Annual Report 2019

Fanning the flames of feminism for the **political, economic** and **social betterment** of all African women

AKINA MAMA WA AFRIKA

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Abbreviations

ADPDA	Addis Ababa Declaration on Population and Development and Agenda 2063
AMwA	Akina Mama wa Afrika
AWDF	The African Women's Development Fund
AWID	Association of Women's Rights in Development
AWLI	African Women's Leadership Institute
CAPs	Community Action Plans
CAR	Central African Republic
CSOs	Civil Society Organisations
CSW	Commission on the Status of Women
DRC	Democratic Republic of Congo
ECA	Economic Commission for Africa
FARUG	Freedom and Roam Uganda
FEMNET	The African Women's Development and Communication Network
FES	Friedrich Ebert-Stiftung
FIDA-Uganda	The Association of Ugandan Women Lawyers
GDP	Gross Domestic Product
GIMAC	Gender is My Agenda Campaign
HTS-Union	Uganda Hotels, Food, Tourism, Supermarkets & Allied Workers Union
ICGLR	International Conference on the Great Lakes Region
ICPD	International Conference on Population and Development
IFFs	Illicit Financial Flows
ILO	International Labor Organisation
LBQ	Lesbian, Bisexual, Queer
LGBTQ+	Lesbian, Gay, Bisexual, Transgender, Queer +
NGOs	Non-Governmental Organizations
NUWODU	National Union for Women with Disabilities in Uganda
OSIEA	Open Society Initiative for East Africa
RTF	Regional Training Facility
SDGs	Sustainable Development Goals
SGBV	Sexual and Gender Based Violence
SIHA	Strategic Initiative for Women in the Horn of Africa
SRHR	Sexual Reproductive and Health Rights
UFF	Uganda Feminist Forum
UHISPAWU	Uganda Horticulture industrial, Service Providers and Allied Workers' Union
UWEA	Uganda Workers' Education Association

Our Vision

We envision a world in which African women are politically, economically and socially autonomous and are champions of change in their lives and society.

Our Mission

To strengthen the individual and collective leadership of African women, forming strategic partnerships, to tackle patriarchy and attain gender equality and women's empowerment for a just and secure Africa.

Foreword by Board Chairperson

Akina Mama wa Afrika (AMwA) has for the last 34 years run with the bold vision of improving the political, economic, and social status of all African women and girls. Feminists and women's rights activists have continued to organize to dismantle anti-rights agendas and demanded that African governments do right by women, girls and all gender nonconforming persons.

...It is therefore heartwarming that AMwA has continued to create spaces for processes that seek to shift social power in three critical ways:

1. Challenging the ideologies that justify social inequality

2. Changing prevailing patterns of access to and control over economic, natural and intellectual resources

3. Transforming the institutions and structures that reinforce and sustain existing power structures

In June 2019, I assumed the position of Chairperson of the Board of Directors of Akina Mama wa Afrika, an organization I feel deeply honored and privileged to serve. This is because AMwA's mandate dovetails perfectly with my hopes for an Africa where women's and girls' rights are not only recognized, respected but also where they live a dignified life. Personally, having had a strong background in the private sector, feminist organizations such as AMwA, have enabled me appreciate that rather than simply promote women's economic empowerment underpinned and sustained by inequitable and discriminatory norms and practices, we need to invest in approaches that lead to structural transformation.

It is therefore heartwarming that AMwA has continued to create spaces for processes that seek to shift social power in three critical ways: by challenging the ideologies that justify social inequality, by changing prevailing patterns of access to and control over economic, natural and intellectual resources, and by transforming the institutions and structures that reinforce and sustain existing power structures (the family, state, market, education, media). Walk with us through this epigrammatic recap of 2019 as we share our key outcomes, achievements, lessons learnt and challenges faced.

We stand at a pivotal moment in its history, where xenophobia, nationalism and fundamentalism persist, forcing women back into traditional gender roles. As attacks on reproductive rights gain momentum and sex trafficking thrives, funding for women's rights organizations continues to dwindle. All this, coupled with the devastating spates of homicide and femicide claiming the lives of women and girls continue to remind us of just how critical our work is.

We look forward to marking the 35th year of AMwA's birth in 2020 which coincidently is also the 25th anniversary of the Beijing Declaration and Platform for Action which shaped and continues to inform AMwA's mandate. We are grateful to our supporters and partners, who believe in our cause. We cannot do this work without you.

Our hearts must keep beating to the rhythm of Pan-Africanism, rooted in feminist beliefs – beating until all African women and girls are liberated.

Dr. Maggie Kigozi
Chairperson, Board of Directors

Message from the Executive Director

In 2019, Africa registered a couple of wins for African women epitomized by the women led revolution in Sudan; South African women speaking out in large numbers to challenge the systemic and cultural violence they experience; the repeal of laws such as Botswana's and Angola's decriminalizing same sex relationships and Mozambique, Tanzania and Sierra Leone protecting girls from early marriages and the monumental adoption of the International Labor Organisation (ILO) Convention on violence and harassment in the world of work.

Over the past year, in 2019, Akina Mama wa Afrika continued to spread her footprint on the African continent to over 17 countries in Africa, and specifically through the African Women's Leadership Institute, strengthening the leadership capacities of 158 emerging young women leaders. The range of outcomes extends from the inner work of transformation to the external work of organizational development, women's rights activism and movement building capacities being strengthened.

The process of achieving these outcomes begins while leaders are participating in the leadership development program, continues through the mentorship, coaching and policy influencing that happens over time. Thus the full impact of our programs cannot be known in the short-term. One of the challenges and opportunities is how we approach the stages of growth and transformation to assess how individuals, organizations and the feminist movement are shifting power and negative norms at all levels.

AMwA therefore remains committed to ensuring that feminist leadership, remains at the front and center of championing an intersectional, progressive, feminist agenda in Africa. We must be more dauntless than we have ever been and refuse to allow the progress achieved in the fight against inequality and oppression to be reversed even when it means traversing uncharted waters.

Eunice Musiime
Executive Director

Akina Mama wa Afrika
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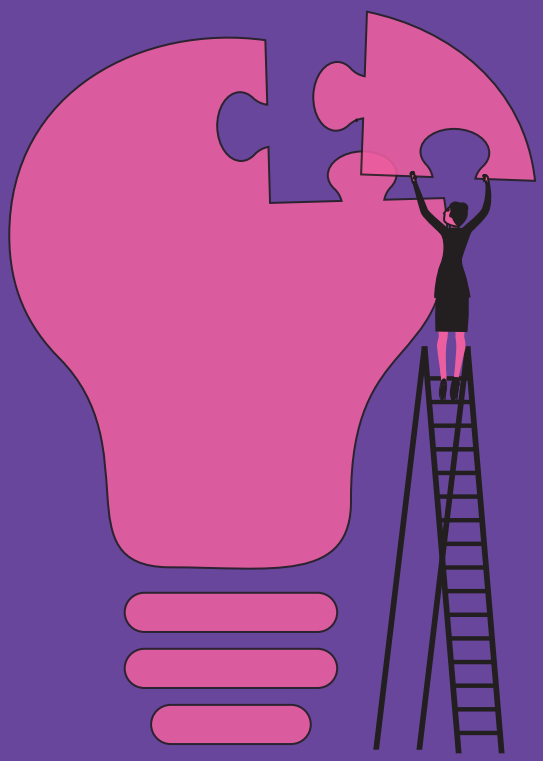
Strategic Objective one



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

1. The African Women's Leadership Institute (AWLI)

This year, 5 full leadership institutes have been convened under different themes and supported by different funders.

In February, an institute designed to **catalyze a movement of young feminist leaders in Uganda supported by the Open Society Initiative for East Africa (OSIEA) and targeting 25 young women was held.** The training targeted young women in their diversities with demonstrable leadership qualities and interest in advancing women's rights with an aim of strengthening their feminist and transformational leadership capacities to effectively participate in leadership and decision making.

In the same month, a feminist and transformational leadership training was held for 9 women leaders at the forefront of peace building in the Central African Republic (CAR). The training supported by Amplify Change convened representatives from the Judiciary, Ministry of Gender, and Non-Governmental Organizations (NGOs) and was part of AMwA's commitment to strengthen the capacities of women leaders and organizations that seek to address Sexual and Gender Based Violence (SGBV) to enable them effectively engage in actions geared towards accelerating the implementation of the Kampala Declaration on SGBV.

In March, with support from UN Women ESARO, we convened a Regional African Women's Leadership Institute that attracted 25 participants from 13 countries in Eastern and Southern Africa. The training looked 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.

13 women

3 men

4 flower farms

Peer learning and training was carried out to encourage accountability and develop strategies to further realize decent work for women working on flower farms.

Editar Ochieng ran for Member of Parliament of Kibra on a feminist platform

In April, AMwA organized a five day residential feminist and transformational leadership training to advance women's leadership and participation in decision-making processes in the Horticulture Sector in Uganda. The training which was attended by 29 participants from 3 flower farms and stakeholders was supported by Hivos.

Similarly, AMwA in partnership with Uganda Workers' Education Association (UWEA) convened a reflection meeting for alumni of their AMwA's leadership and UWEA's sexual harassment capacity building trainings. The reflection meeting looked to create a space to assess progress since the leadership trainings held in 2018 and 2019, encourage peer learning and accountability and develop strategies to further realize decent work for women working on flower farms. It also looked to identify gaps and understand actual needs of the women working on flower farms and how to respond to them. A total of 16 participants (13 women and 3 men) from 4 flower farms were present including representatives from Royal Van Zanten, Ugarose, Uganda Hortech Limited and Oasis Nurseries. The sessions which rolled out like a refresher training sought to see how much knowledge from the training was retained and to see if attitudes and behaviour on certain things had changed.

Lastly, UN Women Uganda supported AMwA to convene an AWLI under the broader theme of Leadership and Governance with a particular focus on enabling women's full and effective participation at all levels of decision-making in political life for women leaders aged 18-40 years based in Uganda. The trainees included differently abled women, LBQ women and women affected by HIV/AIDS.

The trainings, steeped in feminist theory and practice have reached a total of 158

people and have now kick-started a process of creating change in big and small ways. Since the training, alumnae have documented their leadership journeys, ranging from founding their own organisations, to creating spaces for consciousness-raising, to replicating some of the approaches, tools and methodologies in their own spaces, and to rising to take up leadership positions such as vying for legislative positions.

One alumna, Primah Kwagala, the Executive Director of Women's Probono Initiative now uses a feminist lens to engage with her work. Her work on access to safe abortion is now more centred on women's experiences. Also notably, her work on women's land rights now draws from more progressive policy frameworks such as the Maputo Protocol. At a convening for judges where she was invited to speak on the issue, she told them about ingrained inequalities in property distribution and how the laws on Uganda's books are patriarchal and are actually deliberately made to deny women opportunity to own land.

Further out, an outstanding result of the training with which we are proudly associated is one of our alumnae, Editar Ochieng not only running for parliament in Kenya but running on a feminist platform. In her own words she says, "The training inspired me to occupy important spaces of leadership, and I have since offered myself for a position of leadership as the first young woman born in Kibra, Kenya to run for a parliamentary seat."

At a personal level, an alumna from Malawi says ""Having understood feminism and sisterhood as an inclusive and non-discriminative space, I have taken more deliberate action to support other women, girls and feminist initiatives. I have spoken out more and contributed to discussions and recognised the importance of creating space for others to use their voice. I have also improved on my self-care, work-life balance, and encouraged others to do so. Similarly, my confidence, personal, and professional drive grew as I was very much inspired to do more." Similar stories cut across the countries the many countries across the continent where AMwA's alumnae live and work.

Lastly, UN Women Uganda supported AMwA to convene an AWLI under the broader theme of Leadership and Governance with a particular focus on enabling women's full and effective participation at all levels of decision-making in political life for women leaders aged 18-40 years based in Uganda.

Newly minted alumnae of AMwA's leadership institute supported by UN Women Uganda punch the air in excitement.

a) Mentorship

A key component of AMwA's leadership institute is the mentorship and coaching program program which serves to further buttress the leadership development process. Presently, one or two alumnae are matched with a mentor who serves as not only a guide and support system in the leadership and career journey, but also a sounding board during the conceptualization of ideas for community projects that alumnae intend to implement. This has resulted in mentees not only strengthening their leadership in practice but also having doors opened for them in previously inaccessible spaces. A mentee has reported that she sought her mentor's guidance on land rights issues since this is an area her mentor works on professionally. Her mentor enabled her to access key decision makers on land rights. She is now in the process helping four women access land titles from the Buganda Land Board. Alumnae of the African Women's Leadership Institute are also able to provide peer mentorship to one another in both individual and collective reflection spaces.

b) Community action plans (CAPs)

Additionally, some alumnae of the leadership institutes whose projects mandate the implementation of a community action plan have been thriving and creating waves through their work. CAPs are critical to our strategy as they extend our reach and enable the proliferation of our work at the community level. A few examples of some of the CAPs that alumnae have implemented include; training sex workers on human rights, using sports to sensitise communities about women's rights, documenting sexual harassment in the legal fraternity, developing a positive masculinities program, among a host of innovative ideas. Through this community action projects, our alumnae have been able to reach out to over 3,000 various stakeholders in their communities.

Human Resources Managers from Kenya, Uganda and Rwanda, as well as partners of the Women@Work Campaign in Naivasha, Kenya.

c) Capacity strengthening interventions

Seven capacity strengthening initiatives were undertaken this year, targeting a number of stakeholders including partner organizations, government officials, Civil Society Organisations (CSOs), and the public and private sector, among others.

- In order to accelerate efforts in preventing and effectively responding to SGBV in Uganda, AMwA and the Regional Training Facility (RTF) with support from Amplify Change sought to engender a feminist perspective to addressing SGBV that centers greater focus on addressing structural gender inequality. AMwA and ICGLR-RTF convened a two day capacity building and reflection meeting for 23 duty bearers from Uganda on implementation of the Kampala Declaration on Sexual and Gender Based Violence. The key outcome from the training was duty bearers learning about the Kampala declaration and committing to continue work towards its implementation.
- A similar training was replicated with duty bearers in the Central African Republic targeting 20 people representing the Ministry of Justice, Ministry Of Foreign Affairs, Police, Ministry of Humanitarian Action and National Reconciliation, women's rights activists working in CAR provinces and representatives from civil society.
- Our capacity building initiatives also extended to human

40

people representing the different organizations within the women@work campaign which advocates for decent work for women in the horticulture sector were trained in capacity building processes included raising the gender consciousness.

Duty Bearers who participated in the capacity building meeting convened by AMwA and the Regional Training Facility

resource managers working in the horticultural sector in Kenya, Rwanda and Uganda who underwent a 3 day reflection and learning meeting on gender mainstreaming in the workplace. The convening looked specifically to create a space for sharing, peer learning and accountability in order to catalyse the adoption of gender sensitive policies and practices on flower farms for decent work for women. Some of the plans include but are not limited to; undertaking a gender audit to identify existing gaps; construction of daycare centres—a commitment made by at least 3 farms, review sexual harassment policy and undertake gender consciousness training for farm workers and management.

- Other capacity building processes included raising the gender consciousness of 40 people representing the different organizations within the women@work campaign which advocates for decent work for women in the horticulture sector, gender and power training delivered to Barefoot Law, a feminist and transformational leadership training for The Association of Uganda Women Lawyers (FIDA-Uganda), and a specialized training for the management team at Freedom and Roam Uganda (FARUG), an LBQ organization.

The Duty Bearers' training in Bangui, Central African Republic

Looking back at the African Women's Leadership Institute

The AWLI gave me the freedom and courage to pursue a career that I was passionate about. I try to pay special attention to young African women and to be of support when I can because I know some of the challenges and barriers that they will face. I share my experiences and encourage them to always look at the bigger picture and not be distracted by challenges and quick money. Integrity, hard work and consistently striving for excellence always pay in the long run. – **Ashanut Okille**

The AWLI strengthened my Foundation to advance girls' rights in Tanzania. It is on this trajectory that I knew I had to work extremely hard and grasp every opportunity that came my way – including the AWLI, to better myself and be able to compete favourably with the men who were way ahead of me. I want to live in an Africa where African women own and control assets including land, enterprises and money. – **Lydia Wilbard**

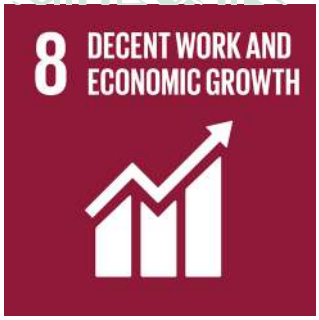
Many of my questions remained unanswered until I attended the African Women's Leadership Institute. The statement: "The personal is political" is one of the most defining ones in my life. By speaking out on the issues that we face as women in our society- making public those very issues that seek to shame us, keep us believing we are not enough, that we are failures – is how we conquer patriarchy. – **Allen Assiimwe**

You can never learn what you learn at the African Women's Leadership Institute at any school! It is because of the training that I chose to defend the rights of all women. We were taught that human rights are universal and cannot be divided. – **Nyambura Gathumbi**

Strategic Objective two

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

2.1 Research, documentation and knowledge production.



2.1.1 Tools:

Under the Women@Work Campaign supported by Hivos, efforts are underway to ensure that gender responsive policies and practices are adopted on participating flower farms. In this regard, a number of tools were developed to complement this work. These include;

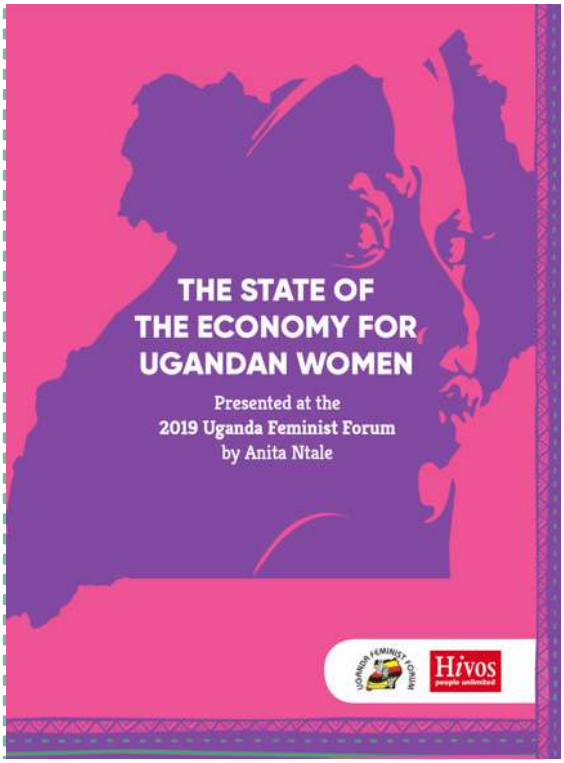
1. A gender audit tool developed to assess the extent to which gender equality is institutionalised in organization policies and practices.
2. A compendium of labour laws that promote gender equality in the work place was also developed. The compendium will serve as a guide to ensure compliance with national, regional and international legal and policy provisions on labour rights focusing on Kenya, Rwanda and Uganda.
3. Lastly, a comprehensive, simplified and contextualised mentoring guide was developed to be used by TOTs who underwent feminist and transformational leadership training to complement their work as they mentor other women on the farm through conversation circles.

2.1.2 Papers:

1. Progress on implementation of Sustainable Development Goal 8 on decent work and economic growth in Uganda

A review Uganda's progress towards achieving SDG 8 by highlighting some of the main challenges, opportunities and key recommendations and measures that could be employed to accelerate the implementation of the goal and more specifically realise targets 8.5 and 8.8. which seek to achieve 'full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value' and 'Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment'.

https://www.akinamamawaafrika.org/wp-content/uploads/2019/07/Progress-on-implementation-of-SDG-8-in-Uganda.pdf



2. The state of the economy for Ugandan women

This was developed to situate the conversation on women's economic justice during the convening of the 8th Uganda Feminist Forum. The paper looked specifically at how women were faring within the spheres of political participation, education, the home and within the workplace. The paper revealed that the workplace is still riddled by wage inequality with women in the private sector making just half of what men make. Additionally, women are burdened by the gendered duty of care, looking after family members without pay and developing a time deficit which should have been devoted to productive work. It also revealed that women are overrepresented in the informal sector where they face precarious employment, with a sizeable percentage (14.1%) contributing to family businesses which suggests that they are not paid for their work. The paper concludes that the free market does not work for women and that feminists need to think about alternatives. It further states that we need to think about an economy that is led by social developed as opposed to economic growth represented by GDP growth, as this does not reflect women's realities.

https://www.akinamamawaafrika.org/wp-content/uploads/2019/09/STATE-OF-THE-ECONOMY-FOR-WOMEN-IN-UGANDA.pdf

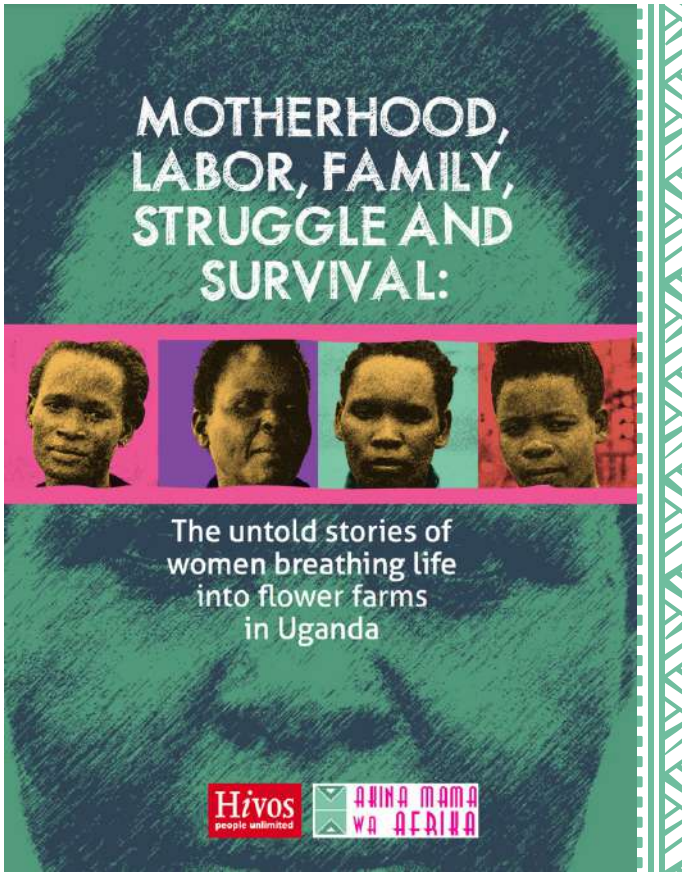
3. Gender Disparities in Social Protection in Uganda

This was developed and presented at a national level policy event on social protection which was held as a precursor to engagement at the Commission on the Status of Women whose theme centred on social protection. The paper looked to establish the social protection mechanisms that exist in Uganda. It found that a majority of Ugandans work in the informal sector which precludes them from benefiting from formal social protection mechanisms many of which are contributory. It also found that the majority of people excluded from protection are women, the majority of whom are not protected by contracts and many of whom have low paying jobs which yield lower forms of social security.

https://www.akinamamawaafrika.org/gender-disparities-in-social-protection-in-uganda/

2.1.3 Documentation of oral herstories

1. Motherhood, labor, family, struggle and survival: The untold stories of women breathing life into flower farms in Uganda



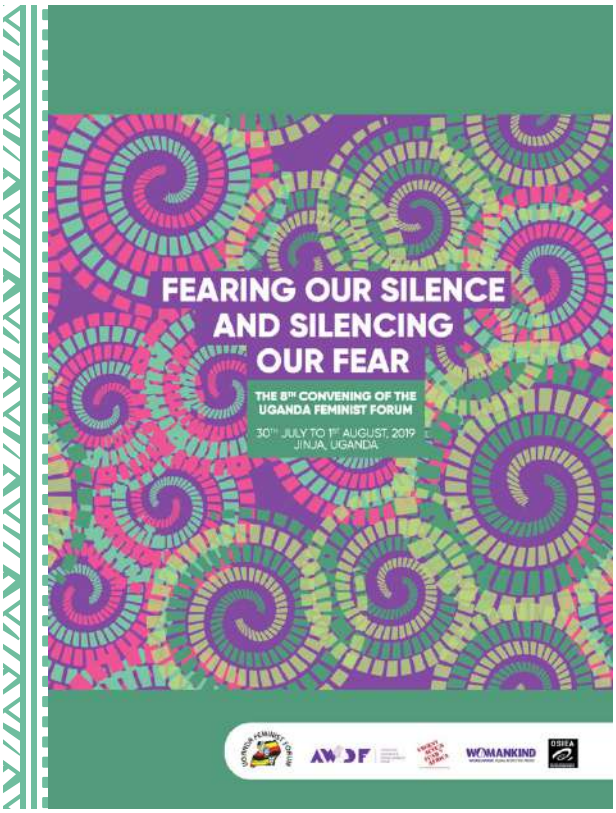
The oral herstories of 4 women working on 2 farms in Uganda were developed. The story chronicles the lives of 4 women; Felista, Rita, Specioza and Namatovu who share their experiences of working and raising children amid economic hardship. Difficulty in making ends meet is a common thread throughout the stories, as is abandonment by partners. Within the workplace, it is clear that some of the farms do not meet the health and safety standards required of them. Furthermore, the women perform hard work for hours on end which resulted in body pains like backache. The stories serve as evidence for advocacy as we demand for decent work for women.

https://www.akinamamawaafrika.org/motherhood-labor-family-struggle-and-survival-the-untold-stories-of-women-breathing-life-into-flower-farms-in-uganda/

2. Mini Documentary: Clipping Thorny Rosebushes: Stories of women working on flower farms in Uganda.

AMwA produced a 10 minute documentary about the lived experiences of 3 women flower farm workers. The documentary looked to demonstrate the leadership capabilities of the women at work, what obstacles they face, and what recommendations they would make to improve the farms. This was interspersed with showcasing how gender expectations both at home and work impede women's productivity. All the women in the documentary shouldered the primary burden of care as they were single mothers. The documentary examined how they bore these responsibilities while having to work with little pay as well.

https://www.youtube.com/watch?v=dxX2Ql77nws&t=13s



3. Fearing our silence and silencing our fears. A conversation starter at the 8th convening of the Uganda Feminist Forum (UFF)

A collection of writings on silence and fear that inspired the discussions at the Uganda feminist forum.

https://www.akinamamawaafrika.org/wp-content/uploads/2019/08/UFF-2019-Publication.pdf

2.1.4 Feminist thought leadership platforms

Although, feminist theory provides the language and lens to express and concisely articulate women's experiences, the gap between activism and developing of feminist theory persists and yet there is an absence of platforms for emerging feminists to contribute to the movement through intellectual activism, combined with the lack of professional support to improve the quality of writing to enable their work to be featured in leading and largely exclusive publications endure. This year, AMwA embarked on creating platforms for development of critical analyses and proliferation of African feminist thought.

a) Leaders' Journal

AMwA sought to build the capacity of young feminist leaders to influence on a range of women's rights issues though the LEADERS' Journal, a premier platform for feminist thought leadership. The Journal looks to build a community of diverse contributors and readers that value intellectual rigour and activism and that understand feminist analysis as both an intellectual and movement building pursuit.

b) The Beijing Dispatch

The Dispatch is commemorative issue of the leaders' journal for 25 years of the Beijing Declaration and Platform for Action. AMwA invited African women to harness the power of the Beijing platform to imagine a world where each woman and girl can exercise their freedoms, choices and enjoy all their rights by assessing the changes over the last 25 years in the pursuit of gender equality and the empowerment of women and girls. The call for submissions resulted in responses from eleven African countries on a number of issues such as education, women in leadership and decision making, violence against women, and sexual and reproductive health and rights. Overall, the theme running through the writings published in "The Beijing Dispatch" showed discontent in the status quo, praising states for making notable progress to achievement of rights but also critiquing them for failing to deliver the promise they made to women and girls 25 years ago.

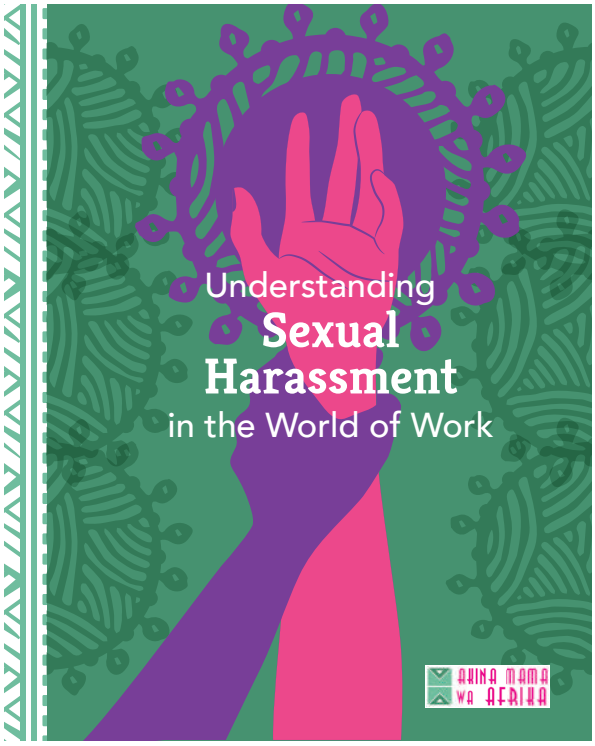
2.1.5 Other knowledge products developed include;

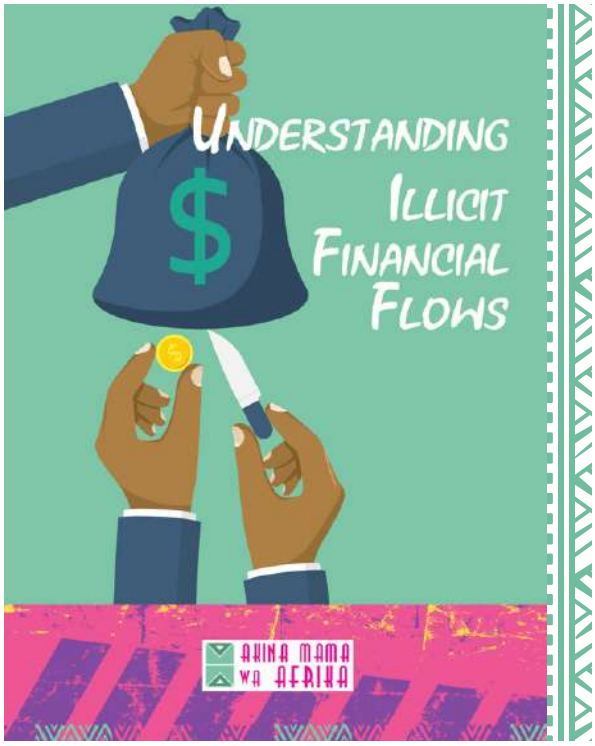
a) Information sheet on understanding sexual harassment in the world of work. This is an educational and advocacy tool being used in the campaign to end sexual harassment in the workplace.

https://www.akinamamawaafrika.org/understanding-sexual-harassment-in-the-world-of-work/

b) #StopTheBleedingUg: An information sheet provides a detailed understanding of Illicit Financial Flows (IFFs), the context in which they operate and their social and gendered impact in Uganda.

https://www.akinamamawaafrika.org/stopthebleeding-understanding-illicit-financial-flows/





2.2 Advocacy and participation in critical spaces

AMwA's footprint and influence in critical spaces at the national, regional and international levels continued to be solidified this year. The year opened with the Gender Is My Agenda pre-summit meeting, pre-CSW and CSW events, participation in the Beijing+25 process, participation in the living wage conference.

2.2.1 National level advocacy

1.Policy forum on social protection

AMwA, in partnership with Friedrich Ebert-Stiftung (FES) Uganda convened a policy forum targeting relevant government ministries, policy makers, workers from both the informal sector, Trade Unions and other stakeholders for a dialogue designed to propose remedies for protection of workers, and accelerate enactment and implementation of existing social protection policies for women in formal and

informal employment for gender equality and equity. The forum looked specifically at understanding the current landscape on social protection policies and practices for women workers in Uganda and to strengthen political commitments and accountability and develop concrete recommendations on social protection. The forum also served as a platform to harvest recommendations to feed into advocacy at the CSW. Some of the recommendations that emerged from this discussion included; to increase awareness among workers about their entitlements to enable them demand for them; consider adopting compliance mechanisms for non-compulsory social protection systems to encourage employers to adopt them; increase funding for social protection, and to ensure that all social protection schemes apply a gender lens in order to deliberately protect women who are most vulnerable within and outside the labour force.

2. Advocacy strategy meeting to kickstart campaign to ratify ILO Convention on Violence and Harassment in the world of work.

Susan Aciro from the National Union of Women with Disabilities of Uganda shares the experiences of women living with disability with sexual volence and how ILO C190 will make workplaces safer for them.

The International Labour Organization (ILO) Convention 190 (C190) on Violence and Harassment was adopted on 21st June, 2019, ushering in a fresh set of protections for workers and establishing global standards to end gender based violence and harassment in the world of work. AMwA in partnership with Uganda Hotels, Food, Tourism, Supermarkets & Allied Workers Union (HTS-Union) and the Uganda Horticulture industrial, Service Providers and Allied Workers' Union (UHISPAWU) convened an advocacy strategy meeting to deliberate on the newly passed Convention to strategize on avenues for ratification, domestication into national law, and its implementation to create safer work environments for women workers. The key achievement from this meeting was the commitment by the Ministry of Gender, Labour and Social Development to expedite the process of ratification and the parliamentarians to follow up with the process of domestication of the convention into Uganda's law.

3. Curbing Illicit Financial Flows (IFFs) for gender justice

Thursday 22nd August 2019 had a whiff of history about it as 27 women gathered to demand a seat at the table of tax discourse. On that day, two births of note happened; first AMwA began in earnest, the project on plugging illicit financial flows for gender justice, and secondly, a movement of women-led tax justice advocates was born. The process that had begun in 2018, with the Association of Women's Rights in Development (AWID), Akina Mama wa Afrika and other partners coming together to create a collective process to make feminist analysis on IFFs more accessible to feminist and social justice movements, so that they can claim those resources for gender, economic and social justice. Subsequently, a set of methodologies and tools were developed to be applied and adapted for different learning and exchanges spaces, for further understanding and strategizing around this issue. Following the development of the toolkit, AMwA convened a two day training in Kampala to test the adapted methodologies and to modify them to the Ugandan context. Now a fully-fledged project supported by Urgent Action Fund-Africa was began. Two major interventions have been undertaken since the project's inception.

- First, the historic women only tax justice convening which looked to enrich the general knowledge of women's rights and feminist activists on illicit financial flows, to centre the experiences of women and the gendered impacts of IFFs in tax justice advocacy, and to develop a collective advocacy strategy on combatting IFFs and build a movement of women activists advocating for tax justice. Some of the clear advocacy issues identified included the need to engage with policy makers to renegotiate some trade and investment policies which have disadvantaged the country. The collective also explored avenues for connecting to global tax justice movements including drawing on recommendations made in the Bogota Declaration on Tax Justice for Women's Rights. What was clear at the end of the convening was that the women were ready to invade and occupy spaces that have historically been closed off to them in order to influence policy and practice in their favour.
- Secondly, a strategy meeting on IFFs focusing on how the legal and policy framework governing Uganda's trade, investment, tax and extractives sectors are contributing to the loss of domestic revenue. As a result of this strategy dialogue the participating stakeholders committed to work on an advocacy strategy for collective action on IFFs over the next six months. One strategy emphasized was the need to engage policy makers to challenge double taxation agreements that Uganda presently has which enable businesses based here to get away with paying little to no taxes.

The all women convening on tax justice.

4. Campaign to end sexual harassment in the workplace

This year, AMwA launched a campaign to end sexual harassment in the workplace. The campaign which was triggered by a high profile official at the Ministry of Justice and Constitutional Affairs sharing her experience of sexual harassment for which she had not received any justice. This prompted a campaign titled #JusticeForSamantha, which then morphed into a wider campaign to stop sexual harassment against all women in formal and informal workplaces. A series of activities and processes have been implemented in support of the campaign.

28 Advertorial

Daily Monitor

To all the women who have experienced sexual violence. We believe you.

Dear Sister,

We know that you are hurting. Although some of us are also survivors, we cannot begin to comprehend how lonely, confusing and painful your experiences of violence and its aftermath were. In the face of your pain, our words are inadequate. But today we stand with you to say that we believe you.

It was not your fault.

They will say that it was, over and over again until you start to believe it. It was not your short skirt. If that were true, only women who wore short skirts would be victims of rape. You did not deserve it because you had many previous sexual partners. You said no this time and that is what matters. It was not your fault that you said yes, and then said no. You had every right to because you are a human being with agency. You did not deserve it because you were drunk. People do not lose their humanity because they have lost control of their faculties. And no, it was not just a joke. That also usually means they are testing the waters before a bigger assault.

It was his fault. He took advantage of his position and the power he had. He decided that you were something to conquer, a chase, a thrill. Something to be discarded after use.

But we shall no longer stand for it. It is time perpetrators like him are held to account. We need to change the narrative from women should keep safe to men should not rape. We need to stop sexualizing and pathologizing women's bodies, thinking them guilty from the get go. We need strong deterrent laws and responsive courts to support survivors and we need domestic violence shelters financed to provide a support system for women experiencing violence.

This is for Samantha Mwesiga, Rachel Nganga and the countless nameless women out there whose stories have been buried so deep that they are almost forgotten. We, 327 women from all backgrounds, stand with you in solidarity. We believe you. We hope that this may bring you closer to healing and justice.

The publication of this message was made possible by Akina Mama wa Afrika with support from Urgent Action Fund-Africa and countless women who made donations to the cause.

This full page spread was featured in the Daily Monitor Newspaper on December 10th, 2019. 327 women who from all backgrounds stood in solidarity with all women and girls who have experienced sexual violence.

a) Accountability in the #MeToo Movement; Fighting Sexual Violence in the Workplace

In partnership with Chapter Four Uganda and FES Uganda, Akina Mama wa Afrika hosted a conversation on sexual harassment in the workplace with a specific focus on women workers in the informal economy in Uganda at the third annual Human Rights Convention. The conversation themed "Accountability in the #MeToo Movement; Fighting Sexual Violence in the Workplace" sought to create a safe space to interrogate the state of sexual violence in flower farms in Uganda and therefore generate practical recommendations to influence policy and practice on sexual violence for women in the informal sector in Uganda. The conversation created a safe space for women to share their experiences of sexual violence.

b) Equip circles on sexual harassment

AMwA in partnership with Femme Forte convened three equip circles on sexual harassment to create a safe space for women to share their experiences of sexual violence and to also start the process of healing as they received support. The space also served to create a common understanding of how sexual harassment manifests. The equip circles were held with 30 university students in September, 25 women with disabilities in partnership with National Union for Women with Disabilities in Uganda (NUWODU), and 48 women from civil society organizations in November. A key outcome from these spaces was the commitment by both women with disabilities and civil society organizations to push for sexual harassment policies in their work places by the first quarter of 2020. Women who were in the space who needed psychosocial support have now also been enabled to access this service with financial support from AMwA.

HR Managers who participated in the meeting made commitments to zero tolerance of sexual harassment in their places of work.

c) Conversation Circle on Sexual Harassment Against Women In The Informal Sector

Seeking to enhance understanding of sexual harassment by women working in the informal economy, AMwA together with the Strategic Initiative for Women in the Horn of Africa (SIHA) convened over 50 women street vendors from Bwaise, Naguru and Wandegeya, women from flower farms, women market vendors and domestic workers to break the silence on sexual violence in the informal sector in Uganda. The 5th December conversation was a step towards ending violence against women by taking action across movements and mobilizing women to collectively work towards advancing women's rights in the world of work. Participants discussed what constitutes sexual harassment at the workplace and shared various experiences of abuse. They were further encouraged that there is power in movements and were urged to unionise in order to speak more boldly about issues affecting them.

AMwA in partnership with Femme Forte convened three equip circles on sexual harassment to create a safe space for women to share their experiences of sexual violence and to also start the process of healing as they received support.

30 university students

25 women with disabilities

48 women from civil society organizations

d) Human Resource Managers' Breakfast Meeting on Sexual Harassment

In line with the campaign, AMwA held a conversation with Human Resource Managers to enlist them as allies in the fight against sexual harassment since they are integral to formulating and enforcing workplace policies and cultures. The dialogue was a space to develop a shared understanding of what sexual harassment is and share best practices on how to handle sexual harassment in the work place. It brought together twenty human resource managers from both the private and public sector. The key result from this convening was managers adopting a model sexual harassment policy presented by AMwA which would serve to strengthen already existing policies and also offer guidance to those who do not have, to make their workplaces safer and free from sexual harassment.

e) Solidarity message in support of women who have experienced sexual violence.

In commemoration of the International Human Rights Day on December 10th, a day that also marks the end of the 16 Days of Activism, a global campaign which highlights the pervasiveness of violence against women and girls across the world, AMwA ran a full page spread in the Daily Monitor, one of the daily newspapers in Uganda in support of survivors of sexual violence. 327 women from all backgrounds took a stand against the vice resolving not to remain silent in the face of unchecked sexual violence against women and girls. The message was a clear stand saying women shall no longer be silent in the face of unchecked sexual violence against women and girls

https://www.akinamamawaafrika.org/standing-in-solidarity-with-sisters-who-have-experienced-sexual-violence/

2.2.2 Regional Level

a) AMwA at the 33rd Gender is My Agenda Campaign (GIMAC), Addis Ababa, Ethiopia

AMwA participated at the 33rd Civil Society Pre-Summit Consultative Meeting on Gender Mainstreaming in the African Union and Member States in Addis Ababa, Ethiopia. The African Union having declared 2019 the year of refugees, returnees and internally displaced people, the convening focused on durable gender-responsive solutions to forced displacement. The meeting aimed specifically to identify strategies and interventions that have continental implications to effectively address forced migration in a manner that centres women and girls as well as their priorities. AMwA made a number of proposals during a panel discussion including the demand to Heads of State to; develop home-grown data to make visible the scale of sexual violence in forced displacement; build institutions and capacities of duty bearers to respond to sexual violence in forced displacement and to earmark and dedicate resources to purely combatting sexual violence as opposed to women's rights, generally.

c) Africa Ministerial pre-consultative meeting on CSW 63 in Cairo, Egypt

AMwA also participated in the regional consultation prior to CSW 63 convened by UN Women, the African Union Commission and the Economic Commission for Africa (ECA). The consultation attended by Ministers of Gender and Women's Affairs, Senior Government Officials, teams of experts from government and civil societies representatives. Member states developed a Common African Position on the CSW 63 priority theme "social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls."

The Executive Director (R) with Dinah Musindarwezo, Director, Policy and Communication at Womankind Worldwide

AMwA contributed to the development and presentation of the Civil Society recommendations to the forum that informed the final Common Africa Position. The key recommendations included: the need for African policy makers and stakeholders to go beyond access and anchoring strategies on Rights and Entitlement, using a life- course, gender transformative and do-no-harm approach; fast-tracking the recognition of women and girls as rights holders and people with agency; ensuring meaningful and effective participation of women and girls and gender-focused CSOs in decision making processes at all levels (i.e. local, national, regional and global) and ensuring free, accessible quality education for girls taking all efforts towards girls' retention, performance, completion and transition to higher sectors of education and work.

Africa Ministerial pre-consultative meeting on CSW 63 in Cairo, Egypt

Member states developed a Common African Position on;

social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls.

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The Executive Director at the consultative meeting in Addis Ababa, Ethiopia.

d)Participation in the Beijing +25 Review Process.

The year 2020, marks 25 years since the adoption of the Beijing Platform for Action, while there are significant gains to be celebrated, the challenges encountered during years of implementation are equally immense. The Beijing +25 review process, offers opportunity to look back on what has been achieved but also look forward to what needs to be achieved. Akina Mama wa Afrika together with other African Civil Society under the auspices of FEMNET and NGOCSW AFRICA has been part of both online and off line consultative processes to ensure that feminist perspectives are integrated in the outcome documents. AMwA participated in the East Africa CSO Consultation that attracted 60 feminists from 20 African countries held between 28th to 29th August, 2019 and the Africa CSO Consultation attended by over 100 feminists which was held between 28th October and 30th October, 2019 respectively. The major outcomes so far has been emerging consensus as African CSOs on the critical issues by developing a CSO position paper and draft CSO Parallel report; effective advocacy on the adoption of an African progressive outcome document by African Gender Ministers and protection from reversals on already agreed language in other international frameworks.

Adoptions of the Nairobi Summit on ICPD25 in November, 2019

To uplift millions of women and girls, their families and communities from exclusion and marginalization, and enable nations to harness the demographic dividend to grow their economies.

e) AMwA at the International Conference on Population and Development (ICPD)

As part of strategy to increase the recognition of women's rights, gender equality and women's empowerment in decision-making fora at all levels, AMwA participated at the Africa CSO Consultation on the Common African Position on Population and Development in Windhoek, Namibia. The consultation was aimed at beefing up the upcoming African Union led CAP, ensuring that CSOs voices are incorporated in the main document as well as interrogate synergies and complementarities with the existing Sexual Reproductive and Health Rights (SRHR) and population and development policy instruments such as the Addis Ababa Declaration on Population and Development and Agenda 2063 (ADPDA)

AMwA also participated at the Nairobi Summit on ICPD25 in November joining thousands of Feminists, women rights' activists, government and private sector actors to commemorate the 25th anniversary of the International Conference on Population and Development (ICPD) in Cairo, where 179 governments adopted a landmark Programme of Action which set out to lift millions of women and girls, their families and communities from exclusion and marginalization, and enable nations to harness the demographic dividend to grow their economies. The Summit was a watershed moment as various partners made bold commitments to transform the lives of women and girls and achieve global sustainable development by ending all maternal deaths, unmet need for family planning and gender-based violence and harmful practices against women and girls by 2030.

The Research Advocacy and Movement Building Manager (L) with Elizabeth Broderick, the Chair of the UN Working Group on Discrimination against women and girls

International Conference on Population and Development (ICPD)

Windhoek, Namibia

Adopted strategies to **increase the recognition** of women's rights, gender equality and women's empowerment in decision-making fora at all levels,

f) Consultation on women's human rights in the changing world of work by the UN Working Group on Discrimination against women and girls

AMwA participated in the consultations conducted by the UN Working Group on Discrimination against Women and Girls on women's human rights in the changing world of work as it developed a thematic report in that regard. The report looks to deepen the understanding of the implications for women's human rights at work in the context of megatrends that are changing the world of work, including technological change, demographic change, globalization and a shift towards sustainability, among other objectives. AMwA drew on her economic justice work to speak authoritatively about the current context for women's human rights to and at work in the region.

g) High Level Ministerial Meeting of the ICGLR Ministers of Gender and Ministers of Justice on the Status of the Implementation of the Kampala Declaration on Sexual Gender Based Violence (SGBV)

AMwA participated at the experts' meeting from the 24th to the 26th of November where on behalf of the ICGLR Civil Society Forum, we shared the progress made on the implementation of the Kampala Declaration on SGBV. The presentation was based on the Evaluation of the Implementation of Kampala Declaration on Sexual & Gender Based Violence, Goma Declaration on eradicating Sexual Violence & Ending Impunity in the Great Lakes Region and UN Resolution 1325 in Central African Republic, Democratic Republic of Congo and Uganda that AMwA spearheaded in 2018 and the consultative meetings it held with different CSOs and Ministries of Gender and Ministries of Justice in the different countries. Key in the presentation were the achievements made by the Member States on ending SGBV, role played by women in Peace and Security, the need for a strong monitoring and evaluation mechanism to monitor the implementation of the Kampala Declaration, the criticality of ending Impunity and need for creative and innovative mechanisms on resource mobilization to support SGBV interventions.

Key outcomes of the experts meeting included recommendations and an advocacy note to the Ministers of the ICGLR. Recommendations included the adoption of a model law on the establishment of Special Courts, Special Sessions and Special Procedures on SGBV, end to impunity, strengthening of cooperation between CSOs and ICGLR secretariat and incorporation of an M&E mechanism at regional level through the Conference Secretariat and the Regional Training Facility.

h)Regional Symposium on Good Practices on SGBV Interventions in the ICGLR

AMwA also participated at a 3 days' Regional Symposium on Good Practices on SGBV Interventions in the ICGLR that took place in Kampala in December 2019. The symposium was convened by the ICGLR with support from the World Bank targeting Member States in the Great Lakes Region and development partners from Uganda, Kenya, South Sudan, Sudan, Zambia, Tanzania, Rwanda, Burundi, CAR, Republic of Congo and the Democratic Republic of Congo (DRC). It presented an opportunity for exchange between researchers, practitioners and policy makers on the implementation of SGBV prevention and response programing to highlight good practices. It was a space for sharing challenges experienced and present and emerging evidence on promising practices.

The symposium provided an opportunity for the participants to revisit the commitments of Kampala Declaration to see where more works needs to be done. One of the areas that was identified as an areas of key focus was women's safety, security and freedom of violence. The participants agreed that there is need for deliberate efforts in ensuring that there are enabling environments for women to thrive in all the spheres of lives, timely holistic services to survivors of GBV, women economic empowerment and enhancing their capacity to take up leadership in decision making spaces. The discussions also centered on the importance of Indigenous Knowledge in addressing SGBV. It was highlighted that communities have the solutions on some of the issues related to SGBV hence there is need for Member States and development partners to tap into the community's knowledge.

2.2.3 International Level

a)Akina Mama wa Afrika parallel session at the 63rd Session of the UN Commission on the Status of Women

Cognizant that women in the informal sector are still inadequately protected and that the cost of maternity leave actually encourages discrimination against women of reproductive

AMwA also participated at a 3 days' Regional Symposium on Good Practices on SGBV Interventions in the ICGLR that took place in Kampala in December 2019.

One of the areas that was identified as an area of key focus was women's safety, security and freedom of violence. The participants agreed that there is need for deliberate efforts in ensuring that there are enabling environments for women to thrive in all the spheres of lives.

age leading to dehumanizing practices against them, Akina Mama wa Afrika in partnership with Hivos East Africa held a parallel session at the 63rd Commission on the Status of Women (CSW) to unpack the prevailing context of maternal protection in the horticulture sector in East Africa and to facilitate dialogue on how to promote maternity protection to advance women's access to equality of opportunity and treatment in the workplace, and promoting gender equality and women's empowerment. Some of the key recommendations from the session were ensuring the adoption of progressive gender policies providing for better maternity protection for women workers, policies that advance safe work spaces and in ensuring women ascension to leadership positions where they can influence the policies and their implementation at work places.

b)Conference on living wage and living income in global agri-food supply chains, Rotterdam, Netherlands.

Being part of the Women@Work campaign for decent work for women, and having contributed to advocacy efforts towards the passage of the minimum wage bill in Uganda, AMwA was invited to participate in "The Only Way is Up" conference on living wage and living income, a two day solutions oriented space bringing together businesses, government, civil society and trade unions to engage in dialogue on innovations and best practices, and commitments to jointly step up the efforts for working towards living wages and incomes in global supply chains including bananas, cocoa, flowers and more. AMwA's input into the conference was through a panel discussion on how women Workers can negotiate better wages. The session sought to share of best practices to empower women at the beginning of the supply chains to negotiate better wages from Uganda. The discussion surfaced the debilitating impact of the lack of a minimum wage has on women working on flower farms. Absent laws and policies governing minimum wage policies, a number of businesses at the convening pledged to undertake ethical business practices nonetheless, as the discussions during the conference had stressed that living wage not only made business sense but is also a moral imperative.

Conference on living wage and living income in global agri-food supply chains, Rotterdam, Netherlands

AMwA's input into the conference

The session sought to share of best practices to empower women through a panel discussion on how women Workers can negotiate better wages.

2.3 Movement building

The Uganda Feminist Forum (UFF)

As chair of the working group of the Uganda Feminist Forum, AMwA convened the Uganda Feminist Forum from July 30th to August 1st, 2019 in Jinja, Uganda under the theme "fearing our silence and silencing our fears." The space was convened in the spirit of encouraging critical inquiry, collective reflection, healing and a rekindled commitment to dismantling patriarchy through a politicisation of silence. The convening sought to build and strengthen the Ugandan feminist movement into an accountable, inclusive and intersectional movement that is better able to withstand and confront oppressive systems of power. A number of feminist leaders across generations, drawn from across the private sector, civil society, performing arts, mainstream political spaces, academia and the activist arena made up the 98 people that attended the forum. The forum held over three days featured a number of thought provoking events designed to create dialogue and reflection on the theme. On the agenda were conversations on how Feminist sisters are packaging resistance, looking at how proposed tools of resistance and the call for civility in discourse is used to silence; silence in the economy which featured an analysis of the state of the economy through a Feminist lens and sought to create an understanding of structural economic injustices. The other session titled "Money, Money, Money!" explored what fears and silences around money women have, how women make and manage money and also explored what feminist business

98 people

convened at the Uganda Feminist Forum from July 30th to August 1st, 2019 in Jinja, Uganda

feminist leaders across generations, drawn from across the private sector, civil society, performing arts, mainstream political spaces, academia and the activist arena made up the 98 people that attended the forum.

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models look like. The last panel discussion on silence on Sexual Orientation and Gender Identity and Expression looked at the fears and silences within the LGBTQ+ community, the fears and silences of the wider Ugandan feminist movement on LGBTQ+ issues and how religion and culture play into fears and silences for sisters in the community and other sisters in the movement. The last day of the convening allowed sisters to connect theory with practice. Here sisters engaged with critical work that sisters are doing on the ground. One group of sisters visited the Rights for Her Women's Shelter, the largest women's shelter in the country while the other group visited the Slum Women's Initiative for Development which advocates for affordable housing for women and also supports them to acquire land titles. Both visits gave sisters an opportunity to reflect deeply on what we need to do to support grassroots movements and initiatives.

Regional Symposium on Good Practices on SGBV Interventions in the ICGLR

The participants agreed that there is need for deliberate efforts in ensuring that there are enabling environments for women to thrive in all the spheres of lives, timely holistic services to survivors of GBV, women economic empowerment and enhancing their capacity to take up leadership in decision making spaces.

Strategic Objective three

Institutional Strengthening

AMwA continued to strengthen her aspirations to be an organization with a soul with a passionate feminist team of staff, management and board and strong partnerships

3.1 Board Relations

AMwA's governance board was restructured bringing in a new era of African women leaders to lead AMwA on her mission of strengthening the individual and collective leadership of African women by effectively supporting management and staff. The new Board members bring a wealth of experience in their fields and all envision a world in which African women are politically, economically and socially autonomous and are champions of change in their lives and society, one young woman at a time.

3.2 Strengthened Partnerships

AMwA solidified partnerships and alliances, especially with organizations that are recognized leaders of specific areas of women's rights. We sought to engage with these in a structured manner to pursue common objectives related to the feminist agenda. We continued to collaborate with our existing partners including: Amplify Change, Hivos, UN Women, OSIEA, Comic Relief, The African Women's Development Fund (AWDF), FEMNET, AWID and Urgent Action Fund-Africa.

AMwA solidified partnerships and alliances, especially with organizations that are recognized leaders of specific areas of women's rights.

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Lessons learnt

Knowledge transfer through trainings is critical to movement building and strengthening, especially for ideas that are not in the mainstream. The campaign to curb illicit financial flows for gender justice has shown that advocates need to have a deep understanding of the issue, which information sharing on different platforms may not achieve. It became clear with each engagement that the knowledge gap on IFFs is so deep that it warranted carving out a space to deepen knowledge in order to build a strong movement that understands the issue intimately. However, workshops and capacity building spaces are under threat for a number of reasons, one of which is donor reluctance to fund such spaces. And yet this advocacy campaign shows that spaces for training are indispensable and should be guarded.

There is reward in visibility, boldness and innovation in campaigns

This year, AMwA's coverage in print and broadcast media has increased which has led to new opportunities for collaboration and funding. This year the organization's work received coverage in the Guardian, New Vision, Daily Monitor and Observer newspapers. The solidarity message for survivors of sexual violence attracted the attention of the Economist which then conducted an interview with the Executive. The organization was also requested for commentary on the 16 Days of Activism by BBC Africa. We are now encouraged to make our imprint on regional level platforms to get even more visibility.

If you do not have the tools and language to measure your success, you will not know how to tell your story.

The criticality of building a culture of learning and quality M&E that generates knowledge, evidence-based alternatives and communicates impact was impressed upon the organization this year more than ever before. AMwA has been captive to the vagaries of different M&E systems that come with each new funder, making it hard to define for ourselves the change we want to see. With an M&E training held towards the end of the year, and new framework in the works, the organization is embracing this new change and looking forward a new dawn that unites staff with a common understanding of the organization's work and purpose.

Summary overview of financial status and performance during reporting period

Income:

The **total income** for the financial period January to December 2019 was

US$ 562,58

registering an increment of **31%** compared to the previous year.

Increased income was attributed to an increased number of new funders within the period.

94% of total income was from donors

6% was from own generated activities like provision of trainings and other consultancy services to partners.

Expenditure

The **total Expenditure** in the Financial Year Ending December 2019 was

US$ 567,198

2018 expenditure **US$327,492**

This shows an increment of **73%** in comparison to prior year.

The increment in expenditure was due to more projects activities that were conducted in the year. The deficit for the year after foreign exchange losses was **US$16,411.** Overall fund balance as at 31st December 2019 was **US$ 160,512.**

Statement of Receipts and Payments and Budget performance.

	Notes	31-Dec-19		31-Dec-18	
		Actual	Actual	Actual	Actual
Receipts		UGX	USD	UGX	USD
Grants Received	7.3	1,945,451,379	526,182	1,494,533,130	401,820
Other Income		134,341,277	36,407	97,432,951	26,022
Total Funds		**2,079,792,656**	**562,589**	**1,591,966,081**	**427,842**
Payments					
Programme Costs					
Strengthen the African Women's Leadership Institute (AWLI) as a center of excellence on feminist and transformative leadership development	7.3	753,952,443	203,222	167,363,782	44,680
Amplify African women's voices in critical spaces through collective advocacy, and through movement building, informed by feminist research and documentation	7.3	524,301,394	141,321	317,235,936	85,219
Institutional Strengthening	7.3	826,050,695	222,655	734,518,304	197,593
Total Programme Costs		**2,104,304,532**	**567,198**	**1,219,118,022**	**327,492**
Foreign Exchange Loss		43,463,955	11,802	15,076,815	4,982
Surplus/(Deficit) for the year		**(67,975,831)**	**(16,411)**	**357,771,244**	**95,368**

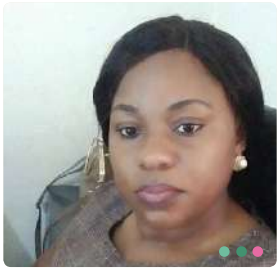
Statement of Financial Position

	31-Dec-19		31-Dec-18	
	Actual	Actual	Actual	Actual
	UGX	USD	UGX	USD
Property, Plant and Equipment	26,953,778	7,246	13,478,771	3,650
Cash and Cash Equivalents	608,601,912	163,603	1,076,691,768	291,538
Accounts Receivable and Other Assets	283,262,271	76,146	40,968,416	11,093
	918,817,960	**246,994**	**1,131,138,955**	**306,280**
Represented by:				
Fund Balance as at 1 January	663,058,506	179,537	305,287,262	84,169
Exchange Loss realised	-	(3,191)	0	-
Prior year adjustments	(9,648,739)	(2,614)	0	-
	-	-	-	-
Restated Fund balance 01 January	**653,409,767**	**173,732**	**305,287,262**	**84,169**
Surplus/(Deficit)	**(67,975,831)**	**(16,411)**	**357,771,244**	**95,368**
Accumulated Fund Balance	**585,433,935**	**157,321**	**663,058,506**	**179,537**
Capital Fund	26,953,778	7,299	13,478,771	3,650
Deferred income	169,325,520	45,518	354,135,561	95,890
Accounts Payable	137,104,727	36,856	100,466,116	27,203
	333,384,025	**89,673**	**468,080,447**	**126,743**
Fund Balance as at 31 December	**918,817,960**	**246,994**	**1,131,138,953**	**306,280**

Executive Board

1. **Dr. Maggie Kigozi**
   Chairperson
2. **Claire Mathonsi**
   Vice Chairperson
3. **Eunice Musiime**
   Ex-Officio
4. **Abisagi Namugenze Mugenyi (ACCA)**
   Treasurer
5. **Alison Ngibuini**
   Board Member
6. **Zoneziwoh Mbondgulo**
   Board Member
7. **Mmabatho Motsamai**
   Board Member
8. **Rainatou Sow**
   Board Member

Our Staff



1 **Eunice Musiime**
Executive Director

2 **Beth Naluboka Masangah**
Finance and Administration Manager

3 **Chipo Bangira**
Feminist and Tranformational Leadership Manager

4 **Leah Eryenyu**
Research Advocacy and Movement Building Manager

5 **Pauline Kahuubire**
Advocacy and Communications Associate

6 **Hazel Birungi**
Feminist and Transformational Leadership Associate

7 **Joan Nalunkuma**
Finance and Administration Associate

8 **Fionah "Sunshine" Komusana**
Research Advocacy and Movement Building Intern

9 **Patricia Humura**
Feminist and Transformational Leadership Intern

10 **Flavia Bukojja**
Finance and Admin Intern

11 **Costance Tumuhamye**
Front Desk Manager

12 **Bosco Komakech**
Driver

13 **Stephen Mwondha**
Office Assistant

Our esteemed funders and development partners in the financial reporting period were;

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