plan.
- There is growing collaboration between the district technical and the political technocrats on SGBV prevention and response mechanisms.
- Majority of the trained social actors have integrated SGBV information in their daily activities. In most of the religious leaders have developed messages on SGBV prevention and shared during sermons.
- The motor cycle riders (Boda-boda) have incorporated messages on SGBV prevention in their monthly group meetings and the group leaders use their power to influence positive social practices that promote and protect the rights of women and girls among their peers.



- There is increased awareness on SGBV forms, effects and mechanisms for response.
- Women councillors still believe that positions of chairperson of LCI, II, III and V are reserved for men.
- Some of the Sub Counties had not had council meetings since councillors were elected into power except the swearing in ceremony. This had affected implementation of the plans and budgets since this was done by the technocrats without the Councils' oversight role.

The trained elected leaders reached out to 3,260 indirect beneficiaries (2,074 females and 1,186 males). These were reached through burial ceremonies, sports activities, community meetings, VSLA meetings, LC meetings and places of worship and the topics for discussion were children's rights and domestic violence.

In Kalungu district, Kyamulibwa Sub county a resolution was passed to allow leaders to attend community meetings and PTA meetings in order to carry out sensitisation on the dangers of early pregnancy. A resolution was also passed to allow pregnant girls to attend classes after re-opening of schools. Thereafter, the district drafted an ordinance council to address the issue of teenage pregnancies in the whole district.

"The Bill for an ordinance passed by the district local authorities was sent to the Attorney General through the Minister of Local Government for certification to ensure that it does not contradict the constitution or other national laws before it is signed by the chairperson," Hon. Francis Ssuuna, Speaker for Kyamulibwa Sub county, Kalungu district.

In Rukiga and Rubanda district, council meetings were held on time unlike before. For example, in Nyamweru Sub County, Rubanda District, elected leaders had spent 6 months without holding any council meeting because they assumed it was the responsibility of the sub county chief to convene the meetings. This changed after the orientation about their roles and responsibilities organised by ACFODE. There is also an improvement in the relationship between elected leaders and civil servants at sub county level in in the two districts.

In Kisoro district, council made pronouncements on VAW/C. For instance, in Kanaba, any harassment/mistreatment of a woman/child results into the perpetrator being detained at the sub county police post for 2days or given a punishment to repair the community road in his village.

2.2.4 Engagement with duty bearers for adequate housing, sustainable rural development and Gender equality

ACFODE trained SSA, UCCFS, SEMUCU and MRCFCU in advocacy and together identified advocacy issues for partners to follow up. For example, SSA together with their members held advocacy meetings with local leaders on various ways of improving human settlements, food security and joint planning and decision making among couples. The meetings were prompted by the challenge faced by women during the covid19 pandemic such as increased GBV.

ACFODE together with SEMUCU and MRCFCU organised strategic engagements with duty bearers in Bundibugyo and Kasese where discussions on promoting gender equality were held. Through the engagements, the partners lobbied for gender responsive by-laws and ordinances, inclusive gender equality programmes in district plans and budgets as well as presentation of land related advocacy issues. Some of the commitments made were:

- Influencing relevant gender responsive by-laws in respective areas of jurisdiction.
- Sensitization of community members on GBV response and the referral pathway.
- Fast tracking cases of GBV reported to police so that perpetrators are brought to book.



2.2.5 Breakfast meeting to share findings of the gender Analysis on the Refugees Act 2006 and the Refugees Regulations 2010.

ACFODE organized a breakfast meeting for 25(13F, 12M) key stakeholders including representatives from OPM, MGLSD, UNHCR and partner organizations respectively in December 2021. The meeting aimed at sharing findings on the gender Analysis of the refugees Act 2006 and Regulations 2010. Some of the key recommendations presented were: i) the representation of MGLSD for provision of technical support on gender, ii) equal representation of women and men on the Eligibility Committee, iii) civil society representative and the host community to assist and advice based on local realities as well as a confidentiality clause that prohibits members of the Refugee Eligibility Committee (REC) from sharing or disclosing any information pertaining to a refugee or an asylum seeker to a third party except in the course of his or her duty is provided and with the consent of the Commissioner among others. OPM representative from the refugee handling office pledged to share the findings with colleagues on the review committee for further scrutiny and discussion. *I appreciate ACFODE for the good work done on the gender Analysis review of the policy. I pledge to share with my team from OPM for further consultation processes.*

2.3 Achievements: Pillar 2 - Leadership Development

2.3.1 Mentoring Youth and Women for Civic Engagement

In the year 2021, ACFODE continued with the mentoring program called “SAUTI YA SASA”, a Swahili word that means “*voice of now*” for the youth and young women for civic engagement. Mentees were equipped with public speaking, entrepreneurship, resource mobilization, communication, marketing, work life balance skills among others which they utilised in different ways.

“The mentorship journey so far has been beneficial because I have learnt a number of skills; one of them being marketing. My mentor has greatly supported me with all the necessary information which has made me thrive and so far, everything is going on well” - Habasa Jackline

ACFODE organised one on one 3-days mentor-mentee physical meetings for 47 participants (32 mentees, 11 mentors and 4 ACFODE staff) at ACFODE House for strengthened mentor-mentee working relationship. A separate mentor and mentee reflection meeting for documentation of programme successes, lessons, challenges and recommendations also held.

A refresher training for 25 mentees on gender, social enterprise, human rights and governance and ACFODE staff was organised with the aim of deepening the mentees’ knowledge and appreciation of the key programme concepts of ACFODE.

“The previous training on gender and civic engagement made me realize that it’s important to make arguments from an informed point of view. I read a lot and this informs my interaction with different people. This refresher training will help refresh my mind on some of the things I had forgotten” - Jackline Hab

ACFODE in collaboration with GIZ recognised the 51 mentees and 2 mentors certificates of completion and appreciation.

2.3.2 Skilling of Newly Elected Women Leaders

ACFODE in partnership with Konrad Adenauer Stiftung (KAS) conducted trainings for newly elected women leaders and their spouses in Bundibugyo and Ntoroko Districts. A total of 67 newly elected women leaders and 26 males (spouses) participated in the trainings. The goal was to orient the elected councillors on their new roles and responsibilities, advocacy, lobbying, and communication skills aimed at enabling them to champion women’s issues in local government plans and budgets.

The spouses/partners appreciated gender, the importance of women in leadership; and pledged to



support their wives' political aspirations and functions as change agents in the communities they serve.

As a way forward, the women recommended a consistent capacity building and mentoring programme opposed to one off engagements. The Women leaders developed action plans whose focus was domestic violence, school drop outs and social enterprise for economic independence and sustainability .

2.3.3 Training Women and Youth Peace Advocates as election observers for the 2021 General Elections

ACFODE conducted training workshops for 250 female election observers and peace advocates in the 5 districts of Kabale, Rubanda, Kanungu, Rukungiri and Mbarara. The categories of observers trained included district contact groups, Peer to Peer Youth leaders and short-term observers.

ACFODE also organized ten (10) training workshops for 242 youth peace advocates (148 females and 94 males) and 238 women peace advocates in Kabale, Rubanda, Kanungu, Rukungiri and Mbarara districts. The selected youth included business people, *boda boda* riders, students, college graduate, teachers, and student and youth leaders, among others.

After the trainings, the participants drew up action plans to put into practice what they had learnt. In Mbarara district, the youth peace advocate network visited the Kakoba Bible Baptist Church where they sensitized the congregation on importance of peace during elections and the dangers of electoral violence. The group sensitized *boda boda* riders, shop attendants, land lords, market vendors, and community members on peace and conflict resolution as well as the importance of keeping peace in the communities.

In Kabale and Rubanda districts, both the youth and women peace advocates emphasized the need to maintain peace during elections. The youth specifically discouraged their peers from participating in acts of violence that could lead them to danger. Peace advocates discouraged the young people from taking bribes and being used during the election period.

In Rukungiri and Kanungu districts the peace advocate networks utilised the radio talk shows to spread the peace message. Some the issues discussed were the early warning signs of conflict and how to avoid conflict in homes especially during the election period.

2.4 Achievements: Pillar 3 – Socio – cultural Change

2.4.1 Strengthened capacity of women led organizations (WROs) to advocate for women's and children's rights

In 2021, ACFODE built the capacity of 30 CSOs (women led organizations) on prevention of VAW/C, legal framework, advocacy and referral pathway. As a result the trained CSOs reached 5,707 indirect beneficiaries (3,382 females and 2,325 males) across the 6 target districts of Rubanda, Rukiga, Bukomansimbi, Kisoro, Kalungu and Kanungu through home visits and community dialogues.

30 partner representatives belonging to 6 committees active in the camp at Kyaka II refugee settlement camp in Kyegegwa district had their capacities strengthened on gender-responsive service delivery and cooperation with the District Coordination Forum and the sectorial coordination fora in the camp.

Some of the CSOs mediated on cases of domestic violence especially those related to family and child neglect. For instance, in Muko Sub County, Rubanda district, one of the CSOs, ACT together with some paralegals held 4 community dialogues in Butare and Karengyere parishes aimed at creating awareness on GBV prevention.



The efforts of CSOs and paralegals have resulted into stable families, reduced cases of GBV reported to police and LCs, reduced cases of early marriages, child neglect and school dropout among others. For example, the paralegals in Rubanda used to receive 10 cases on average per month but these have since reduced to 6 cases.

“After the ACFODE Training, I have been able to reach out to more vulnerable persons especially children. For instance, of recent, I counselled and followed up a child who is a victim of HIV/AIDS stigma from her peers. With the counselling skills on how to deal with child victims that I acquired from the training, now, the child is in good condition.” – Ruth Arinanye, Mothers’ Union leader, Buhangizi Church.

“I used to shy away from confronting cases of violence especially in matters that did not concern my family members but from the ACFODE training, I am now aware that it is my role as a community leader to combat GBV. Recently, I visited a family that was facing challenges due to forced marriage and I counselled the family sharing with them the dangers of early marriages especially for their daughter. In the end the girl was not married off.” – Taremwa Ian, youth leader.

The Partner organisations in Kyegegwa district are steadily working towards equal involvement of women and men in community consultations and decision making processes as a result of the knowledge and skills gained. Partner representatives testify to appreciating that women and men, boy and girls have unique needs and concerns that require attention and integration in programming. They reported notable changes in the inclusion of both women and men in economic empowerment.

2.4.2 Improving community capacity for prevention, response, reduction of SGBV and promotion social rights

2.4.2.1 Mentorship of model couples on GBV prevention and response

64 model couples from Itambabiniga zone and Kyakatwaga village host community in Kyegegwa district were oriented on issues of sex, gender and sexual gender based violence, forms of violence as well as its consequences, SGBV prevention and response. Participants were urged to utilize the referral pathway points within their communities for effective handling of reported cases. They were also encouraged to reach out to parents and guardians to desist from negative social cultural beliefs and behaviours that demean women and girls. Participants highlighted an increase of sexual violence due to the closure of schools that had left many girls and boys exposed to different kinds of sexual abuse, the reduction of cash ratios to 19,000 shillings per person within the refugee community which was reported to have forced refugee women to engage in commercial sex work to earn a living.





Sharing sessions for model couples from Itabambiniga zone

The training and orientation were hailed as timely by the model couples as noted by one of them :

Enid Kabatooro from Humura said, “SGBV training helped me so much because before there was poor communication between me and my husband and also my two sons and their wives were also facing the same challenges but after the training I and my husband can sit and plan together, we have also shared with our sons and their wives how to work together as couples, as well as the dangers and effects associated with Domestic violence”.

The trained model couples reached out to other 350 couples with information on SGBV prevention and response. 60 out of 70 model couples were seen as a role model in their communities. Model couples are able to recognise their roles and responsibilities in fighting for a free violence-homes and their neighbouring communities. The couples are utilising their power positively to promote and protect the rights of women and girls. The model couples are aware of available referral pathways/points, as well as services provided by different actors; and they utilise community platforms such as village meetings, village savings and loan groups, as well as communal gatherings to share information on GBV.

They have reached approximately more than 100 couples who are active agents for gender equality in their communities. These have in turn reached out to 8,266 indirect beneficiaries (4,816 females and 3,450 males) across the 6 target districts with messages aimed at preventing VAW/C and GBV. They have mentored other couples on joint planning, good hygiene and sanitation, positive parenting and how to amicably settle family misunderstandings.

The number of peaceful homes has increased as a result of joint planning, budgeting and working together, improved adequate housing resulting from joint planning and decision making, improved food uptake and nutrition for households and increased incomes among households as a result of IGA set up by the model couples.

“Previously, before the training, I used to take drugs but after the training, I stopped. Thanks to ACFODE because this was a night mare. After the training, we started to save as a couple at family level to construct a home since where we are staying is a slum where people take alcohol and take drugs, which may not be good for our children. After the training I started calling my wife mummy



because of the too much love that came as a result of the training” - Mr. Kiggundu Ahmed.

ACFODE trained community gate keepers reached out to 5,557 indirect beneficiaries (3,103 females and 2,454 males) in some of the districts (Rubanda, Rukiga, Bukomansimbi, Kisoro, Kalungu and Kanungu). They mediated in some of the GBV cases and referred others that are not under their jurisdiction to different referral points. This has contributed to a reduction in the number of case backlogs for the community development officers (CDOs) and probation officers. They follow up the cases, though the biggest challenge has been limited resources since some of the cases require regular movements to and from police, CDOs' offices, Probation offices and LC offices among others.

In one district Kanungu, the chairpersons of motor cycle riders (Boda boda) trained by ACFODE as community gate keepers, reviewed their rules and regulations and included fines as well as heavy punishments for perpetrators of women and children's violations. For instance, if one neglects his family/child and the issue is brought to the office of the chairperson, the association/office pays all the dues and the perpetrator is forced to refund. Failure to refund, his motorcycle is impounded or his stage space is sold off.

2.4.2.1 Participatory Monitoring and Evaluation (PME) for community monitors for better service delivery

A total of 36 (19Female, 17Male) model couples, community facilitators and social actors from the refugee host community participated in a 2 days training in participatory monitoring and evaluation. The training focused on understanding participation, monitoring and evaluation as key tools in improving service delivery. Participants were reminded of their key roles and responsibilities in monitoring service delivery points such as health centres, police and holding their leaders accountable. It was emphasized that PME is a model used to empower rights holders and community social actors to exercise their rights and make development policies work for the poor and marginalized. And therefore PME is a social accountability tool which relies on rights holders to participate effectively directly or indirectly to hold government accountability for their commitments.

Participants appreciated the different stages/processes involved in PME as an empowerment model for community women and men which included policy education, participatory research, and advocacy and follow up of actions.

I have understood the different actors, their roles and responsibilities in GBV prevention and response. I did not know that there is a law that prohibits domestic violence. I will utilize this knowledge and share with women in my savings group as well as report to relevant authorities for action. Ms. Arinaitwe Allen- Community facilitator-Kyakatwaga village, Kyegegwa sub county

During the training, the participants identified a need to hold the different leaders accountable for their actions and inactions. The trained community monitors emphasized a need for the law to prohibit alcohol consumption as well as passing community laws and policies that protect children especially girls below the age of 18 years for sexual exploitation among other vices since they believe it will curb down most of the crimes committed in their communities that include rape, defilement, family negligence as well as teenage pregnancies.

There is a lot of laxity among parents in my community, both boys and girls lack parental guidance on the dangers of sexual violence and early marriages. The closure of schools has worsened the situation; children are redundant leading to evil acts. We need to strengthen our community activism as community monitors - Byarugaba Godfrey-Model Couple, Kyakatwaga village, Kyegegwa Sub County.





Sharing sessions for model couples from Itabambiniga zone

2.4.2.4 Skilling of the community monitors on gender, human rights and policy guidelines governing protected areas.

A total of 20 community monitors (11F, 9M) Mt around Elgon conservation area participated in a training aimed at equipping them with knowledge and skills on gender, human rights, roles and responsibilities as well as policies and guidelines governing protected areas. The training included community women, men and youth from the project targeted districts of Mt-Elgon region.

Commitments and action plans were developed to strengthen the community engagements within the different districts. The participants identified some of the positive attitudes and norms to conservation such as tree planting by the river banks and the community initiative of *cut one, plant ten trees*. They pledged to use other available spaces like saving groups and church services to sensitize a wider community about human rights and their violations; and the importance of gender inclusive participation in environmental conservation.





A group photo of community monitors after the training in Mbale district.

The participants were educated on their roles and responsibilities, sharing gender roles and responsibilities and environmental rights in accessing gazetted areas. The platforms have been utilized to educate frontline community women and men on the relevant laws and policies that protect their rights, the importance of women and girls in decision making processes as well as observing community-led initiatives that conserve the protected areas. These platforms were also utilized by duty bearers as social accountability forums in response to raised communal challenges.





Community monitors from Manafwa District during the review meeting in Mbale District

The community monitors reported improved community relations with Uganda Wildlife Authority (UWA) and local leaders. Previously there was conflict between the frontline communities and local leaders. However, these were reduced through community sensitizations on referral pathways in handling human rights violations among the targeted communities. Community members are now aware of the different departments, offices within their reach for proper reporting and handling of human rights violations.

There are established linkages with other community-based organizations that address issues of environmental protection. For instance, in Mbale district, the community monitors established a relationship with Bungokho Rural development centre (BRDC) and Mt. Elgon tree growing Enterprise (METGE) which gave them free tree seedlings. Through these engagements, gender and human rights sessions have been extended.



We have introduced the GALS approach and Vision Road Journey (VRJ) among the youths. This is aimed at engaging the youth in productive ventures rather conflict with UWA. These two approaches encourage families to respect, promote and embrace the participation of both women and men in decision making processes. Mr. Magombe Moses- Wanale sub county, Mbale district

The community monitors also launched a Girl Child Vocational Learning Center in Sironko District. This was in response to the high teenage pregnancies and idleness of the youth due to the closure of schools. The Centre focuses on elevating the girl child through income generating ventures, understanding of human rights and the dangers of early marriages and teenage pregnancies. The identified youth are trained in bee keeping and tree planting in their respective communities. The monitors have utilised the available platforms and spaces to educate frontline communities on human rights to conservation, gender and well as referral pathways for handling conflict.



A group of community monitors during the review meeting

The community engagements improved an understanding on gender equality, enabling factors for the participation of women and girls in decision making processes right from house hold level to community level as well as equal access to opportunities.

“The community awareness sessions from ACFODE have taught us to respect and include women and girls in cultural meetings and discussions, unlike before. As a cultural leader, will endeavour to support and ensure that women too are provided priority in our decision-making processes.” Mr. Mwanidwa David- Clan leader, Bumbo, Namisindwa District.



2.4.3 Media campaigns for awareness on VAW/C and GBV.

ACFODE organised a Vigil in respect of women and girls who had survived Gender Based Violence and in remembrance of those who lost their lives as a result of violence during the 16 Days of Activism. The Vigil brought together women's rights activists, partners in development, religious and cultural leaders, CSOs leaders, policy makers, legislators, community change agents and the media. In total, 99 guests (77female and 22male) attended the Chief Guest was Hon. Monica Amoding, the former Woman Member of Parliament for Kumi district. The vigil activities included a sermon by a religious leader, candle lighting, experience sharing by a model couple, launch of a fundraising drive for GBV survivors and signing a commitment statement to end VAW/G in Uganda.

The outcomes of the Vigil included;

- A forum for breaking the silence on Gender Based Violence and raise awareness of the negative impact of violence and abuse on women and children provided through experience sharing.
- Successful strategies and interventions that prevent and GBV for instance the role model couple approach.
- Increased visibility of ACFODE among the partners and the public.
- Increased enlightenment of the public and the stakeholders on the prevalence of GBV.

All of us in one way or another including the women in big positions can be experiencing violence but cannot talk about it. After we started talking about the domestic violence cases, now the cases begun to go up and we have been wondering why the cases are rising year in year out yet we thought we were carrying out interventions. The cases started moving from 9000 to 19000 currently per annum as per the police report in Uganda. Only 19 of those many cases are prosecuted to conclusion – Hon. Monica Amoding.



Left: Hon. Monica Amoding, Guest of Honour signing the commitment statement to end VAW/G during the Vigil in commemoration of 16 days of activism. Right: ACFODE Board Members, staff and other guests joined the in a group with the Guest Speaker.

Campaign messages were run on ACFODE social media pages (Facebook and Twitter) in line with the 16 days of activism theme **“Orange the world; End Violence against Women Now!”**. ACFODE also produced and disseminated IEC materials including fact books, posters on the referral pathway.

ACFODE collaborated with other CSOs like Kigezi Women in Development (KWID) at district level to hold public dialogues in Rubanda, Rukiga, Kanungu and Kisoro which directly reached out to 671 community members (437female and 234male). Through the mobile vans, more information on causes, effects and prevention of VAW/C and existing referral points for cases of VAW/C was disseminated in trading centres, Health centres and open markets as well as women groups meetings. The stories from the dialogues were run on local media such as local FMs.



“I used to shy away from confronting cases of violence especially in matters that did not concern my family members but from the ACFODE training, and the dialogues, I am now aware that it is my role as a community leader to combat GBV. Recently, I visited a family that was facing challenges due to forced marriage and I counselled the family sharing with them the dangers of early marriages especially for their daughter. In the end the girl was not married off.” – Taremwa Ian, youth leader.



Pictorials of the Community mobile vans used in Itambabiniga zone (Refugee community) and Kyakatwaga village, Kyegegwa District

ACFODE also conducted GBV awareness campaigns in both refugee and host communities, where they were reminded to desist from behaviours such as rape, defilement and domestic violence that expose risks to women and girls. They were also urged to respect and promote women and girls' rights in their communities. Denial of resources was sighted as a major cause of domestic violence in refugee community.

During sensitization sessions, informative, educative and communication materials on SGBV prevention and COVID-19 risk mitigation were disseminated to the different targeted communities. They included translated posters and stickers on SGBV prevention and COVID-19 risk mitigation.

The community awareness campaigns were an opportunity for the community members to share their views and ideas as well as acquiring knowledge on GBV and COVID - 19 risk mitigation. The community members were called upon to be agents of change in their communities and urged to use different platforms to pass on VAW/C prevention.





CDO Muko Sub County facilitating a dialogue at Butare Health Centre II, Muko Sub County in Rukiga district.

In Kyegegwa District, ACFODE held talkshows to commemorate the 16 days of Activism. The talkshows aimed at sharing information and creating awareness on SGBV and COVID-19 prevention in the targeted communities. The panellists were model couples and community facilitators who shared best practices in ending SGBV in their communities and families. SGBV cases such as teenage pregnancies, early marriages, denial of resources, alcoholism were highlighted among the major hindrances to enjoyment of women and girls rights. Communities were aware of the community structures that handle SGBV related cases such as the model couples, local council chairpersons, Refugee welfare councils as well as Community Development Office at sub county level among others.

2.4.4 Improving the capacity of duty bearers for SGBV prevention and response

ACFODE conducted a 2 days' capacity enhancement for 40 (21 female, 19 male) duty bearers in Kyegegwa District. The participants included representatives of Local government officials (District and sub county levels), health workers, teachers, police officers and elected female and male councillors, youth councillors, zonal leaders, district planner as well as selected community women and men from the refugee and host community.

Participants were taken through key gender concepts, power relations and legal frameworks, and how these can be applied in local government planning and budgeting. Participatory methodologies were employed during the training and participants shared experiences regarding gender integration in their programs. Some of the key sexual violence issues identified that required urgent attention were teenage pregnancies, defilement, domestic violence and poor coordination among the duty bearers handling sexual violence especially among the police and health workers.

I have understood that equality calls for equal opportunities for both women and men to realize their full human rights and potential and can benefit equally from the results – regardless of being born male or female's. It is therefore my role as a duty bearer to understand the different challenges that women, men, boys and girls face in accessing services. - Kasembo Jennifer CDO Mpara Sub-county.



As a senior woman I feel I have the responsibility to sensitize my fellow teachers about SGBV, I also have the responsibility to educate the school girls about the consequences of SGBV especially early marriages and teenage pregnancies common in my area. - "Senior woman teacher Bujjubuli primary school.

As a District planner, I will ensure that gender responsive budgeting is emphasized during planning and budgeting phases. I will work with fellow leaders to effect this. - District Planner, Kyegegwa District

Participants were also informed of the different the international and regional levels and national legislation that addresses SGBV. Notably the Convention on Elimination of all forms of Discrimination against Women (CEDAW), the Beijing Platform for Action and the Optional Protocol of the African Charter on the Rights and Welfare of Women, and the Goma Declaration against sexual violence in armed conflict among others. While at national level some of the legislations include: the 1995 Constitution of the Republic of Uganda, the 2010 Domestic Violence, Act and the Penal Code Act (and all its amendments), the national policy on the elimination of GBV and its regulations 2016 among others.

ACFODE was appreciated for the timely training because it was the first of its kind especially for the newly elected leaders and yet they have a cardinal role to play in in SGBV prevention and response either as technical or elected leaders. ACFODE was also applauded for engaging senior female and male teachers because sometimes they are faced with sexual violence cases in schools and lack the knowledge and competence to address them and so the knowledge acquired will help them.

As a head teacher, I will ensure that I sensitize my team about the dangers and consequences of SGBV and will also come up with a reporting system within the school for GBV survivors - Head Teacher Citizen High School-Ndama.



Kyegegwa District from 21st -23rd August 2021 at Katente Country resort.

A group photo of the duty bearers who participated in the training at Katente Country Hotel, Kyegegwa District



2.4.5 Commissioning of the Peace Hut (safe space) for SGBV handling

ACFODE was joined by representatives from OPM, UNCHR, ALIGHT, District and sub county leadership, local council leaders and selected members from project target beneficiaries to launch the peace hut in Itabambiniga zone Kyaka 11 refugee settlement on 23rd November 2021. Present also was Ms Regina Bafaki, ACFODE Executive Director and Eirene Representative Ms Augusta Muhimpindu. A peace hut is a community driven structure, where the trained community facilitators from refugee and host community address SGBV through peer support. The hut has eased information sharing, mediation and counselling to community women, men, boys and girls in a phased manner. During the year, 6 safe space meetings were held in the peace hut in attracting 120 (30 girls, 25 boys, 30 women, 35 men) from the refugee settlement. The safe space meetings provide conducive environment for psycho-social support counselling and information sharing on SGBV.

Relatedly, ACFODE provided psycho-social support to SGBV Survivors which is key in addressing SGBV and all its forms and effects. A total of 88 (61F, 27M) SGBV cases were reported by both women and men managed under psychosocial support field office in form of counselling, mediation, psych-education and follow up. 50 home visits and 10 mentorships were conducted by the ACFODE psychosocial support counsellor. Majorly, the SGBV reported cases were related to denial of resources and domestic violence.



ACFODE Psychosocial Counsellor and a community facilitator during field visit

2.4.6 Commemoration of World Refugee Day.

On 22nd June 2021, ACFODE joined other organizations to commemorate the world Refugee Day in Kyaka 11 Refugee Settlement, whereby one radio talk show was held focusing on the prevention of Covid-19, peaceful coexistence and parental guidance to children during 2nd wave of Covid-19. Parents were urged to exercise their parental guidance to protect both boys and girls from engaging in harmful activities, while communities were reminded to observe SOPs regarding Covid-19 prevention and response.



The Refugee Agency's theme for 2021 for the World Refugee Day was, ***"Together we heal, learn, and shine,"*** which called to action all countries to ensure refugees have access to protection, life-saving care, and opportunities to learn so they can thrive in their host communities.



ACFODE Field Officer and ALIGHT representative in a radio talk show to commemorate World Refugee Day

During celebrations, the United Nations stated that the coronavirus disease (Covid-19) pandemic made it evident that we can only succeed by standing together. The UN called for the greater inclusion of refugees in the healthcare system across the world.

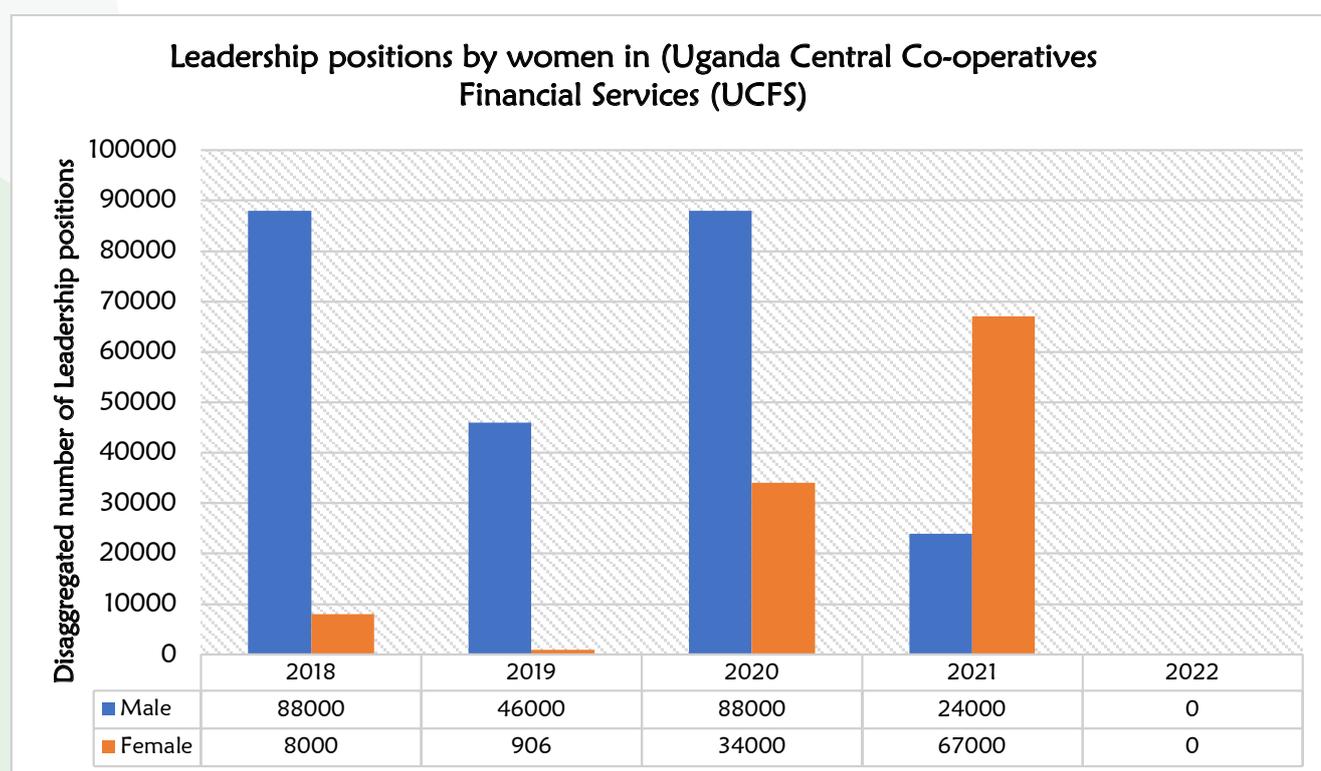
ACFODE documented success stories of the project in the refugee settlement and the host community in Kyaka II refugee settlement in Kyegegwa District. The project registered tremendous success mind-set changing, and helped people to embark on a progressive trajectory that impacts on the whole community. The documentation captured 25 success stories highlighted first hand evidence of changes/journeys in the lives of the members of the community in project areas and how their lives have impacted other members of the community. Voices of local government representatives as well as OPM, ALIGHT (Implementing Partner) and the UNHCR representative well also captured.

I still regret the time and money we spent hopping from one pub to another drinking alcohol for the whole day. We could quarrel with strangers for interrupting our "good" fights. We were known in the village as the naughty couple. Alcohol consumption made it difficult for us to fulfil our marital obligations and household development. "Our turning point in life was the first ACFODE workshop. That is when we realized that recovery is possible - Highlighted one of the project beneficiaries.



2.4.7 Increased influence of women and young people through active participation in leadership and decision-making

In 2021, ACFODE continued to provide technical and strategic support to partners in gender mainstreaming and backstop support in implementation of gender policies and action plans. ACFODE noted an increase in the number of women taking up leadership among the cooperative partners. For example, at UCCFS, out of 7 Board members elected in May 2021, 3 were females. Gender was considered as one of the key requirements/attributes during the vetting process. The trend for women leaders among cooperatives increased over the last four years as shown on the bar graph. Women leaders are more than 1/3 and this is attributed to the gender policy and action plan developed with support from ACFODE. UCCFS deliberately allocated resources towards building capacity of the Board, Management and Staff in gender mainstreaming.



Source: Extracted from UCCFs 2021 Annual report

2.4.8 Capacity building of Stakeholders on Monitoring, Documentation and Reporting on Human Rights Abuses

A total of 30 (19M and 11F) stakeholders participated in the training on Human Rights Based Approach (HRBA). The 2-day training was held in Mbale District and attendee representatives from civil society, Uganda Wildlife Authority, district and sub county leadership and representatives from community women and men. The training equipped participants with knowledge on a *Do No Harm* approach, Human Rights Based Approach, monitoring and documentation of human rights violations. Participants appreciated the discussions on monitoring and documentation of human rights violations in their communities noting that in Conservation Areas will help them identify the most valuable and efficient use of natural resources and existing gaps.

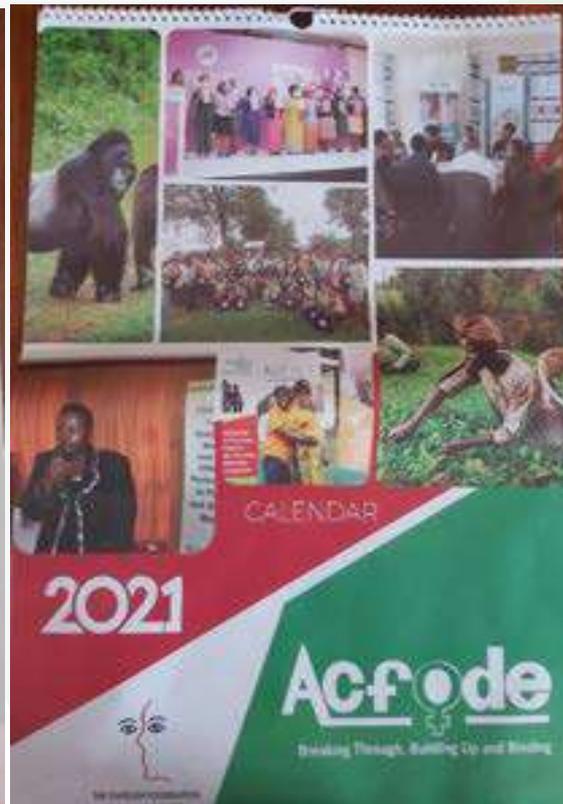
Commitments and action plans with key strategies to be integrated in their different plans, interventions and programming were developed. Majority of the stakeholders pledged to include interests and priorities of different categories of community women, men, youth and girls in



accessing protected areas. Participants recognised the need to strengthen their documentation and monitoring systems to capture the most pressing needs, violations from an a gender perspective. Some the recommendations were:

The government in partnership with ACFODE could broaden investment opportunities that community can tap into; ACFODE should spearhead engagements to bring together newly elected leaders and the technical team to engage over the many issues in the conservation area. Community Development officer - Wanale Sub County, Mbale District

ACFODE also produced a number of informative, educative and communication materials and translated the into local dialect for easy comprehension by the different target groups. They included posters, stickers, project brochures and calendars for use by the community monitors.. The disseminated materials eased sensitization and awareness campaigns spearheaded by community monitors.



2.5 Achievements: Pillar 4 – Economic Empowerment

2.5.1 Financial literacy and entrepreneurship skills for Women survivors of GBV

90 women and girl survivors of violence from 6 target districts of Rubanda, Rukiga, Bukomansimbi, Kisoro, Kalungu and Kanungu participated in a two (2) days training on financial literacy and entrepreneurship which enhanced their knowledge on entrepreneurship (starting business with available resources and knowledge), selecting, planning & management of an income generating activity, book keeping (daily tracking of the business), cash and risk management, saving and loans management, and making a simple business plan. The key emerging issues from the training were ;

- Majority of the participants lacked knowledge on how to identify a viable business despite the fact that few of them were engaged in income generating activities.
- The culture of savings among the women was still poor. Majority of them depended on loans from individuals, cash rounds and micro finance institutions and yet such sources of funds are expensive for the vulnerable women due to the high interest rates and other related costs.
- Majority of the women who got the loans failed to pay back and ended up losing property which they had offered as collateral .
- A number of the women who participated in the training had lost businesses due to COVID 19 that led to closure of the businesses, lack of startup capital, economic and financial illiteracy among other factors.

Achievements registered after the training : All the women survivors have formed saving groups, meet regularly, purchased joint items/property, held counselling sessions and have become financially independent.

Here are some of the some of the testimonies from the individual survivors and duty bearers.
“My father gave me Shs 50,000 and a bunch of matooke which I used to start a local restaurant in my village but people in that area made the business to collapse through debts (eating food on credit). Now this knowledge that I have gained will help me to restart and stabilise my business balancing retaining my customers while registering growth in my business.” – Namweebe Viola Atanasi, from Bigasa sub county, Bukomansimbi district.

“I have been facing a lot of challenges in my business however I have learnt that every challenge one encounters is an experience and experience is the best teacher, therefore with the knowledge and skills acquired now I can manage and am going to manage” – Ms. Mwesigire Florence from Kihiki town council, Kanungu district.

“There are many government programs that support women groups. These include YLP, OWC, UWEP, Parish development model. There is a new program from Microfinance support centre that targets groups and can lend each group between 5-50 million at 8% interest per annum. I therefore urge you to get organized into groups, legalize your groups at Sub County level and approach our offices for support to access these funding opportunities” – Bareke Deus, CDO Nyamweru Sub County, Rubanda district.





Group photo of the participants after the training in Rubanda district

ACFODE continued to support the VSLAs and social enterprise groups in the districts of Apac, Dokolo, Oyam and Amolatar in Northern Uganda through 2021. By the end of 2021 In total, ACFODE had reached out to 821 group members (649 women and 172 men). The cumulative savings for the groups ranges from 3 million to 7 million shillings. One of the VSLAs in Apac district was supported to form a SACCO, while others were linked to banks and other financial institutions for financial and technical support.

2.5.2 Improving livelihoods of model couples and community facilitators.

The training was phased in 2 cohorts in observation of standard operating procedures (SOPs) against Covid19 transmission. Each cohort was trained for two days and every training was concluded with action plans. The purpose impart knowledge and skills on the importance of Village savings loans Associations (VSLAs) with an aim of improving livelihoods and household economic situations among model couples particularly the economic security of the women. Participants were requested to share the different resources they had at house hold, models of saving such as individual savings, rotational savings and credit schemes, and group savings and loan associations; VSLA module. They were encouraged to join community groups, survivors of SGBV where basic counselling would be received and get social support.

Participants commended ACFODE for the continuous engagement with regard to economic empowerment as quoted below;

This training on economic empowerment is very timely for us as couples since we are recovering from Covid19 lockdown effects.... together we can make it through communal savings and loaning out to boost our household business. This knowledge will help us a lot in building our relations through savings and combating SGBV in their communities - Mr. Byaruhaga, Kyakatwaga Village, Kyegegwa



Sub County.

After the training, the model couples formed VSLA groups comprised of 200 persons were formed in Ittabambiniga zone refugee settlement and Kyakatwaga village as shown below.

Table 2: VSLA cumulative savings as of December 2021 per Group

| | Name of VSLA | Amount saved per Group |
|--------------|--|------------------------|
| 1 | Tugikaze-Humura | 1,800,000 |
| 2 | Kyakatwaga model couple Tweyambe group | 1,600,000 |
| 3 | Maendeleo group-Itambabiniga central | 1,473,000 |
| 4 | Uamusho group-Ruchinga village | 6,800,000 |
| 5 | Kyakatwanga Twimukye group | 1,704,000 |
| Total | | 13,377,000 |

Source: Extracted from the VSLA record books

The VSLAs are reported to have improved the economic situation and contributed to reduction of negative practices among the model couple households. VSLA members have utilized monthly savings as soft loans to boost their small scale businesses such as poultry keeping, groceries, general shop merchandise

We want to formalize our savings group with the sub county leadership in order to tap into the development projects that help in financing community groups to access support from government and partners funded projects. We appreciate ACFODE for the knowledge on economic empowerment. Secretary-Kyakatwaga Model couple Tweyombekye.

ACFODE organised radio talk shows on land rights to increase awareness on women's land rights as one form of economic security as well food security for the household. ACFODE conducted a study of food security in selected districts and developed a handbook on land rights. These activities have contributed to increased knowledge among the partners on issues of land rights and GBV prevention, strengthened collaboration with partners and other stakeholders at district level, increased awareness on roles and responsibilities of duty bearers towards promoting gender equality and increased visibility of ACFODE and her partners. Couples are have acquired land jointly which has promoted joint planning and reduced conflict in the homes. The radio talk shows have also increased visibility for the partners especially SEMUCU and MRCFCU as well as ACFODE as a women's rights organization.

"Thank you ACFODE for always facilitating the radio talk shows which have greatly enlightened listeners. Some of the listeners call me to intervene in GBV cases which I do through mediation and sometimes referral to other partners like Justice Centres" - Kobusingye Kuluthum, Project Officer SEMUCU.

"Thanks to ACFODE and MRCFCU for giving us a chance to discuss such a topic and enlighten the people of Kasese that women also have a right to own land since culturally in the Rwenzori region women are taken as men's properties and not property owners," - Ms Zainabu Asiimwe, Senior probation and social welfare officer Kasese district.

Having been implemented as a joint activity in collaboration with Justice Centres, the land campaigns also strengthened cooperation between ACFODE and the partners i.e. SEMUCU, MRCFCU and SSA. Some of the recommendations included:



- Conduct regular awareness engagements on land issues at lower local level.
- Conduct training of more members of the cooperative society together with the model couples and selected families on the legal framework.
- Maintain feedback sessions regularly to track successes towards promoting women's land rights.
- Establish land use, ownership and planning committees that involve the community.
- Conduct land awareness campaigns to include the local leaders and civil servants at Sub-county level and even lower levels of leadership.
- Create a local fund at the parish level where women and youth can borrow to acquire and own land. The fund could be channeled through cooperative societies but specifically created for Women and Youths.

“We at UCCFS, thank ACFODE for facilitating us in gender mainstreaming which has resulted into fairness in terms of resource distribution with high budget allocated to women issues. ACFODE also conducted gender audits for UCCFS, which helped us to identify gaps in management, board and this guided us to make changes when developing work plans. Now, at UCCFS, we have a robust gender sensitive reporting system where gender disaggregated data is captured” Ashaba Denis - Operations Manager and Gender Focal Officer UCCFS

2.6 Achievements: Pillar 5 – Organizational Development

2.6.1 Knowledge enhancement on resource mobilisation



4 Some of ACFODE Staff in a group photo after the RM training.



A 2-days training was organised for 20 ACFODE staff members (16F and 4M) at ACFODE house. The training aimed at equipping staff with knowledge on resource mobilization in the contemporary realities (opportunities and approaches), to empower staff to continuously assess organizational funding mix and design actions and to facilitate generation of innovative ideas among staff for the organisation's sustainability. Recognizing that effective fundraising is a team effort process, the facilitator presented the magic triangle for a successful teamwork. Participants were challenged to reflect on the extent to which they were fundraisers and this enabled each of the staff to appreciate



Ms. Dinah Okono, the facilitator during Resource Mobilisation Training

Technology is moving fast, the ability of an individual /organization to be flexible and to adapt to change is crucial if you want to have a successful, or even long career. Noted the Facilitator

Participants were urged to: **Use Images and Graphical Representations: Visual formats not only make the case statement more appealing but also help in conveying the message more convincingly. Strong images, graphs and pie charts explain the context more effectively and social problems you are addressing to attract donors - Asserted the Facilitator**

5 ACFODE staff (1male, 4 female) participated in a 5 days' virtual resource mobilization training on zoom that was organized by one of the development partners. The training focused on resource mobilization notably analyzing the organizational PESTEL and SWOT, developing organizational capacity statement, resource mobilization strategy, elevator pitch, donor mapping and ranking and proposal writing. At the end of the training, a resource mobilization strategy and ACFODE elevator pitch were developed

2.6.2 Knowledge enhancement on gender mainstreaming for partner organisations

ACFODE organized a 2(two) day gender training targeting representatives from civil society organizations working within the refugee settlement and host communities. A total of 22(12female, 10male) participated in the gender training. The training consisted of CSO representatives selected from different sectors of WASH, SGBV, Education, Food Assistance and Security, and livelihoods. The training sessions focused on understanding key gender, power relations legal frameworks,



gender mainstreaming and analysis tools and its application in organizational programming.

Previously our interventions have been beneficial to one category of people. We shall reflect on the target beneficiaries to include both women and men - Ms. Regina Nyakachi-TPO.

The training strengthened the participants' understanding of gender, gender mainstreaming and gender analysis in programming and they were also able to evaluate their interventions to identify gender gaps in their programs and projects.

2.6.3 ACFODE's Governance and leadership capacity strengthened.

ACFODE inducted its newly elected Board of Directors which contributed to strengthened governance and leadership capacity of the Board to oversee organisational operations since they were carried through corporate governance.

ACFODE participated in a virtual partners' meeting to share experiences on right to food and gender equality, advocacy, women's land rights and gender transformative approaches. This also provided a platform for sharing results from approaches such as the model couple promoted by ACFODE, sexual harassment, GBV prevention and other gender transformative approaches. This enhanced ACFODE's knowledge on how to link gender to other different dimensions such as right to food, land, adequate housing, financial inclusion and economic empowerment. Some of the key issues were : Ensuring that target groups especially women and youth included in financial and through entrepreneurship programmes to address income challenges, economic security and independence.

2.6.4 Promoting collaborative synergy among organizations and stakeholders

As part of the strategy for sustainability, accountability, continuity, learning, growth and ownership, in the year 2021, ACFODE engaged in various platforms for this purpose as highlighted below.

2.6.4.1 Bi-Annual Monitoring visit in Bukomansimbi Field Office (Central Region)

ACFODE together with (We Effect and EU) conducted a bi-annual field monitoring visit to the central field office of Bukomansimbi (Central Uganda) where a number of project beneficiaries were met. It was established that some duty bearers such as police officers, probation officer and CDOs lacked facilitation to support to follow up cases of VAW/C and to transport survivors from the police to health facilities in case medical examination as testified below:

In Bigasa Many survivors of GBV and VAW/C live in far communities and therefore face various barriers in accessing essential services i.e. health, psychosocial support, justice, and safety. This is resulting due to the gaps in the existing referral systems, poor case tracking, and weak coordination among duty bearers. - shared the LCII Chairperson Bigasa, Mr. Henry Kizito.

Some of the registered achievements included:

- Increased sharing of household responsibilities e.g. men now support their wives with house chores.
- Use of peaceful means to resolve matters other than violence at household levels.





Photo of the community members met during the monitoring visit

- Improved communication among the couples.
- Increased respect for the model couples from the communities
- Increased collaboration among different duty bearers that handle VAW/C.
- Most community members prefer reporting cases of VAW to the trained model couples, paralegals, CSO representatives and social actors

“I thank ACFODE, We Effect and the EU for all the support you have provided through this project which has empowered us with knowledge and skills and helped us to support our communities through mediations, counselling, VAW/C detection and referral. We have been having many domestic violence cases but after the training, we put into practice the knowledge that we gained to counteract VAW/C in the different platforms we are engaged and this has resulted into a reduction in violence cases”. – Said the chairperson LC 3, Bigasa sub county.

2.6.4.2 Annual Project Review meeting in Kyaka 11 Refugee Settlement

A one-day review meeting was organized and it brought together 42 (23 females, 19 males) stakeholders including district and sub county officials, representatives from partner organizations, model couples and community facilitator representatives from refugee and host communities. The purpose of the meeting was to review project progress, take stock of achievements made, lessons and challenges encountered during the implementation process and document lessons. The meeting was also attended by the Executive Director ACFODE, Ms. Regina Bafaki and EIRENE Representative, Ms. Augusta Muhimpindu. ACFODE was urged to continuously collaborate with other actors in SGBV prevention and response and strengthen the coordination role at sub county level.



I am honoured to be part of the annual project sharing, I thank the District leadership for according ACFODE a favourable environment for project implementation. The contributions and changes within the communities are enormous. I applaud ACFODE team for the efforts employed amidst the pandemic - Ms. Augusta- EIRENE Representative.



Group photo of Participants after the review meeting. In attendance was the Executive Director- Ms Regina Bafaki and District Chairperson

2.6.6.2 Networking and collaboration for gender equality and women's rights.

During the year, ACFODE participated in a number of networking and collaboration meetings aimed at contributing to gender equality and women's rights. Majority of them were on line since the world was still grappling COVID- 19 pandemic. ACFODE also utilised different social media platforms to share information with the wider community.

ACFODE continued its commitment towards advocacy for quality service delivery and beneficiary reach. As a result, the organization modified, developed and launched a more interactive, dynamic and informative website which can be accessed via the new URL on <https://acfode.or.ug/> There have been continuous updates of the organization's virtual spaces to include; Facebook and Twitter pages.

ACFODE social media performance was as follows: twitter page reached 111,443 people in the year 2021, ACFODE's Facebook page reached 80,000 people, the website reached 30,000 people while the YouTube platform reached 700 people in the year 2021.



3.0 Emerging, key learnings, challenges and recommendations

Empowering community structures such as model couple is a very key strategy in preventing VAW/C because they reach out the many other couples and families in their respective communities.

The involvement of duty bearers such as police, Local Council leaders and Community Development Officers makes reducing GBV more effective since they hold key positions where they can offer support to survivors of violence.

Empowerment of women on right to land ownership, economic security, agribusiness and adequate housing through radio talk shows contributed to increased number of women claiming their land rights as well changing public mind set and perception towards women's rights.

Some of the challenges faced by ACFODE included:

Interruption from the politicians especially in the first quarter of 2021 since it was a political season. And this was mostly by the group members with political ambitions who wanted to use the project activities for mobilization of voters.

Due to the aftermath of COVID-19 particularly closure of businesses and livelihoods, there were high expectations from the community members like handouts in form of money or basic materials.

There were delayed, reduced or halted funding by some development partners and this affected the organisations operations and since plans had already been made, it was difficult to convince communities why adjustments were made on some activities or stopped the project activities abruptly.

Recommendations

There is need to continue the utilizing of technology and other ways of conducting planned activities such as online trainings, using the locally available resource like the Model couples to conduct the on field activities in addition to the use of the media in the case of unforeseen circumstances like COVID-19 pandemic.

There is need for ACFODE to educate her target groups about the importance of making their marriages official as well advocate for favourable laws and policies for cohabiting partners. This will give women an opportunity for co-ownership and sharing of any assets in the event of divorce for example.



YEAR 2021 IN PICTORIALS



Joy and Augustus, a model couple in Bundibugyo



Richard & Kedress Byebisho, a model couple in Kampala



ACFODE Staff in a group work discussion during the resource mobilization training



Participants in a group work discussion during the Gender Advocacy training in Kyegegwa District



Richard & Kedress Byebisho, a model family in Kampala



Hakim & Maimouna, a model family in Kampala





EIRENE Representative, Ms. Augusta and the Executive Director- Ms. Regina Bafaki Commissioning the Peace Hut in Itabambiniga zone, Kyegegwa District.



Group photo of Participants after the Annual STOP Project Review meeting



A group photo taken after the review meeting with model couples in Bundibugyo



A couple developing an action plan during the review meeting in Kasese



Group discussion during the training of CSO representatives



A pictorial of participants after the community engagement in Sironko District





Reflection Meeting in Palaro Sub county, Gulu District



Reflection Meeting for civic educators in Kamuli district



Hon. Monica Amoding (Guest of Honour) signing the commitment statement to end VAW/G 16 days of activism.



ACFODE Board Members, members and and the Guest of Honour in a group photo



Ms. Auma Stella the Current Woman Councillor Five from Katikekile sub county, Moroto district, sharing her past election experience



A Community Dialogue on political participation in Kamuli District





A photo (Ms Joyce Nabaloga) and and GIZ representative (Ms Franstka Bertz) during the certificate award ceremony to mentees



One on one discussion between the mentees and mentors



A group of mentees during the mentee reflection meeting



Photo of mentees excitedly displaying their certificates during the award giving ceremony



Group members discussing the Domestic Violence Act 2010.



Women caucus members from Lamwo district during DVA 2010 training.





EIRENE Representative- Ms Augusta Muhimpundu- EIRENE and Ms. Regina Bafaki ACFODE Director during the launch of the Peace Hut Launch, Itabambiniga zone Kyaka 11, Kyegegwa District



4.0 ACFODE 2021

STORIES OF CHANGE

Case story 1

Jostus Isemusoro and Biira Angelina

Changing for the better

Jostus Isemusoro and Biira Angelina live in Kasese district and have been married for 46 years with 14 children, 7 boys, and 7 girls. Since 2018, the couple has attended two trainings and one review meeting organized by ACFODE.



“Before participating in the training, we were not planning together. I had owned coffee as my project. I would use the money from the sales the way I wanted without consulting my wife. After the training, we sat as a family and planned to do everything together. We bought 2 acres of land together at Kyondo near Mubuku Irrigation Scheme and the land agreement is written in both our names,” said Jostus.

“My husband was chaotic due to alcoholism; we could even physically fight to the extent that we could even stay and sometimes

sleep outside. He changed tremendously after the Model Couple training. We now do everything together. After the training, we have registered an immense change in our poultry and piggery farms. We are now in the same cooperative; Kirembe United cooperative society. My husband knows how much is saved there. I am grateful to ACFODE and MRCFCU for the training,” said Biira Angelina.

A close neighbour to the Isemusolos, Justine Kabugho testifies to the transformation and unity in the Isemusoros family. He says that the family has gained the respect of the community. The family has not only concentrated on bettering their lives but has extended the lessons they learned at the training to their community.

One of the neighbors confessed that before the Isemusoros reached their family, they had family disputes which have now been reduced. “My husband was a drunkard and every time he came home drunk; he would chase me around with a panga. However, after the Isemusoros talked to us, he changed; he is now saved, no longer drinks alcohol, and stopped beating me,” confessed a neighbour. “Whatever we are harvesting today is because of the cooperation in the home due to the reach out by the Isemusoros. We have also decided to become model couples willingly without having to expect financial benefits. Our message to the other couples is to work together and live in harmony,” said another neighbour.

The Isemusoros showing off a land agreement which is in both their names



Case story 2

Kisenyi III parish Model couple group under Shelter and Settlement Alternatives (SSA)

Joining efforts to cause change

After the training, we selected our committee, started our savings group as a team and we also started a new project of jerry can making so that we can have good shelters and adequate housing.

“After the November 2020 training, we formed our group called Kisenyi III model couple group which carried out home to home sensitizations, counselled couples and different groups of youth. Domestic violence has reduced in our communities as a result of us passing out the knowledge we gained from the training to others. After the training, we selected our committee, started our savings group as a team and we also started a new project of jericin making so that we can have good shelters and adequate housing”- Group chair person.

“Through home visits, we reached out to eighty (80) families, church groups like mother’s union and women’s groups. Every Sunday we talked to youth about GBV and referrals, talked about GBV to Wenyongye group (both men and women), we also counselled 30 couples, four (4) groups of youth groups comprising of 30 youth for example Kisenyi III living youth group and workers at leisure groups. As model couples we talked to people how to prepare their partners to have sex”.

“Local leaders welcomed us in all villages and recommended us. As a result, we have taught a lot of people about the five (5) types of violence taught to us from the training. After the seminar, we ourselves as model couples had a lot of things to change which we did such as sharing responsibilities and work at home,” - Group member.

Case Story 3;

Kawempe Abaamu Couple Group – KACG

Transforming lives through the model couple approach

This training has exposed us to working with different people such as police, LCs, CDOs and others and we are known and respected in our communities. We are glad that our interventions in the communities have yielded fruits such as change of mind sets and behaviours such as drunkenness and polygamy, teamwork and confidentiality between couples

“After the November 2020 training, we were empowered and more confident which drove out all fear, we are now called counsellors in our areas of residence and the entire community and people with challenges are always referred to us. This training has exposed us to working with different people such as police, LCs, CDOs and others and we are known and respected in our communities. We are glad that our interventions in the communities have yielded fruits such as change of mind sets and behaviours such as drunkenness and polygamy, teamwork and confidentiality between couples.

Even children have changed due to the model couples counselling them, we have even taught them to make washing sponges which has occupied them since they are not schooling. This has helped the children not to engage in bad activities like drinking alcohol, drug abuse among others. Because of working together as team of model couples, we managed to know the challenges of people in our communities and even some families have gained development due to working together.

We also formed a savings group as model couples to help us reach our dreams of attaining decent housing. Because of the model couple training, we experienced behavioural change since some of us used to be drunkards, drug addicts and had a habit of having more than one partner.

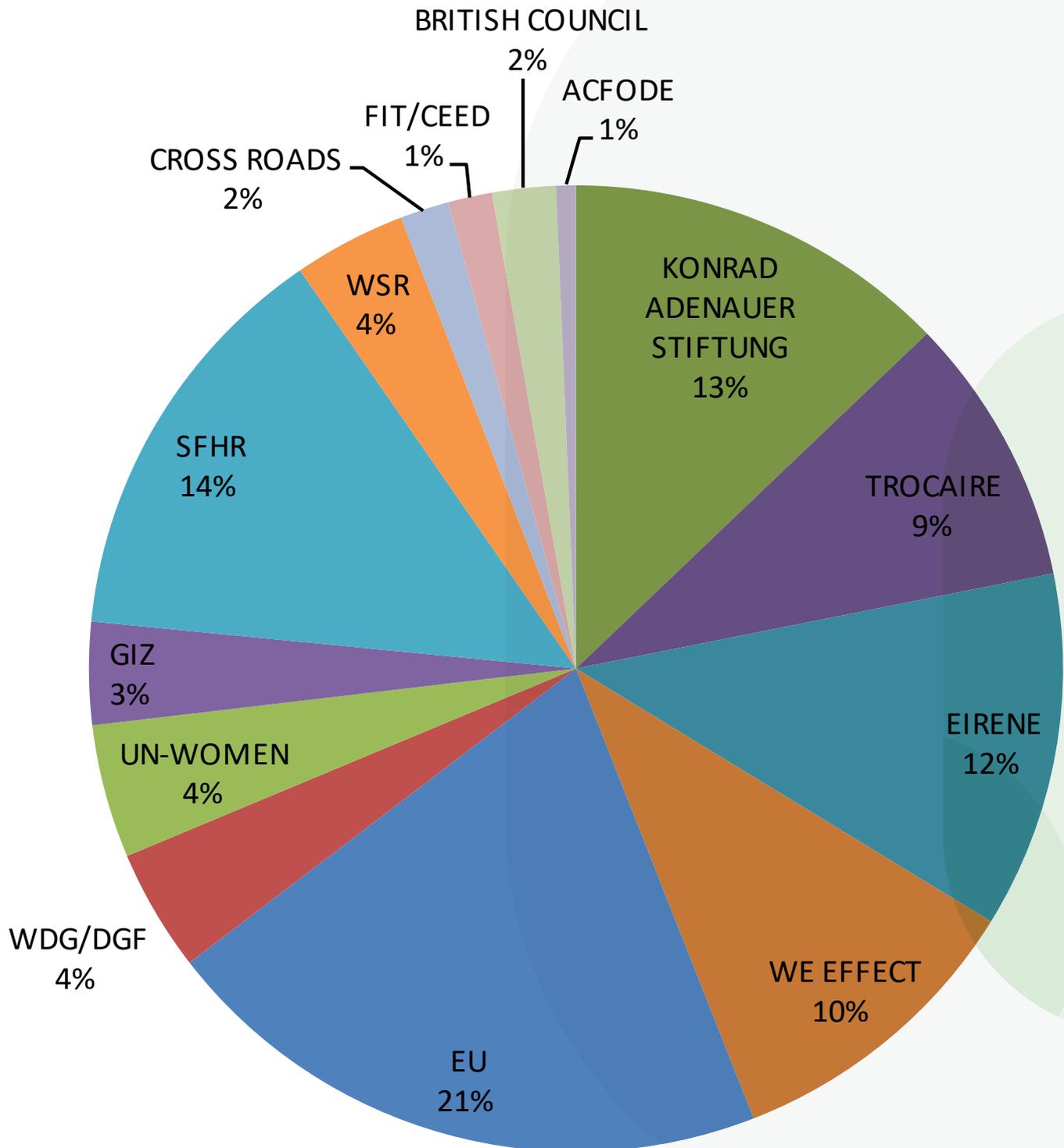


“We faced some challenges such as; lack of an office where we could gather and discuss certain matters, some of the people we reached out to wanted facilitation, most people feared to mention their names and feared to disclose information about themselves during counseling sessions, some lacked trust in the officers we referred them for help, there was also a challenge of language barrier which made communication between us and people we reached out to difficult,”- Ms. Naluyima Shamim (Group representative - Kawempe Abaamu Couple Group).



5.0 2019 FINANCIAL REPORT

ACTION FOR DEVELOPMENT INCOME FOR THE YEAR 2021



6.0 ACFODE MANAGEMENT AND STAFF 2021

| | |
|--------------------------|--|
| Ms Regina Bafaki | Executive Director |
| Ms Joyce Nabaloga | Finance & Administration Manager |
| Ms Happy Ainomugisha | Programmes Manager |
| Ms Rebecca Rukundo | Programme Officer (Economic Empowerment) |
| Ms Belinda Kyomuhendo | Programme Officer (Leadership %Governance) |
| Ms Viola Nshemeire | Communications & Advocacy Officer |
| Mr Felix Ochieng | Monitoring And Evaluation Officer |
| Ms Daphine Anyijukire | Coordinator Gbv Prevention |
| Ms Jacqueline Nampijja | Coordinator Youth Mentoring Programme |
| Ms Harriet Asekenye | Project Assistant |
| Martha Nuwahereza | Project Assistant |
| Ms Shierly Akeso | Accounts Assistant |
| Ms Grace Kirabo | Administrative Assistant |
| Mr Allan Mugabe | Field Officer |
| Mr Christopher Liberty | Field Officer |
| Mr Godfrey Tumwesigye | Field Officer |
| Ms Shallon Ampurire | Field Officer |
| Mr Bravious Beinomugisha | Field Officer (Psychosocial- Counsellor) |
| Mr Godfrey Balyebuga | Logistics Officer/ Driver |
| Ms Robinah Nanfuka | Welfare Officer |









Breaking Through, Building Up and Binding

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