



Akina Mama wa Afrika

ANNUAL REPORT 2018

Message from the Board Chair

The memorialization of historical milestones is always a good opportunity for the women's movement to both reflect and refresh. In 2018, we celebrated 15 years of the Maputo Protocol on women's rights. The year 2020 will provide us with yet another milestone as we mark 25 years since the launch of the Beijing Platform for Action. As we reflect on our achievements since Beijing and Maputo, respectively, it is clear that Africa stands at a crucial moment for women's rights.



Photo credit: UN Economic
Commission for Africa

It is also clear that the African woman is no longer as complacent and resigned to her fate as she once was. More than at any time in history, women and girls are demanding that progressive normative frameworks translate into transformative shifts in their political, economic and socio-cultural status. While this is a positive change in posture, it has not yet translated into a groundswell of tangible results. Women are still contending with a dearth in meaningful participation and influence in political processes, and economic structures that are unable to deliver inclusive development for its supposed beneficiaries. Furthermore, sexual and reproductive health and rights still remain a ground of contention with culture and religious fundamentalism playing key roles in curtailing access to these rights. Also, although most of Africa is peaceful, women and girls still bear the brunt of violence, domestic and otherwise, that men unleash on them. Worst of all, the impunity that the perpetrators enjoy defies all the progress achieved by many countries' justice systems over the last quarter century.

While the continent vacillates between bona fide social justice and returning to its old ways, the women's movement remains resolute and firmly committed to dismantling all forms of oppression. It is against this backdrop that, in keeping with our vision of a world in which African women are politically, economically and socially autonomous, Akina Mama wa Afrika continued to strengthen the leadership capabilities of young African women through her flagship programme, the African Women's Leadership Institute. AMwA's feminist and transformational leadership programme is esteemed and lauded for its paradigm-shifting training because it produces participants who are well grounded and rooted in feminist theory. Further, it raises political consciousness, enhances personal and collective leadership skills, and always has the effect of igniting a renewed fervour for social justice.

In 2018, we continued to amplify the voices of African women in critical spaces by working with allies to ensure that we put forward strong feminist and gender justice perspectives. As an organization, AMwA remained active in strategically important global, regional and national spaces. These included the Commission on the Status of Women, engaging with the African Union Ministers of Gender and, by virtue of our

membership on the steering committee of NGO CSW/Africa, intensified our mobilization efforts. Similarly, we collaborated and coordinated with Gender is My Agenda Campaign (GIMAC) and Solidarity for African Women's Rights (SOAWR).

As we approached the mid-term phase implementation of the AMwA strategic plan, it was crucial for us as an organization to pause, take stock, and collectively assess our efforts in the mission of reshaping the future so that it aligns to the ever-changing world. While the consensus was that feminist leadership development would continue to be the core business of AMwA, it was also clear that the achievement of transformative leadership would require that the tools and approaches we deploy become constantly creative and progressively innovative.

The twin goals of achieving gender equality and greater empowerment of women remain unfinished business. AMwA will therefore continue to intentionally identify areas that do not have as much feminist involvement such as demanding corporate accountability, advocating for feminist economies, and monitoring illicit financial flows. Such vigilant oversight is necessary, and requires stronger participation and advocacy by feminists. Additionally, we shall continue to strengthen young feminists by providing them with the tools they need to resist violence against women and to demand that their sexual and reproductive health and rights are respected.

We invite you to join us in building the momentum that will translate into actual empowerment of women and girls in their different settings and diverse situations. I appreciate each and every one who has been part of the experience. I salute our beneficiaries, especially the young women of Africa whose enthusiasm is fuelled by their daily encounters with patriarchy; I applaud our development partners whose contributions to the lives of African women do not go unnoticed. I commend my fellow board members who ardently walk the journey with the dedicated team at AMwA. Their focus and daily motivation is the incremental improvement of African women's lives, and I thank them.

Thokozile Ruvidzo, Board Chair

Message from the Executive Director

At AMwA, we have learnt from experience that achieving gender justice and transforming our societies requires not just strong women leaders but visionary feminist leadership. Feminist leadership is transformative when it addresses the root causes of inequality; when it recognises the intersectionality of gendered inequality and all other forms of social and political oppressions, be they structural or interpersonal.



We made a significant investment in learning (including lessons from our oral herstory) in order to better direct our energies to our core strategic goals. Feminist and transformational leadership development are at our core, as are research advocacy and movement building, but as we go forward, AMwA is committed to building an organisation with a soul.

To that end, 2018 was yet another exciting and progressive year for the team at Akina Mama wa Afrika as we continued to enhance women's leadership capacities through leadership trainings, coaching and mentorship, learning, exposure, as well as networking and collective engagement in critical policy spaces. Our three-pronged pedagogical strategy - critical reflection, rational discourse and policy praxis - was in full view and led to precisely what we set out to achieve: increased consciousness, personal growth, and collective action.

For example, as part of the Africa Women's Leadership Institute, AMwA's flagship programme, we conducted feminist and transformational leadership trainings for three cohorts of leaders, including 29 women, under the TuwezesheAkina Dada programme, 31 management and staff of ActionAid International in Uganda, and 9 Human Resource Managers from the Horticultural Sector in East Africa (Kenya, Rwanda, and Uganda). Subsequent to the training, AMwA continued to implement a vibrant mentorship programme that involves the pairing of alumnae with experienced feminists and peer-to-peer mentorships. This strategy continues to bear much fruit in ensuring that newly created alumnae receive much needed support and follow-up on their leadership journeys.

We also revised the AMwA leadership training curriculum in order to enhance its responsiveness to the current needs and aspirations of African women. For instance, through our partnership with UN Women Eastern and Southern Africa, we revised the curriculum that will guide our regional feminist leadership development for the next three years. Additionally, AMwA participated in a co-creation space convened by Association for Women's Rights in Development (AWID) in Madrid, Spain, to develop a curriculum to expand knowledge on the gendered impacts of illicit financial flows.

A major highlight of our 2019 calendar will include an AMwA-hosted regional leadership institute for countries such as the Central African Republic, among others. The programme will also feature in-country feminist and transformational leadership trainings. To ensure their success we started planning and laying the groundwork for what we believe will be highly impactful convenings.

Finally, we made a significant investment in learning (including lessons from our oral herstory) in order to better direct our energies to our core strategic goals. Feminist and transformational leadership development are at our core, as are research advocacy and movement building, but as we go forward, AMwA is committed to building an organisation with a soul. The mid-term strategic plan review accorded us an opportune moment to assess our progress and recast the strategies that will guide us for the next three years.

Our profound thanks go to our development partners who continue to support us as we provide exemplary services to the African woman. The management and staff of AMwA are a dynamic, hardworking team, and I thank them, too. Above all, our gratitude is extended to the African women themselves for taking the necessary steps in the transformation of their own lives. We work for you because you inspire us so much. Onward and forward we go.

Eunice Musiime, Executive Director

Strategic Objective One:

Strengthen the African Women's Leadership Institute (AWLI) as a center of excellence on feminist and transformative leadership development

Strategic Objective One encapsulates AMwA's core business: raising the political consciousness of women through our African Women's Leadership Institute (AWLI). The continuous implementation of this objective will culminate in a transformed continent that values and upholds the rights of women in all spheres. The institute fosters the use of feminist theory as a tool for analysis. Alumnae depart with the understanding that the personal is political, and that in order to fight one injustice, you have to deal with them all as they intersect with each other in order to subjugate women. Here are some of the highlights under this objective:

Gloria Mutyaba says that the fellowship sowed in her the spirit of sisterhood and honed her public speaking skills.



The 2018 cohort
of the Tuwezeshe
Akina Dada
Fellowship

1.1 A surge in the ranks of young women leaders tackling sexual and gender based violence

"I am my sister's keeper" means to be responsible and accountable for one's sister. Tuwezeshe Akina Dada, Swahili for "empowering our sisters" embraces the feminist principle of solidarity in the form of sisterhood; looking out for other women, offering encouragement when they are down and showing up to offer support. This year, 29 young women underwent feminist and transformational leadership training where these principles were instilled, with the aspiration that they would go back to their communities and join their sisters in the fight against sexual and gender based violence. In a training held over five days from the 23rd to 27th of July 2018 women participated in a rigorous training focusing on feminist theory, feminist leadership, sexual and gender based violence, advocacy and movement building, among other topics. Over this period, a variety of participatory and though provoking tools were used to push participants out of their comfort zone as they began the process of questioning

what they had been socialised to hold as true. Every session was designed to emphasize the importance of diversity and inclusiveness, ensuring the participation of marginalised communities such as persons with disabilities, sexual minorities and sex workers. Following the training, the young women said they were proud to embrace the politics of feminism and are now a committed cadre of feminists tackling Sexual and Gender Based Violence at individual, community and institutional levels. They join the more than 6000 women who have undergone leadership trainings under the auspices of AMwA's African Women's Leadership Institute.

The training was held under the auspices of the TuWezeshe Akina Dada Africa-UK Young Women's Leadership and Empowerment Movement which is implemented in five countries, (Uganda, Tanzania, Somaliland and the United Kingdom including England, Wales and Scotland) by four organisations comprised of Akina Mama wa Afrika (AMwA), Foundation for Women's Health Research and Development (FORWARD), Sub-Saharan Advisory Panel (SSAP) and Children's Dignity Forum (CDF).

I was privileged to be part of the Tuwezeshe fellowship in 2018, and the feminist and transformational leadership training enabled me to understand deeply the concept of power and patriarchy; how patriarchy as a system of oppression has fuelled sexual and gender based violence in our societies.—Fellow



1.1.1 Post-training Engagements - Resourcing Fellows to create change in their communities

By the time trainees leave AMwA's leadership institutes, they are burdened by the weight of newly identified social injustices. They are hungry to take the world by the horns and create change for a fairer and just society. However, one of the challenges of realising this change is limitation in resources. The Tuwezeshe Akina Dada project anticipated this hurdle and provided resources for Fellows to create social action projects to combat Sexual and Gender Based Violence. Fellows were provided with seed grants to implement projects ranging from awareness raising projects in schools to positive masculinity initiatives. Since 2017, there has been an outreach to over 1000 people across Uganda through the implementation of 12 projects.

Boys4Boys – Fostering Positive Masculinities for Gender Equality and fighting Sexual and Gender Based Violence

Saviour Nakakembo is a fearless young feminist activist and a change maker who has been instrumental in the fight to end Sexual and Gender Based Violence. Through her male engagement initiative, Boys4Boys, she empowers boys and young men in different

communities including secondary schools and slums. In the following section, she profiles her Social Action Project under the Tuwezeshe Akina Dada Young women's leadership and mentorship programme.

Boys4Boys is an initiative to raise awareness about the prevalence of sexual violence in communities. It is an open and safe space for boys to help in the fight against the vice and to learn how to avoid risky behaviour. As the main perpetrators of violence against women, it is important that men and boys are educated and encouraged to be the generation that will respect women and girls' rights in their different communities. By sensitizing and helping them to unlearn negative socialization, change will occur as they understand that for far too long women have been treated as disposable members of society and as unworthy of respect.

Under the initiative, 30 male students, including student leaders, received training on sexual and gender based violence. Thereafter, they became part of a mentorship programme used as a vehicle for each boy to reach out to another with the message of respect and equality for all. Three times a month, the project engaged with the boys by using various methods, including movies and documentaries, to demonstrate the incidences and implications of SGBV. The project also utilized social media platforms to amplify the campaign.

Saviour established the Boys for Boys program because she wanted to foster positive masculinities.

I shared my learning from the TuWezeshe Akina Dada leadership training with my team of five who in turn reached out to the pupils and teachers. As a result, 60 boys have now been conscientized, thereby contributing to zero sexual harassment in schools and in their homes. In order to amplify the initiative, we started a campaign called "Don't Be That Guy" which seeks to challenge boys to respect women and girls' rights. To date, the campaign has reached over 250 students who have expressed interest in joining the Boys4Boys club.

Nonetheless, the program has not been without challenges. It has provoked a furious backlash from some of the school authorities who thought the project was recruiting young boys into homosexuality; a lifestyle considered a taboo by the majority in Uganda and criminalised in the country's penal code. This prompted a change in strategy that now seeks the involvement of the boys' teachers in the campaign. Another challenge arose from the limited funds the project could sustainably employ to carry out the project. Our original goal was to reach 50 direct beneficiaries but this was not possible. To grow the program, I hope to continue contributing to the building of a movement of boys against SGBV in Uganda by establishing clubs in schools. We will help organize SGBV-oriented debate competitions in schools, an engaging and educational activity that could help change boys' attitudes towards women and girls. We will continue to engage and empower student leaders to help them carry out long-term

campaigns against SGBV. Finally, with the same message, we will launch sensitization campaigns targeting men at the community level.

1.1.2 Uplifting other Women through Mentorship and Coaching

"A mentor is someone who allows you to see the hope inside yourself. A mentor is someone who allows you to know that no matter how dark the night, in the morning joy will come. A mentor is someone who allows you to see the higher part of yourself when sometimes it becomes hidden to your own view." –Oprah Winfrey

Mentorship is a core component of AMwA's leadership development program. The program is structured to help facilitate the growth of both mentor and mentee in a healthy and sustainable fashion. By linking young women with established women leaders, we have witnessed how far-reaching and successful they can be as advocates for social justice. The keys to establishing a successful mentoring relationship include creating a relationship of trust, clearly defined roles and responsibilities, establishing short and long-term goals, using open and supportive communication, and collaboratively solving problems. The goal of these relationships is the gradual transfer of these vital skills, as well as the knowledge possessed by the mentor, to her mentee, and for the mentee to pass on this resource to someone else, when the time is right.

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Patricia and Rina: A mentor-mentee relationship strengthened by a shared passion for writing

Patricia had just completed her undergraduate degree and wanted strengthen her leadership skills. To achieve this, she knew she needed training and guidance, but soon became disheartened by the dearth of Ugandan women who could help her develop her own leadership skills. When she learned about the Young Women's Leadership and Mentorship Programme, she grabbed the opportunity and applied to attend a feminist leadership training in July 2017. To her surprise and delight, this comprehensive leadership development package included a pairing with a trailblazing feminist mentor. Today, she is a vocal feminist who advocates for the rights of adolescent girls and young women in the areas of Sexual and Reproductive Health and Rights at the national, regional and global level. Patricia attributes this progress to her mentor Rina Irene Akot whose constant involvement in her life has enabled her to grow and mentor others as well. Moreover, being Rina's mentee has given her even more exposure to other networks of mentors that are part of the programme.

She describes her mentorship experience as one involving great moments of enlightenment and inspiration, as well as setbacks requiring many sacrifices from both her and her mentor. She relishes in the fact that the most important outcome of her relationship with Rina is how many women she has mentored thereafter. While Patricia lives in Kampala, her mentor works and lives many miles away in Gulu district. Patricia says that despite this, her mentor did not abandon her. Whenever Rina travelled to

Kampala for work and other reasons, she would create time to meet in person and interact with Patricia. Rina would inquire about Patricia's social action project which she was implementing in schools around Kabale district, southwest of Uganda. However, their long talks were not just work related; they also talked about their own life challenges and triumphs. One such session helped Patricia to become bolder and confident as she engaged with high-ranking district officials whose cooperation she needed to get her projects get off the ground.

Their shared love for writing and reading also enabled Patricia and Rina to connect at a deeper level. Patricia narrates that it is because of such passion that she has sharpened her skills in rapporteuring, a newly developed income stream for her. Rina also introduced Patricia to countless opportunities, most recently the Young African Leadership Initiative, through which she qualified to participate in the 33rd cohort to be held in Nairobi, Kenya in 2019.

Rina celebrates Patricia's zeal, determination and the boundless vision she has for humanity and her local community. She stresses that right from the start, it was necessary for both of them to understand the mentorship relationship and their roles. Hers was not to tell Patricia what to do, but rather to guide her along the paths of her dream, and to help bring out her strengths while supporting her to overcome her weaknesses.

Both Rina and Patricia are grateful for the learning opportunity that the mentorship program afforded them. Patricia has chosen to pay it forward. She now runs a peer mentorship circle where she and a group of young women meet over a cup of coffee to discuss a book or topical issues that affect women, especially gender based violence.



Patricia, (right)
confers with her
mentor Rina.

1.4 Raising Gender Consciousness for decent work for women in the horticulture sector

In November 2018, nine Human Resource Managers representing nine farms from three East African countries (Uganda, Kenya and Rwanda) participated in a gender consciousness training convened by Akina Mama wa Afrika under the auspices of the Hivos-supported Women@Work Campaign. The training also involved partners from the African Women's and Development and Communication Network (FEMNET), Uganda Workers' Education Association (UWEA) and Rwanda Women's Network. A similar leadership training for women farm workers in 2017 had focused on enhancing their decision-making and leadership skills to help them advocate for workplaces that uphold gender sensitive policies and practices. One of the major outcomes from the post-training evaluations was a recognition that achieving those goals would be made easier if the full engagement and goodwill of frontline leaders and decision makers was achieved. As such, building gender sensitization of the aforementioned Human Resource Managers was critical to the eventual goal.

The main objective of the two-day training was to impart knowledge on gender and power dynamics within the workplace and to encourage them, as decision makers, to mainstream and adopt gender sensitive policies and practices that would enable women to thrive in the horticultural sector. The training created a space for sharing experiences and good practices in gender mainstreaming and for exploring different strategies and approaches for promoting women's leadership. The HR Managers developed and adopted action plans to create gender responsive policies and practices in their institutions. Action plans included commitments like setting up gender committees, carrying out gender trainings for women at the workplace, and

setting up childcare centers. They also committed to availing transportation between farms and childcare centers in order to ease women's accessibility to their children during work breaks. This unprecedented action would go a long way in improving the working conditions of women workers.

1.5 Feminist and Transformational Leadership Training for ActionAid International-Uganda

The global challenges of today require leaders with diverse skill sets as well as innovative ideas that can only come from engaging with many people. Through the AWLI, AMwA supported ActionAid International-Uganda in strengthening the leadership capacities of its staff in a five-day training that brought together 31 female and male staff from various districts in Uganda. The training took place from 12-16th November in Mbale, Uganda, and sought to build a wider constituency of feminist leaders with the ability to articulate injustices in society, and lead to the overhaul of the structures and systems that have long hindered the advancement of marginalized groups.

The trainings emphasized the need for personal development to strengthen collective organizing and covered four modules of our African Women's Leadership Institute of Movement building, namely; Feminist theory and Practice, Understanding My Human Rights, Movement Building and Transformational Leadership. As with all AMwA's leadership trainings, the training adopted a participatory mode. It also utilized other modes of message delivery such as the use of videos. The goal of all the various methods was to generate discussion and enable participants to reflect and apply the content of the training to their personal and/or ActionAid's work.

Participants of the training get a moment to reflect and share



The 2015 Mbeki High Level Panel report found that the continent loses about 50 billion US Dollars annually to IFFs, most of it migrating to the Global North.

1.6 #Stop the Bleeding: Confronting Illicit Financial Flows to Claim Resources for Gender Justice

Hearing the term “Illicit Financial Flows” immediately conjures imagery of complex macro-economic policies. It alienates many people and prevents them from engaging with the issue. And yet tackling this vice has taken on the utmost urgency as the African continent annually haemorrhages billions of dollars’ worth of uncollected or misappropriated revenue through corruption, tax avoidance, trafficking in drugs and persons. Consequently, nation-states are failing to build public infrastructure and provide basic public services due to a lack of funds. As such, a movement of activists is pushing back and demanding that Governments stop the misappropriation of money.

To that end, in June 2018, AMwA participated in a knowledge co-creation space convened by AWID in Madrid, Spain to start the process of making knowledge about illicit financial flows more accessible and consumable. The meeting aimed to “create a collective process to make feminist analysis on Illicit Financial Flows (IFFs) more accessible to feminist and social justice movements, so that they can

claim those resources for gender, economic and social justice.” The resulting module under development stressed that in order to advance gender and social justice, it is important to look at the issue by identifying the disproportionate gender impacts on the lives of women. This work is especially relevant to AMwA because some of the key recommendations of the June 2018 Gender Is My Agenda Campaign meeting were to “strengthen accountability mechanisms for holding multinational companies accountable, to make them pay their fair share of taxes and uphold humanity, including women’s rights in their activities, in accordance with regional and international instruments” and to “implement the recommendations by the Thabo Mbeki High Level Panel that address limitations to existing Illicit Financial Flows and its linkages to corruption and weakening of state institutions.” The 2015 Mbeki High Level Panel report found that the continent loses about 50 billion US Dollars annually to IFFs, most of it migrating to the Global North. This amount far outstrips Official Development Assistance (ODA) to the continent. The co-creation process was stewarded by a diversity of women from across the world including Uganda, El Salvador, Uruguay, Spain and Russia. The next phase of this endeavour is that the methodology developed shall be tested in respective countries.

The African Women's Leadership Institute (AWLI)–Alumnae Experiences



"AWLI was an affirmation of what I believed in. I had been involved in women's rights work and pushing against patriarchy without ever being in any forum where women's rights were a focus of discussion. Therefore, the AWLI offered that concrete grounding in feminist principles. It gave me a chance to interact and bond with feminist leaders from different countries, and the sharing was so intense and impactful.

I have been able to stay true to the feminist principles. I have gone out and created spaces for engagement. I left the AWLI with a vision of

founding a movement for girls' empowerment but later zeroed in on supporting ten girls through University. To that end, five have been supported to complete their degrees. The times when I stand up for others who are

less privileged count most in my life. The times I personally go out to lend a hand or lessen someone's burden without necessarily using an organization's platform are so fulfilling for me – because then I know am living true to my calling. The AWLI strengthened my abilities to exercise leadership and power in a manner that does not disadvantage or put down others."

– Manisurah Aheebwa, Uganda



"My interest in civil society and my involvement in the Tunisian NGO Women for Sustainable Development opened my eyes to feminist leadership and to the role of women in social, economic and political development. The history of my country and the difference between women's status in Tunisia compared to other countries around the world,

particularly women in countries that share the same language and religion, have caused me to be more devoted to developing my feminist leadership journey. The AWLI was a gathering of women leaders in Africa and therefore a unique setting to be able to learn from different women leaders and their experiences."

- Khadija DorraEsseghairi, Tunisia.

"My feminism started at AWLI and somehow that defined my future. AWLI had such a profound impact on the kind of leader I am today. It formed the basis of how I view the world. It is because of AWLI that I studied Gender and Development and was interested in working with Women's Rights Organisations as a platform that would enable me to contribute towards a vision I am so passionate about. As a result, I had the honor of leading one of the biggest and oldest Pan- African feminist networks, FEMNET,



African Women's Development and Communication Network, for more than six years. Feminist analysis and leadership, as I learnt at AWLI, was instrumental throughout my leadership at FEMNET and beyond. In my current work, I offer consultancy and voluntary services to Women's Rights Organizations, INGOs and UN Agencies where my feminist analysis of a variety of issues, affecting all women and girls, continue to be the top value addition.

- Dinah Musindarwezo, Rwanda

Thanks to the AWLI, I had the opportunity to engage with various African women. I have also worked with several women, especially in Kenya and South Sudan, which I consider as my second home. Hence, I owe my strength to them. The AWLI motivated me to engage with women with disabilities as I felt they were more marginalized and violated than other groups because of their circumstances. I also noted that they did not feature in decision-



making. I wrote a successful funding proposal to CIDA-GESP which facilitated the implementation of a two-year project on paralegal education and entrepreneurship skills for women with disabilities in Western Kenya. The success of the project attracted the American Ambassador's Fund for another two years, thereby enabling us to increase our coverage to more districts in the region.

- Mabel Imalilsolio, Kenya

IG: TAKE A STAND AGAINST RAPE AND SEX

Students at Makerere University take a stand against sexual assault during the 16 days of activism against gender based violence.



#OneAskCampaign

#HearMeToo



Strategic Objective Two:

Amplify African Women's voices in critical spaces through collective advocacy, and through movement building, informed by feminist research and documentation.

We try to identify the connections and similarities that are intrinsic to our struggles across issues and geographical divides, all the while giving prominence to the experiences and needs of marginalized women.

The conferences of the 1990s - the main ones, for our purposes, being Rio (1992), Vienna (1993), Cairo (1994), Beijing (1995) and Copenhagen (1995) - saw feminist mobilization graduate from NGO forums to intergovernmental negotiating spaces. Women's organizations brought their national and regional experience of issues to the forefront, specifically, programmes and policies to influence intergovernmental spaces. Over the years, women's organizations have subsequently created their own spaces for learning and strategizing in order to be equipped for any forum that could help advance their cause.

AMwA is one such organization, even though it pre-dated these watershed events. Guided by its Strategic Objective Two, the organization stresses the need to build inclusive, intersectional and dynamic movements premised on the feminist principle of solidarity and sisterhood. We try to identify the connections and similarities that are intrinsic to our struggles across issues and geographical divides, all the while giving prominence to the experiences and needs of marginalized women. Informed by feminist research, we involve ourselves in movements and advocacy initiatives. We are motivated and inspired by the goal of bringing about structural change for a just and secure Africa for all women.

2.1 Feminist Research and Documentation

During this reporting period, AMwA produced three major knowledge pieces aimed at influencing policy and practice and to amplify the voices of African women in critical policy spaces.

2.1.1 Minimum Wage and Women at Work: An analysis of Uganda's labour market and its implications on securing minimum wage policy

The paper traced the history of minimum wage policy and provided a situational analysis of the ramifications of a largely informal economy such as Uganda's economy. It revealed that the country's minimum wage had been set at UGX 6000 in 1984 and that many efforts to review it had been thwarted. The paper states that in the low skilled sectors, historically disadvantaged people – women, people with disabilities and other minorities - do not have the bargaining power to demand for higher wages. It goes on to highlight the gendered impacts of low wages and why women are easy prey to employers looking to cut costs. "The 'feminization' of the global workforce is often accredited to the fact that women are usually a source of more accommodating and more inexpensive labour than

men (Standing 1999, Seguino 1997). To attain or maintain a competitive advantage for the export market, employers prefer to hire women as a means to reducing their cost of production. This exacerbates the gender wage gap and increases the wage vulnerability of women.” Due to their perceived ‘soft’ nature and attention to detail, the fresh flowers industry typically prefers women to men for flower picking and sorting jobs. Such jobs attract poor salaries because they are categorized as unskilled labour. Men who work in the same industry tend to earn higher wages because their jobs are generally more technical. Worse still, it is difficult for female workers to overcome the barriers placed in front of them because men are usually in charge of making decisions that directly affect women.

2.1.2 The Glimmers of Empowerment: Women and Land Rights

In recent years, Africa has witnessed an unprecedented hike in lease-area sales of farmland to wealthy indigenous and foreign agribusiness corporations. These investors depend on the inexhaustible, cheap labour force that the continent possesses. The main problem, as researchers have found, is that the rights of women workers are not properly secured even though they make up a sizeable percentage of the work force. To address this, AMwA, with support from the Commonwealth Foundation, commissioned an oral compilation of herstories by women land rights activists from Malawi, eSwatini (Swaziland), and Zambia. By documenting their first person narratives, these women showed us a fuller picture of how inextricably linked the rest of their realities and experiences are to the utilization, acquisition and ownership of land. to. These are stories of struggle, disappointment and pain, but they are also of resistance, survival, personal victory, liberation, solidarity and sisterhood. They are stories about women who charted paths where they were non-existent; women who discovered an inner strength they did not know they possessed. Women that walked together and held each other in moments of brokenness and dejection; heros who pushed through, year after year, in pursuit of transformation for women’s lives and their relationships to land at community and national levels.

2.1.3. Feminist Analysis of the Sexual Offences Bill, 2015

A thorough and methodical examination of the Sexual Offences Bill, 2015 with a feminist lens. This analysis was conceived to influence the process of reviewing the Sexual Offences Bill, 2015 to integrate feminist principles as it responds to sexual offences in Uganda. It explored and challenged issues such as moralistic and patriarchal language contained in the bill; criminalisation of sex work as well as penalising of sex workers more than their clients who are invariably men; and the bill’s silence on marital rape and sexual violence online, among other things. The analysis also commended the bill for being progressive in penalising persons in positions of trust (parents, teachers, etc) who have sexual relations with their charges and expanding the definition of sexual violence, including rape, to go beyond penile penetration and instead focus on the lack of consent in relations of a sexual nature.

2.2. Influencing Legislation, Policy and Practice through advocacy

A vital component of AMwA’s advocacy for women’s rights is our participation in developing and influencing inclusive and progressive policies and practices that prioritize women and minorities’ experiences. In 2018, we engaged in a number of spaces across a myriad of issues, to ensure that the formulation of policies espoused feminist principles, and women’s rights were upheld.

2.2.1 Is Uganda Ready for the Conversation on Minimum Wage?

To contribute to advocacy on minimum wage legislation being carried out by a number of stakeholders, Hivos East Africa in partnership with Akina Mama wa Afrika hosted a high level roundtable discussion on the minimum wage titled, “Is Uganda ready for the conversation on the minimum wage?” on 7th December, 2018 in Kampala, Uganda. The main objective of the conversation was to reignite advocacy around the minimum wage bill which had not gained traction since the Minimum Wages Advisory Board had made recommendations to cabinet in 2017. Uganda’s minimum wage was last set in 1984 and was effectively nullified at Uganda’s currency reform in 1987. The country has therefore operated without a minimum wage since then, leaving workers at the mercy of employers.

The conversation also looked to situate the gendered impacts of the absence of a minimum wage on women working in the horticultural sector, making a clear case for why it is needed. It also raised public debate on the need to link minimum wage to decent work especially for women. While the opposition to Uganda adopting a revised minimum wage remains strong amongst employers, the progress of having a bill in the final stages with concrete proposals is positive. The bill, when assented to by the president, will give the Minimum Wages Advisory Board power to determine sectoral minimum wages.

The event held under the auspices of the Women@Work Campaign was attended by representatives from the Ministry of Labour, Gender and Social Development, Minimum Wages Advisory Board, Civil Society Organizations, Trade Unions, horticulture farm owners and workers, and the Kingdom of the Embassy of the Netherlands, among others.

2.2.2. Advocacy on the Sexual Offences Bill

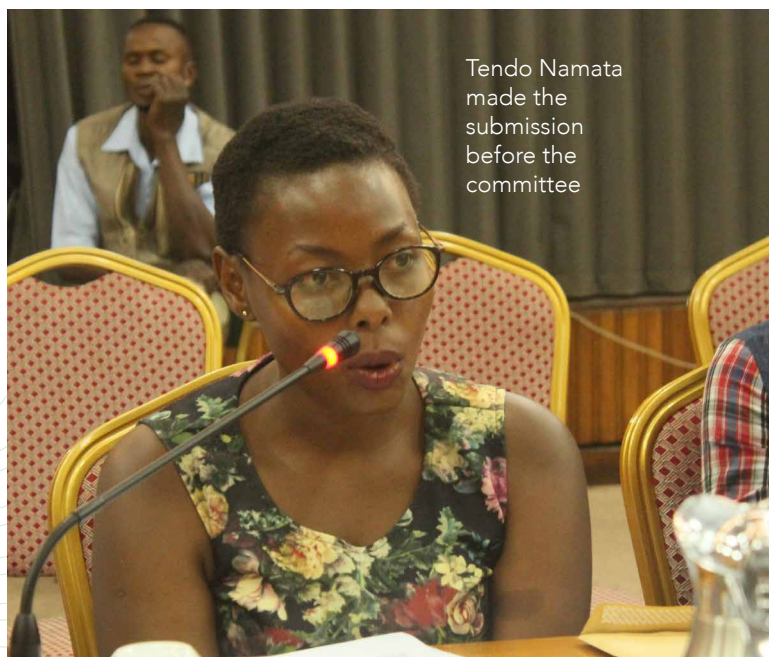
Through a number of advocacy meetings, AMwA undertook the process of influencing the passage of Uganda's Sexual Offences Bill, (SOB), 2015. The main priority was to make it inclusive, non-discriminatory and gender sensitive in its response to sexual offences. The initial meeting held was to deepen advocates' understanding of the Bill, to position themselves better to influence its outcome, and to identify opportunities for advocacy on the Bill. AMwA drew on its alumnae to be part of this process.

The participants developed wide-ranging areas for advocacy. They included marital rape, child-to-child sex, and sex work. They also included appropriate SOGIE rights, sexual harassment, as well as discussions on definitions and language appropriate to the Bill. Equally important to the deliberations was what the Bill still lacked. The advocates drafted advocacy strategies specifically defining what was problematic about their areas of focus. These topical areas subsequently informed the development of a feminist analysis of the Bill. They also earmarked key stakeholders and decision makers to spearhead the influencing and development of the key demands they would make to each constituency. Having decided on these individuals, they grouped them according to key areas of interest. During the workshop, the alumnae were engaged in a discussion on justification for amendment of different areas of the Bill, with the aim of ensuring that all proposals for amendment aligned with feminist principles of inclusion, non-discrimination and being non-patriarchal. These deliberations

were critical in defining the key contributions AMwA made to a joint submission to the Legal and Parliamentary Affairs Committee. The organization made the submission under the umbrella of the Domestic Violence Coalition.

2.2.3. Submission to select committee investigating sexual violence in institutions of learning

Following a motion by the Youth Member of Parliament Hon. Anna Adeke Ebaju for a resolution of the Parliament of Uganda to inquire into allegations of sexual violence in institutions of learning, a committee was constituted to do just that. AMwA was invited to make submissions to the Select Committee on Inquiry into Allegations of Sexual Violence in Institutions of Learning in Uganda and to share the lived experiences of young women, as found in our baseline study on the same subject.



Tendo Namata made the submission before the committee

AMwA drew on the expertise, passion, and energies of the young women of the [Tuwezeshe Akina Dada project](#) to engage in this critical space. AMwA's alumnae prepared and appeared before the committee to share their lived experiences but also used the opportunity to push for the passing of the Sexual Offences Bill. At the hearing, they recommended the development and implementation of gender responsive sexual harassment policies and regulations at the institutional level. They also advocated for the strengthening of data collection systems on sexual violence as they contended that these measures would more



Staff and Tuwezeshe Fellows who participated in the conversation at Makerere University

effectively institutionalize and curtail Sexual and Gender Based Violence. One of the key outcomes of the meeting was the subsequent invitation to the young women leaders to make a submission to the Legal and Parliamentary Affairs Committee of Parliament on the Sexual Offences Bill. As a result, the select committee adopted some of the proposals on curtailing sexual harassment in institutions of higher learning.

2.2.4 Amplifying the fight against sexual violence in institutions of higher learning during 16 Days of Activism

AMwA diligently continued its fight against sexual abuse and sexual violence at Makerere University, Uganda's oldest and biggest institution of higher learning. In partnership with the university's Gender Mainstreaming Department, we hosted a dialogue at on 29 November 2018, to raise awareness on the vices. The dialogue provided a safe space for the students to share their experiences and to generate proposals for going forward. The conversation was inspired by **MTV Shuga**, a popular television [drama series](#) created to spread the message of responsible sexual behaviour, tolerance and reproductive behavior among young people. The series was a good reference point and conversation starter for the 76 male and 33 female students who attended the dialogue. They spoke out about the phenomenon of 'sex for marks' which is still widespread at the university. This is despite the public shaming of two university lecturers that led to the establishment of a committee to investigate sexual harassment on the campus. Comments from the students, mostly male, revealed that victim blaming is still prevalent as they decried how sexual harassment has been normalised at the institution. In attendance were nine alumnae of the African Women's Leadership Institute (AWLI), including six TuWezeshe Fellows

whose feminist perspective was essential to the discussion.

2.2.5 Participation in Critical Spaces

As part of her mandate, AMwA endeavours to bridge the deep chasm that exists between decision-makers, whose policies affect daily life, and the largely ignored constituencies of women who are uneducated, poor and/or disabled. Adequately influencing policy and practice requires access into decision making spaces when it most matters. In keeping with our objective to amplify women's voices in critical spaces, the following are the national, regional and international convenings we participated in to learn, influence, challenge, and share knowledge and practices.

2.2.6 Celebrating 15 years of the Maputo Protocol

To mark the 15th anniversary of the Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa (Maputo Protocol) on 11th July, 2018, AMwA participated in three key forums aimed at ensuring that the gains made since then are never lost. As a steering committee member of the Solidarity for African Women's Rights (SOAWR), AMwA convened and participated in the commemorative activities designed to catalyse the process of ratification of the policy instrument for those countries that had not yet done so. SOAWR is a coalition of 47 civil society organizations seeking to accelerate the ratification, domestication, and implementation of the Maputo Protocol. To those States that had ratified the Protocol, albeit with reservations, the united voices of women's organizations hoped to get them to lift them as that would accelerate effective domestication and implementation of the Protocol. The following is a summary of those activities:

Young People turned up at the national level celebrations to make their voices heard.



- a) At national level, AMwA collaborated with civil society partners and other members of SOAWR to host a dialogue under the theme *“Building and celebrating achievements, identifying opportunities for a coalition to promote the rights of women and girls in Uganda”*. In addition to representatives from Civil Society, members of the Judiciary and the Legislature including Justice David Batema, the Resident Judge at Soroti High court, and Hon. Rwakimari Beatrice, the Woman Member of Parliament for Ntungamo district attended the dialogue. The meeting interrogated and took stock of gains made and challenges that persist in the implementation of the Protocol in Uganda. Additionally, key advocacy priorities to undertake in order to accelerate the implementation of the Protocol in fighting SGBV were identified. Key issues that came to the fore were lack of implementation of international and regional instruments because they are not contextualised to the beneficiaries’ needs, coupled with a lack of awareness about laws and policies among both judicial officers and the people. A key recommendation and main takeaway from the meeting was for Uganda to lift its reservation on article 14(2) C, which provides for safe and legal abortion
- b) At the regional level, AMwA participated in the **High Level Panel at 62nd Ordinary session of the African Commission for Human and People’s Rights** on the occasion of the 15th anniversary of the Maputo Protocol. The meeting in

Nouakchott, Mauritania took place from 25th April to 9th May 2018. AMwA attended the proceedings in her capacity as a steering committee member of SOAWR. Its delegation constituted a High Level Panel on advancing the human rights of African women on May 2nd, 2018 at the Palais Des Congres in Nouakchott in commemoration of 15 years of the Protocol. The consensus was that while progress on ratification has been evident in the domestication and implementation of the Protocol, a combination of scarce resources and entrenched social norms, in addition to lack of political will, have slowed down its uptake. One of the key emerging issues from the panel was that some States had been unwilling to ratify the instrument while others ratified it, with reservation to Article 14 that urges States to protect and promote the sexual and reproductive health of African women, including abortion under certain conditions. The Maputo protocol is the first human rights instrument to address the right to abortion in an explicit manner. It is the first time a binding legal instrument provides policy guidance and practice around Sexual Reproductive Health and Rights including the right for women to control their own fertility, and for States to “provide adequate, affordable and accessible health services, including information, education and communication programmes to women.” A late signatory to the Protocol was Ethiopia, which ratified the Protocol in 2017, and was offered up as a best practice to emulate as they have

gone ahead to legalize medical abortions. The meeting acknowledged SOAWR's early involvement in ensuring that there was gender sensitive language and progressive laws within the instrument. The success of the Protocol is, therefore, the coalition's as well.

- c) The climax of the 15th Anniversary celebrations was the convening of a High-Level Consultation to accelerate the ratification, domestication and implementation of the Protocol from 12-13th December 2018, which took place at the African Union Commission (AUC) through the Women, Gender and Development Directorate (WGDD). This was in collaboration with the Office of the Special Rapporteur on the Rights of Women in Africa (SRRWA); ACHPR, SOAWR), the United Nations Office of the High Commissioner for Human Rights (OHCHR), United Nations Development

Program (UNDP) and with the support of development partners. Three documents were reviewed and adopted over the course of the two-day consultation, namely: the All for Maputo Protocol Roadmap, country profiles and their accompanying advocacy strategies (for countries yet to ratify), as well as the concept note and action plan for in-country advocacy missions to accelerate ratification. Member States committed to realizing the goal of universal ratification of the Maputo Protocol by 2020; ratifying with reservations if necessary; affirming that the universal ratification, domestication and implementation of the Protocol would address the myriad of challenges women and girls face across the Continent. They acknowledged that doing so would guarantee an environment that allows for their freedom, self-determination and autonomy, free of violence, coercion and discrimination.



Members of SOAWR at the African Commission for Human and People's Rights in Mauritania

2.2.7. 32nd GIMAC: Unpacking the impact of corruption on the realisation of women's rights

The Gender Is My Agenda Campaign (GIMAC) is a Pre-Summit Consultative meeting whose recommendations feed into the African Union Assembly of Heads of State and Government, and "aims to create a space for civil society to monitor the implementation of the Solemn Declaration on Gender Equality in Africa (SDGEA)." In June 2018, Akina Mama wa Afrika joined other organizations on the continent to collectively identify strategic ways to tackle corruption and underscore how it impedes the realisation of women's rights at the 32nd GIMAC meeting which took place in Nouakchott, Mauritania.

Under the theme *"Corruption and Governance: Impact and way out for Women, Children and Youths"* the meeting sought to tackle the vice that has crippled good governance, service delivery, stability, and development on the

continent. The meeting tackled a raft of issues, some including the exacerbation of sexual violence against women and girls, and the fact that the trafficking in persons and exploitation of migrant youth was compounded due to corruption. Akina Mama wa Afrika was part of a panel discussion constituted by FIDA-Uganda on the impact of corruption on youth migration. Repeatedly, the issue of bureaucratic and stringent processes came up, in the form of draconian immigration policies that severely limit the crossing of borders, forcing youth to use illegal means to gain entry. This makes them vulnerable to exploitation and trafficking. Consequently, thousands of African youth have died at sea. Others lost their lives while crossing deserts as they have tried to bypass legal migration channels. Consequently, some have ended up in indentured servitude, forced to work as domestic workers in the Gulf States with little or no pay. Some were forced into sex work. With no legal paperwork to support their stay in their adopted countries, it is difficult to seek help from authorities, thereby providing ground for the vicious cycle of exploitation to continue.

The Research Advocacy and Movement Building Manager, Leah Eryenyu contributed to the panel discussion on trafficking and corruption



The panel discussion made a number of recommendations to curb youth migration and urged states to recognise the urgency of the problem of human trafficking on the continent. The recommendations were adopted in the final document of outcomes from the meeting that urged states to “Consider the establishment of a High-Level Panel to inquire and report to the January 2019 African Union Summit on causes and mitigation of forceful migration and vulnerability of youth and women to transnational human trafficking criminal syndicates.”

AMwA participated in drafting the outcome document, making key recommendations that included; developing health programs for young people that include Comprehensive Sexuality Education; increasing and enhancing young people and women’s participation in decision-making and leadership positions at all levels; and implementing domestic resource mobilization measures including progressive tax systems on wealth.

2.2.8. Pre-Conference on the Review of ICPD+25 and AADPD+5

AMwA contributed to the Africa Regional CSO consultations on the review process of 25 years of the International Conference on Population and Development (ICPD) and 5 years of the Addis Ababa Declaration on Population and Development (AADPD). The 2-day meeting took place on 30th September and 1st October 2018 in Accra, Ghana as a precursor to the Experts and Ministerial meetings. The CSO pre-conference reviewed progress on implementation of AADPD with a focus on gains, gaps, and lessons learned using the Africa Population and Development Index as a substantive basis. It also provided a space for the consolidation of key messages that will be shared with AU Member States on the way forward for the implementation of AADPD. It reviewed the roles of CSOs as collaborative agents in the full implementation of the AADPD and made recommendations on how best to support implementation, and finally, to build the capacity of CSOs on the African Population and Development Index.

AMwA participated in drafting the outcome document, making key recommendations that included; developing health programs for young people that include Comprehensive Sexuality

Education; increasing and enhancing young people and women’s participation in decision-making and leadership positions at all levels; and implementing domestic resource mobilization measures including progressive tax systems on wealth. A vital component of the document was the curbing of illicit financial flows that could be invested for their benefit if caught in time.

2.2.9 Pre-CSW Regional Strategy Meeting and Experts and Ministerial Consultative Meeting

Akina Mama wa Afrika in partnership with members of the NGO Committee on the Commission on the Status of Women for the Africa Region- NGO CSW/Africa actively participated in the Pre-CSW Africa Regional Strategy Meeting organized by FEMNET on 19th and 20th February 2018. The meeting was held to precede and influence both the Pre-CSW62 Experts and Ministerial consultative meeting and the CSW 62 in New York, USA. The Regional Strategy Meeting provided space for African women and girls, especially those living in rural areas to develop collective strategies to influence policies in achieving gender equality and women’s empowerment of women and girls. The output of the meeting was that a common position to inform advocacy prior to and during CSW62 was developed; it also built a strong foundation and momentum for the engagement in New York. It also provided space for voices of women and girls living in rural areas to shape the outcomes of CSW62.

The Agreed Conclusions makes several references to women and girls’ voice, agency, participation and leadership, and there is a strong emphasis on women’s full, equal and effective participation at all levels of decision-making. The critical role played by rural women’s civil society organisations, trade unions, enterprises and cooperatives in gathering and uniting rural women and supporting them in all spheres was recognised. Despite strong push against Sexual and Reproductive Health and Rights by the USA, Russia, the Vatican and several other countries, the agreed language of Sexual and Reproductive Health (SRH) and Reproductive Rights (RR) was in accordance with International Conference on Population and Development and the Beijing Platform for Action.

2.2.10 Commonwealth People's Forum and Heads of Government Meeting, (16th -20th April 2018, London, United Kingdom)

Akina Mama wa Afrika was privileged to be part of over 350 delegates from 53 Commonwealth countries and beyond, to attend the Commonwealth People's Forum in London, United Kingdom. The Commonwealth People's Forum (CPF) brings together civic voices from around the world to debate key issues facing people within the Commonwealth. Held every two years in the run-up to the Commonwealth Heads of Government Meeting (CHOGM), the CPF is the single largest opportunity for civil society to engage with Commonwealth leaders on global development issues. CPF 2018 brought a civic perspective to this discourse, with the central theme being "Inclusive Governance: The Challenge for a Contemporary Commonwealth." The summit's theme was: 'Towards a common future' and focused on building on the strengths of the Commonwealth to ensure the organisation is responsive to global challenges, and that it delivers a more prosperous, secure, sustainable and fair future for all its citizens, particularly its young people.

Leaders emphasized that the full social, economic and political participation of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status, is essential for democracy and sustainable development to thrive. Leaders adopted a revised approach to election observation, ensuring the Commonwealth's flagship programme to support Commonwealth democracies remains relevant to the 21st century, while retaining its unique Commonwealth quality. Guided by the principle of leaving no one behind, leaders encouraged action to provide the opportunity for at least 12 years of quality education and learning for girls and boys by 2030.

2.2.11 Sixty Second Session on the Commission on the Status of Women

In partnership with NGOCSW Africa steering committee, AMwA participated in a side event on 17th March 2018 at the Church Center under the theme "Financing for Women's Rights: Time for a Paradigm Shift" to steer discussions on resourcing for women's rights organizations and movements. The panel speakers consisted of Theo Sowa, CEO, African Women's Development Fund, Mary IshayaAfan, Community Leader, Nigeria, Leyla Sharafi, Spotlight Initiative, Eunice Musiime, Akina Mama wa Afrika and was moderated by Dinah Musindarwezo, Executive Director, FEMNET. This was during the 62nd Commission on the Status of Women (CSW), a UN led event that brings together all actors working on women's rights to debate what issues to include on the women's agenda. The priority theme for the 62nd session was "Challenges and opportunities in achieving gender equality and empowerment of rural women and girls."

The discussions highlighted the fact that funding for women's rights organizations has fallen by more than half in the past five years, from 1.2 percent in 2011 to the current 0.5 percent, according to a study by OECD. Of grave concern was that the majority of the funds go to CSOs in donor countries, and that only eight percent goes directly to groups in developing countries. A fraction of this goes to the local level women's groups. Key recommendations included the need to continue to promote the quality and quantity of women's funds that respond to WROs challenges, and to scale-up initiatives towards the growth of self-generated income, crowd funding and Diaspora funding.

2.3. Women's Peace and Security

The UN Security Council Resolution 1325 on women peace and security affirms the importance of involving women in peace processes given the fact that conflict exacerbates their vulnerabilities. This resolution dovetails with AMwA's theme on women's peace and security that seeks to build the capacity of women to make decisions about their lives, even in conflict. In 2018, AMwA continued to emphasize the prioritization of women's voices and experiences.

2.3.1. Strengthening CSO partnerships to improve monitoring of the Kampala Declaration

AMWA convened a one-day ICGLR National Forum meeting on 28th August 2018. The meeting brought together 20 participants to strengthen a project named 'Accelerating the Implementation of the Kampala Declaration on Sexual and Gender Based Violence.' The expected outcome was to develop an agreed work plan, coordination, and implementation mechanisms, as well as identifying strategies for better coordination and collaboration among key actors. Partners were given time to share updates and their experiences of addressing SGBV within their spheres of influence. The updates highlighted partners' different initiatives while addressing SGBV.

At its conclusion, a collectively agreed upon advocacy plan was developed. The plan prioritised sensitisation and awareness raising of the Kampala Declaration and other related national laws. In order to reach a wider audience and readership, it was agreed that the Declaration would be translated into local languages. Partners would also invite new allies and partners on board such as religious and cultural leaders, as well as the business community, schools, police, sex workers, media engagement. Age and institution-appropriate ICT material to engage the family as an institution would also be developed. Policy Engagement was another strategy that was seen as an avenue for advocating for accelerated implementation of the Kampala Declaration. Partners would intensify their lobbying and advocating for SGBV-specific budgetary allocation combined with capacity development for the judiciary and police on gender and SGBV issues.

2.3.2. Revisiting Commitments to End SGBV in the Central African Republic

At a meeting held at Hotel Azimut in Central African Republic on the 8th of November 2018, AMwA convened a national stakeholders' forum on the Kampala Declaration on SGBV. The focus of the gathering was to enhance coordination of key stakeholders working on SGBV to have a collective voice, collective action and to strengthen the documentation of trends,

Women representatives
from a section of Civil Society
Organizations in the Central
African Republic.





best practices, and key learnings for effective engagement. The event attracted 39 participants from civil society, parliament, and other government institutions. Participants undertook a contextual review of human rights, laws and policies related to SGBV in the Central African Republic. Ngoubango Ghislain, a Magistrate who is also Vice-President of the National Committee for Crime Repression, highlighted particular laws enacted to address gender inequality. He said that despite these laws being on the books, they still lacked pronouncements on SGBV. Participants noted that women and girls in CAR faced several SGBV challenges including traditional harmful practices like child marriages, economic challenges, and lack of knowledge on existing laws by the general population and by women leaders. AMwA committed to carry out a Feminist Leadership and Movement Building training to address some of the challenges related to lack of capacity of women leaders as a strategy for accelerating the implementation of Kampala Declaration on SGBV.

2.3.3 Regional Convening of the Women's Platform for Peace, Security and Cooperation Framework in the Democratic Republic of Congo and Great Lakes Region

AMwA participated in the Regional Convening of the Women's Platform for Peace, Security and Cooperation Framework in the Democratic Republic of Congo and Great Lakes Region on 15th and 16th of November 2018 at the Hotel

Sultani, Kinshasa. The purpose of the convening was to enable women's organizations from the Great Lakes region to participate in the implementation of the Peace, Security and Cooperation Framework (PSCF). During the two days of deliberations, participants shared their experiences guided by four thematic areas. These are women, peace and security; women's access to and management of natural resources; SGBV prevention and response; and Women Empowerment.

The women leaders in attendance also explored opportunities for synergistic collaboration among their various organizations, including around projects intended to benefit the Great Lakes region at large. Some of the key recommendations to the Global Fund for Women and ICGLR governments included: an increase in current grant levels and timeframes, sustained monitoring of frameworks; recommitting and respecting/enforcing all agreements signed; strengthening border controls /migration laws to curb illicit movement of arms across borders, and allocating budgets to finance implementation of UNSCR 1325 and National Action Plans.

2.3.4 UN Security Council Resolution 1325 in Uganda: a critical review

In partnership with members of the Centre for Women in Governance (CEWIGO), AMwA held a stakeholders' meeting under the theme **'Taking stock of achievements, progress and challenges of implementing UNSCR 1325**

in Uganda. The meeting was held at Hotel Africana in Kampala, Uganda from the 13-14th November 2018 and was attended by 60 participants including representatives from the Ministry of Gender, Labor and Social Development (MGLSD), Parliament of Uganda, Development Partners, Local Governments, the academia, Civil Society Organizations (CSOs), women in uniform, and the media. The meeting provided a platform for stakeholders to review and lay better strategies for inclusion into the NAP III, and for improved advocacy for implementation and monitoring of UNSCR 1325. These would include related resolutions and commitments in Uganda.

Participants shared a range of their experiences implementing the Resolution in Uganda with a view to utilizing them to inform the ongoing process of formulating the third National Action Plan (NAP) for Uganda on UNSCR 1325, UNSCR 1820 and the Goma Declaration on Women, Peace and Security in the Great Lakes Region. Some of the key emerging issues from the panel and participants were the need to lobby for inclusion of refugee host communities and cultural leaders, among other actors, in NAP III development processes. Also of great importance was to ensure that more men are brought on board. To this end, programs needed to be designed to empower them alongside women. Another proposal was that men participate in Regional Consultative meetings on UNSCR 1325, UNSCR 1820, the Goma and Kampala Declarations, among others.

The panel was moderated by Leah Eryenyu and contributed to by (L-R): Tricia Twasiima, Solome Nakaweesi, Nivatiti Nandujja and Raymond Mujuni

2.4. Movement Building

“A movement has space for all of us. Let us build movements that are stronger, inter-generational and inclusive”

– Solome Nakaweesi-Kimbugwe, at the Uganda Feminist Forum conversation on sisterhood.

2.4.1 #MeToo: Taking the Discourse on Ending Impunity on Sexual and Gender Based Violence in Uganda to National Women's Week

The grim reality of any Uganda woman is that she, or a woman she knows, has experienced sexual violence at one point or other during her lifetime. The #MeToo movement has taken the Global North by storm, fuelling uncomfortable conversations about sexual assault and attempting to hold perpetrators accountable. Never has there been such widespread debate over consent and abuse of power than in the wake of #MeToo. It is prudent, therefore, to locate the Ugandan experience within the larger global conversation. On behalf of the Uganda Feminist Forum, Akina Mama wa Afrika (AMWA) hosted a dialogue to interrogate the state of organizing and accountability on sexual gender based violence in Uganda during the National Women's Week. The purpose of the dialogue was to create a safe space to talk about sexual violence in Uganda, with the aim of building and strengthening an intersectional movement to combat the vice.





Ugandan women made a number of demands at the press conference leading up to the march

With the universal attention given to the issue, it was the time to come together to galvanize, strategize, resist and collaboratively shape a more equitable feminist future where women are safe and liberated. The move was in response to one of the recommendations emerging from the previous Uganda Feminist Forum in 2017 that stressed the urgency of addressing violence against women. Some of the emerging issues from the meeting were the need for genuine inclusiveness and the need to work harder to build a stronger movement, moving from focusing on numbers to the issues that really matter, such as the inadequate capacity of the state institutions to tackle gender based violence. This is illustrated by the lack of special GBV courts and the failure to advocate for the rights of sisters in the LBQ community who face numerous challenges when reporting cases of sexual harassment. Further, the meeting recognized the media's power to influence society's perspectives. As such, women organizations needed to develop a stronger relationship with them, thereby facilitating more accurate and effective reporting on sexual violence. Panellists also discussed #MeToo in the Ugandan context and how men can contribute to the fight against gender based violence in the country.

2.4.2. Supporting the Women's March against Femicide in Uganda

A citizen collective, the Women's Protest Working Group, came together to organize a protest march in condemnation of a number of

unresolved murders of women in the country. Comprised of members of the Uganda Women's Movement, the Working Group held a press conference on 29th June to raise awareness about the march and to amplify the demand for accountability from the State. From early 2015, at least 42 women had been killed, their bodies dumped in and around Kampala. The victims appeared to have been subjected to deeply misogynistic and sadistic violence including rape, with some found with broom sticks wedged into their genitalia. The police response to these murders and the everyday violence against women had been woefully inadequate. As the spate of violence and murders begun, a police spokesperson had suggested that some of the victims were sex workers. He went as far as saying that they were "bringing this upon themselves." AMWA partnered with the Group in calling upon the government to stop trivializing the lives of Ugandan women and demanded that they respect and protect them.

One of the key specific demands was for the Uganda police to set up a dedicated team to investigate the murders and kidnappings, and in a timely manner, report progress to the victims' families and the public to whom they are accountable. A day after the press conference, on June 30th, feminist activists took to the streets to demand justice and accountability for the cases of femicide. Hundreds of Ugandan women and men heeded the call and joined the activists, with the men expressing outrage at the impunity with which women's security was not being taken seriously. .

2.4.3. Building a community of sisterhood at the Uganda Feminist Forum

Imagine what would happen if Feminist Sisters came together in a safe space to talk freely, unleash 'madness' and create friendships. An army of Feminist mafias, without 'Ifs,' 'Buts', or 'Howevers' would unquestionably arise. Indeed, the Uganda Feminist Movement (UFF) has played a critical role in building sisterhood across class, ethnicity and sexuality. Effectively and consistently weaving and connecting across generations while cultivating self-love, inclusivity, solidarity and commitment amongst members, the UFF Working Group (which AMWA hosts), welcomed Sisters to a conversation on Sisterhood on 14th December 2018. Under the theme 'Sisterhood is Powerful,' the dialogue brought together about 60 Feminists in Uganda. It aimed to foster a functional sisterhood within the Feminist Movement. The gathering was a forerunner of the larger Uganda Feminist Forum that will take place in June 2019.

Sisterhood is a core Feminist Principle, and it is crucial that their gains are celebrated even though much still remains to be done in fostering collective organizing. The movement is strengthened by the fact that the Sisters consider each other as a family and recognize the diversity within their movement. The friendships created are pertinent to the process of building the movement that has undoubtedly contributed to strengthening ties between

feminist organizations and individuals.

A highlight of the gathering was the rousing speech of Ms. Sarah Mukasa, a Uganda Feminist Forum historical and founding member of the African Feminist Forum. Her passionate narration of the UFF 'herstory' emphasized the need for Feminists to "...document our journeys, or face the threat of outsiders doing it for us, thereby misrepresenting us", she said. This was during her opening remarks in which she gave a brief background to the Uganda Feminist Forum, taking members through the birth and rise of the movement.

The evening concluded with a heart-to-heart conversation with three formidable sisters in the movement. Ms. Shira Natenda, Ms. Jackie Asiimwe and Ms. Lovisa Kabuula participated in a panel discussion on the subject of Sisterhood. While Shira enlightened sisters from a young woman's perspective, Jackie and Lovisa's vast experiences of living and practising sisterhood in their day-to-day lives were enriching. Participants took a moment to remember and celebrate the lives and contributions of sisters who had passed on during the course of the year.

Ugandan women made
a number of demands
at the press conference
leading up to the march



2.5. Social media campaigns

Social media is a critical platform for reaching and engaging people, not just within the physical spaces we engage in, but beyond our borders as well. For AMwA, social media is indispensable as we continue to connect struggles and build cross movement allies, while simultaneously spreading feminist knowledge.

2.5.1. #OneAskCampaign: Making demands for accountability on impunity against sexual violence in institutions of learning during the 16 Days of Activism Against Gender Based Violence

To amplify the conversation around sexual violence in institutions of higher learning, and to demand for accountability from duty bearers, AMwA conceived of the #OneAskCampaign during the 16 Days of Activism. The campaign was designed to unearth the experiences of sexual violence in institutions of learning and break the chain of victim-blaming. The public, especially young women at institutions, were called upon to create a short video of about 60-120 seconds sharing their or a friends' experience of sexual violence at university. After sharing, they were required to make one 'ask' to tackle the vice, and then nominate a friend or two to do the same and upload it to their social media accounts using the hash tag #OneAskCampaign! The campaign's larger goal was to build solidarity in shared experiences in order to create a tidal wave to end impunity against sexual violence. Some of the key 'asks' of the campaign, included reviewing institutional policies that govern what female students wear, improving security around university campuses, and the enactment and popularization of sexual harassment policies. AMwA also held a Tweet

Chat which sought to document experiences of sexual harassment during the same period. Online participants used it as a source for recommendations across Africa. The panel was comprised of alumnae of the AWLI. The campaign reached over five million Twitter Users.

2.5.2. #ItCouldBeYou: Pushing Back Against Maternal Mortality

AMwA leveraged the power of social media to raise public consciousness and engagement on the issue of maternal health. This was after the death of Nuliat Nambaziira, a Communications Officer at a sister organization, EASSI, who died due to pregnancy related complications. We adopted the hashtag #ItCouldBeYou for a tweet chat to bring people to a point of reflection on the fact that anyone, even they themselves, could be victims of maternal mortality. The campaign generated a list of demands that included conducting maternal death audits and publishing reports of all health facilities, disciplining negligent health workers by withdrawing practicing certificates, and increasing resourcing for maternal health, among other demands. The campaign garnered public attention and compelled the hospital to seek out the injured parties to try to resolve the dispute. The tweet chat generated more than six million responses.

2.5.3. Joint Campaign for Decent Work for Women on Labour Day

On International Labour Day, May 1, AMwA engaged in an online campaign under the hashtags; #WomenAtWork, #WomenAtWorkCampaign and #LabourDay to both amplify the voices of women in the horticultural sector and highlight the challenges they face. The campaign garnered 43,086 impressions with #LabourDay being the lead trending topic on Ugandan Twitter.



Women's Human Rights Defenders made a number of demands during the press conference and subsequent march.



I need the
MAPUTO PROTOCOL
because...

IT PROHIBITS "FORCED
MARRIAGE" SPECIFYING "18"
YEARS AS THE MINIMUM AGE
OF MARRIAGE.

SOLIDARITY FOR
AFRICAN WOMEN'S RIGHTS
A force for freedom



MOUVEMENT DE SOLIDARITÉ
POUR LES DROITS
DES FEMMES AFRICAINES
Une force pour la liberté



AMINA MAMA
WA AFRICA

#ProtocolAt15

2. Strategic Objective Three: Institutional Strengthening

An organizational reset

The year 2018 was one of continued growth and progress at AMwA as we challenged ourselves to do and be better. Nevertheless, it was also a year of struggle, as is expected of an organization that challenges and interrogates power. It is often repetitive and exhausting work, and so, as the frontline personnel interfacing with a myriad of social ills, we challenged ourselves to build and reframe ourselves as an organization with a soul. From our point of view, an organization with a soul is one in which staff are energized and feel invested in the work that we do; understand what we have to accomplish as a collective and individually to steer the organization where it needs to go. Above all, to do it in the AMwA way: with the principles of inclusiveness, respect, and non-discrimination.

2.1 Board Relations

The Board of Directors met on 3rd August 2018 and discussed a raft of issues that included the review and adoption of the 2017 annual report. They also included a look back at the major activities of 2017, as well as reviewing and adopting the 2018 work plan and budget. The latter process entailed a thorough examination of the audited financial statements and a forecast of the organization's financial health in 2019. The Board recommended that the management team resolve issues raised in the management letter. To strengthen AMwA's financial systems, the Board adopted an alternative accounting system.

Critical to this meeting was also the issue of reconstitution of a new board starting 2018. The recommendation was that the Board should reflect AMwA's diversities in geographical coverage, areas of work and expertise. As such, AMwA looks forward to reconstituting and welcoming a new Board of Directors in 2019. The new board will continue the good work the outgoing one has accomplished, and will steer AMwA to a new frontier of women's rights and gender equality.

2.2. Taking stock of success, challenges and what lies ahead at the mid-term review of the strategic plan

In June 2018, AMwA embarked on a midterm review of the 2017-2019 strategic plan whose theme is *"Amplifying African Women's Voice and Collective Action."* The review was an opportunity for AMwA to reflect on her achievements, challenges and lessons learnt in the last one and half years. It also provided AMwA a wealth of information to inform programming for the remaining period of the strategic plan. Staff participated in the 2 day reflection, assessing progress against the goals and outcomes of the strategic plan, including what has or has not worked well in the delivery of the plan; assessing relevance of the strategic plan and address emerging issues; and providing recommendations for strengthened delivery of the strategy and identify areas which need to be explored further. The meeting created an opportunity for staff to get a deeper understanding and appreciation of the strategic plan, and know what part they had to play individually and collectively to ensure its success.

From our point of view, an organization with a soul is one in which staff are energized and feel invested in the work that we do; understand what we have to accomplish as a collective and individually to steer the organization where it needs to go.

AMwA's Executive Director, Eunice Musiime at the 2018 Human Rights Convention where she shared the platform with other activists including Dr. Stella Nyanzi. The panel discussed the theme: Turning Oppression into opportunity; Women and Minority Groups in Uganda. Kampala, Uganda. May, 2018.



Photo credit: Zahara Abdul for Chapter Four Uganda

2.3. Forging new networks and strengthening old alliances

In 2018, AMwA made concerted efforts to create new partnerships and maintain old ones, as we sought to expand our wings and influence. The organization rekindled her relationship with the Open Society Initiative for South and East Africa (OSIEA) who generously provided support towards holding an AWLI for young women in Uganda. Additionally, a new relationship was forged with the UN Women East and South African officer who provided funding towards convening a regional AWLI. Internationally, AMwA solidified her relationship with AWID with whom we worked to co-create a methodology for making the subject of illicit financial flows accessible to feminist activists. Old partners like Amplify Change, Hivos and Comic Relief through FORWARD UK continued to provide much needed technical and financial assistance to ensure project success.

2.4. Scaling new heights through building staff capacity

AMwA staff members undertook several capacity building sessions, many of them supported by our development partners. In June, staff participated in a risk management training on personal and organizational security. The OSIEA funded training was designed to help staff heighten their personal and institutional security consciousness. In the wake of a spate of well-orchestrated break-ins at NGO offices, especially those working on issues of governance, the training was both crucial and timely.

AMwA staff also participated in several capacity building trainings convened by CARE Uganda. The trainings included; psychosocial support and organizational wellbeing trainings that interrogated the factors that disrupt individual and organizational wellness, such as stress, and suggested ways to achieve better individual and organizational spaces. Women's leadership training also formed part of the sessions through which we acquired knowledge on the history of women's leadership in Uganda and the different leadership styles and qualities; a Knowledge Management Training which sought to strengthen AMwA staff capacity in developing knowledge products. Such products would result in the optimal utilization of posters and topical videos, among other tools. All the trainings have since contributed to strengthening AMwA staff capacity.

As part of strategies of building an organization with a soul, all staff members also took part in the intellectual muscle building sessions to learn from each other, draw energy and attain tools to navigate their feminist journeys. The intellectual muscle sessions also present Staff an ideal opportunity to look deep within themselves to reflect on their growth in feminism and to reflect on how their feminism can help them fulfil AMwA's mission. Some of the topics discussed included; strategies for building an organization with a soul, religious fundamentalism and women's rights, and a close examination of the Charter of Feminist Principles for African Feminists, among others.

2.5. Co-Creating Stawisha Women, a women's personal development workshop

AMwA collaborated with HIVOS under their women's leadership strand to co-create a women's leadership experience called 'Stawisha', which is Swahili for thriving. The workshop focused on the contextual challenges that women face as well as how the power dynamics in relationships influence their ability to make progress in the workplace. The workshop emphasized personal mastery and self-awareness as key tools for effective women's leadership. It was pointed out that it takes a Looking In, Looking Out –or LILO - approach. A practical demonstration of getting AMwA staff to 'thrive' was the training they received to become facilitators alongside the women's leadership in the horticulture sector project.

2.6. Promoting Gender Sensitive Emergency Response Training Of Trainers by IRC

AMwA is part of The Building Local, Thinking Global Initiative together with several CSOs. The coalition brings together feminist women's rights organizations, activists, academics, community-based organizations, non-governmental organizations, and regional civil society networks to harness collective power within the humanitarian community. Its chief goal is to ensure the protection of women and girls against GBV during national emergencies. The coalition is running a three-year project intending to strengthen the technical and operational capacity of women's rights organizations and networks in preparation for, and responding to, GBV during national emergencies. One of the contributions to the strategy was to strengthen the capacities of coalition members and partners to become local technical experts for GBV emergency preparedness and first responders.

In this regard, a 10-day Training of Trainers was organized from 3-13th April, by the IRC in Nairobi Kenya. A sub-goal of the main objective was to create a support mechanism for each participating member actors to be able to conduct training for their peers. AMwA was able to access some resources that include first-rate training materials developed by the IRC and a small grant aimed at supporting efforts to generate a gender-sensitive emergency response. The IRC grant will boost AMwA's capacity to:

- Strengthen coalitions and networks (like ICGLR) working in humanitarian settings,
- Champion efforts to incorporate gender perspectives in peace and security issues in the Great Lakes region, and to
- Build a reliable movement aimed at ending gender-based violence in an emergency. All these efforts will ultimately serve AMwA's vision.



2.7 Finances

Statement of Receipts and Payments and fund balance

	Notes	31-Dec-18		31-Dec-17	
		Actual UGX	Actual USD	Actual UGX	Actual USD
Receipts					
Grants Received	9.3	1,494,533,130	401,820	636,613,696	176,771
Other Income	9.4	97,432,951	26,022	70,927,208	19,552
Total Funds		1,591,966,081	427,842	707,540,904	196,323
Total Receipts					
Payments	9.5 (a & b)				
Programme Costs					
Strengthen the African Women’s Leadership Institute (AWLI) as a center of excellence on feminist and transformative leadership development.		167,363,782	44,680	112,641,867	31283
Amplify African women’s voices in critical spaces through collective advocacy, and through movement building, informed by feminist research and documentation.		317,235,936	85,219	543,937,929	150,999
Institutional Strengthening		734,518,304	197,593	460,734,288	127,724
Programme Costs		1,219,118,022	327,492	1,117,314,084	310,006
Foreign Exchange (Loss)/Gain		(15,076,815)	(4,982)	44,088,911	11,945
Surplus/ (Deficit) for the year					
		357,771,244	95,369	-365,684,269	-101,738
Fund Balance as at 01 December 2018		305,287,262	84,169	670,971,531	185,907
Surplus /(Deficit) Fund Balance	9.5 (a & b)	663,058,506	179,538	305,287,262	84,169


Statement of Receipts and Payments and Budget Performance

		Notes	31-Dec-18		31-Dec-18		31-Dec-17	
			Budget UGX	Actual UGX	Budget USD	Actual USD	Budget UGX	Actual USD
Receipts								
Grant received		9.3	1,386,141,520	1,494,533,130	379,765	401,820	636,613,697	176,771
Bank Interest			-	116,070	-	33	-	-
Other Income		9.4	138,700,000	97,316,881	38,000	25,990	70,927,208	19,552
Total Receipts			1,524,841,520	1,591,966,081	417,765	427,843	707,540,905	196,323
Programme Costs								
Strengthen the African Women's Leadership Institute (AWLI) as a center of excellence on feminist and transformative leadership development.		9.5 (a & b)	373,424,200	167,363,782	102,308	44,680	112,641,867	31,285
Amplify African women's voices in critical spaces through collective advocacy, and through movement building, informed by feminist research and documentation.		9.5 (a & b)	371, 843,020	317,235,936	101,875	85,219	5,439,379,292	150,999
Institutional Strengthening.		9.5 (a & b)	885,603,190	734,518,304	242,631	197,593	460,734,288	127,724
Total Programme Cost			1,630,870,410	1,219,118,022	446,814	327,492	1,117,314,084	310,006
Foreign Exchange (Loss)/ Gain				(15,076,815)		(4,982)	44,088,911	11,945
Taxation								
Surplus/ (Deficit) for the year			(106,028,890)	357,771,244	(29,049)	95,369	(365,684,269)	101,738

Statement of Financial Position

	Notes	31-Dec-18		31-Dec-17	
		Actual UGX	Actual USD	Actual UGX	Actual USD
Property and Equipment	9.6	13,478,771	3,650	19,677,863	5,425
Cash and Cash Equivalents	9.7	1,076,691,768	291,538	737,607,827	203,362
Accounts Receivable and Other Assets	9.8	40,968,416	11,092	7,991,044	2,203
		1,131,138,955	306,280	765,276,734	210,990
Fund Balance as at 1 December	9.13 (a & b)	305,287,262	84,169	670,971,531	185,907
Surplus /(Deficit)		357,771,244	95,368	-365,684,269	101,738
Accumulated Fund Balance		663,058,506	179,537	305,287,262	84,169
Capital Fund	9.10	13,478,771	3,650	19,677,863	5,425
Deferred income	9.11	354,135,562	95,890	405,168,520	111,707
	9.9	100,466,116	27,203	35,143,089	9,689
		468,080,449	126,743	459,989,472	126,821
Fund Balance as at 31 December		1,131,138,955	306,280	765,276,734	210,990

The financial statements on pages 10 to 59 were approved by Board of Directors on 31st July, 2019 and signed on its behalf by:



Dr Maggie Kigozi
Chairperson, International Executive Director



Eunice Musiime
Executive Director

2.8 Lessons learned, challenges and way forward

Lessons Learned

- **Mentorship:** Over the years, we have continued to observe that mentorship is a critical resource in further grounding and rooting alumnae in feminist ideologies. It also creates a system of accountability that enables mentees to grow with the guidance of a more experienced person, leading to more concrete leadership outcomes.
- **Need to strengthen South-to-South co-operation.**
Connecting struggles and building solidarity with countries in the global south may be the bulwark needed to counter northern interests and to put southern women's issues on the agenda. With the support of AWID, AMwA successfully collaborated with feminists from El Salvador, Argentina, and Uruguay to develop a methodology on IFFs. The collaboration's success can be partly attributed to the similarities in Southern countries' lived realities.
- **Engagement in critical spaces**
Since there are quite a number of critical and decision making spaces to participate in, AMwA has to define what spaces are critical for her mandate to ensure that we have the resources to participate and sustain the engagement to ensure that African women's voices are well represented and amplified. AMwA also has to be more astute, taking into account the different power dynamics in each space. In the event that spaces are not welcoming, AMwA should consider creating alternative spaces like the UFF and inviting others to participate.

Challenges

- **Closing civic space**
The shrinking civic space remains an existential threat to organizing. A consequence of self-censorship and caution has resulted in conservative voices outweighing progressive ones in alliances and networks. It is noteworthy that the practice has become pervasive, even in cross-country, regional movements presumed to have a little more freedom to act. This calls for alternative ways of organizing.
- **Rollback in gains for women's rights**
2018 marked the further emboldening of the rollback in gains for women's rights. As more conservative voices take power in the Global North, their effects are being felt on the African continent, especially on sexual and reproductive health rights. The global gag rule instituted by the Trump administration for example, has denied many African women their right to reproductive health services and information.
- **Funding for women's rights**
Although several countries, including Canada and Sweden, have developed feminist foreign policies and pledged funding for gender justice, financing to women's rights organizations remains a challenge. A lot of the funding dedicated to this endeavor is allocated to prominent INGOs, at the expense of national and grassroots organizations. The funding, even when it trickles down, is not sufficient for organizations to effectively implement activities. This leads to further marginalization of unprivileged women in the global south.

1.9 Looking ahead to 2019

In 2019, AMwA has several key activities to carry out, and spaces to engage in. We will continue our core business of women's leadership development. A Regional AWLI with 25 participants from several countries in East and Southern Africa will be convened. The training will seek to strengthen young African women's leadership capacities to contribute substantially to new forms of activism, expanding spaces, transforming pedagogies, and projecting alternatives to advance women's rights in Africa.

As host of the Uganda Feminist Forum, AMwA, together with the UFF Working Group, will convene the 2019 Uganda Feminist Forum. This annual event is an independent space that brings together women's rights defenders, activists, and Ugandan feminists to deliberate on key issues of concern to the movement.

AMwA will also be moving into slightly unfamiliar waters for women's rights organizations: acquiring in-depth knowledge and engaging in advocacy on illicit financial flows from a feminist perspective. This is part of AMwA's wider economic justice work geared towards building feminist economies.



The Uganda Feminist Forum was full of love, laughter, light and above all, sisterhood.

Executive Board



Ms. Thokozile Ruzvidzo
Chair



Dr. Maggie Kigozi
Vice Chair



Alberta Boston Mammah
Treasurer



**Lufunmilayo
(Funmi) Balogun
Alexander**
Board Member



Opportune Santosnitiema,
Board Member



Leonie Sendegeya-Rubyogo
Board Member

Staff



Eunice Musiime
Executive Director



Margaret Nambi
Finance And
Administration
Manager



**PATIENCE
AYEBAZIBWE**
Feminist &
Transformational
Leadership Manager



Leah Eryenyu
Research , Advocacy
& Movement
Building Manager



Alice Nanyonga
Finance And
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Joan Nalunkuma
Finance and
Administration Intern



Pauline Kahuubire
Program Associate,
Communication &
Advocacy



Costance Muhamye,
Front Desk Manager



Bosco Komakech
Driver



Steven Mwandha
Office Assistant

Our Esteemed Donors

The logo for Comic Relief, consisting of the words "COMIC" and "RELIEF" in a bold, black, sans-serif font, stacked vertically. The letter "O" in "COMIC" is replaced by a red circle. The entire logo is enclosed within a white circle with a subtle drop shadow.

**COMIC
RELIEF**

The logo for The Open Society Initiative for Eastern Africa (OSIEA). It features the text "THE OPEN SOCIETY INITIATIVE" in a bold, black, sans-serif font, followed by "FOR EASTERN AFRICA" in a larger, bold, black, sans-serif font. To the right of the text is a black square icon containing a white stylized swirl or 'e' shape.

**THE OPEN SOCIETY INITIATIVE
FOR EASTERN AFRICA**

The logo for Hivos, featuring the word "Hivos" in a large, white, serif font, with the tagline "people unlimited" in a smaller, white, sans-serif font below it. The entire logo is set against a solid red rectangular background.

Hivos
people unlimited

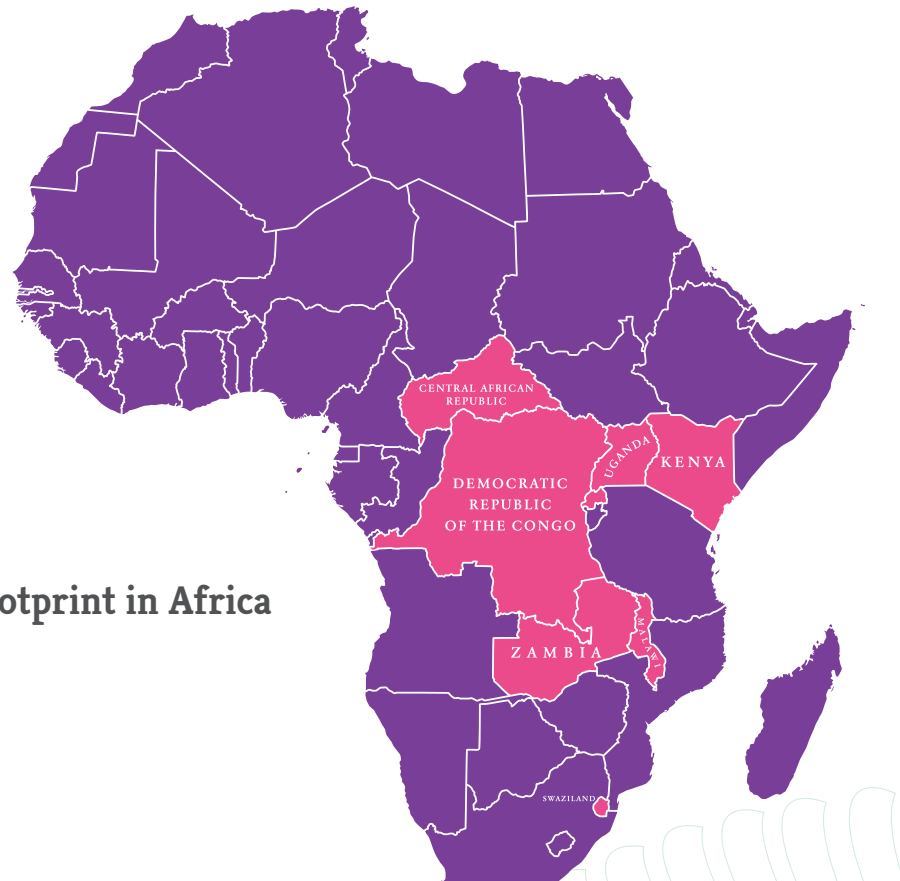


**Commonwealth
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AMPLIFYCHANGE

AWwA's Footprint in Africa



AMwA's 2018 By the Numbers

AMwA and AWLI related conferences and Workshops

Conf./Training Description	Target Group	No. of participants	Duration (Days)
Tuwezeshe Fellowship Training	Young Ugandan women	29	5
Gender Mainstreaming for HR Managers	Human Resource Managers representing nine farms from three East African countries (Uganda, Kenya and Rwanda)	9	2
AWLI for Hire	Action Aid International -Uganda Staff	31	5
Maputo@15 Anniversary	Government and civil society stakeholders	28	1
16 Days of Activism at Makerere University	Students	109	1
UFF Conversation on Sisterhood	Sisters in the Uganda Feminist Movement	60	1



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