



**Spotlight
Initiative**

Annual Narrative Programme Report 2021

Initiated by the European Union and the United Nations:



THE REPUBLIC OF UGANDA





Simpo Achan, a para-legal with the Spotlight Initiative supported through the Uganda Law Society in Kitgum district
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PROGRAMME TITLE	Spotlight Initiative to eliminate violence against women and girls, including sexual and gender-based violence and harmful practices, in Uganda.
PROGRAMME START DATE	1 JANUARY 2019
REPORTING PERIOD	1 JANUARY 2021 - 31 DECEMBER 2021
PROGRAMME TITLE	Spotlight Initiative to eliminate violence against women and girls, including sexual and gender-based violence and harmful practices, in Uganda
PROGRAMME NUMBER/ MPTF OFFICE PROJECT REFERENCE NUMBER¹	00111644
PRIORITY REGIONS/ AREAS/ LOCALITIES FOR THE PROGRAMME	Nationally and in Amudat, Arua, Kampala, Kasese, Kitgum, Kyegegwa and Tororo Districts
RECIPIENT ORGANIZATION(S)	<p>Key partners</p> <ol style="list-style-type: none"> 1. United Nations Entity for Gender Equality and the Empowerment of Women (UN WOMEN) 2. United Nations Development Programme (UNDP) 3. United Nations Population Fund (UNFPA) 4. United Nations Children’s Fund (UNICEF) 5. United Nations High Commissioner for Refugees (UNHCR) <p>Government</p> <ol style="list-style-type: none"> 1. Ministry of Gender, Labour and Social Development 2. Ministry of Health 3. Ministry of Education and Sports 4. Ministry of Internal Affairs 5. Ministry of Local Government 6. Ministry of Energy and Mineral Development 7. Ministry of Trade, Industry and Cooperatives 8. Office of the Prime Minister 9. District Local Governments 10. National Planning Authority 11. National Population Council 12. Equal Opportunities Commission 13. Ministry of Public Service 14. Uganda Bureau of Statistics 15. Uganda Human Rights Commission

¹ The Multi-Partner Trust Fund (MPTF) office project reference number is the same number as the one on the notification message. It is also referred to as ‘Project ID’ on the project’s fact sheet page: MPTF Office GATEWAY.

	<p>Key civil society organizations:</p> <ol style="list-style-type: none"> 1. Council of Traditional Leaders in Africa 2. National and International Non Government Organizations 3. Inter-Religious Council of Uganda 4. Uganda Women's Network <p>Others:</p> <ol style="list-style-type: none"> 1. Academia - Makerere University 2. International Financing Institutions (under Sustainable Development Goals financing) 3. Media 4. Private Sector Foundation Uganda 5. International Organization for Migration 6. Pulse Lab Kampala 		
PROGRAMME COST (US\$)	<p>Total Phase I budget and (where Operational Steering Committee (OSC) approved) Phase II budget as per the Spotlight Initiative Country Programme Document /Regional Programme Document: US\$33,205,805</p> <p>Phase I and (where OSC approved) Phase II Spotlight Initiative funding:² US\$31,428,572</p> <p>Agency contribution: US\$1,777,234</p>		
PROGRAMME END DATE:	31 December 2022		
SPOTLIGHT INITIATIVE FUNDING AND AGENCY CONTRIBUTION BY AGENCY:	Name of recipient UN organization	Spotlight Phase I (+ II, where OSC approved) (US\$)	UN Agency contributions (US\$)
	UNDP	7,423,367	653,571
	UN WOMEN	9,062,172	399,341
	UNFPA	6,985,342	249,481
	UNICEF	5,182,545	416,641
	UNHCR	2,775,145	58,200
	TOTAL	US\$ 33,205,805	US\$ 1,777,234
REPORT SUBMITTED BY:	<p>Luta Mollin Shaba Spotlight Initiative Programme Coordinator United Nations Resident Coordinator's Office, Uganda.</p>		

2 The Spotlight Initiative contribution refers to the amount transferred to the Recipient UN Organizations, which is available on the MPTF Office GATEWAY.

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Acronyms

CEDOVIP	Centre for Domestic Violence Prevention	NPA	National Planning Authority
CHL	Child helpline	NUWODU	National Union of Women with Disabilities of Uganda
CPD	Country programme document	ODPP	Office of the Directorate of Public Prosecutions
CSNRG	Civil Society National Reference Group	OPM	Office of the Prime Minister
CSOs	Civil society organizations	OVC	Orphans and vulnerable children
COTLA	Council of Traditional Leaders in Africa	PEP	Post-exposure prophylaxis
COVID-19	Coronavirus disease 2019	PSFU	Private Sector Foundation Uganda
C4D	Communication for development	PSW	Parasocial worker
DHIS2	District Health Information System 2	PWDs	Persons with disabilities
DLG	District local government	RCO	Resident Coordinator's Office
EMIS	Education management information system	RUNO	Recipient United Nations Organization
EOC	Equal Opportunities Commission	SDG	Sustainable Development Goal
ECP	Emergency contraceptive pill	SE	Sexuality education
EU	European Union	SGBV	Sexual and gender-based violence
EVAWG	Eliminating violence against women and girls	SRHR	Sexual and reproductive health and rights
FGM	Female genital mutilation	UBOS	Uganda Bureau of Statistics
FRRM	Feedback referral and resolution mechanism	ULGA	Uganda Local Governments Association
GBV	Gender-based violence	ULS	Uganda Law Society
GEWE	Gender equality and women's empowerment	UN	United Nations
GOU	Government of Uganda	UNACs	United Nations Area Coordinators
GRB	Gender-responsive budgeting	UNCT	United Nations Country Team
HP	Harmful practices	UNCDF	United Nations Capital Development Fund
ICWEA	International Community of Women Living with HIV Eastern Africa	UNFPA	United Nations Population Fund
IJM	International Justice Mission	UNICEF	United Nations Children's Fund
IPV	Intimate partner violence	UNRCO	United Nations Resident Coordinator's Office
IRCU	Inter-Religious Council of Uganda	UNSDCF	United Nations Sustainable Development Cooperation Framework
JLO	Justice, Law and Order Sector	UNYPA	Uganda Network of Young People Living with HIV&AIDS
KCCA	Kampala Capital City Authority	UPF	Uganda Police Force
LC	Local council	UWONET	Uganda Women's Network
MDA	Ministries, departments, and agencies	UWOPA	Uganda Women Parliamentary Association
MoFPED	Ministry of Finance, Planning, and Economic Development	VAC	Violence against children
MoGLSD	Ministry of Gender, Labour and Social Development	VACiS	Violence against children in schools
MOU	Memorandum of understanding	VAW	Violence against women
M&E	Monitoring and evaluation	VAWG	Violence against women and girls
NDP	National Development Plan	WHRDN	Women Human Rights Defenders Network
NJSC	National Joint Steering Committee		

Executive summary

During the reporting period, the Spotlight Initiative in Uganda, in collaboration with key partners, including the European Union, the national government, and civil society, achieved significant results in the elimination of violence against women and girls. In doing so, the programme continued to advance key Spotlight Initiative principles, such as Leaving No One Behind and implementing in the spirit of United Nations (UN) Reform. The Spotlight Initiative has the potential to position itself as a lead partner in gender-based violence (GBV) prevention and response in Uganda. It has the endorsement of the Government of Uganda at the Presidential level, which is consolidated by high-level European Union (EU), United Nations and government engagement at ambassadorial, ministerial and UN Resident Coordinator levels and through the National Joint Steering Committee.

Strategic level achievements include the establishment of the Spotlight Initiative as a unique coordination platform located within the UN Resident Coordinator's Office for Delivering as One and Leaving No One Behind under the UN Reforms. The advantages of this coordination location are evidenced by its participation in the National GBV Response Group coordinated by the Ministry of Gender, Labour and Social Development. The Spotlight Initiative consolidated its role as a joint programming demonstration fund on the national gender-based violence map, building on existing GBV programmes and enhancing coordination. This was evidenced

by the development of a joint memorandum of understanding between the five UN agencies implementing the Spotlight Initiative with the Ugandan Government. There is demonstrable ownership of the Spotlight Initiative by the government, with the commitment to finance and ensure the sustainability of activities addressing GBV, facilitating a firmer footing for local development partner engagement. Collaboration and collective consultative processes that brought together UN implementing agencies, the entirety of the UN Country Team and the Government of Uganda provided inputs into the EU 2021-2027 financing strategy Uganda country assessment. This led to further engagement with the EU Delegation, resulting in the Spotlight Initiative being included in the Gender 4 Development in Uganda action, with an offer of Euro 20 million over three years with effect from 2023. In addition, the Spotlight Initiative reached out to the newly established Africa regional office in Addis Ababa, which positioned the country to make use of this regional resource in future.

The Spotlight Initiative supported women's rights civil society organizations with visibility events to advocate for high-level political appointments, namely the vice presidency, ministerial positions and the speaker of parliament. This increased number of women in leadership positions is an important milestone for the status of gender equality and equal political engagement in Uganda. Furthermore, the Spotlight Initiative is optimistic that these women will serve as crucial reliable

government partners in maintaining political buy-in to the concept of eliminating violence against women and girls in the long term. The high-level engagement with government ministries enabled a redefinition of the Spotlight Initiative's local vision and strategic focus towards programme longevity through a successor, budget support and commitments to oversee GBV responsive budgeting at national and sub-national levels. This commitment is a critical step forward in achieving long-term national ownership regarding the elimination of violence against women and girls.

In 2021, the coronavirus disease (COVID-19) remained a public health risk in Uganda and continued to pose challenges to the implementation of the Spotlight Initiative Programme. Even so, the programme was well situated to support COVID-19 responses and help address the rise in violence against women and girls during the pandemic. In response to COVID-19, the Spotlight Initiative channelled funding towards training and supporting parasocial workers on community-based prevention and response activities related to violence against children, particularly against girls. By contributing to strengthening the services of these services providers, the programme helped ensure access to high-quality services for survivors, even during the pandemic.

Co-chaired by the Permanent Secretary of the Ministry of Gender, Labour and Social Development and the United Nations Resident Coordinator, with the Head of the EU Delegation in Uganda sitting in as a development partner, the National Joint Steering Committee remains the high-level platform for ensuring programme coherence with the Government of Uganda and was intensely involved in building consensus on the structure and budget for the Phase II proposal and annual work plan. The Civil Society National Reference Group met three times and reviewed and approved the 2021 annual work plan and budget, made inputs into the Phase II work plan and budget, and made recommendations to the Global CSNRG that were tabled in the second National Joint Steering Committee meeting of 2021. Delivering as One continues to be facilitated through the

core management team meetings that oversee intra- and inter-pillar strategic activities jointly implemented by recipient UN organizations. United Nations Development Programme and UN Women provide office space, finance and technical coherence and staff support to the Resident Coordinator's Office. The Civil Society National Reference Group and the coordination functions of monitoring and evaluation, communications and technical coherence have been decentralized to outcomes. The mid-term assessment recommendation for the Spotlight Initiative Coordinator to sit in the UN Programme Reference Group (now changed to the Deputies Group) was implemented, and the Coordinator currently represents the Spotlight Initiative on the UN Human Rights and Gender Advisory Group.

In 2021, the EU Delegation continued to support the programme with national multistakeholder engagement and visibility, allowing the Spotlight Initiative to reach critical partners and rights-holders more effectively. The Spotlight Initiative National Joint Steering Committee continued to provide an important path for government involvement in building consensus for Phase II of the programme. The Spotlight Initiative also built on its progress in meaningfully engagement to further support and collaborate with civil society partners, including through the Civil Society National Reference Group.

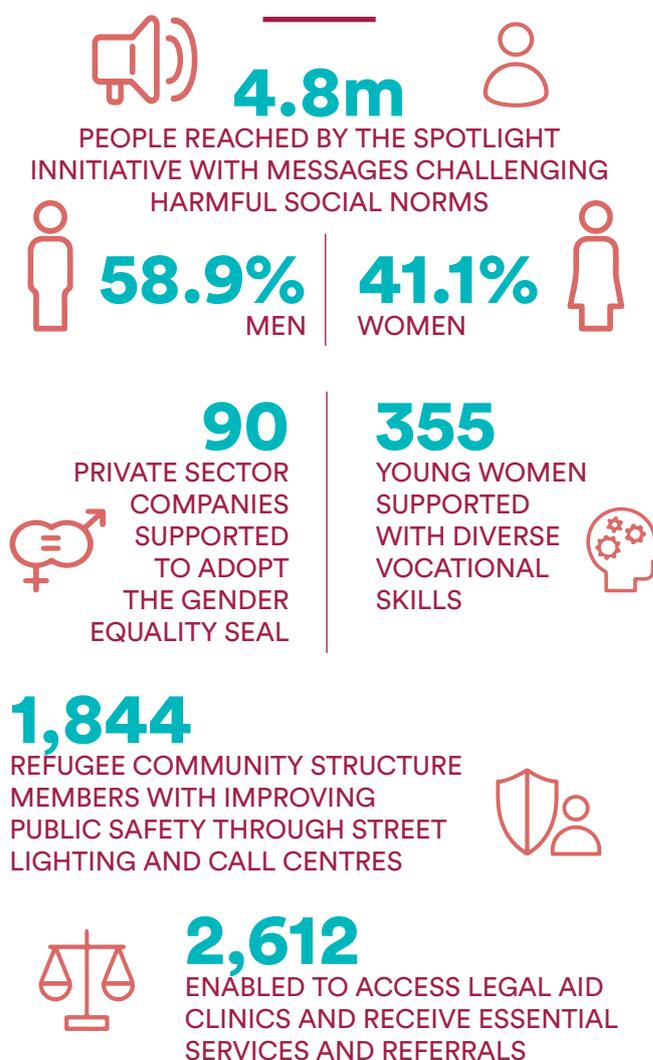
A key result in 2021 was the Ministry of Gender-led development of the policy brief: Financing of Gender-Based Violence Prevention and Response Interventions. This was used to engage permanent secretaries and members of parliament through two high-level advocacy dialogues to increase commitments to GBV financing. The Spotlight Initiative provided training to the police force in the Prosecutor Plea Bargaining Guidelines, reducing case backlogs and increasing conviction rates. The Ministry of Gender led 11 ministries, departments and agencies and six district local governments in mainstreaming GBV into development plans. Additionally, the training manual on mainstreaming GBV response in plans and budgets was finalized, as were the Guidelines and Checklist for Monitoring Compliance for

GBV Prevention and Response in Workplaces. The Spotlight Initiative supported the Ministry of Public Service to develop an e-course on mainstreaming GBV in budgeting and planning processes, and the Ministry of Health to integrate the minimum initial service package for GBV survivors.

The Spotlight Initiative multimedia campaigns on violence against women and girls and GBV reached 4,898,034 people (2,889,840M:2,008,194F) with messages challenging harmful social norms, which was reflected in the 15 per cent increase in citizen condemnation of GBV, captured through the perceptions dashboard. Media monitoring captured 89,623 Twitter users and over 25,000 Facebook posts demonstrating changes in attitudes towards GBV and challenging harmful social norms on violence against women and girls. Both media contained posts with content reflecting healthy attitudes on GBV and a decrease in misogyny, with some Twitter users confronting negative comments about women. Televised dialogue on ending VAWG hosted by the Uganda Broadcasting Corporation reached five million people with gender-transformative messages.

The Spotlight Initiative supported 90 private sector companies to adopt the Gender Equality Seal, providing the structure and guidance for them to adopt gender-responsive policies and procedures as a precursor to tackling sexual harassment in the workplace. The Second Chance Education programme benefited 355 young women with diverse vocational skills training opportunities. The Spotlight Initiative supported 1,844 refugee community structure members in four refugee communities in Rhino, Imvepi, Kyaka and Kampala to improve safety in public spaces through street lighting and call centres. It also supported 12 police posts in refugee settlements with case handling materials. The Spotlight Initiative's support for the Ministry of Gender enabled the revision of the National Policy on Disability to integrate GBV and sexual and reproductive health and rights and the finalization of a compendium of GBV and harmful practices for service providers.

The Spotlight Initiative enabled 2,612 people (1,486F:1,126M) to access legal aid clinics and receive essential services and referrals. The inclusion of community-based women's groups enabled the Spotlight Initiative to build capacity for joint advocacy on eliminating violence against women and girls and harmful practices, and sexual and reproductive health and rights to 40 organizations, exceeding the targeted 24. The National Union of Women with Disabilities of Uganda conducted a workshop for 75 leaders from five district associations of women with disabilities to increase their empowerment levels. This engagement with women's groups facilitated the mobilization of 108 women human rights defenders who were trained on the Guidelines for the Safety and Security of Women Human Rights Defenders.



Contextual shifts and implementation status

Presidential, parliamentary, and local council elections were held from January to March 2021, with the general election on 14 January 2021. These elections were of high political significance and resulted in significant shifts regarding the persons representing the Government of Uganda's key strategic stakeholders. Additionally, the election period had a knock-on effect on programme implementation as the campaigns and elections took centre stage. Civil society partners were stretched thin by lobbying and advocacy efforts during the election cycle, which reduced their capacity for Spotlight Initiative activities.

Related to this were the election petitions, which occupied the latter part of the year, resulting in the non-availability of justice sector actors until the last quarter, which posed a challenge in achieving results in some activities. Nevertheless, the rapid implementation in line with the team's acceleration plans in the early part of the year mitigated the lost time and enabled other planned activities to occur when the political environment allowed or when information and communication technology facilitated remote and virtual activities. Heavy rains in the last quarter affected the Spotlight Initiative districts in the West Nile region, but there were no reports of negative impacts on Spotlight Initiative activities. In November 2021, Western Uganda (particularly Kisoro District) experienced an influx of people fleeing conflict

and violence from the Democratic Republic of Congo. The Spotlight Initiative supported the response with a rapid gender assessment, addressing mental health and psychosocial needs and supplying dignity kits.

The success in lobbying for the appointment of women to senior government positions has the potential to help enable the resuscitation of processes regarding the legislative reviews of critical sexual and gender-based violence laws that suffered adoption setbacks.

The Spotlight Initiative-supported Forum for African Women Educationalists conducted a scenario assessment on the facilitators and barriers to the Second Chance Education policy. This revealed a 22.5 per cent increase in pregnancy among girls aged 10-24 years over the eight months of lockdown beginning March 2020.³ This rise in child and young woman pregnancy became a focus issue for the Spotlight Initiative programming for 2021 and will continue to be so into 2022. The Spotlight Initiative tabled concerns regarding teenage pregnancy at the October National Joint Steering Committee (NJSC) meeting, leading to a programme design on the issue. Additionally, funding was given for a new shelter for survivors of GBV in the remote and under-served Amudat District, as the pandemic impacted these populations in specific ways.⁴

³ <<https://faweuganda.org/wp-content/uploads/2021/06/COVID-19-Impact-Study-on-Girls-in-Uganda-2020.pdf>>

⁴ Terego District was delineated from Arua District which is a Spotlight Initiative target district. Terego now hosts the refugee settlements, and the National Joint Steering Committee meeting of the 27th October 2021 approved its adoption.

22.5%

INCREASE IN PREGNANCY AMONG GIRLS AGED 10-24 YEARS OVER THE EIGHT MONTHS OF LOCKDOWN BEGINNING MARCH 2020



United Nations agencies collectively guided implementing partners in effecting budget revisions and adjustments to activity delivery to adapt to the COVID-19 context and support communication on preventing COVID-19 in compliance with standard operating procedures. This included messaging and providing personal protective equipment such as sanitizers and masks during field missions. The Spotlight Initiative supported Ministry of Gender on expenses relating to the GBV/COVID-19 sub-committee and the development and validation of the national strategy on GBV and COVID-19. In 2021, the Spotlight Initiative contributed an overall total of US\$428,000 to address the impacts of COVID-19.

Part of the Spotlight Initiative's response to the second lockdown in Uganda was to ensure continued livelihoods, and 3,000 market women vendors were facilitated to retain safe access to markets. The market women vendors benefitted from personal protective equipment and emergency support items as distributed to 12 markets in the Kampala metropolitan area. In addition, various support items⁵ were distributed in the Kampala metropolitan area and in Wakiso. An additional 40,000 market vendors indirectly benefitted from items like liquid soap and hand washing tanks that aimed to promote their safety and maintain access to markets during the COVID-19-related lockdowns. A major cause of violence against women and girls (VAWG) in households is economic stress as destitution increases vulnerability. Sustaining livelihoods thus is one way of increasing empowerment and reducing finance-related stressors. The markets that benefitted included Nakawa, Kalerwe (Bivamuntuyo and Freedom), Bugolobi,

Nankulabye, Kasubi, Kibuye, Kansanga, Ntinda, Entebbe Kitoro, Gayaza and Nakasero markets.

3,000

MARKET WOMEN VENDORS WERE FACILITATED TO RETAIN SAFE ACCESS TO MARKETS



40,000

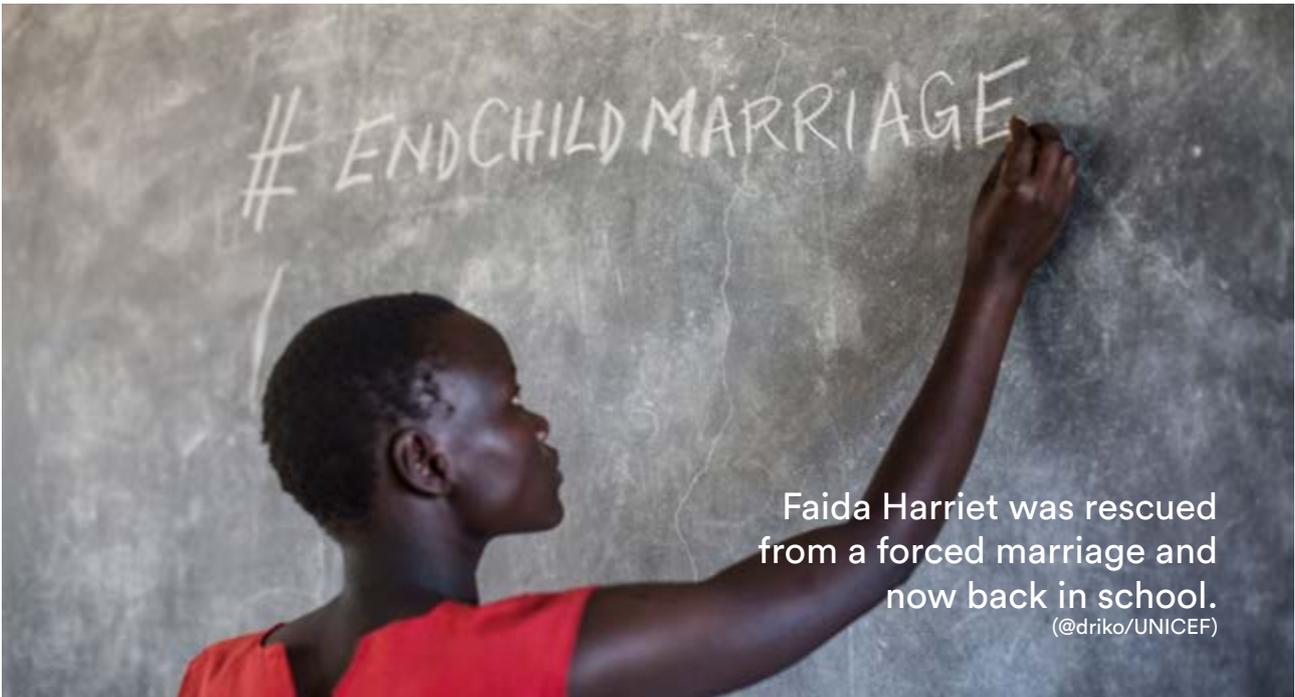
MARKET VENDORS INDIRECTLY BENEFITTED FROM ITEMS LIKE LIQUID SOAP AND HAND WASHING TANKS THAT AIMED TO PROMOTE THEIR SAFETY AND MAINTAIN ACCESS TO MARKETS DURING THE COVID-19-RELATED LOCKDOWNS

EMERGENCY SUPPORT ITEMS DISTRIBUTED TO

12 MARKETS IN THE KAMPALA METROPOLITAN AREA

Part of the funds for work that started in 2021 and will continue into 2022 were to strengthen and empower community structures (e.g. male action groups, neighbourhood watch groups and GBV taskforce) in refugee communities in Rhino and Imvepi (Terego), Kyaka (Kyegegwa) and in Kampala to deliver services in compliance with COVID-19 mitigation measures. This included training, information dissemination, community mobilization, identification of cases, referrals where necessary, and basic support. Community structures were supported towards longer-term social norm change regarding VAWG to contribute to broader movement building. Four hundred facilitators were supported with training, mobile phones, airtime and data to adapt work modalities to observe the COVID-19 mitigation measures. The Spotlight Initiative helped complete an assessment of the impact of COVID-19 on schoolgirls and young women in Uganda, which provided evidence for the adoption of the school re-entry guidelines for pregnant girls. To date, 355 girls have benefitted from vocational skills training, increasing their potential economic independence and significantly lowering the risk of further violence.

⁵ 312 mattresses; 240 blankets; two full set handwashing tanks of 500 litres; 50 jerry cans of liquid soap; 1,200 pieces of mosquito repellent; 2,000 bottles of sanitizer; 2,778 branded masks; 537 aprons; and 300 young people living with HIV supported with nutrition packages in Kasese District. (<<https://unypa.org/unypas-mr-y-micheal-ssenyonga-living-up-to-expectations>>).



Faida Harriet was rescued from a forced marriage and now back in school.
(@driko/UNICEF)

The United Nations area coordinators based at the Resident Coordinator's Office played an essential role in mobilizing district local governments and community-based organizations, including women grassroots networks in the Spotlight Initiative districts, to conduct intensive local-level vaccination, prevention and response information dissemination on the second wave of COVID-19 during the second lockdown period which commenced in July 2021. The investment in building and strengthening women's grassroots networks was a factor in community receptivity due to the trust established through the Spotlight Initiative outreach.

The Spotlight Initiative also worked to ensure that community level structures play a more prominent role in implementation and reporting, and social welfare officers continue to facilitate referrals as part of service delivery. Reprogramming was done to use virtual engagements with stakeholders and communities, and information and communications technology support was provided through resources for data purchase to enable district local government officers to link up with online meetings and training sessions.

Beyond COVID-19, there were national security concerns around disarmament in the northern region and armed raids in Western Uganda within the broader political landscape. Localized explosives attacks in Kampala were highlighted as peace and security issues in 2021. While recognizing the cross-linkages with sexual and gender-based violence (SGBV) and VWAG, the Spotlight Initiative core management team agreed that this was a broad issue requiring separate programming under the Women Peace and Security Programme. This will allow for collaboration and synergy strengthening between the two programmes that both fall under the same Strategic Priority 3 of the United Nations Sustainable Development Cooperation Framework (UNSDCF) 2021-2025.

Additionally, concerns regarding the shrinking political space for civil society organizations (CSOs) were raised with Hon. Amongi Betty Akena, Minister of Gender, Labour and Social Development (MoGLSD). She was requested to engage the Minister of Internal Affairs and clarify the role of CSOs and their contribution to national development. She assured the Spotlight Initiative of the Government of Uganda's commitment to working with women's rights CSOs and indicated her openness to further dialogue.

The Spotlight Initiative proactively responded to recommendations in the mid-term assessment (See Table 1).

Table 1: Responses to mid-term assessment recommendations

RECOMMENDATION	RESPONSE
1. RELEVANCE	
Collecting more data on intersectional vulnerabilities	Three women with disabilities forums on VAWG and SRHR in Tororo, Amudat and Kitgum laid the groundwork for an in-depth study that will include Batwa, sex workers and older women in the successor programme.
Mainstream VAWG in climate and related natural disasters	The Spotlight Initiative successor programme concept note contains climate change and the development and humanitarian nexus as one issue for which local development partners' investments are invited. This would become a new outcome if funded.
2. IMPLEMENTATION MECHANISMS	
Review the appointment and terms of reference of full-time recipient UN organization focal persons	This matter was raised with the Deputies Group. As a result, agencies appointed additional staff members, mostly senior level, to assist the focal persons in monitoring delivery.
Create space for CSO implementing partners to report more sensitive issues	This matter was raised collectively at the United Nations country team retreat of September 2021, and a resolution was made to create a suitable platform. For the Spotlight Initiative, the National Joint Steering Committee remains a safe space for tabling issues and is used by the CSNRG representatives.
3. STAKEHOLDER ENGAGEMENT (Ugandan Government, CSOs, EU)	
Budget for administration and field activities for the National Joint Steering Committee	This was implemented through the joint coordination and monitoring field visit conducted in quarter 1 and means of verification exercise conducted in quarter 4.
Include members of the CSNRG on the National Joint Steering Committee	Under CSNRG leadership, the chairperson has a seat on the National Joint Steering Committee. The soon-to-be-engaged Technical Coherence Specialist shall oversee more consistent engagement. The CSNRG was also part of the joint coordination and monitoring visit to the eight districts.

RECOMMENDATION	RESPONSE
4. PROJECT MANAGEMENT EFFECTIVENESS	
Facilitate access of the Technical Coordinator to Deputies/Heads of Programme	A recent development has been the formal inclusion of the Spotlight Initiative Coordinator on the Deputies Group mailing list, and she attended her first meeting in January 2022.
The materials developed during Phase I need to be followed up by actions	Most of the materials development processes were delayed by the two lockdowns that took place during the implementation period. While Phase II does incorporate the follow-through activities, some of them will need to be carried forward into the Spotlight Initiative successor and will be the main focus of intervention design.
5. SUSTAINABILITY	
Develop sustainability and exit plan	Spotlight Initiative has an in-built sustainability plan being continuously implemented through capacity building for government human resources and the development of laws and policies which will be implemented after the lifespan of the Spotlight Initiative. It is also contributing to the strengthening of the women's movement in Uganda both in terms of capacity as well as combining resources across different joint programmes. This directly contributes to a stronger women's movement whose capacity will remain following the end of the Spotlight Initiative.

The Spotlight Initiative in Uganda is on track for most of the critical success indicators of the programme, mainly due to the success of the team's acceleration plans.⁶ Of note are the following:

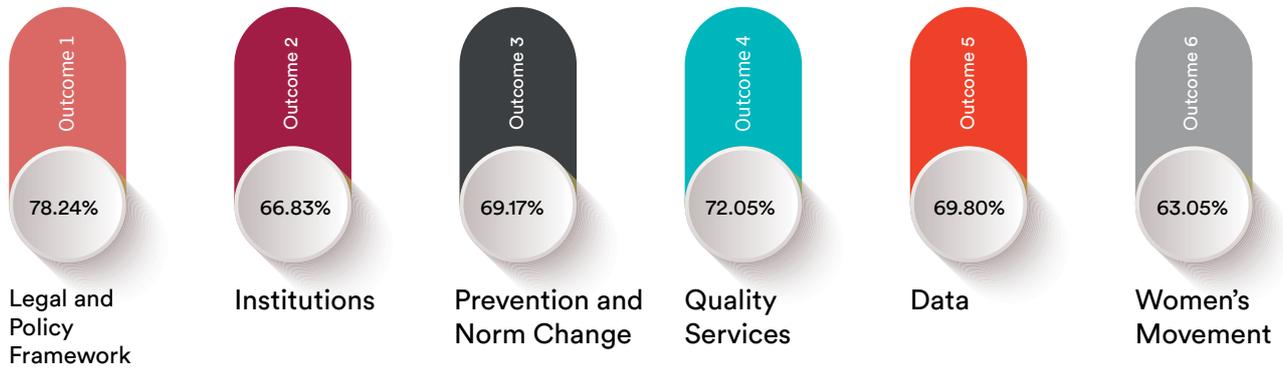
- (a) Bringing laws and policies on VAWG / harmful practices (HP) in line with international human rights standards and treaty bodies' recommendations, where the Social Institutions and Gender Index⁷ baseline placed Uganda at 0.5, which is an average score on a scale of 0 – 1 where 1 is the highest level for inequalities. The new laws address most of the discriminatory aspects that previously increased this rating. The laws supported are specified under Outcome 1 results later in this report.
- (b) The Ministry of Finance, Planning and Economic Development's commitment to oversee GBV-responsive budgeting at national and sub-national levels has provided a solid basis for ensuring sustainability, primarily through engagement with Parish Development Model financing.

6 This was achieved by working across agencies to identify duplication and implement activities jointly through operational measures that streamlined work with implementing partners.

7 An index introduced by the Organisation for Economic Cooperation and Development in 2007, which is designed to measure the level of discrimination in social institutions as a means of measuring gender inequality.

Implementation progress by outcome area against the total budget for Phase I and Phase II

Implementation progress by outcome area



Implementation progress as of 31 December 2021

In 2022, focus will be on helping partners overcome obstacles to the timely delivery of planned activities.

Programme governance and coordination

(a) National Joint Steering Committee

The National Joint Steering Committee (NJSC) remains the highest-level platform for fostering multistakeholder engagement, advancing collective decision-making, and ensuring programme coherence, as illustrated by the robust review and approval of the Phase II budget and work plan by all members, which signalled a commitment to the programme. The NJSC is co-chaired by the Permanent Secretary of the Ministry of Gender, Labour and Social Development and the United Nations Resident Coordinator (See Table 3) The key role played by the government on the NJSC is an essential factor in securing long-term political buy-in to the Spotlight Initiative. The Head of the EU Delegation in Uganda sits on the committee as a development partner, offering key strategic insights.



(L-R) Dr. Maxime Hounato, UN Women's then Country Representative representing the UN Country Representative, Dr. Aggrey David Kibenge, the Permanent Secretary of Ministry of Gender, Labour and Social Development and H.E Attilio Pacific, Ambassador of the EU to Uganda at the National Joint Steering Committee meeting in May 2021
(@Davinah Nabirye/Office of the UN Resident Coordinator)

Table 2: Composition of the Spotlight Initiative Uganda National Joint Steering Committee

Designation	Organization
1. UN Resident Coordinator	United Nations in Uganda
2. Permanent Secretary	Ministry of Gender, Labour and Social Development
3. Ambassador and Head of Delegation	European Union Delegation to Uganda
4. Country Representative	UN Women
5. Country Representative	UNFPA
6. Country Representative	UNICEF
7. Resident Representative	UNDP
8. Country Representative	UNHCR
9. Chairperson, Deputy Chairperson and Treasurer	Civil Society National Reference Group
10. Senior Technical Advisor, Access to Justice	Justice, Law and Order Sector
11. Advisor, Human Rights and Accountability	Justice, Law and Order Sector
12. Senior Superintendent	Uganda Police Force
13. Principal Research Officer, representing the Permanent Secretary	Ministry of Local Government
14. Representative	Ministry of Finance, Planning and Economic Development
15. Information System Officer, representing the Permanent Secretary	Office of the Prime Minister

The primary responsibility of the NJSC is to provide strategic and policy guidance to the programme. They review annual work plans, scrutinize budget revisions, and ensure compliance with the programme guidelines before submitting them to the Secretariat. They review emerging risks and shifts in the operational context and provide direction. Meetings provide a platform to ensure continuity in the shared vision among UN and Government of Uganda stakeholders while providing a safe space for CSOs to table matters of concern in the programme structure and processes, including sensitive issues of inclusion that would otherwise be difficult to table. The representation of civil society on the NJSC is especially important in enabling the programme to achieve results in line with the principle of leaving no one behind, as civil society representatives hold the programme accountable and ensure that all women and girls are reached. The NJSC also provides an

important opportunity for multistakeholder coordination in the Spotlight Initiative and the elimination of VAWG more broadly. For example, in 2021, the members of the NJSC were intensely involved in building consensus on the structure and budget for the Phase II proposal and annual work plan. They reviewed all reports, including the Mid-term Assessment Report, tracked the implementation of recommendations from previous meetings, and flagged outstanding matters for corrective action (See Table 3). In 2021, the NJSC met twice, on 5 May and 27 October.



A community champion at a field visit in Amudat District during the joint coordination and monitoring field visit in May 2021
(@Davinah Nabirye/Office of the UN Resident Coordinator)

**Table 3: Action points from the minutes of the
3rd National Joint Steering Committee meeting on 5 May 2021**

ACTIVITY / KEY ACTIONS	UPDATE
Finalize consolidation of the Phase II work plan	Completed
Submission of agency contributions to Phase II	Completed
Circulation among agencies for internal agency review of the Phase II work plan	Completed
Submission of Phase II work plan and budget to the NJSC	Completed
Online review and approval of the joint work plan and budget by the NJSC	Completed
Submission of the work plan to the Secretariat	Completed and approved
Agencies tracking and propitiation of indicators lagging within the carry-over work plan to meet the 100% expenditure rate for Phase I of the programme	Surpassed 70 per cent threshold and achieved 98.06 per cent delivery for Phase I for programme outcome costs. Approved for Phase II.
Improve the monthly coordination (Core Management Team (CMT) and pillar-focused meetings to fast-track implementation	CMT meetings restructured into monthly updates on joint strategic activities that require collective input, and quarterly detailed results updates
Disseminate Spotlight Initiative results widely to stakeholders	Distributed annual report, mid-term assessment report, joint monitoring and coordination field visit report, and mid-year report
Develop Spotlight Initiative Uganda Phase II work plan while leveraging on the achievements made in Phase I	Four CMT meetings and five agency-led working sessions were held on concept development, which informed the action concept for the Spotlight Initiative successor programme.
Conduct field visits to document testimonials and successes of the programme.	A team led by the Regional Country Office Monitoring & Evaluation Specialist and comprising Recipient UN Organizations (RUNOs) and government teams participated in a field visit to all districts to collect means of verification for 2019-2021 reported results.

**Table 4: Action points from minutes of the
4th National Joint Steering Committee meeting on 27 October 2021**

	ACTION	DATE
1.	Joint Memorandum of Understanding: Ministry of Gender, Labour and Social Development to conduct further consultation with the Ministry of Finance, Planning and Economic Development and the Solicitor General on the highlighted clauses.	Immediate
2.	Conduct engagement processes dedicated to discuss the re-opening of schools and concerns by the government.	Immediate and ongoing
3.	Experience-sharing forums: To facilitate exposure to other programmes at the national and regional levels.	April-June 2022
4.	Organize a learning event with other Spotlight Initiative implementing countries in Africa to share experiences.	April-June 2022
5.	Phase II and the successor programme's focus to include support for social norm change, the functionality of the existing GBV shelters and ending teenage pregnancies within the sexual and reproductive health and rights comprehensive response. Conduct budget revisions as necessary to respond to teenage pregnancies.	Immediate and ongoing
6.	Expand the resource envelop for programme thematic extension and expansion of reach.	Immediate and ongoing
7.	Spotlight Initiative to support and participate in the high-level dialogue on teenage pregnancies (dates to be communicated) and national campaign.	To be communicated
8.	Schedule consultations between the UN, EU and Ugandan Government during the development of the programme document for the Spotlight Initiative successor.	January-June 2022

(b) Civil Society National Reference Group

Considering the central role of civil society in the success of the Spotlight Initiative, a Civil Society National Reference Group (CSNRG) serves as an institutional mechanism to provide advice and advocate for the achievement of results envisioned under the Uganda Spotlight Initiative Country Programme. A 12-member permanent CSNRG was established in the last quarter of 2020 to replace the interim group, which was constituted at programme commencement and had continued to support the Spotlight Initiative because of the delays resulting from challenges emanating from the late approval of the country programme. Some of the members from the interim group were selected for the permanent group, confirming their role in the civil society in Uganda as individuals who champion women's rights and are held in high regard by their peers. A work plan was developed immediately upon constituting the executive of the CSNRG, namely a chairperson, a deputy chairperson, and a treasurer, who will be alternate representatives to the National Joint Steering Committee. Their immediate focus was to oversee the programme's six-month Phase I carry-over work plan, monitor pillar meetings for delivery, and engage civil society organization implementing partners on delivery tracking. The Resident Coordinator's Office budget included a line for supporting the CSNRG with an annual allocation of US\$3,700 for supporting their work plan, and this amount was later increased in the Phase II budget to US\$20,982, allocated to UN Women under Pillar 6. This resulted from their updated work plan that reflected inadequate resources for their activities and was facilitated by the recommendations for a higher budget in line with the Secretariat's guidance note on the meaningful engagement of civil society. The Technical Coherence Specialist under recruitment will be responsible for technical support in their operations.

The CSNRG members represent the academia, private sector, individuals and organizations passionately promoting feminist advocacy and the rights of children, young women, rural women, and sex workers. In addition,

the CSNRG was mandated to invite another member representing the refugee community and women with disabilities. The NRG is led by a chairperson: the Executive Director of the Uganda Network on Law, Ethics, and HIV. It also has a deputy chairperson and a treasurer who is the Founder and Executive Director of the Mentoring and Empowerment Programme for Young Women. The group nominated the executive to be alternate representatives at the Joint Steering Committee. The inclusiveness of the CSNRG's membership is critical to the group's ability to effectively engage with a wide range of national and grassroots partners and ensure that the programme leaves no one behind.

The CSNRG team met three times during the reporting period. They reviewed and approved the 2021 annual work plan and budget and made inputs into the Phase II work plan and budget. It also recommended that considerable investment was needed to rebuild the future of girls and young women affected by teenage pregnancies and finalize the strategy for building the women's movement in the global community of practice. These were tabled in the second NJSC meeting of 2021. They also adopted a draft strategy for members to support national and grassroots partners in fast-tracking service delivery to expand access to quality services for survivors of violence against women and girls. Their role remains to support the programme to engage feminist and women's rights organizations and implement the principle of leaving no one behind. This was done through participation in the coordination and monitoring field visits, resulting in a stronger focus on women and girls with disabilities. The CSNRG has been introduced to the district-level partners to enhance CSO cohesion. Under Phase II activities, this group has been convened under Pillar 6 for better liaison and oversight with CSOs, ultimately contributing to greater movement-building to eliminate VAWG in Uganda.

(c) Inter-agency coordination, technical committees and other governance mechanisms

Implementation in the spirit of UN Reform, with ambitious goals to undertake a new way of working that better coordinates and leverages the UN system, continues to be facilitated through the monthly core management team meetings that oversee intra- and inter-pillar strategic activities, which are jointly implemented by UN agencies. The main goal of these meetings is to facilitate more effective programming and facilitate coordinated activity implementation where appropriate. Results tracking is conducted jointly at the pillar and outcome levels and includes the Ministry of Gender, Labour and Social Development for political buy-in. Coordination continues to be located and strengthened within the Resident Coordinator's Office for integrated, cohesive delivery. The UN Resident Coordinator's exercise of leadership over coordination and decision-making across the programme facilitated consensus-building on priorities and resource allocation during the Phase II negotiations and steered the resource mobilization for a successor programme. United Nations Development Programme provides finance staff support to the RCO. The Civil Society National Reference Group, as well as the UN Resident Coordinator's Office functions of monitoring and evaluation and communications, are now costed under outcomes as per the guidance from the Secretariat.

Inter-agency collaboration was demonstrated during the coordination and monitoring of joint field visits to all districts for a participatory Phase II planning process. The visit involved the participation of the EU, the National CSRG, and national and local government officials. All agencies made contributions to the various components of the visit, including the support to government counterparts' participation,

reflecting a collective and coordinated commitment to the programme.

Furthermore, in 2021, RUNOs coordinated programming to achieve more impactful results. For example, UN Women, UNICEF and UNDP partnered to finalize the Uganda Police Force manual on the effective investigation of GBV and violence against children (VAC) cases, including the launch of the knowledge products on the accountability for GBV in Uganda.⁸ The launch took place at the Knowledge Fair, a 16 Days of Activism event organized, funded and coordinated by UNDP, with the participation of other implementing partners funded through other RUNOs. In partnership with UN Women and UNRCO, UNDP supported the running of 15 GBV shelters to expand access to services for survivors of violence against women and girls. UNDP, UNHCR and UNRCO, in partnership with the MoGLSD, supported consultations with the district local governments of Terego and Amudat regarding a decision to construct a GBV shelter in Amudat and a GBV reception centre in Terego District. UNICEF was instrumental in preparing a module on violence against children, which was integrated into the training curriculum on GBV for the four pre- and in-service training institutions.⁹

Resource mobilization is ongoing to ensure long term investment in gender and ending GBV, including VAWG. This will foster sustainability and create an exit strategy focused on increasing ownership of the programme by the Ugandan Government, increasing the role of civil society, and ensuring the integration of GBV and VAWG interventions into the National Development Plan III implementation through the national GBV coordination mechanism. The Resident Coordinator continues to provide

8 Cross-Sectoral Handbook for Victim-Centered Investigation, Prosecution and Adjudication and Multi-Sectoral Training Manual on Effective Management of GBV cases.

9 Uganda Management Institute; Law Development Centre; Nsamizi Institute for Social Development and Civil Service College Jinja.

strategic leadership for alignment to the national development priorities, where UN agencies continue to lead in implementing the pillar-based outcomes and deliver results in partnership with government and non-government implementing partners.

Programme implementation is based on synergies with other joint programmes on GBV, child marriages and female genital mutilation (FGM) for increased geographical reach on the thematic issues. The Spotlight Initiative programme is embedded in the national priorities for Sustainable Development Goal (SDG) financing, which helps ensure a national commitment to ending violence against women and girls as a precondition and driving factor for achieving all other SDGs.

The Spotlight Initiative participates in the UN Human Rights and Gender Advisory Group, a platform for engagement and advocacy around issues of violence against women and girls, HP and SRHR. This engagement enables the Spotlight Initiative to leverage the experience and networks of other elimination of VAWG actors in the country for more effective programming while also avoiding duplication of efforts. A significant development in 2021 was the formal inclusion of the Spotlight Initiative Programme Coordinator as a member of the UN Programme Reference Group (now changed to theDeputiesGroup)underarevisedcoordination

architecture to deliver on the UNSDCF 2021-2025, which was adopted in September 2020. This enabled her to take leadership in tabling the Spotlight Initiative successor concept for consideration, leading to its endorsement at the UNCT retreat of September 2021 as part of the flagship programmes to deliver on the UN Reform principle of delivering as one UN. This endorsement was a critical step forward in securing EU and government approval of the successor programme.

The Deputies Group provides programmatic guidance to the UNCT on implementing the UNSDCF. It acts as the technical backstopping team for advisory support on flagship programmes, of which the Spotlight Initiative is considered a successful indicator of the potential of joint programming. The Spotlight Initiative outcomes merge with Strategic Priority 3 and respond to the Uganda NDP III programme on community mobilization and mindset change, elevating the Spotlight Initiative's visibility and allowing it to reach rightsholders with social norms and better change campaigns. As part of the COVID-19 response, the Spotlight Initiative continued to support the operationalization of the national COVID-19 sub-committee on GBV/VAC that lobbied and led on the integration of VAWG issues.

(d) Use of UN Reform inter-agency tools

The Spotlight Initiative is a programme with strategic importance in demonstrating the UN system's commitment to accelerated delivery and attaining Agenda 2030 and the SDGs. Alignment with the business operations strategy of enhancing efficiency and delivery effectiveness through the principal of UN Reform is facilitated through the core management team meetings. The Spotlight Initiative is housed within the Resident Coordinator's Office, which shares a common office with UNDP (soon to be changed to World Food Programme) and has access to the UN regional conferencing facilities in Entebbe. This co-location fosters

day-to-day coordination. There is a standing arrangement to access logistical support from UNDP. When required, they also provide their procurement services to the programme, which helps streamline operations and enable more efficient programming. A draft joint memorandum of understanding (MOU) for all RUNOs has been initiated to enhance delivery efficiency and is currently under review by the Ministry of Finance Planning and Economic Development. This joint MOU will enable a One UN interface through which the Spotlight Initiative can build vital strategic partnerships on behalf of all RUNOs.

Programme Partnerships

(a) Government

The lead partner with the Government of Uganda is the Ministry of Gender, Labour and Social Development (MoGLSD), which has the mandate of advancing gender equality and women's empowerment. The MoGLSD will lead in government systems strengthening for organizational accountabilities and shall play a key role as part of the UN exit strategy whose aim is for the Government of Uganda to take over GBV programming and financing.

In 2021, a high-level meeting between the new Minister of Gender, Hon. Betty Amongi Akena, EU Ambassador, H.E. Attilio Pacifici, and the new Resident Coordinator, Susan Ngongi-Namondo, enabled interaction and strategic visioning with the heads of agencies. The outputs of this meeting included the development of a joint MOU for all RUNOs with the Government of Uganda to improve delivery efficiency and the acceleration of resource mobilization for programme continuity. A formal request made to continue the Spotlight Initiative beyond its current lifespan was presented to the UNCT, resulting in an endorsement for the programme to continue. However, resource mobilization must be done in a manner designed to be more inclusive in line with the thematic issues. The UN exit strategy is anchored on strengthening the MoGLSD's coordination capacities and systems accountabilities. Their interim results

include the adoption of the target to reduce GBV from 25 per cent to 13 per cent by 2025 as part of the National Development Plan III.

The MoGLSD, in collaboration with Ministry of Local Government and UNDP, organized two high-level dialogues, one for permanent secretaries, chief administration officers and district community development officers and another for members of parliament. The high-level dialogues were guided by the policy brief on the financing of GBV prevention and response interventions and resulted in a government commitment to integrating gender-responsive budgeting in relevant sector budgets.

As part of its efforts to advance a whole-of-government approach to eliminating violence against women and girls, the Spotlight Initiative partners with the government at the highest level and a wide range of ministries. The Office of the Prime Minister coordinates humanitarian assistance to refugee communities and, as such, is a critical partner in interventions that respond to the SGBV needs of women and girls in refugee settlements and host communities. The Ministry of Local Government is also a key partner as it is the custodian of district local governments and the soon-to-be-rolled-out Parish Development Model.¹⁰ These structures are essential to decentralized programming

¹⁰ A model of decentralized government where the citizens at village level can better access services through the parish as the lower reference unit to the district local government for planning, budgeting and delivery of interventions to drive socioeconomic transformation.

and reaching the intended beneficiaries with programme benefits as they locate interventions at the parish level, which is closer to citizens in the villages. Other partnerships with the Government of Uganda include the ministries of health, education, and the Uganda Bureau of Statistics. The Ministry of Health

facilitates extensive interventions on SRHR and critical water, sanitation and hygiene support. The Ministry of Education enables reaching parents and in-school adolescent girls and young women with SRHR information and services like life skills outreach, among other strategic interventions.

(b) Civil society

Partnership with civil society is essential to the success of the Spotlight Initiative, especially in terms of leaving no one behind. Civil society organizations have helped the Spotlight Initiative reach communities and rightsholders through local, grassroots, and national networks. The Spotlight Initiative has prioritized the meaningful engagement of civil society to ensure that representatives can help shape programming to achieve more transformative, rights-based results. Profiling informed their selection of most at-risk populations and intersectional vulnerabilities; their ability to target adolescent girls, rural women and women living with disability; capacity to engage with laws and justice delivery; and capacity to engage in deep cultural values and norms, among other criteria. While not exhaustive, some of the critical partnerships reflect the diversity that enabled leaving no one behind through their focus on multi-sectoral vulnerabilities, as indicated below:

- The local Legal Aid Services Providers Network, whose work with judicial officers, the State Attorney, and the regional police leaders raised awareness of the provisions of the Legal Aid Bill. The NGOs Akina Mama wa Afrika and Platform For Labour Action (PFLA) led the advocacy for the Employment Amendment Bill.
- The Private Sector Foundation Uganda worked with the Karamoja Women Umbrella Organization. It linked them to the Ministry of Energy and Minerals Development and Ministry of Trade, Industry and Cooperatives for registration and the formalization of their miners' associations.

- Under media partnership, Next Media Group enabled the production of three feature stories on GBV work which were televised during women's month: <<https://youtu.be/ScmheZoaCgs>>
- The International Justice Mission, an international NGO, received a grant to work with 18,880 GBV survivors since the programme's inception. Their empowerment work with the Loyo Survivors Group Viloyo is featured as one of the EU-UN Spotlight Initiative success stories. The story link featured by Next Media Group is the story of International Justice Mission.
- The Cross-Cultural Foundation of Uganda researched the nexus between culture and the Marriage Bill. As a result, it demystified the myth that the pending Marriage and Divorce Bill is against Ugandan cultures, advancing the programme's goals to achieve legislative reform and change harmful social norms and perceptions related to VAWG.

(c) European Union Delegation

The European Union Delegation has been actively involved in programme implementation as a central strategic partner throughout the reporting period. The EU Delegation participates in the regular core management team technical-level meetings and the policy level steering committee meetings, providing inputs to decision-making. This enables the Spotlight Initiative to leverage the collective expertise of the EU and the UN to inform stronger, more comprehensive programming. In addition, the Delegation participated in coordination and monitoring joint field visits to all eight districts (including the newly adopted Terego, which was curved out of Arua) for a participatory Phase I reflection and Phase II planning process. This visit was an opportunity to increase joint UN-EU visibility for the Spotlight Initiative and for the issue of eliminating VAWG more broadly.

The EU Ambassador, H.E. Attilio Pacifici, was the guest of honour in a high-level meeting between the new Minister of Gender, Hon. Betty Amongi Akena, and the RUNO heads of agencies. This allowed interaction with the new Resident Coordinator, Susan Ngongi Namondo, to assist in strategic visioning for the programme's future. This meeting provided an important image of high-level, multistakeholder commitment to eliminating VAWG.

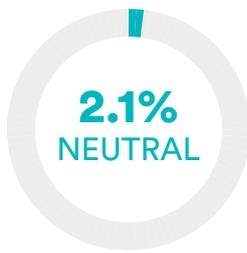
The EU Ambassador, the Head of the Governance Section, Nicolas Gonze, and the EU Spotlight Initiative Focal Person, Thomas Kamusiime, have been involved in programme document appraisals, coordination and monitoring visits and resource mobilization discussions with the gender and development partners group. They also participated in various strategic events throughout the year, facilitating a deeper appreciation of the Spotlight Initiative's impact in Uganda.

As earlier mentioned, the Spotlight Initiative team contributed to the EU 2021-2027 Financing Strategy Uganda Country Assessment on funding priorities, and further engagement at the technical level resulted in EU Delegation in Uganda's commitment of Euro 20 million over three years with effect from 2023. An action concept was shared for incorporation into the country request and sent to Brussels. It is anticipated that a full country-level proposal will be under development by the second quarter of 2022. The plan is to have a seamless transition into 2023 for an additional three years until 2025.

(d) Cooperation with other UN agencies (if applicable)

UNICEF provided its expertise to all RUNOs with the U-Report digital technology, which was used to conduct a pulse check on some qualitative indicators about which Uganda is reporting. A poll conducted in October 2021 involved 3,322 (70 per cent male and 30 per cent female) respondents from all the target districts (U-Report Uganda, ureport.ug). Apart from revealing the gender bias in access to ICT, it also revealed other useful facts; among the

majority of the males (70 per cent) who had not heard of the Spotlight Initiative, most receive their information from radio (41 per cent), with community-based organizations, community leaders and local government trailing as information providers at 4 per cent, 3 per cent and 2 per cent respectively. This reflects the additional input required in community mobilization among these target communities.



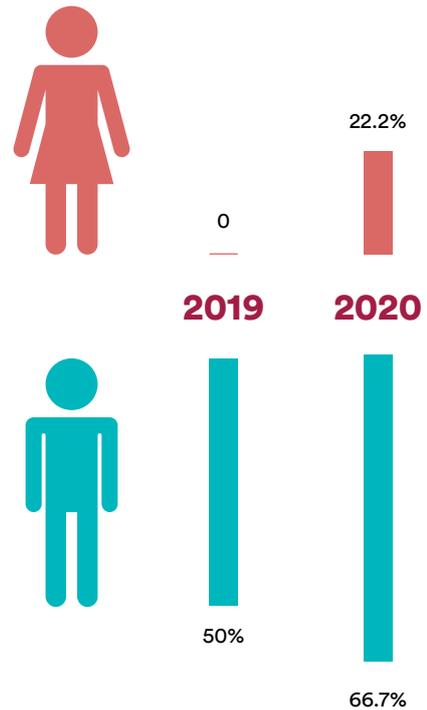
2.1% NEUTRAL: The proportion of people (male & female) who do not know if violence by men to their wives/intimate partners is okay or not.



68% AGAINST: The proportion of people (male & female) who think it is not justifiable for a man to subject his wife/intimate partner to violence.



29.9% FOR: The proportion of people (male & female) who think its justifiable for men to be violent towards their wives/intimate partners.



The partnership with International Organization for Migration was based on their expertise in addressing trafficking in persons. This proved useful in curbing cross-border FGM practices and increasing awareness among communities in Tororo District, which hosts a border with Kenya. In addition, the UN Joint Programme on GBV established the GBV National Reference Group. This was formally adopted as the national coordination mechanism by the Spotlight Initiative as it brings together all programmes on GBV, FGM and child marriage conducted by UN agencies and other state and non-state actors.

In 2021, the Spotlight Initiative partnered with UN Global Pulse through Pulse Lab Kampala, which monitored beneficiaries' perceptions of VAWG/HP and SRHR and service delivery, access to services, knowledge of services and the level of satisfaction from participants and beneficiaries' perspectives. The dashboard tracked the perceptions of women and men as voiced on radio between the two periods of June-August 2021 (three months) on 24

radio stations and January-August 2019 (eight months) on 13 radio stations, respectively, focusing on the central region. They used radio mining technology with an automatic speech recognition system as well as human analysis. The perceptions trend analysis focused on global indicator 3.1: 'the proportion of people who think it is justifiable for a man to subject his wife or intimate partner to violence, by sex'. Overall,¹¹ in 2019, 52.7 per cent of the recorded perceptions were against violence by men against their intimate partners; 36.7 per cent thought it was justifiable and 10.6 per cent were neutral. Compared to the figures for 2020, where 68 per cent were against; 29.9 per cent supported, and 2.1 per cent were neutral, the work of the Spotlight Initiative-funded Pulse Lab, through its perceptions dashboard, demonstrated a quantitative shift in the perceptions of men and women on the justification for violence against a wife or intimate partner. This provides evidence that the multimedia campaigns are effective, which shall inform future programming.

11 There are other nuances regarding sex-based responses to specific types of 'justifications' discussed which are not the focus of this section.

(e) Other partners and resource mobilization

As part of the expectation for local resource mobilization under the Spotlight Initiative country programme document, resource mobilization commenced in 2020 to expand the resource envelope for Phase II. During the year, it was decided that due to the limited time remaining before the end of the current programme, it was more strategic to shift the focus of resource mobilization to a successor programme. In addition to the EU Delegation, preliminary presentations were also made to the Gender and Development Partners Group. Similar bilateral meetings were held with individual donors, including the Embassies of Sweden, Netherlands and Germany. They shall be engaged more formally through a donor round table to assess their interest levels in the Spotlight Initiative successor.

Through the RCO, the Spotlight Initiative facilitated a high level introductory and strategic-direction consensus-building meeting between the heads of agencies of the respective United Nations organizations, the Ambassador of the European Union Delegation, and the Minister of Gender, Labour and Social Development. This engagement contributed immensely to the Spotlight Initiative's redefinition of its local vision and strategic focus on programme longevity and tackling emerging issues, particularly the concerning levels of teen and under-age pregnancies.



Hon. Betty Amongi Ongom, Minister of Gender, Labour and Social Development being interviewed by journalists after the Spotlight Initiative high-level breakfast meeting in August 2021
(@Davinah Nabirye/Office of the UN Resident Coordinator)

Results:

Capturing broader transformations across outcomes

The Spotlight Initiative increased advocacy for GBV response, including response to violence against women and girls, by convening two high-level meeting meetings with policymakers, officiated by the Minister of Gender, Labour and Social Development. These meetings elevated the strategic positioning of VAWG on the national political agenda by placing it at the centre of the new minister's strategic priorities for programming under the UNSDCF and the National Development Plan III pillar of community mobilization and mindset change.

Another emerging issue that received national prominence because of the elevation of SGBV on the national agenda was the high levels of teenage pregnancy and child marriages, especially during the COVID-19 lockdown, where the negative impact on the levels of violence against women and progress against SDG indicators was highlighted as a matter of concern. This resulted in the crafting of a response strategy and package of services for pregnant girls, child mothers and their babies, including skilling, back to school and support required, sexuality education, and psychosocial support. In addition to the immediate measures on re-entry into schools, a longer-term multi-stakeholder engagement strategy has been prioritized under the Spotlight Initiative successor. The short-term activities include the review of the National Strategy on Ending Child Marriage and Teenage Pregnancy to address the unique challenges and context of COVID-19 for the girl child.

In 2021, improved coordination of multistakeholder partnerships and interagency collaboration was carried out to increase the sustainability of initiatives aimed at eliminating VAWG. A joint statement issued by the Resident Coordinator, the EU Ambassador and the Minister of Gender was published in the local press in August 2021. In this statement, the Government of Uganda pledged to ensure effective coordination of the Spotlight Initiative through the mechanism of the NJSC at the national level and local government coordination structures in the eight operational districts. The European Union Delegation in Uganda pledged to continue supporting the Spotlight Initiative and work towards gender equality in Uganda. They also endorsed the budgeting for joint learning events of district local government senior staff to accelerate learning for those still lagging behind in GBV-responsive development planning. Through the Spotlight Initiative, the UN in Uganda is committed to delivering in the spirit of UN Reform through joint engagement with the Government of Uganda by adopting a single MOU with the ministries, departments and agencies. It is also focused on collective resource mobilization to support interventions on the protection of the rights and dignity of women and girls while ensuring that the women and girls who are most at risk of being left behind – namely those with disabilities, living with HIV and AIDS, refugee women and girls, and those living in remote locations – benefit equally from goals and objectives of the Spotlight Initiative in Uganda.

Officials from Government and the United Nations at the high-level breakfast meeting on financing gender-based violence prevention and response in ministries, departments and agencies and local government plans and budgets.

(@Eyllaf Gubara/UNDP)



The low prioritization of women's economic empowerment as a critical strategy for ending GBV also received national prominence. The Minister of Gender exhorted implementing partners to finalize the ongoing national discussions on women's economic empowerment and adopt a tripartite approach to its implementation. It was recognized that the private sector needs to play a more central role in supporting the scaling up of the Gender Equality Seal certification for the private sector, and the MoGLSD pledged its commitment to work with the Spotlight Initiative on this.

The challenges faced in keeping GBV shelters fully operational gained prominence during the reporting period, resulting in the prioritization of the sustainability of GBV shelters in Phase II of the Spotlight Initiative Implementation Plan. The dire need for GBV shelters in the northern districts of Amudat and Terego was also flagged, and the Spotlight Initiative approved an immediate reprogramming of savings to provide infrastructural support.

In October, the Spotlight Initiative convened a high-level breakfast meeting on financing gender-based violence prevention and response in ministries, departments and agencies and local government plans and budgets. This resulted in recommendations to strengthen the capacity of government agencies for gender mainstreaming to deliver a multi-sectoral approach that addresses the costly fragmentation of service delivery. As a result, the MoGLSD was tasked to coordinate gender and equity-responsive planning and budgeting, including GBV prevention and response, and the recruitment of assistant community development officers at the parish level to assist with the orientation of government officials at national and district levels and to establish and strengthen facilities and services at the district level for GBV response.

Reporting on the implementation of participatory monitoring and evaluation

Uganda started implementing participatory monitoring and evaluation in April 2021 through a joint field coordination and monitoring visit. The purpose was to assess the status of the implementation of the Spotlight Initiative Programme and solicit feedback from the beneficiaries on priority interventions for Phase II. The process was highly participatory, involving national government officials from MoGLSD being the ministry that coordinates the Spotlight Initiative; the Ministry of Education and Sports; the Ministry of Health; the Ministry of Local Government; the European Delegation in Uganda; RUNOs; district local government officials; UN-RCO staff; community members; political leaders; cultural and traditional institutions, and the Civil Society National Reference Group. All seven¹² Spotlight Initiative districts were reached, including the newly established Terego as the eighth. Methods employed included focus group discussions, key informant interviews, observation and brainstorming sessions. The guiding tools for the participatory monitoring and evaluation field mission were developed with inputs from all RUNOs. The exercise was administered with strict adherence to COVID-19 standard operating procedures.

RESULTS: Through this participatory monitoring and evaluation field mission, which was designed to be a bottom-up approach and to ensure that No One was Left Behind, the programme was able to identify local bottlenecks to implementation and collect stakeholders' input into solutions, which comprised part of the priorities for the Phase II proposal and work plan. The exercise increased the visibility of the Spotlight Initiative Programme at local levels, including among refugee communities, and generated commitments for increased coordination among district-based stakeholders and implementing partners working on SGBV, most of whom had been working in silos. It also facilitated the development of recommendations for improved performance and efficiency in coordination and provided clarifications to grassroots implementers on Spotlight Initiative programming, as some had not interfaced with the donors and national level project managers.

METHOD: Tools to capture qualitative data were collectively developed, which facilitated an enhanced appreciation of results-based reporting among RUNOs. The participatory monitoring and evaluation resulted in the

12 The original CPD has seven districts. Terego was carved out of Arua, and the Spotlight adopted it for the purposes of maintaining contact with the target group of refugee communities. This changed the number of districts to eight, though for purposes of reporting, this report will refer to seven.

adoption of a resolution to conduct joint monitoring visits semi-annually to enable the tracking of changes and follow up on the implementation of agreed actions. In the last quarter of the year, a means of verification exercise was conducted for all results and outcomes of the programme reported from the programme's inception to the time of

verification. While it served as a quality assurance exercise, the exercise also assisted with the compilation of the knowledge products generated at national and sub-national levels. Inter-district learning events planned for 2021 were adversely affected by the second lockdown and were rescheduled for 2022 under the Phase II work plan.

“I never expected that one day I would be wedded officially in church; I never expected that I can one day represent my people in the district council and advance their voices. All these came to reality, when I joined the women's group supported by Spotlight Initiative and acquired leadership and **life skills that enabled me to start demanding for my rights, including competing for opportunities.**”

MEMBER, NETWORK OF DISABLED WOMEN, DURING COMMUNITY DISCUSSIONS, TORORO DISTRICT.

“The use of **music, drama and dance** to create awareness on GBV supported by Spotlight Initiative has led to **increased ability of the community to identify GBV cases, report and refer GBV survivors for appropriate services**”.

FOCUS GROUP MEMBER, MALIBA SUB COUNTY, KASESE DISTRICT.

Results:

Capturing change at the outcome level

OUTCOME 1: Legislative and policy frameworks based on evidence and in line with international human rights standards, on all forms of VAWG/HP, are in place and translated into plans.

In 2021, the Spotlight Initiative contributed to progress in legislative and policy reform regarding the elimination of VAWG. The Spotlight Initiative assisted 35 Domestic Violence Action Coalition members and 90 women activists in strengthening their knowledge on gender analysis of legal bills, the gender and power analysis of VAWG, women's bodily autonomy and how these manifest in legislation to eliminate VAW. These partners were then equipped to identify and handle backlash against gender equality and VAW prevention work, a significant challenge to overcome in securing public support for legislative change. Relatedly, ground-breaking Spotlight Initiative-funded research conducted by the Cross-Cultural Foundation of Uganda on the nexus between culture and the marriage bill has provided evidence to demystify the myth that the pending bill is against Ugandan cultures. This evidence will be critical in ongoing advocacy efforts for debate and passage of various gender-related bills, particularly the Marriage and Divorce Bill.

These capacity building and advocacy efforts enabled the tracking of the processes towards the promulgation of the Succession

Amendment Bill, the Employment Bill, and the Sexual Offences Bill by civil society actors who followed the procedure and intervened to move it forward as needed while holding the government accountable. These bills cumulatively enhance the protection of women's marital rights, strengthen women workers' rights, and facilitate the prosecution of sexual offenders. The Speaker of Parliament has guided that the Sexual Offences Bill should be re-tabled in the current parliament, and it could be on track for completion in 2022. The Legal Aid Bill will also be re-tabled for debate by the 11th Parliament. Through the support of the Spotlight Initiative, the Prosecutor Plea Bargaining Guidelines are now in place to facilitate the reduction of case backlogs which often impede the timely prosecution of sexual violence cases and access to justice for survivors of violence against women and girls. These guidelines were used to train 72 (38M: 34F) prosecutors, police officers and probation officers. The impact of this training is reflected in the preliminary data, which indicates that the conviction rate currently stands at 70 per cent with only partial returns; it is anticipated that when all the data for 2021 has been computed, this figure could be much higher in comparison

to the conviction rates of 73 per cent in 2020. This higher conviction rate results from the training of personnel in the justice, law and order sector in prosecuting GBV and SGBV and is an essential indicator that the justice system is better at punishing the crime of VAWG and supporting survivors.

Continued engagements facilitated by Spotlight Initiative led to the Constitutional Court annulling the provisions of the Anti-Pornography Act, following a case in which the Centre for Domestic Violence Prevention and eight other petitioners petitioned the Constitutional Court in 2014 challenging its provisions. After seven years of hearing the case, the court finally agreed with the petitioners in a ruling issued in August 2021. This is a landmark court decision as far as advocacy for gender-responsive laws and policies is concerned. It sets a precedent against other laws/policies that discriminate against women and deny their right to bodily autonomy.

The Spotlight Initiative contributed to the better handling of sexual abuse in institutions of higher learning with the finalization and launch of the Gulu University Sexual Harassment Policy. The New Vision newspaper reported that 644,955 schoolgirls got pregnant between 2020 and 2021; included in this total were girls from the Spotlight Initiative districts of Kampala (8,460), Arua(4,705) and Kasese(7,319) respectively. Although some schools remain adamant that pregnant girls should not be allowed re-entry to school, members of the Spotlight Initiative are working with the First Lady who is also the Minister of Education and Sports, and the MoGLSD to ensure that those experiencing under-age and teen pregnancies have a second chance to continue with their education or pursue vocational skills training, which is an essential factor in preventing VAWG and improving the status of gender equality. The programme also helped expedite school re-entry guidelines to mitigate the effects of these

COVID-19 related high pregnancy levels among underage and teenage girls resulting from the eight months of lockdown in 2020. As a result, victims of underage and teen pregnancies have a second chance to continue their education.

In the spirit of leaving no one behind, the Spotlight Initiative funded the translation of VAWG, HP and SRHR laws for people in refugee settlements, where 155 (93 M:60 F) refugees in Rhino Settlement in Arua benefited from information on GBV prevention and referral pathways to access legal aid services. Specialized training for duty bearers on applying new and revised laws and policies on VAWG and SRHR in refugee settings consolidated this progress in increasing access to information by rightsholders. As a result of the Spotlight Initiative's support to MoGLSD and the Uganda Human Rights Commission, 211 local government officials¹³ were trained on how to enhance human rights knowledge and its application during the formulation and development of human rights-based compliant ordinances on alcohol and drug abuse, VAW/G and SRHR.¹⁴ This will ensure that ordinances are more human rights-based, with their enforcement better contributing to ending VAWG.

In addition to the dissemination of the National Child Policy to 26 districts,¹⁵ the Spotlight Initiative supported the MoGLSD to establish district child wellbeing committees, whose purpose is to report the abuse of adolescent girls and young women particularly through child marriage. The cultural leader's toolkit was translated into three local languages (Luganda, Rutooro and Alur) to enhance interactions with youth both in and out of school, on accessing their rights on VAWG. This outreach was facilitated by 18 male champions identified in six cultural institutions (Buganda, Busoga, Tooro, Karamoja, Acholi and Alur) to provide support to survivors of VAWG.

13 (141 M:70 F) from Kampala Capital City Authority(129), Amudat (34) and Arua (48) district local governments.

14 Arua District approved the Alcohol Consumption Ordinance, Tororo reviewed the Child Protection Ordinance to include GBV and Child Marriages, Kitgum approved the GBV Ordinance, Kampala developed an Issue Paper on Alcohol Consumption, the Amudat GBV Ordinance is awaiting approval by council, and Kyegegwa and Kasese developed Issue Papers for GBV Ordinances.

15 Two of which are Spotlight Initiative operational districts.

A rapid assessment found increased legal literacy on GBV and SRHR laws and response among people who interfaced with the literacy campaigns in the Spotlight Initiative districts. Duty bearers and community members, including women and girls, in the seven districts, increased their knowledge of VAWG and available support services through the legal literacy messages on domestic violence, sexual harassment, child marriage, sexual and reproductive health rights. Such knowledge enables survivors to be more aware of their rights and better equipped to seek justice and services. A total of 105 radio spot messages were aired on nine radio stations across six regions and 76 TV spot messages on three TV stations with nationwide coverage.

A total of 225 participants (155M:7F), including security agencies,¹⁶ the Office of the Director of Public Prosecutions, the judiciary, public defenders, CSO representatives,¹⁷ district community development officers and the media, were trained on the provisions of the Human Rights Enforcement Act. This resulted in an increased appreciation of the underlying human rights principles in various laws and how to apply these laws in a manner that serves to protect women's rights.

The Spotlight Initiative supported the launch of the Domestic Violence Action Implementation Assessment Report, the purpose of which was to review the Justice, Law and Order Sector's compliance with the provisions on handling domestic violence reports and cases. Through sharing the findings with the key duty bearers, including senior officials from the Justice, Law and Order Sector, specifically the police, Office of the Director of Prosecutions and the judiciary, they were able to identify progress and areas that still required improvement. Some of the findings have already been adopted, for example, the training of police officers on how to charge under the Act. The Uganda Law Reform Committee developed the Domestic Violence Action step-by-step user guide through the development of a work plan, terms of reference and budget to undertake the activities. A total of 3,700 copies of the user guide were translated into eight languages (Alur, Ateso, Lhukonzo, Luganda, Lugbara, Runyankole, Runyoro/Rutooro). Ensuring language accessibility will enable better enforcement of the laws in a way that strengthens the legal landscape on EVAWG.

OUTCOME 2: National and sub – national systems and institutions plan, fund and deliver evidence-based programmes that prevent and respond to violence against women and girls and harmful practices, including in other sectors.

The Spotlight Initiative contributed to the sustainability and national ownership of EVAWG efforts by the MoGLSD by developing a gender-responsive budgeting component for the CSO Performance Management Manual, which was used to train, mentor and integrate GBV issues into CSO plans and budgets. The MoGLSD received support from the Spotlight

Initiative to produce a media briefing statement on budget allocations, which was disseminated to the media through eight meetings targeting the 2021-2022 financial year. This was followed by support to MoGLSD, Equal Opportunities Commission and the Ministry of Finance, Planning and Economic Development to develop the Gender and Equity Guide for

16 Uganda Police Force, Uganda People's Defence Forces, Regional Internal Security Organizations, District Internal Security Organizations.

17 Justice Centres, Uganda Law Society, Legal Aid Project, and private law firms.

parliamentarians. This strengthened their oversight function capacity to monitor budget compliance of ministries, departments and agencies (MDAs) in integrating GBV into programme strategies and business finance plans. Spotlight Initiative grants enabled 29 (15M:14F) officials from 11 MDAs and 149 (93M:56F) district local government (DLG) officials in all six districts to receive capacity strengthening in GBV mainstreaming in plans and budgets. As a result, Kampala District allocated USD\$800 for community mobilization and mindset change on GBV in the FY 2021/22, targeting boda-boda riders and clearing and lighting up dark spots in the city to reduce GBV-related crime. Kasese District allocated a budget to expand Isule Health Center with a maternity ward.

The Spotlight Initiative's support for the MoGLSD enabled the National Committee on GBV/VAC to mentor 11 MDAs and six DLGs in mainstreaming GBV into development plans. This ensures that the local government budgets for and incorporates GBV interventions in its administrative and operational processes. Additionally, the online GBV dashboard to coordinate GBV programmes' implementation and reporting was finalized and launched at the National Sensitization Dialogue and Knowledge Fair. The Ministry of Local Government Inspection Manual was revised with the integration of issues on gender inequalities, VAC, VAWG/HP, and the promotion of SRHR. The Spotlight Initiative facilitated the MoGLSD to finalize guidelines and a checklist for monitoring compliance for GBV prevention and response in workplaces. Thirty-six institutions were assessed using this guideline, which positively pressures institutions to improve their response and prevention of VAWG in the workplace.

The Spotlight Initiative supported the MoGLSD to operationalize the Uganda Chapter of the 50 million African Women Speak Platform, which aims to facilitate women entrepreneurs' access to relevant information on topical issues, including GBV in economic and business development spaces. Fifteen GBV shelters were supported to continue operations, and US\$154,600 was earmarked to refurbish

structures to serve as local GBV shelters in Amudat and Terego Districts. Through the support of the Spotlight Initiative, four out of seven target districts completed and launched their 5-year action plans to address GBV and their respective technical departments budgeted for GBV. On average, each department has allocated at least UGX 1.5 million (US\$419) for GBV, including those traditionally known not to acknowledge or respond to GBV, such as the engineering and works department. This arose from the ministry's supervision inspection visits, where the DLGs were equipped with knowledge on tracking performance using the revised inspection manual. The DLGs' actual financing for the costed GBV interventions will be tracked in 2022.

The Spotlight Initiative contribute to the sustainability of conceptual frameworks and analytical skills through support to the Ministry of Public Service to develop an e-course on mainstreaming GBV in budgeting and planning processes. As a result, four pre-service and in-service training institutions revised their curriculum on GBV in the different institutional programmes to ensure integration. In addition, the MoPS finalized the integration of gender-based violence, violence against children and gender and equity responsive interventions in the Performance Management Circular Standing Instruction No. 5 of 2021. This ensures compliance by relevant civil servants with the guidelines, ensuring enhanced institutional performance. The Spotlight Initiative also supported the Ministry of Health to integrate the Minimum Initial Service Package and management of GBV survivors in the pre-service training curriculum for doctors, midwives and clinical officers, which enhances the capacity of medical personnel and the responsiveness of medical institutions in handling GBV cases.

Under private sector strengthening, the Spotlight Initiative facilitated 80 key officials in 40 micro, small and medium enterprises to be equipped with knowledge and skills to integrate mechanisms to prevent, detect and respond to VAWG and SGBV/HP among employees in the agricultural value chains, which employ a lot of unskilled female labour. The Gender Equality Seal was adopted by 90



Meetings with members of the District Local Government in Terego district during the joint coordination and monitoring visit (@Davinah Nabirye/ Office of the UN Resident Coordinator)

private sector companies, which, as a result, adopted gender-responsive policies and procedures as precursors to tackling sexual harassment in the workplace, addressing the gender pay gap, and breaking the glass ceiling by facilitating women’s access to management and leadership positions.

The MoGLSD used the Spotlight Initiative support to continue advocacy on the inclusion of GBV response in the national COVID-19 response strategies under the national COVID-19 sub-committee on GBV and VAC, leading to a national strategy for the COVID-19 response that incorporates GBV-targeted responses.

Ten local governments benefitted from capacity strengthening in gender-responsive budgeting. The Spotlight Initiative supported MoGLSD to monitor and follow them up to track progress and strengthen their capacity to plan, coordinate, implement and report on gender equality and women’s empowerment. The monitoring tracked the interventions

undertaken concerning gender and equity issues in the context of COVID-19, and provided on-site mentorship as a remedial action to the gaps identified, which included strengthening the skills of technical staff on how to address gender mainstreaming and equity issues in work plans and budgets in a COVID-19 responsive manner.

The Spotlight Initiative also supported building a stronger coalition for gender-responsive budgeting through capacity building, mentorship, collaboration, and networking for CSOs. This includes the continuous mobilization of village gender-responsive budgeting clubs to effectively participate in budget making processes and influence decision-making and service delivery from a gender perspective. Civil society organizations in the seven spotlight districts were trained on gender and equity budget analysis and advocacy, and 25 (17M:8F) CSO leaders can now apply programme-based approaches and track gender equality and equity.

OUTCOME 3: Gender equitable social norms, attitudes and behavior change at community and individual levels prevent VAWG/SGBV/HP and promote women and girls' SRHR.

In 2021, the Spotlight Initiative multimedia campaigns on VAWG and GBV reached 4,898,034 people (2,889,840M:2,008,194F) with messages challenging harmful social norms. Media monitoring captured 89,623 Twitter users and 25,580 Facebook posts demonstrating changes in attitudes towards GBV and challenging harmful social norms on VAWG. Both media reflected posts with content reflecting healthy attitudes on GBV and a decrease in misogyny, with some Twitter users confronting negative commentary about women. Of the 67(48M:19F) cultural leaders engaged, those in Acholi and Karamoja demonstrated increased commitment to ending VAWG through public pronouncements on the harm of 'bride price' and are now partnering with district local governments on joint community outreach for efficiency in reaching wider audiences. Through the support of the Spotlight Initiative, 12 community dialogue meetings on the link between GBV, HIV/AIDS and COVID-19 were held. These resulted in 430 community leaders (286M:144F), comprising cultural, religious, opinion and women leaders, making commitments to increase male engagement in ending VAWG. The Spotlight Initiative supported the production of STAIN, a film on GBV, and the 16Mics¹⁸ song, to campaign for the elimination of violence against women and girls. These were launched at the Knowledge Fair and Awards event organized by the MoGLSD during the 16 Days of Activism against GBV. In addition, the Spotlight Initiative participated in a private sector targeted public dialogue that convened 88 participants from companies, artisanal mining groups, and EU and UN agencies. Of these, six private sector companies institutionalized policies and practices to prevent and respond to gender-based violence in the workplace. The analysis of the efficacy of their tools and models and the assessment of their reach and impact

will be pursued in 2022 to keep companies accountable.

430

COMMUNITY LEADERS COMPRISING CULTURAL, RELIGIOUS, OPINION AND WOMEN LEADERS, MAKING COMMITMENTS TO INCREASE MALE ENGAGEMENT IN ENDING VAWG



The training of 920 champions in SASA! awareness and the mentorship of 732 community activists (418M:314F) resulted in the Spotlight Initiative reaching 7,736 (3,339M:4,397F) community members with messages on EAWG, SRHR and COVID-19 prevention. As a result of sustaining the Spotlight Initiative supported work with 284 male models identified in 2020, VAWG/VAC information was shared with 12,517 (5,998M:6,519F) people in target communities to empower affected women and girls with information on their rights and how to seek redress when violated. The Spotlight Initiative supported the seven religious institutions comprising the Inter-Religious Council of Uganda with the printing of pastoral letters for community mobilization regarding issues of VAWG and SRH using religious leaders' platforms. Cultural institutions benefitted from enhanced knowledge and capacity, which they used to assess gaps in their guidelines, norms and practices to ensure a comprehensive

18 Partnership between the UN and Code 19 to produce a song on GBV that was translated into 16 local languages (dubbed 16 Mics)

response to VAWG. In Kitgum, under Ker Kwaro Acholi, the customary marriage certificate with the paramount chief's seal is now issued only to marriages in line with the principle of zero tolerance for child marriages.

To circumvent the COVID-19 related lockdown, the Spotlight Initiative hosted a televised dialogue on ending VAWG hosted by the Uganda Broadcasting Corporation. This potentially influenced approximately five million people on ending VAWG/HP, risk mitigation and sensitization on available SRH/HIV/GBV services. Four feature stories on GBV ran on national TV, reaching approximately four million people. This significant reach is a positive indication of the Spotlight Initiative's visibility and capacity to influence large segments of the population to adopt positive social norms and contribute to VAWG prevention. Additionally, the Spotlight Initiative support to empowerment, livelihood and adolescents clubs resulted in 2,000 adolescent girls benefitting from SRHR and gender-transformative messages to reduce child and forced marriage, teenage pregnancy and improve menstrual hygiene among younger adolescents. A guide for media on gender-sensitive GBV reporting was developed to ensure that targeted media houses and practitioners report sensitively on VAWG by strengthening their gender-responsive reporting on VAWG and sexual and reproductive health and rights abuses. A total of 160 (96M:64F) media practitioners were trained using the manuals in Kampala, Kasese and Kitgum Districts. As a result of the training, a 70 per cent increase was noted in knowledge levels regarding the understanding of gender concepts, gender-based violence, and violence against women and girls. At least 65 per cent of media practitioners increased their knowledge in writing VAWG stories in these thematic areas. A significant impact was the increased interest from the media to use their spaces to discourage VAWG, as demonstrated by the northern Uganda media group's offer of free airtime to cultural leaders to talk about women's rights.

In 2021, the Spotlight Initiative successfully partnered with private sector actors to address violence against women and girls

in the workplace and advance work related to women's economic empowerment as a strategy to help end violence against women and girls. The Spotlight Initiative supported 90 private sector companies to adopt the Gender Equality Seal, providing the structure and guidance for them to not only adopt gender-responsive policies and procedures but also to establish a necessary precursor to tackling sexual harassment in the workplace. Moreover, the Spotlight Initiative grants to institutional actors at the local, national, and regional levels facilitated the development of a training manual for countering human trafficking. Awareness-raising on the same in target districts was consolidated through spot messages, TV messages, radio talk shows and banners on spotting and preventing the trafficking of persons. This resulted in the initiation of a border assessment on GBV, SGBV and trafficking in persons in the Karamoja sub region. This is ongoing and aims to identify the trafficking routes, targeted persons and other relevant information to provide a solid evidence base for designing interventions. Six Uganda flow-monitoring survey dashboards were developed using the International Organization for Migration displacement tracking matrix, enabling the tracking of cross border movement in Amudat. Sensitization campaigns on trafficking in persons and GBV reached 317 (215M:102F) local leaders and 1,516 (704M:812F) pupils and teachers in 46 schools in Tororo District. A reconnaissance survey for the mining sector was successfully conducted through the Spotlight Initiative in Amudat, Kasese, Kitgum and Tororo Districts. The formalization of 27 women mining groups and assessment of existing grievance handling mechanisms provided the Spotlight Initiative with information for structuring legal literacy materials to assist them with reporting complaints. Livelihood interventions or start-up kits were provided to 1,010 women and 69 men in Tororo and Kampala, and 150 (49M:110F) artisanal miners. These not only equipped recipients with value-added skills to improve their mining operations but also solidified their economic empowerment, reducing their vulnerability to economic and potentially other forms of violence. The Spotlight Initiative provided skills enhancement and certification

by the Directorate of Industrial Training to 180 GBV survivors who are now operating their own micro and small-scale enterprises (art and craft, hairdressing and tailoring) from the start-up kits provided. About 1,100 artisanal miners in Kasese, Tororo, Amudat and Kitgum Districts, most of whom are GBV survivors, were beneficiaries of personal protective equipment and hand tools to facilitate safe and efficient mining operations and more resilient and secure livelihoods even in the context of the COVID-19 pandemic. The complimentary sensitization of communities hosting these mining groups gave the women and children better awareness of GBV incidence, prevention and management cases.

2,000

ADOLESCENT GIRLS BENEFITED FROM SRHR AND GENDER-TRANSFORMATIVE MESSAGES TO REDUCE FORCED AND CHILD MARRIAGE, TEEANAGE PREGNANCY AND IMPROVE MENSTRUAL HYGIENE AMONG YOUNGER ADOLESCENTS

1,100

ARTISANAL MINERS IN KASESE, TORORO, AMUDAT AND KITGUM DISTRICTS, MOST OF WHOM ARE GBV SURVIVORS, WERE BENEFICIARIES OF PERSONAL PROTECTIVE EQUIPMENT AND HAND TOOLS TO FACILITATE SAFE AND EFFICIENT MINING OPERATIONS AND MORE RESILIENT AND SECURE LIVELIHOODS EVEN IN THE CONTEXT OF THE COVID-19 PANDEMIC.

Out of the 184 beneficiaries in the Spotlight Initiative supported districts of Kasese, Kitgum and Tororo that reported for the vocational training programme, 153 (83 per cent) completed their Directorate of Industrial Training assessment, and 33 of them in Tororo secured internship placement in reputable companies, providing them with job security and better means to protect themselves and their families. In addition, the Spotlight Initiative supported 1,844 structure members in the

refugee communities of Rhino, Imvepi, Kyaka and in Kampala to improve safety in public spaces through community watch groups and the provision of street lighting.

The Council of Traditional Leaders of Africa-Uganda Chapter and the Inter-Religious Council of Uganda, in partnership with the MoGLSD, the Spotlight Initiative and the Cross-Cultural Foundation of Uganda organized a high-profile national symposium to enhance the voices and solidarity of cultural and religious leaders against GBV, HP, and the high prevalence of teenage pregnancies and child marriages with the advent of the COVID-19 pandemic. The symposium officiated by the Minister of State for Culture was attended by over 150 key stakeholders, including cultural leaders, senior religious leaders, the Ambassador of Sweden, the United Nations Resident Coordinator, government officials, and CSO representatives. The symposium generated consensus on strategies to address SGBV challenges within and outside their constituencies. Key resolutions from the symposium are to be integrated into the costed strategic plans for the Council of Traditional Leaders in Africa and Inter-Religious Council of Uganda with the support of MoGLSD. This initiative is aligned with the regional efforts of the African Union and the Spotlight Initiative to foster stronger collaboration and partnerships with regional faith-based organizations and communities of traditional leaders in the prevention and responses to VAW/G, SGBV, harmful practices and the promotion of SRHR in Africa.

The Spotlight Initiative continued engagement with the Inter-Religious Council of Uganda, with whom the printing of 3,740 copies of pastoral letters, combined with other interventions, reached approximately 500,000 congregants with messages on five SRHR themes.¹⁹ The messages in the pastoral letters have been integrated into denominational tools in sermon plans for church and mosque services. This has enhanced the capacity of religious institutions to provide a collective and cohesive stand on issues around VAWG/VAC/HP and SRHR in the communities.

19 Family planning, ending GBV including child and forced marriages, HIV prevention, reducing teenage pregnancies and female genital mutilation.



The Spotlight Initiative supported Kampala Capital City Authority (KCCA) to finalize a scoping study on sexual harassment and VAWG in and around Kampala. The report contains specific data which provides a deeper understanding of sexual harassment in public spaces and the contexts in which it occurs²⁰. This data was used to inform a policy brief as part of the design for the Safe Cities and Safe Public Spaces Programme in Kampala. These inclusions complemented the master plan, which already incorporates a vital component of women’s safety and includes the installation of solar street lighting and the provision of single-sex toilets in public and private facilities as crucial priorities for the following years. These measures have generated increased interest in the street safety model among community leaders in the outskirts of Kampala

City as well as other cities in the country. Safety audits conducted by KCCA through walkabouts and community engagements conducted with the local leaders in Central Division informed the Safe Street Model Initiative. The results include the installation of streetlights on Uhuru Street and removing abandoned buildings and temporary shelters used by criminals as hideouts. Fifty street-connected boys volunteered to leave Uhuru Close and were transferred for skills training and rehabilitation before reintegration into their communities. In addition, KCCA has institutionalized quarterly multi-sectoral coordination meetings at city and urban council levels to plan, coordinate, monitor, and track the gender equality and women’s empowerment agenda in the Authority.

²⁰ For example, national laws and policies, social norms, victimization patterns, risks and vulnerabilities, and drivers of sexual harassment and other forms of VAWG in public spaces, including cybercrimes.

OUTCOME 4: Women and girls who experience violence and harmful practices use available, accessible, acceptable, and quality essential services and SRHR services for long term recovery and perpetrators are held accountable.

The Spotlight Initiative's support to the MoGLSD enabled the revision of the National Policy on Disability to integrate GBV/SRHR, as well as the finalization of the Compendium of GBV and Harmful Practices for Service Providers. The revisions will allow the national government to better reach women and girls with disabilities, who are traditionally left behind. The Spotlight Initiative also facilitated the revision of the GBV/VAC section in the Ministry of Health Guidelines for Continuation of Essential Health Services to respond to the COVID-19 pandemic. This resulted in increased knowledge and capacity to deliver quality and coordinated essential services, including SRHR services, among government MDAs and women's CSOs. Through the Spotlight Initiative support, there is a pool of service providers with the capacity for improved delivery of SRH/GBV and VAC services.

The Spotlight Initiative also facilitated the review of the training manual for police officers on the effective investigation of GBV and VAC cases and the validation of a multi-sectoral module for the Training of Trainers on Effective Investigation, Prosecution and Adjudication of GBV and VAC. This equipped the police department with additional skills to better handle SGBV case reports and prepare dockets for successful prosecution, whereas in the past, charges failed to result in convictions due to lack of evidence.

The Spotlight Initiative enabled 2,612 people (1,126M:1,486F) to access legal aid clinics and receive essential legal services and referrals. The Spotlight Initiative's contribution to the SAUTI child helpline enabled 750 clients to

access health services through referrals by the platform, which incorporates district action centres. Through online platforms,²¹ 5,953 clients were able to speak to an advocate for on-the-spot legal support or listen to self-help information downloads using a language of their preference. Furthermore, 1,164 (340M:824F) callers were assisted with information or referral services for legal aid and SRHR. The Spotlight Initiative also supported 723 (114M:609F) people to access GBV shelters, which assured the communities that help was available, thus encouraging the reporting of abuse. This was an important step in creating the norm that there must be an end to impunity for GBV. The provision of shelters also caters for the indigent, whose lack of resources for shelter and access to justice is often a deterrent to reporting.

During the period under review, skills-strengthening training in a gender-responsive, victim-centred and trauma-informed manner was conducted for 105 police officers (75M:30F), prosecutors, probation officers, and court administration officers. This led to a demonstrable²² improvement in the knowledge and skills in communication with victims, interviewing, statement recording, crime scene management, and exhibit management and processing. As a result of this training, of the 1,750 GBV cases reported in the project districts, 12 per cent were successfully investigated and prosecuted; 35 per cent were resolved at police stations, and 53 per cent are still under investigation. This captures an increase in reported cases as well as an improved success rate of case investigations. The 49 (38M:11F) JLOS actors who underwent a five-

21 PulidaWo App used to increase awareness of the law and bridge the gap in the legal aid service delivery, the interactive voice response line and the tollfree line_ SAUTI platform, and the district action centres.

22 Based on analysis of the results from the administration of pre and post evaluation assessment forms.

day training on a victim-centred investigation, prosecution, and adjudication of SGBV cases also demonstrated improved knowledge and skills in effectively managing GBV cases.

In collaboration with the joint programme on GBV, the Spotlight Initiative contributed to purchasing seven motorcycles distributed to Criminal Investigations Department officers in the target districts. The provision of motorcycles has greatly reduced the response time to the crime scenes from three hours to one and a half hours for 52kms. This has enabled crime officers to gather relevant exhibits from the crime scenes to support investigations and subsequent prosecution in service of greater access to justice for survivors of VAWG. As a result, the target of 7,000 GBV-reported cases was exceeded, and 10,182 reports were processed through the child helpline: 227, health management information system: 8,500 and the GBV management information system: 2,138. Consequently, 70 per cent of the GBV cases reported were taken to court and sanctioned by the Resident State Attorney with 36 cases of aggravated defilement, defilement and rape investigated and taken to court in June and July. During the period under review, 206²³ cases were reported to the Uganda Police Force toll-free line. Of these cases, 225 were forwarded to police stations for action, 9 were investigated; 30 were referred to other service providers; 97 were under inquiry; 22 were referred to court, and 23 were closed at police stations. Justice service providers in Kasese and Tororo were mentored on forensic examinations, evidence gathering, investigations, and casework management and case record and reporting templates were developed. This reached 573 essential service providers (judiciary, Office of the Director of Public Prosecutions, cultural institutions and 106 district officials). Furthermore, 1,677 community members received knowledge on GBV through survivor-led theatre productions.

The Spotlight Initiative supported the training of 65 police officers on the management of forensic evidence and filling out police forms to support the documentation of the abuse

and harm in medical records and police forms. A total of 939 members (555M:384F) of local council courts in Kasese and Tororo have increased knowledge and capacity to provide compassionate care to women survivors of intimate partner violence and sexual violence. Similarly, 154 essential service providers in Kasese and Tororo (community development officers, police, social workers, health workers, cultural leaders, and local council officials) were mentored on VAWG/HP case management. This will contribute to increased sensitivity and community support for victims and ultimately increase the condemnation of violations in the participating districts. Local courts in six Spotlight Initiative districts were given GBV case registers, copies of the printed GBV referral pathways, the simplified GBV handbook and a compilation of legal aid service providers' contacts to improve case recording and referral of GBV cases. The six districts developed GBV district coordination committees for stakeholders' dialogue, coordination and tracking of the performance of local governments on programme implementation.

The Spotlight Initiative supported the Uganda Police Force and judiciary in Tororo and Kasese with personal protective equipment and evidence storage spaces for proper case filing. It also provided interview spaces for GBV survivors, including child-friendly spaces and a courtroom waiting area to help with client overload. This has improved the case handling and coordination as evidenced by the 49 JLOS (38M:11F) actors who the Uganda Police Force reported to have demonstrated improved knowledge and skills in effective management of GBV cases. Additionally, 72 prosecutors, police officers and probation officers (38M:34F) acquired skills that enabled them to reduce case backlogs through the negotiation of plea bargains. These positive impacts contribute to a broader improvement in access to justice and police services for survivors of VAWG.

The Spotlight Initiative supported 12 police posts in refugee settlements with case handling materials. The maintenance and repairs support

23 43 physical violence, 13 sexual violence, 58 economic violence, 55 emotional and psychological violence, 9 defilement, 9 child abuse, 1 murder.

provided to five safe houses contributed to the availability of case management services to 2,138 GBV survivors. Forty government service providers in Kampala were trained to increase duty bearers' knowledge and capacity to deliver quality and coordinated essential services to women and girls' victims and survivors of VAWG. Thirty-eight GBV working groups were supported to hold meetings, improving rightsholders' ability to demand appropriate services.

To facilitate the re-entry of girls into school, the Spotlight Initiative spearheaded the necessary revision of the Ministry of Education and Sports Guidelines for a uniform application of the policy by schools. During the 16 Days of Activism, the Spotlight Initiative launched two knowledge products.²⁴ The GBV Training Manual for Judicial Officers was finalized and will be launched in 2022. Despite the COVID-19 related mobility challenges, the Spotlight Initiative used multimedia and virtual platforms (TV, radios, social media and tailored information, education and communication materials) to reach 772,000 (77,200 girls and 694,800 women) out of a target of 1.5 million. The intended audience was given knowledge about quality services that is expected to increase survivors' use of these services. In most remote rural areas, lack of information contributes to the low reporting of SGBV incidents.

Forty (27M:13F) duty bearers from the Kyaka II Refugee Settlement in Kyegegwa District, including village health teams, volunteer psychosocial assistants, local community leaders, and church leaders, received training and refresher training on COVID-19 and SGBV/ prevention of sexual exploitation and abuse from Transcultural Psychosocial Organisation. As a result of their increased ability to identify and manage persons exhibiting symptoms of psychological distress, the trained people made commitments to continue participating in the referral of cases in the community. In 2021, the

volunteer psychosocial assistants, identified 75 (10M:65F) cases that were referred to social workers for psychosocial counselling.

The Spotlight Initiative supported the MoGLSD to develop a national compendium of GBV/ SRHR/HP service providers, covering the 14 districts under the UN joint programme on GBV and the seven districts under the Spotlight Initiative. It is a valuable resource to support the work of implementing agencies, local governments, community members and GBV survivors to access essential services.

65



POLICE OFFICERS ON THE MANAGEMENT OF FORENSIC EVIDENCE AND FILLING OUT POLICE FORMS TO SUPPORT THE DOCUMENTATION OF THE ABUSE AND HARM IN MEDICAL RECORDS AND POLICE FORMS.

939



MEMBERS OF LOCAL COUNCIL COURTS IN KASESE AND TORORO HAVE INCREASED KNOWLEDGE AND CAPACITY TO PROVIDE COMPASSIONATE CARE TO WOMEN SURVIVORS OF INTIMATE PARTNER VIOLENCE AND SEXUAL VIOLENCE.

12



POLICE POSTS IN REFUGEE SETTLEMENTS WITH CASE HANDLING MATERIALS

772,000



FEMALES REACHED BY THE SPOTLIGHT INITIATIVE USING MULTIMEDIA AND VIRTUAL PLATFORMS WITH INFORMATION, EDUCATION AND COMMUNICATION MATERIALS ABOUT SGBV INSPITE OF COVID-19 MOBILITY CHALLENGES

²⁴ The Cross-Sectoral Handbook for Victim-Centered Investigation, Prosecution and Adjudication, and the Multi-Sectoral Training Manual on Effective Management of GBV/VAC cases.

OUTCOME 5: Quality, disaggregated and globally comparable data on different forms of VAWG/HP, collected, analyzed and used in line with international standards to inform laws, policies and programmes.

In 2021, most activities under this outcome were a continuation of activities commenced in 2020, building on the foundation and progress of this work. The Spotlight Initiative milestones achieved in 2021 include the support provided to the roll-out of the Uganda Demographic and Health Survey. The Uganda Bureau of Statistics was supported to hire two consultants to conduct training of staff and field researchers in the development and use of a computer-assisted personal device and to pre-test the 2021 UDHS, which provides the opportunity for data collection on VAWG through the use of relevant indicators integrated into the UDHS tools. The Spotlight Initiative facilitated the Bureau of Statistics to procure equipment that includes a server and tablets to strengthen GBV data generation and processing in a harmonized system that reduces double counting and provides a comprehensive picture of women, girls and men facing GBV and able to access services. The Spotlight Initiative is also working with MoGLSD to support the upgrading of the national GBV database, which will include a secure case management module that addresses the database limitations in following up reported cases to conclusion. This will provide a tool for tracking case attrition and enable inquiries into the causes and where the cases drop out of the system, ensuring more robust prosecution and even instituting appropriate corrective measures where these are necessary.

The integration of SGBV/HP and SRHR indicators into three modules of the Community Information Systems was concluded in 2020, and data collection was completed for all seven districts. The Spotlight Initiative ensured that the UDHS plans incorporated indicators on SRHR and GBV. Even though the data collection was halted due to the second COVID-19 lockdown, Uganda Bureau of Statistics was supported with consultancy services to train interviewers

on using the adjusted tools. The Bureau was also supported to establish a harmonized data system interlinking data from different sectors.²⁵ The Spotlight Initiative mentorship of 231 (138M:93F) district and sub county officials on data analysis, interpretation, reporting and use resulted in observable changes during the joint coordination and monitoring exercise. Four out of the seven districts demonstrated the use of the skills in their crime rate updates and crime trends analysis. This means that they are planning their policing based on evidence and can target resources on priority issues where they will have the most impact.

Other changes noted from the Spotlight Initiative interventions include the increase in the reporting of cases. This is because the police are no longer turning away some matters due to a lack of understanding of the gender and power dynamics underlying most sexual and gender-based violence cases (for instance, that a marriage with a minor constitutes defilement). The monitoring engagement with districts revealed that there were cases of some officers charging victims for the completion of the police reporting form; an adjustment to the community mobilization messaging was immediately adopted to include advising citizens that the reporting Form1 was issued free of charge and that it was the duty of the police to complete it.

The Spotlight Initiative recognized that most of the data required for Pillar 4 indicators is collected through service delivery. As such, 24 health workers attended training of trainer sessions on GBV case identification, data collection and referrals. These will, in turn, cascade the skills internally to colleagues at the district level. This will improve the quality and consistency of data from primary sources and ensure data reliability at aggregated levels.

²⁵ Ministry of Education and Sports, JLOS, Ministry of Health, MoGLSD and the National Identification and Registration Authority.

The Spotlight Initiative supported Uganda Bureau of Statistics to finalize three quantitative reports of the Integrated Violence against Women and Girls, Children and Family (VAWG 2020) Survey; i) Main VAWG 2020 Report; ii) Violence Against Children (VAC 2020), and iii) Violence Against Older Women (VAN 2020) report. The Minister of State for Planning in the Ministry of Finance, Planning and Economic Development (MoFPED) launched the four reports. The Qualitative Study on the Prevalence of Violence Against Women and Girls in Uganda was also presented to the stakeholders at the Annual Gender Statistics Forum during the Africa Statistics Week held at Sheraton Hotel, Kampala, on 17 November 2021. As Uganda has had disparate data sources on VAWG, the Spotlight Initiative's

support for the generation of these reports is a significant milestone. It contributes not just to the programme indicators but also provides up-to-date information for project and programme baselines and intervention designs.

Through a training session facilitated by the Spotlight Initiative in collaboration with Uganda Bureau of Statistics, the JLOS Secretariat and the Economic Policy Research Centre, 47 (44M:3F) data clerks of the Uganda Police Force now have enhanced capacity to use and generate gender data. As a follow-through on the training, six JLOS institutions were taken through institutional review processes, which enabled them to identify areas of improvement in their responsiveness and service delivery.

OUTCOME 6: Women's rights groups, autonomous social movements and relevant, civil society organizations, including those representing youth and groups facing intersecting forms of discrimination/marginalization, effectively influence and advance progress on GEWE, VAWG/HP and SRHR.

In 2021, with the support of community-based women's groups, the Spotlight Initiative exceeded its target of 24 women's rights organizations and CSOs, to reach 40 organizations with capacity building for joint advocacy on EVAWG/HP and SRHR. A total of 399 participants (118M:281F) were supported to review advocacy issues and share the challenges and experiences of women with disabilities on VAWG and SRHR through three forums organized by the three district women's movement networks formed with the Spotlight Initiative support in Tororo, Amudat and Kitgum. Participants highlighted the persistent negative social norms, corruption, unfriendliness of service providers and weak coordination system as drivers of violence and barriers to access of services for women with disabilities. As a result, duty bearers, including local councils, district police officers, and district health officers, made various commitments to

address the issues at their levels of influence. Under the leadership of a Spotlight Initiative, women's community groups, networks and CSOs under the National Association of Women's Organisations in Uganda, were empowered to follow up on the delivery of these commitments and raise non-compliance with the coordination and monitoring team.

With support from the Spotlight Initiative, the National Union of Women with Disabilities conducted a workshop for 75 leaders from five district associations of women with disabilities (15 leaders from each), whose focus was on increasing their empowerment levels. Phenomenal results were observed from this intervention. One hundred ninety-four girls living with disabilities were mentored and now exhibit high levels of self-esteem, with some engaged in small businesses and mainstream saving groups to earn a living. Ten women with

disabilities from Kasese District benefited from a special grant for persons with disabilities worth UGX 3 million (US\$838), and in Kitgum, girls with disabilities benefited from the Uganda Women's Economic Programme. Over 70 leaders of girls with disabilities are aspiring for political positions in future elections, a promising sign for increased gender equality in political leadership and civic engagement.

The Spotlight Initiative supported 30 CSOs that constitute the Domestic Violence Action Coalition through a three-day capacity building workshop. The coalition members were provided with improved knowledge on analysing gender-power balances of VAWG, recognizing backlash and how to address it, advocating for women's bodily autonomy effectively, and carrying out effective advocacy strategies. These CSOs also added their voice to the call for a gender-responsive COVID-19 response plan through a joint press statement issued in two newspapers (Daily Monitor and the New Vision), a call which was repeated at the 16 Days of Activism Against GBV Campaign launch. Part of the impact of the calls includes the increased attention to VAWG cases through the revised Guidelines for the Prevention and Management of Teenage Pregnancy in School Settings developed by the MoGLSD and police. The Spotlight Initiative conducted training for trainers for 36 women community leaders on tackling the marginalization of women in district affairs and decision-making and how to make demands for accountability in the delivery of government services.

With support from the Spotlight Initiative, communities facing intersectional vulnerabilities were supported to engage with the discriminatory provisions of the Sexual Offenses Bill, in particular clauses that had the potential to increase stigma, discrimination, and vulnerability based on known or perceived HIV status and gender identity. The proposed law has been redirected to focus on the more

pertinent issues of sexual offenses, affecting women, girls, and young people living with HIV including those facing intersectional vulnerabilities. Due to various dialogues, there was a demonstrated increase in the number of jointly agreed recommendations on ending VAWG/HP produced during the reporting period. On 19 February, women legislators under their umbrella body, the Uganda Women Parliamentary Association, urged President Yoweri Kaguta Museveni to appoint more women in leadership positions in his sixth term of office. On 8 March, International Women's Day, women's rights CSOs advocated for an expansion of social security coverage and benefits for women and girls. On 26 March, Uganda Women Parliamentary Association called upon the members of the 11th Parliament to elect a female speaker to head the legislative arm of the government. These intensive advocacy measures resulted in the appointment of women to four out of the top six cabinet positions.²⁶ This provides inroads for further lobbying at high levels, as evidenced by the involvement of the First Lady in the advocacy for addressing teenage pregnancy and implementing the Second Chance in Education programme designed to support teenage mothers with opportunities to continue with their schooling.

The Spotlight Initiative supported seven²⁷ press conferences and the production of advocacy statements by the women's movement and the Council of Traditional Leaders. These included the CSOs lobby to parliament to expedite the passing of the National Health Insurance Bill, the Pension Bill, the Minimum Wage Bill and the Legal Aid Bill. The development of the Women Movement Building Strategy (2021-2025) is nearing completion. It is designed to establish a framework for movement building, namely articulating the vision, core values and strategies to attain the SDG goals on Gender Equality and Women Empowerment. This will provide the framework for cohesion among CSOs in

26 The Vice President, Prime Minister, First Deputy Prime Minister, and Third Deputy Prime Minister are women.

27 <www.mpscanug.com/2021/02/21/uwopa-championing-more-women-in-key-leadership-positions/>
<<https://capitalradio.co.ug/female-mps-call-political-appointments>>
<<http://kazofm.com/appoint-a-woman-for-vice-president-uwopa-urges-president-museveni>>
<<https://nilepost.co.ug/2021/02/18/women-mps-urge-museveni-to-appoint-a-woman-as-vice-president>>



UGX 3M

SPECIAL GRANT FOR PERSONS WITH DISABILITIES GIVEN TO 10 WOMEN FROM KASESE

24

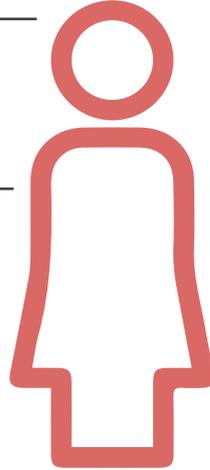
WOMEN'S RIGHTS ORGANIZATIONS AND CSOs, TO REACH 40 ORGANIZATIONS WITH CAPACITY BUILDING FOR JOINT ADVOCACY ON EVAWG/HP AND SRHR

>70

LEADERS OF GIRLS WITH DISABILITIES ARE ASPIRING FOR POLITICAL POSITIONS IN FUTURE ELECTIONS

36

WOMEN COMMUNITY LEADERS ON TACKLING THE MARGINALIZATION OF WOMEN IN DISTRICT AFFAIRS AND DECISION-MAKING AND HOW TO MAKE DEMANDS FOR ACCOUNTABILITY IN THE DELIVERY OF GOVERNMENT SERVICES



108

WOMEN HUMAN RIGHTS DEFENDERS WERE TRAINED ON GUIDELINES FOR THE SAFETY AND SECURITY OF WOMEN HUMAN RIGHTS DEFENDERS

identifying priorities, engaging government and monitoring national accountability for EVAWG. The Spotlight Initiative supported CSOs to produce the 2021 shadow report of the Convention on the Elimination of All Forms of Discrimination Against Women. The Spotlight Initiative also facilitated the formation of three district women's movement networks and provided them with skills enhancement training.

The Spotlight Initiative facilitated women's rights advocates to lobby for representation and inclusion of issues affecting female sex workers, adolescent girls and young women in the Universal Health Coverage as a strategy to foster equitable access to health services. A total of 108 women human rights defenders (Karamoja:28, Rwenzori:34, West Nile:46) were trained on guidelines for the safety and security of women human rights defenders. Spotlight Initiative support enabled the development of an SRHR quiz mobile application for young people to acquire appropriate and correct information on otherwise sensitive-to-discuss

SRHR and HIV topics. The Spotlight Initiative supported the National Women's Council to develop a training manual for 510 (54 M:456F) local leaders²⁸ on how to prevent, mitigate and respond to VAWG in selected districts.²⁹ Finally, two joint statements were issued during the 16 Days of Activism on Violence Against Women.

The Spotlight Initiative facilitated the Uganda Civil Society National Reference Group to develop their inaugural six-month work plan. They participated in four meetings and were part of the joint coordination and monitoring field visit to Uganda's seven Spotlight Initiative districts. They also reviewed the 2021 annual work plan, participated in one NJSC meeting, and provided inputs into the Phase II Pillar 6 planning process. Their budget was US\$7,700 in 2021, which was increased to US\$ 20,982 in Phase II as a result of the CSNRG's meaningful engagement at global and local levels, where the need to support their meaningful engagement was recognized and funded in line with their annual work plan.

28 Women council leaders, religious leaders, cultural leaders, district officials.

29 Kampala (Kawempe Division), Kitgum (Amida Sub County, Matidi and Palbwor Sub Counties) and Amudat (Loro Sub County, Amudat Town Council and Amudat Sub County).

Reporting on SRHR:

- i. The Spotlight Initiative engaged in the process of developing universal health coverage in Uganda and, through the mobilization of key partners, facilitated equitable access to health services by ensuring the inclusion of issues affecting female sex workers, adolescent girls and young women on the universal health coverage agenda.
- ii. The Spotlight Initiative supported the development of a SRHR quiz mobile application. This edutainment platform entertains young people while simultaneously facilitating the acquisition of appropriate and correct information on otherwise sensitive-to-discuss SRHR and HIV topics.
- iii. The Council for Traditional Leaders engagement facilitated the space for ongoing conversations on integrated GBV/VAW/C/HP/SRHR approaches and messaging to highlight the issues of common concern like child marriages as an entry to discussions of SRHR. The sustained engagement of cultural and religious leaders as strategic opinion leaders was built into Phase II of the Spotlight Initiative programme as part of a broader strategy for male engagement in addressing SRHR.
- iv. The Spotlight Initiative ensured that the Uganda Demographic and Health Survey planned for the review period incorporated indicators on SRHR and GBV. The Uganda Bureau of Statistics was supported with training and the pre-testing of data tools that include these indicators.
- v. The National Compendium of GBV/SRHR/HP service providers was completed and distributed to the 14 districts covered by the UN Joint Programme on GBV and the seven districts supported by the Spotlight Initiative.
- vi. The Spotlight Initiative supported the development of the Human Rights-Based Compliant Ordinances/Bylaws on Alcohol/Drug Abuse, VAW/G and SRHR for women with disabilities through three forums organized in Tororo, Amudat and Kitgum.

Rights holders (‘beneficiaries’)

Table 5: Direct and indirect beneficiaries

Indicative numbers	Direct beneficiaries (2021)	Indirect beneficiaries (2021)	Comments / Explanations
Women (18 years and above)	4,747,925	10,347,347	<p>Direct beneficiaries: Direct benefits in this context include training and service provision to survivors of VAWG/C/HPs, especially under Pillar 4, including SRHR services and longer-term recovery programmes and livelihood opportunities. It also includes individuals within the target population and age brackets reached with messages, social norm campaigns or programmes to prevent and respond to violence against women and girls in target districts and nationally using media such as radio talk shows, information, education and communication materials, Twitter, YouTube, TVs & radio spot messages, community awareness meetings, and dialogues. The number of individuals reached through mass media was estimated using Geopoll and IPSOS, a media monitoring firm in Uganda. The number of beneficiaries of training, VAWG survivor services and longer-term and livelihood support was derived from participant registration forms and records at service delivery points. The high reach of direct beneficiaries resulted from national-level dialogues, sensitizations, and awareness-raising on VAWG/ HPs and the promotion of SRHR.</p>
Girls (5-17 years)	593,983	11,513,105	
Men (18 years and above)	5,915,471	9,487,941	
Boys (5-17 years)	613,600	11,537,507	
TOTAL	11,870,079	42,885,900	<p>Indirect beneficiaries: Indirect beneficiaries were approximated to the overall population of Uganda for 2021 since interventions under Pillar 1, such as newly developed or strengthened laws, policies, regulations and guidelines on EAWG/C/HPs and promotion of SRHR, are expected to benefit everyone. The national-level campaigns on ending VAW/C/HPs and promotion of SRHR at the national level using TV, radio, social media, religious and cultural establishments reached a broader population beyond the eight Spotlight Initiative districts of focus.</p>

- **Ref: Outcome 1.1.5** Increased numbers of master trainers and the training of trainers within target institutions exponentially increased beneficiary trainees beyond the original projection. Also, the number of districts was increased, as was the size of parliament from 452 to 556. The training scope covered officials from both national and sub-national levels.
- **Ref: Outcome 2.3.3** Due to the ongoing campaign to mainstream gender concerns into national plans and budgets, there has been a scale-up to reach more government officials with training on gender-responsive budgeting. As a result, the implementation expanded from national to sub-national levels.

Challenges and mitigating measures

The resurgence of COVID-19 and the lockdown that began on 18 June 2021 had an adverse effect on the momentum of accelerated delivery during the first quarter of 2021. Several strategic activities lined up for the quarter had to be indefinitely postponed, and others could not be held. Among these were community outreaches, district local government learning events, religious and cultural leaders' platforms, collective action commitments, and the launches of various knowledge products. Additionally, some of the funds for coordination events were reallocated and under-budgeted in the Phase II annual work plan. This required the team to identify virtual modalities for coordination meetings and mechanisms to ensure the team continued implementing in the spirit of UN Reform.

To mitigate the effects of the lockdown, the Spotlight Initiative engaged media houses for the re-airing of key VAW/C messages to reach key audiences with messages on the nexus between GBV and COVID-19. However, the prioritization of messaging on the COVID-19 pandemic diluted the impact of media messaging on VAWG/C. The Spotlight Initiative responded by incorporating VAWG messaging into the COVID-19 messages, highlighting the nexus between lockdown and GBV and calling on citizens to be more alert and take preventive measures.

Additional responses to the COVID-19 resurgence by the Spotlight Initiative include supporting the development of protocols and the procurement of personal protective equipment to ensure continuity of essential services. The programme received the final tranche of Phase I funds at the end of 2020, which led the programme to prioritize activities that did not need instant payment and required the programme to accelerate the delivery of specific activities in 2021. The programme's success in integrating Spotlight Initiative activities into routine coordination by district local governments enabled the continuity of activities and contributed to the acceleration of implementation.

The closure of courts by the Chief Justice affected family cases previously pending in courts. The Uganda Bureau of Statistics could not continue its fieldwork until after lifting of the lockdown measures. The JLOS adopted digital platforms for use as digital kiosks to offer services, and MoGLSD sought waivers to enable teams to move within the 42 day lockdown period and beyond for data collection. Compounding these challenges were the rising concerns of shrinking space for human rights advocacy. The Spotlight Initiative team monitored the situation and reactivated activities once the context allowed.

A women's group during an awareness meeting attended by village residents including former cutters and role models against the female genital mutilation in Karamoja region.

(@Bongyreirwe/UNICEF)



Another challenge observed during the reporting period pertains to the wording of most indicators in the country programme document, which are quantitative in nature. While this worked well in the first two years of reporting, the shift in the reporting requirement to focus more on results, most of which are qualitative, appears to have presented challenges to implementing partners concerning the need to go beyond narrating activities to capturing

the changes resulting from the activities. To mitigate this, the Spotlight Initiative developed specific tools to facilitate reporting on qualitative changes, including U-Report and focus group discussions, monitoring field visits and the means of verification exercise.

Lessons learned and new opportunities

(a) Lessons learned

- i. The engagement of strategic stakeholders, namely cultural and religious leaders, parliament, JLOS actors, civil society and special interest groups, is essential to increase buy-in to implement related laws and policies. There is tremendous potential for policy change advocacy success when RUNOs, implementing partners, CSOs, and other actors are well coordinated.
- ii. The inclusiveness and multisectoral nature of national-level coordination structures and processes are critical for implementation at the sub-national level. Increased documentation of supported interventions will increase learning, uptake and sustainability of innovative best practices. A clear and evidence-based advocacy strategy is essential to increase resource allocation for VAW/VAC/HP and SRHR. A clear focus on trafficking in persons enables appropriate institutional collaboration within countries and across borders.
- iii. More integrated GBV/VAW/C/HP/SRHR with consistent messaging within intervention areas yields better results. Sustained engagement of cultural and religious leaders contributes to reducing incidences of VAW/G and increased access to SRHR. Parasocial workers and self-sustaining community-based social structures are essential in bridging the gap between formal and informal social welfare systems. Schools proved to be a relevant platform for integrated services and prevention of GBV/VAC. Monitoring media campaigns is key to documenting achievements and measuring behaviour change.
- iv. Increased impact can be enhanced by delivering an integrated package of GBV/VAW/C/SRHR. Strengthened linkages between community interventions and health facilities increase access to services by beneficiaries.
- v. In line with the Refugee Response Plan, activities in refugee settlements must strengthen cohesion with host communities based on the recommended 70 per cent:30 per cent ratio regarding access to services and resources. Infrastructure support, particularly the need for GBV shelters, must be preceded by mindset change to foster local ownership and enhance the protection and maintenance of installations.
- vi. The creation of numerous response and data management systems by implementing partners instead of strengthening the existing ones contributes to duplication and loss of integrity in the outputs of GBV

management information systems. This hinders the tracking of GBV cases along the continuum from the point of reporting up to the conviction of perpetrators. A harmonized data system improves policy and programming.

- vii. Women's rights CSOs' strategic positioning can address political or institutional bottlenecks across all the outcomes. The time, resources and skills required to build a vibrant and inclusive movement are higher than anticipated at the beginning of a programme.

These lessons informed the priorities of the Phase II annual work plan. A more inclusive and multisectoral national-level coordination structure, namely the National GBV Reference Group, was adopted as the Spotlight Initiative engagement mode with the Ugandan Government. Implementation at the sub-national level will be through the district GBV committees. An integrated package of GBV/VAW/C/SRHR, as presented in the Gender for Development in Uganda Action Document under development with the EU Delegation, will be structured to reflect integration with other programmes, thus increasing impact.

(b) New opportunities

- i. The successful implementation of the Spotlight Initiative generated great momentum at national and lower levels and garnered interest from other UN agencies and local development partners for GBV prevention and response. This presented an opportunity for improved coordination under the UN Reforms, where local development partners indicated their support for more integrative approaches.
- ii. The United Nations Sustainable Development Cooperation Framework (2021-25) presented the modality for higher-level coordination through the strategic priorities under which the Spotlight Initiative inserted its outcomes for direct contribution to the SDGs.
- iii. The increase in public use of technology allowed increased reach with online campaigns. As demonstrated in the results section, this enabled rapid information dissemination, which led to measurable shifts in perceptions of GBV among citizens.
- iv. The launch of the Council of Traditional Leaders in Africa - Uganda Chapter presented an opportunity for further engagement and the potential to influence traditional leaders' responses to GBV in a structured engagement that goes beyond rhetoric and has clear targets and indicators for monitoring milestones.
- v. The team saw an opportunity to lobby for additional funding for long term programming through the EU Delegation Country Assessment exercise and made submissions for the inclusion of support for GBV interventions on their priorities.
- vi. The Government of Uganda tabled the Parish Development Model as the structural arrangement for implementing NDPI.
- vii. The Spotlight Initiative saw an opportunity for the enhanced strengthening of sub-national structures and more effective reach to communities furthest from services under the model, which shall be pursued in the design of the Spotlight Initiative 2.0.

Innovative, promising or good practices

A good practice is the Gender Equality Seal for private enterprises, a collective effort by UNDP, the Ugandan Government, and Private Sector Foundation Uganda to establish and achieve standards to promote gender equality and women's empowerment in the workplace. It provides companies with a mechanism to level the playing field for both women and men by promoting investment in systems that integrate gender equality into the work environment and business strategies. This is a good practice because, in Uganda, the private sector employs more than 70 per cent of the working-age population; therefore, more companies adopting gender-responsive measures through the Gender Equality Seal certification process creates a larger transformative impact on women in the labour market. The Gender Equality Seal is a comprehensive tool for addressing gender inequalities in workplaces, VAW and GBV through seven key dimensions of the standard of the certification programme: remuneration, professional development and promotion, work-life balance, communication, sexual harassment and GBV and gender management systems.

The challenge has been in obtaining buy-in from the management of the companies to implement the programme; progressing from the sensitization stage to commitment was time-consuming. However, showcasing the business case for adopting gender-responsive organizational practices led to positive

engagement from the companies. The results have been that 24 companies completed the process of identifying gender inequalities within their structures and developed action plans to address these. The good practice is replicable through increased popularization of the Gender Equality Seal through media platforms, sensitizing more company executives on the importance of the Gender Equality Seal certification programme and government buy-in to legitimize the programme, making it mandatory for companies and public institutions to have the certification.

A promising practice led by UNDP under Pillar 4 is the livelihood support to women and GBV survivors initiative, which strengthens livelihoods for women in the mining sector. It is a strategy to prevent and respond to GBV response in Kasese, Tororo, Amudat and Kitgum Districts, premised that women in mining experience limited or no service delivery regarding GBV prevention. The intervention strengthens and secures the livelihoods of women miners to operate safely and efficiently. Activities undertaken included training in enterprise management, marketing and value addition, alternative skills training, savings and GBV-reporting mechanisms. This led to the formation and formalization of groups of women miners as well as the provision of business start-up kits for those trained in hairdressing, personal protective equipment and hand tools to facilitate safe and efficient mining operations.

Consequently, women have a more resilient and secure livelihood experience as they can now ably continue earning incomes in mining and alternative ventures. The beneficiaries can also manage business operations independently and competently since they have more saving and financial management skills. Through the complementary sensitization of communities hosting these mining groups, the women have a better awareness of the prevention, reporting and management of GBV incidences. It is also envisaged that the women who were previously exposed to GBV can have a voice due to being empowered through skills acquisition and increased economic productivity.

Another good practice is the SASA! methodology. The application of the SASA! approach in the refugee settlements for creating awareness against gender-based violence has been a good practice. The SASA! methodology helps bring overall awareness about GBV and VAC, including violence against girls. It also helps to bring awareness about the reporting mechanism so that the incidents of GBV and VAC can be safely reported to seek services by the survivors. The impact of the SASA! methodology has been coupled with the installation of solar streetlights in the refugee settlements (Rhino, Imvepi and Kyaka II) by UNHCR. SASA! helped create awareness of GBV through the community volunteers, while the solar streetlights promote the security of women and girls at night. In the first half of 2021, 103 solar streetlights (35 in Kyaka II and 68 in Rhino/Imvepi) installations were completed to support the prevention of GBV as it was reported that most incidents take place in dark corners.

The SASA! approach is now the most widely used community-based mobilization approach for GBV prevention in the refugee setting. However, an initial study of SASA! in Adjumani refugee settlements indicated that it requires some time for behavioural and attitudinal change: between three years and eight months to four years. SASA! draws heavily on two theoretical frameworks: the Ecological Model of violence, which recognises the complex interplay of individual, relationship, community, and societal-level factors underpinning risks

and root causes of GBV; and the Stages of Change Theory or the Transtheoretical Model of Change. Both SASA! and solar streetlights have contributed positively by redressing the gender power imbalance and promoting positive behavioural and attitudinal change to prevent GBV. The results contribute to a long-term impact on Pillar 3 as communities are meaningfully engaged in efforts to prevent VAWG. Both the SASA! methodology and solar streetlights can be made more sustainable by meaningfully engaging the community members and community-based structures to ensure local ownership.

The multi-sectoral approach of the Spotlight Initiative is another promising practice. Under this approach, the Spotlight Initiative trains justice actors, police officers, prosecutors and judicial officers to work together to more effectively manage VAWG cases, given the broad-ranging impact of gender-based violence across sectors. The practice falls under Pillar 4 and is an ongoing activity. The approach started with the development of a Cross-Sectoral Handbook for Victim-Centered Investigation, Prosecution and Adjudication of GBV Cases. This was followed by a training of trainers conceptualized to build a team to roll out the exercise. The training of trainers on Multi-sectoral Institutional Strengthening of the Justice Law and Order Sector to Address Sexual and Gender-Based Violence used the handbook to train participants on victim-centred investigation, prosecution and adjudication of GBV cases. The activity's goals were 1) to guide the investigation and prosecution of gender-based violence crimes in Uganda from a gender-sensitive, victim-centred, trauma-informed perspective; 2) to lay a foundation for sectoral standards for the effective management of GBV cases, institutionalizing these standards and utilizing them as institutional checklists for performance assessments of individual institutions; and 3) to nurture certainty, confidence, and a culture of accountability in the justice system. The multi-sectoral approach is a promising practice that can be replicated in other contexts because it allows all stakeholders to appreciate their challenges in enhancing access to justice for victims of VAWG and come up with localized



The Spotlight Initiative supports survivors of gender-based violence to receive relevant services (@UNFPA)

workable solutions. It also enables the justice system to provide comprehensive services to victims collectively instead of working in silos since access to justice is a chain. The approach has also demonstrated the need for teamwork, enabling each stakeholder to play their role.

There are three main challenges to the implementation of the multi-sectoral approach. Firstly, working with resource-constrained institutions inhibits coordination, as justice actors cannot effectively discharge their roles. This challenge has been mitigated by sourcing funding of complementary funds from other donors through UN agencies such as UN Women. Secondly, cultural attitudes among service providers can negatively influence their interactions with the survivors, exacerbated by limited skills and corruption. In response, the Spotlight Initiative has helped train justice actors on how biases, stereotypes and misconceptions can affect the application of the law to ensure just and equal enforcement. Furthermore, justice actors have taken the initiative to map several service providers within their regions to whom victims can be referred. There has been a reduction in case backlog in the circuits where this practice has been adopted. The practice has also improved communication, coordination, and

cooperation between the stakeholders. The practice positively impacts impunity where the community is aware that judicial officers issue punitive punishments. This has acted as a deterrent to potential perpetrators.

The final promising practice relates to the structural arrangements relating to the incorporation of the coordination function of the Resident Coordinator's Office and the inclusion of the Spotlight Initiative Coordinator in the UN Human Rights and Gender Advisory Group, a platform for engagement and advocacy around issues of VAW/G, HP and SRHR. A significant development in 2021 was the formal inclusion of the Spotlight Initiative Programme Coordinator as a member of the UN Programme Reference Group (now changed to the Deputies Group) under a revised coordination architecture to deliver on the UNSDCF 2021-2025. This enabled her to take leadership in tabling the Spotlight Initiative successor concept for consideration, leading to its endorsement at the UN Country Team retreat of September 2021 as part of the flagship programmes to deliver on UN Reform principles.

Communications and visibility

(a) Overview

In 2021, the communication and visibility plan of the Spotlight Initiative in Uganda sought to strengthen the harmonization of communication activities by increasing the use of online platforms by RUNOs and implementing partners to disseminate messages on VAWG and expanding visibility through branded items. As Uganda continued experiencing partial lockdown and curfew, measures to curb the spread of COVID-19 shared on radio and television were complemented with message posting on online platforms, including RUNO websites and social media. The Resident Coordinator, RUNOs, and the EU Ambassador mentioned the Spotlight Initiative in various speeches highlighting the centrality of addressing gender-based violence as part of the SDGs. They were also active during the events commemorating the 16 Days of Activism, including the social media challenge. Five news stories were tracked on TV and in local newspapers, and 35 stories were written by RUNOs and implementing partners and published on RUNO websites and newsletters.

To challenge harmful social norms and gender stereotyping, over 10million people were reached through various communication channels with messages on GBV prevention: 15,737 people in refugee communities through outreaches; 7,812 school-going children through 'talking compounds and clubs'; 1,061,144 people through physical dialogues; 21,971 people through SASA! Together; and

9,410,696 people through TV, radio, and social media engagements. The #WithHer campaign on Twitter reached 274,000 people and generated 734 interactions and 37 mentions. RUNOs worked together to develop messages for the commemoration of International Women's Day and 16 Days of Activism against GBV. Branded items useful for rural women like t-shirts, lesus (body wraps for women), and water buckets were distributed. Branding was done for notebooks, diaries, pens, mugs, folders, bottles, hats, jut bags, helmets, gloves, pull-up banners and communication products.

7,812

SCHOOL-GOING CHILDREN
REACHED THROUGH 'TALKING
COMPOUNDS AND CLUBS



~1M

PEOPLE REACHED
THROUGH PHYSICAL
DIALOGUES



21,971

PEOPLE REACHED
THROUGH SASA!



(b) Messages

- i. **‘Women and girls are uniquely vulnerable to acts of violence, yet there is lack of comprehensive data about this vital issue. To make change happen, we need to speak out against violence against women now’.**

This message targeted UN agencies, government MDAs and CSOs. There has been a deliberate effort to generate data through studies such as the VAWG/C and Violence in Family Survey; the impact of COVID-19 on harmful practices, and the impact of the multi-media campaign.

- ii. **‘Gender-based violence remains a critical bottleneck to the achievement of gender equality. Gender equality is a fundamental human right and a prerequisite for attaining the emancipation of women as per the pillars of the SDGs’.**

This message targeted UN agencies, government MDAs, civil society, cultural and religious institutions, and academia. It was fundamental in linking Spotlight Initiative to SDGs and other national programmes and disseminated through speeches by the Resident Coordinator and Heads of Agencies during events.

- iii. **‘COVID-19 has brought with it a surge in cases of violence against women and girls, teenage pregnancy and child marriage. We must work together to eliminate all forms of violence against women and girls’.**

This message targeted all stakeholders - women, girls, parents, UN agencies, government MDAs, civil society, and cultural, religious and academic institutions. Building on the momentum from 2020, Spotlight Initiative advocated for the re-enrolment of child mothers and pregnant girls in schools and re-programmed funds towards the operation of GBV shelters and interventions to end child marriages.

(c) Media and visibility events

Meeting with the Minister of Gender, Labour and Social Development: A high-level meeting was organized with the Minister of Gender, Labour and Social Development and her delegation. The Resident Coordinator led the team of Heads of Agencies, and the Ambassador led the EU delegation. The main agenda of the meeting, which took place on 26 August, was to jointly orientate the Minister on the Spotlight Initiative in Uganda and provide an overview of the progress made in implementing the programme and the plans to build on its successes. The meeting was concluded with the signing of a joint press statement, where the EU, UN, and MoGLSD re-affirmed their collective support for eliminating GBV through the Spotlight Initiative.

GBV online course and multimedia centre launch: In partnership with the Ministry of Public Service and the Civil Service College Uganda in Jinja, the Spotlight Initiative launched the GBV online course and multimedia centre in September as an e-education tool to build the capacity of civil service staff to respond to gender-based violence.

Private sector dialogue: In partnership with Private Sector Foundation Uganda, the Spotlight Initiative launched a Private Sector Dialogue during the 16 Days of Activism, whose aim was to discuss GBV and gender equality in the workplace. Innovative private sector enterprises were awarded grants to support their work towards eliminating violence against women in the private sector.

GBV Knowledge Fair: In partnership with MoGLSD and implementing partners, the Spotlight Initiative held a GBV Knowledge Fair during the 16 Days of Activism. It was designed to showcase the various knowledge products on GBV prevention and response, which could be used for multiple purposes, including training, policy briefs and advocacy work.

Experience sharing event: The Spotlight Initiative organized an experience-sharing event that brought together representatives from the Council of Traditional Leaders of Africa-Uganda Chapter and the Inter-Religious Council of Uganda to have a dialogue with young women regarding their experiences of GBV, discuss solutions and commit to ending VAWG. The closed-door event was attended by 30 GBV survivors and 12 leaders who committed to protecting women and girls from violence.

(d) Campaigns

The Spotlight Initiative ran a year-long multimedia campaign on 16 radio stations and three TV stations to raise awareness, reaching 3,240,091 people (1,588,600M:1,659,232F). Messages were designed to highlight the various forms of VAWG/C/HP, and what role each target audience needed to play in ending the violence. The 16 Days of Activism Against GBV was well coordinated in 2021 with the MoGLSD, district local governments, implementing partners, and other stakeholders together organizing media and visibility events, including national and district-wide event launches and dialogues. The Spotlight Initiative also launched the Guidelines on Safety and

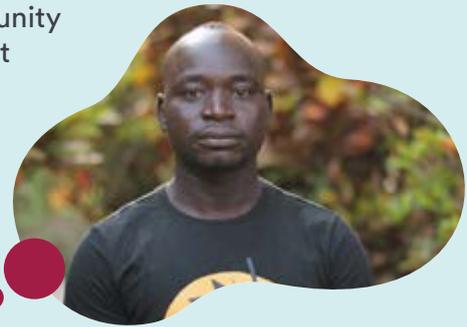
Security of Women Rights Defenders, ran a social media challenge, and disseminated messages through radio and TV programmes. The campaign raised awareness of the impact of COVID-19 on women and girls in Uganda and called for the public's support to end VAWG/C. The online 'Peace First' campaign to prevent VAWG before Uganda's general elections was rolled out between January and March 2021. Social media messages were posted to commemorate International Women's Day.

Human interest stories, photos, testimonials and videos

(a) **Case story: Demystifying the judicial system**

Emmanuel Akullo serves as a role model in his community by raising awareness about issues of violence against women and children. As a youth representative, he was supported by Legal Aid Services Providers Network to mobilize his community to attend a Legal Aid Open Day. This changed his misconceptions about the processes of the formal justice system.

www.ug.undp.org/content/uganda/en/home/blog/2021/spotlight-initiative--demystifying-the-judicial-system



(b) **Case story: The collaborative casework approach**

Living as a woman with disabilities in Kasese, the life of 24-year-old Mirembe (not her real name) was drastically changed when an older man in her community raped her. Mirembe reported the case at the local police post but faced delays in getting to court until Spotlight Initiative partner, International Justice Mission, intervened using its collaborative casework approach which involves actively mentoring justice system officials on real violence cases. While Mirembe received justice, 17.2 per cent of women reported having postponed reporting a complaint to the police, courts, or Resident State Attorney at least once in the last 12 months due to lack of money.

www.ug.undp.org/content/uganda/en/home/blog/2021/spotlight-initiative--the-collaborative-casework-approach.html



(c) **Case story: Women's group driving economic empowerment**

Through training and resources, Humanitarian Assistance and Development Services is building a movement of women's associations. The groups regularly convene to share knowledge, skills, and networks to enhance economic opportunities and also devise strategies to eliminate violence as women are informed about their right to access local services related to justice and sexual and reproductive health. As a result, members are economically empowered and better equipped to respond to issues of violence against women and children, particularly girls.

www.ug.undp.org/content/uganda/en/home/blog/2021/spotlight-initiative--womens-groups-driving-economic-empowerment.htm



Case story: Fourteen-year-old girl rejects her mother's demands to marry a 35-year-old man

Fourteen-year-old Ruth said no to child marriage. She rejected her mother's demands to get married to a man twice her age. A primary five pupil and a member of the Agile Empowerment and Livelihood for Adolescent club in Agule Village, Morulem Parish, Abim District in north eastern Uganda, Ruth aspires to become a pilot.

<https://uganda.unfpa.org/en/news/fourteen-year-old-girl-rejects-her-mothers-demands-marry-35-year-old-man>



(d) Case story: Teenage pregnancy during COVID-19

When the country went into lockdown in 2020, 15-year-old Sara from Lacekor Village, Agago District, like all other pupils, stopped going to school. As time progressed, Sara moved in with a man called Lokech, who used to accost her on her way to school. Sara is currently seven months pregnant and receiving antenatal care at Adilang Health Centre, where she will deliver her baby This is thanks to the Spotlight Initiative project that ensures that pregnant girls are mapped, given a voucher and referred to a health facility.

<https://uganda.unfpa.org/en/news/addressing-teenage-pregnancy-during-covid-19-pandemic>



(e) Case story: Rose Christine Adikini, leader for women with disabilities in Gulu

In 2019, Rose Christine Adikini took part in Spotlight Initiative-supported leadership training run by the National Union of Women with Disabilities of Uganda. Covering confidence, leadership, self-esteem and public speaking, these sessions equip women and girls with disabilities with essential knowledge about their rights, as well as the skills to advocate for those rights. This training is critical given that women with disabilities are at greater risk of violence and discrimination due to social exclusion, limited mobility, a lack of support structures and communication barriers. Rose is a Councilor for persons with disabilities in Tororo.

['Disability is not inability' - women and girls with disabilities lead the way in Uganda | Spotlight Initiative](#)



(f) Case story: Voices from Tororo: Working to end gender-based violence in Uganda

Wycliffe Odiya, 40, is the Team Lead of Community Land Rights with LandNet, a Spotlight Initiative-supported organization that advocates for women's access to and ownership of land. Since 2019, Wycliffe Odiya has trained more than 40 women and men in Tororo to advocate for gender equality in property distribution and management. He often mediates land disputes at a community level and refers more complex cases to the police and courts.

[Voices from Tororo: working to end gender-based violence in Uganda | Spotlight Initiative](#)



(g) Testimonials

Abraham Meta, 31, Male action group member in Ariaze A Village, Siripi Zone, Rhino Camp, Terego District

“Men should not misuse their power to batter women. They should instead be supportive and abandon negative culture that belittles women. If a man enters the kitchen and cooks food, it doesn’t change him from being a man. Let every man understand the characters of women because we are all vulnerable. Violence is not the way of handling or solving domestic issues.”

Dr. Musa Muwonge, the AIDS Control Programme Coordinator in the Uganda Police Force

“Not only will multi-sectoral approach improve victim linkage and referrals at the community level making the justice process efficient. Victims have a better chance of recovery and rehabilitation. The police may not have shelters for victims in many areas, but there are NGOs that have shelters for victims of SGBV and even offer counselling services and can offer hands-on training to rehabilitate victims. If you don’t have a working relationship with these stakeholders, you condemn victims to more suffering.”

Hon. Peace Mutunzi, the State Minister of Gender and Culture

“When we outlawed FGM, the practice didn’t stop. It went underground. We need to do a lot of sensitization on mindset change, and we are starting it now. We are going to advocate for school establishment and vocational studies in those areas where FGM is still being practised. We are going to factor in GBV/FGM into our budgets, institutions’ operations and structures.”

Ambassador Attilio Pacifici, Head of the European Union Delegation to the Republic of Uganda

“My delegation is strongly supporting the proposal of making available additional financial resources to the Spotlight initiative beyond the current funding period. The process, requiring the approval of our Headquarters in Brussels, is still ongoing, and we keep pushing to bring it to a positive conclusion. It is important to highlight that funds have been earmarked in the new multi-annual indicative programme for Uganda for 2021-2024 to cover sexual and reproductive health and rights and fighting sexual and gender-based violence. We need to draw lessons from the current programme, consolidate our achievements and create more sustainable delivery mechanisms to the beneficiaries.”

Susan Ngongi Namondo, United Nations Resident Coordinator

“We commend the government, through the MoGLSD, on the demonstrable increase in the ownership of the Spotlight Initiative and other programmes focused on gender equality and women’s empowerment. We do note with concern, however, the blight of teenage pregnancies on the COVID-19 response. Immediate responses are required. We appeal to you to come up with lasting solutions on which you can count on the continued support of the UN. The need for GBV shelters as part of social protection, prevention and response shall continue to be a priority.”

Obia Richard, Assistant District Community Development Officer, Terego District

“Under Pillar 1, we came up with the GBV platform to direct our activities in Terego District. We passed the Alcohol ordinance to regulate abuse of alcohol abuse. We are seeing a positive change in the community now. In our culture, we still have a challenge of looking at girls as sources of wealth and persons of concern (refugees) as not having rights. With support from the Spotlight Initiative and through our implementing partners, we are addressing these perceptions through our outreach and communication programmes.”

Commissioner Angela Nakafeero, Ministry of Gender, Labour and Social Development

“The Ministry is grateful for Spotlight’s support in funding the operation of GBV shelters. We, however have huge need to establish and run a GBV shelter in Arua and other districts, but we need districts to commit local resources for this to be realized as the Ministry of Gender, Labour and Social Development raises resources from other partners. It is our collective responsibility to ensure we stop GBV in Uganda because it deters national development. It is also important that we understand, appreciate and promote positive aspects of our cultures that are aligned to national laws and policies.”

Michael, Resident District Commissioner, Amudat District

“FGM remains in our communities. It is a bad cultural practice that we are battling with. We have to work together to take perpetrators in court for justice to prevail but first, we need to have a local court in Amudat. The closest court is in Nakapiripirit, which is 49km away from the district headquarters. Because of the long distance and lack of transport means, survivors don’t get the legal support required. We need to strengthen the justice sectors in Phase II to handle and follow up GBV cases in the communities. Girls that are fleeing from this practice in their communities run to a temporary rescue centre within Kalas Girls’ School. In January 2021, we had about 50 girls at the school that were seeking refuge from GBV in their homes and communities. We, however, need to have a district-owned GBV shelter established in Amudat for better case management. We thank UNICEF for supporting girls with life skills trainings.”

Arap Poppy Paul, Cultural Leader, Ker Kwaro of Acholi

“Following a training conducted by Ministry of Gender, Labour and Social Development, the Ker Kwaro institution has appointed cultural leaders in each of the 57 clan to disseminate messages and information on gender-based violence in their communities. The institution also developed a booklet aimed at raising awareness on gender-based violence but have no resources to print more copies for dissemination. The major causes of violence in the communities are alcohol abuse and lack of income leading to frustration.”

Irene Tushemeirwe, Police Officer

“We lose opportunities to run to the victim’s aid due to poor facilitation. Sometimes there is no vehicle or motorcycle to go to the villages when cases are reported hence the delay in response. We also face challenges of having complete reports when a doctor’s report is not presented for defilement and rape cases. We also receive cases where witchcraft is reported, yet Police cannot handle cases because there is no provision for witchcraft in the law...The Police doesn’t know how to respond appropriately. To reduce GBV in our communities, clan leaders have to be involved since they are respected.”

(h) Photos



Urban refugees in Kampala supported by Bondeka, a local NGO, with funds from the Spotlight Initiative, participate in a monitoring visit where they provided into Phase II of the programme.

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Chebet Monica, 15 (right), teaching Everline Cheptoo, 14 (left) how to make a skirt at Kalas Girls' Primary School in Amudat under the Second Chance Education programme funded by the EU-UN Spotlight Initiative. Over 40 girls are currently enrolled in the programme and reside at the school, which also serves as a rescue centre for Pokot girls fleeing FGM and child marriage.

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Agnes Awor (right), the leader of the Petta Women Quarry, with two of her group members at their mining site in Petta Sub County, Tororo District. Supported by Private Sector Foundation Uganda, the group now has a registered savings group that advocates for the registration of mining rights and the use of mining protective gear and tools.

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(i) Videos about the programme

- <<https://youtu.be/GpVBDpmbA34>>
- <https://youtu.be/A8B3k_UC4a4>
- <https://youtu.be/LELgUpI_XKQ>
- <https://youtu.be/C_tJBj6Vbg>
- <<https://youtu.be/iCtNRJ93cWg>>
- <<https://youtu.be/mKtFHyub11k>>
- <<https://youtu.be/1MCGqghaFIU>>
- <<https://youtu.be/ROxNJ4ynfEU>>

Next steps

1. With the inclusion in the Human Rights and Gender Action Group of the UN Country Team, the Spotlight Initiative is now better placed to benefit from and plug into broader initiatives on gender equality and women's empowerment, as well as collaborating on human rights-focused interventions. For example, there is potential for collaboration to address the emerging issue of teenage pregnancies and ensure that responses address not just the health, education, and life skills aspects but also include addressing underlying SGBV issues relating to SRHR.
2. From the lesson learnt that more integrated GBV/VAW/C/HP/SRHR with consistent messaging within intervention areas yields better results, results-oriented engagement with cultural and religious leaders shall be conducted to pursue the downscale implementation and follow up on commitments made in the pastoral letter, as well as the implementation and enforcement of the various ordinances to reduce incidences of VAW/G and increased access to SRHR. Learning events involving district local government shall be convened for this.
3. The Spotlight Initiative shall follow up on the planned Uganda Demographic and Health Survey to monitor the incorporated indicators on SRHR and GBV and follow up on the distribution and use of the National Compendium of GBV/SRHR/HP service providers in the seven districts supported by the Spotlight Initiative.
4. U-Report will be used to trace the efficacy of the SRHR quiz mobile application.
5. An outstanding indicator has been the establishment of a national level coordination structure which is the GBV National Reference Group. While such a structure exists and has terms of reference, the Spotlight Initiative has not been a part of this. An immediate step in the first quarter of 2022 is to engage the MoGLSD on the inclusion of the Spotlight Initiative in the GBV National Reference Group as a platform where all GBV-related projects and programmes convene for joint programme planning and collaboration for the implementation of the UNSDCF and the NDPIII.

6. The Civil Society National Reference Group was first coordinated under the Resident Coordinator's Office and then placed under UN Women as the lead agency. The recruitment of a Technical Coherence Specialist is almost complete. It is envisaged that with dual reporting to the RCO and UN Women, one of the incumbent's tasks will be to work with the CSNRG to create a work plan and budget for US\$20,982.
7. Resource mobilization for the Spotlight Initiative successor shall be continued. A donor round table will invite expressions of interest and resource commitment, followed by the development of a localized proposal for the EU offer of Euro 20 million and any other funds committed for 2023-2025.
8. A major strategic intervention recommended for Phase II and the Spotlight Initiative successor was mainstreaming gender and equity issues, including SGBV, within the proposed interventions under the Parish Development Model. This will entail the engagement of the Ministry of Finance, Planning and Economic Development, Ministry of Local Government and local governments within their programme financing plans. The National Planning Authority and Ministry of Local Government were tasked to define indicators and targets on gender and equity, including GBV prevention and response for assessing local governments' performance. The Ministry of Finance, Planning and Economic Development was tasked to set financing targets in the form of quotas under the new Parish Development Model and focus on delivering functions per the NDPIII and the programme implementation action plans to include gender and equity and GBV prevention and response. The orientation of members of parliament to appreciate gender equity as per their mandate was also recommended.

ANNEXES

ANNEX A: RESULTS FRAMEWORK

Outcome 1 Summary table						
Outcome Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target	Reporting Notes	
Indicator 1.1 Laws and policies on VAWG/HP in place that adequately respond to the rights of all women and girls, including exercise/access to SRHR, and are in line with international HR standards and treaty bodies' recommendations.	Legal age of marriage	0.50	0.50	0.00	Social Institution and Gender Index (SIG) country profile report for 2021, which is the data source for this indicator was not produced by Uganda Bureau of Statistics (UBOS), citing funding limitation. UBOS is an institution mandated under the Act of parliament to produce official statistics for Uganda. Consequently, the last results for SIG that is aligned to the SMART System variables was reported for 2021. The link to the report is: https://www.genderindex.org/country/uganda-2014-results/ . However, Spotlight plan to mobilize some funds through inter-agency collaboration to support UBOS to conduct SIG in 2022 to assess this indicator.	
	Parental Authority in Marriage	0.50	0.50	0.50		
	Parental Authority in Divorce	0.50	0.50	0.50		
	Inheritance rights of Widows	0.50	0.50	0.00		
	Inheritance rights of Daughters	0.50	0.50	0.00		
	Laws on Domestic Violence	0.00	0.00	0.00		
	Laws on Rape	0.50	0.50	0.25		
	Laws on Sexual Harassment	0.25	0.25	0.25		
	Baseline					
	Output Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)		Target
Indicator 1.1.1 Number of draft new and/or strengthened laws and/or policies on ending VAWG and/or gender equality and non-discrimination developed that respond to the rights of women and girls facing intersecting and multiple forms of discrimination and are in line with international HR standards, within the last year.	Developed or Strengthened				The following laws/policies/bills on addressing VAWG and promotion of gender equality and non-discrimination were strengthened in 2021: 1.National Legal Aid Bill 2020, Justice sector 2.Employment Amendment Bill, Social sector 3.National Gender Policy (under review), Social sector. Other policies/laws/bills that were strengthened in 2021 but had already been reported in 2020 include: 1.National Child Policy – In 2021, to strengthen one national protection system, the policy was disseminated to 50 districts. 2.National Disability Policy 3.Succession Amendment Bill - The Amended Bill (2021) underwent its first reading in Parliament on October 5th, 2021.It had earlier been passed by the parliament, but some clauses were contended by the president. 4.Sexual Offences Bill (2019) – The bill was passed by the legislative body but some provisions were rejected by the president, the proposed changes are being integrated into the penal code Act for amendment.	
	0	3	3	9		

<p>Indicator 1.1.4 Number of women's rights advocates with strengthened capacities to draft legislation and/or policies on ending VAWG and/or gender equality and non-discrimination, within the last year.</p>	<p>0</p>	<p>250</p>	<p>315</p>	<p>500</p>	<p>225 Women's rights advocates were trained on the provisions of the Human Rights Enforcement Act. Additional 90 were trained on Gender bills, gender-power analysis of VAWG, women's bodily autonomy and how it manifests through some EAWG legislation, backlash against gender equality and VAW prevention work, and how to effectively counter it, effective advocacy strategies and self-care. This brings to a total of 315 Women's rights advocates whose capacity were built on drafting legislations/ policies on EAWG during the reporting period.</p>
<p>Indicator 1.1.5 Number of Parliamentarians and staff of human rights institutions with strengthened capacities to advocate for, draft new and/or strengthen existing legislation and/or policies on ending VAWG and/or gender equality and non-discrimination and implement the same, within the last year.</p>	<p>0</p>	<p>25</p>	<p>206</p>	<p>100</p>	<p>Increased numbers of master trainers and the training of trainers within target institutions exponentially increased beneficiary trainees beyond original projection. Also, number of districts was increased as was the size of parliament from 452 to 556. The training scope covered officials from both national and sub-national level. The details are as under: Overall, capacity of 1,163 individuals (206 Members of parliament and 957 staff from human rights institutions) were built to advocate for, draft new and/or strengthen existing legislation and/or policies on EAWG. Of those trained: •31 (17F, 14M) members of the Legal & Parliamentary Affairs Committee were trained/ engaged on legal aid bill leading to its tabling for first reading on the floor of parliament. •211 (70F, 141M) staff of human right commission were trained on the formation & development of human rights based complaint ordinances/ by-laws on alcohol/drug abuse, VAWG and SRHR •746 (465F, 281M) members of Uganda Law commission were reached with legal awareness and advocacy for the passing of the national legal aid bill – these include Judicial officers, State Attorneys, Heads of Regional Police Units, Media, LASPs and the Public. •90 (F:65, M: 25) MPs were trained on legal frameworks of CEDAW and MAPUTO protocol as well as understanding their roles as members of Parliament. Being new parliament, they were also inducted Gender Legislative Processes, Policy and Legal Frameworks and Roles of Members of Parliament •85 (F:63, M: 22) MPs trained on public speaking, etiquette, and personal grooming. The good results achieved against the indicator target for 2021 represents possible under targeting.</p>
<p>Parliamentarians</p>	<p>0</p>	<p>9</p>	<p>145</p>	<p>36</p>	<p>Women Parliamentarians</p>
<p>Human Rights Staff</p>	<p>0</p>	<p>13</p>	<p>957</p>	<p>50</p>	<p>Human Rights Staff</p>
<p>Women Human Rights Staff</p>	<p>0</p>	<p>5</p>	<p>535</p>	<p>16</p>	<p>Women Human Rights Staff</p>

Outcome 2 Summary table				
Outcome Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target
Coordination Mechanism?				
Indicator 2.1 Existence of a functioning regional, national and/or sub-national coordination and oversight mechanisms at the highest levels for addressing VAWG/HP that include representation from marginalized groups.	No	No	Yes	Yes
<p>There exist the GBV national reference group established at Ministry of Gender, Labour and Social Development (MGLSD), it is composed of multiple stakeholders and is headed by the permanent secretary. The main objective of GBV national reference group is to strengthen coordination framework and provide leadership for addressing GBV in Uganda. In 2021, the forum provided platform to discuss policy and programming guidance on the draft GBV/VAC Response plan and Strategy 2021-2024. And through the platform, a policy brief was produced and launched. The main gap with the GBV national reference group is lack of dedicated programme coordinator and M&E personnel to document its' activities and progress as per the global requirement. At district level, there exist GBV district coordination committee, housed at DLG offices and coordinated by the Chief Administrative Officer (CAO). The forum brings together all the actors working around GBV to discuss plans and progress in addressing GBV at district level. The district level coordination mechanism is challenged with lack of adherence to standard – keeping meeting schedules, documentation of meetings and follow up of action plans. Also, the country's effort to establish a coordination mechanism at OPM has not been possible as planned earlier due to foundational challenges. However, apart from the GBV national reference group and GBV district Coordination committee, progress has also been made to establish/strengthen a number of multi-sectoral coordination forums (under health, social and justice sectors and refugee settlement) that deals with different issues. Examples of these platforms are:</p> <ul style="list-style-type: none"> National Level: <ul style="list-style-type: none"> •National committee on GBV/VAC •GBV National Level Working Group meetings (Humanitarian) •GBV multi-stakeholder coordination platforms •Medical legal group •National Child Wellbeing Committee, Bi-annual SRH/HIV/GBV integrated stakeholder coordination and knowledge sharing platforms Sub-national Level: <ul style="list-style-type: none"> •GBV Sub Working Group meetings at Settlement Level •Urban Kampala Level GBV Sub Working Group meetings 				
Is there a national budget allocation?				
Indicator 2.2 Percentage of national budget being allocated to the prevention and elimination of all forms of VAWG/HP.	No	No	Yes	Yes
<p>Although budget allocation for mainstreaming GBV, VAWG response into plans and budget is still extremely low, in 2021, there was intensified campaign through dialogues, sensitization and training to increase budget allocations for gender mainstreaming into plans and budgets at national, sector and sub-national levels.</p> <p>According to National Budget Framework Paper FY 2021/22, of the estimated total national budget of Ugx. 44,000,000,000,000, the estimate of the total amount of national funding dedicated to the prevention and elimination of VAWG/HP for sectors assessed was 0.0124% (Ugx. 5,450,000,000)</p> <p>Assessment of Public Sector Financial Allocations and Expenditures on Violence against Women and Girls, Harmful Practices and Sexual Reproductive Health Rights revealed the following percentages of budget allocations for selected sectors: JLOS (0.084%), Health (20.125%), Education (3.501%), and Works and Transport (0.137%). Source: http://budget.go.ug/</p> <p>The limitation with this estimate is that gender interventions under some sectors were not specific to prevention of VAWG and HP. Also, the result is a proxy as some sectors were not assessed thus results does not give complete picture for the country. Spotlight programme intend to improve the assessment in 2022 by engaging an experienced institution to conduct the assessment through inter agency and government collaboration.</p>				
What is the percentage of national budgets being allocated?				
	0	1.00%	1.24%	1.00%

Output Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target
Indicator 2.1.1 Number of institutions that develop strategies, plans and/or programmes to prevent and respond to VAWG, including for those groups of women and girls facing intersecting and multiple forms of discrimination.	0	5	8	17
				<p>At least 18 plans, strategies and programmes were developed by eight government institutions to prevent and respond to VAWG at national and sub-national levels. These plans form important part of knowledge products being used across the country to prevent and respond to GBV, VAWG/HPs and SRHR. Below is a detailed list of the institutions and plans / strategies developed:</p> <p>MGLSD:</p> <ul style="list-style-type: none"> •National Strategy on GBV •National GBV/COVID-19 response Plan: 2021-2025 •Training manual for mainstreaming GBV in plans and budgets •Male Engagement Strategy •National Gender Policy (under review) <p>MoPS:</p> <ul style="list-style-type: none"> •Curriculum for Mainstreaming VAWG, VAC, SRHR and HP in pre and in-service training institutions and 2 •Revised accountability and performance mechanism District Local Governments (DLGs): •6 DLGs Coated Strategies for addressing VAWG/HPs/SRHR in DDPs, MoLG: •Revised inspection manual <p>Gender and Equity Guidelines for Local Governments- The documents have been disseminated by Equal Opportunities Commission</p> <ul style="list-style-type: none"> •Five-Year Local Action Plans to address GBV •GBV District Coordination Committees •Local Support Network for GBV victims and survivors <p>Departmental Budgets to address GBV, VAWG/HPs and SRHR issues</p> <p>Ministry of Health:</p> <ul style="list-style-type: none"> •Essential Maternal and Newborn Care guidelines - Essential Maternal and Newborn Care guidelines reviewed to update the Guidelines and Protocols. Guidelines were validated and launched. •Fistula Strategy - Fistula Strategy undergoing final validations to incorporate comments from HPAC and Senior Management. •Medico-legal action plan - Materials for medical/legal evidence were
Indicator 2.1.5 Number of targeted national and sub-national training institutions for public servants that have integrated gender equality and VAWG in their curriculum, as per international standards.	10	3	4	10
				<p>Eight institutions integrated Gender Equality (GE), VAWG/HP and SRHR into their training curriculum, four of which were already reported in 2020. The details of the institutions and curriculum developed are indicated below:</p> <p>New Institutions that integrated Gender Equality, VAWG/HP and SRHR in 2021:</p> <ul style="list-style-type: none"> •Law Development Centre (LDC) - Developed curriculum for mainstreaming GBV response in plans and budgets. •Multi – Media Center at CSC-Jinja - Developed online course on integrating GBV prevention and response •Office of the Directorate of Public Prosecution (ODPP) – Developed manual on integrating Gender Equality, VAWG/HP/SRHR into sector plan •Judiciary Training Institute (JTI) – Developed Manual for strengthening the capacities of the JLOS actors to investigate, prosecute and adjudicate GBV cases against women and girls in a gender sensitive, victim-centered and trauma informed manner <p>Institutions that integrated Gender Equality, VAWG/HP and SRHR but were already reported in 2020:</p> <ul style="list-style-type: none"> •Uganda Management Institute (UMI): Developed curriculum for mainstreaming GBV response in plans and budgets •Nsamizi Training Institute (NTI): Developed curriculum for mainstreaming GBV response in plans and budgets •Civil Service College Jinja (CSC-J): Developed curriculum for mainstreaming GBV response in plans and budgets •Uganda police training institute

<p>Indicator 2.2.1 Multi-stakeholder VAWG coordination mechanisms are established at the highest level and/or strengthened, and are composed of relevant stakeholders, with a clear mandate and governance structure and with annual work plans, within the last year.</p>	<p>N/A there is no coordination mechanism</p>	<p>N/A there is no coordination mechanism</p>	<p>Established at the highest level Composed of relevant stakeholders With a clear mandate and governance structure With annual work plans</p>	<p>Established at the highest level Composed of relevant stakeholders With a clear mandate and governance structure With annual work plans</p>	<p>At national level, there exist the GBV national reference group that is headed by the permanent secretary and housed at Ministry of Gender, Labour and Social Development. It comprises of government MDAs, representatives of CSOs/NGOs and development partners. The main purpose of the GBV national reference group is to strengthen coordination framework and provide leadership for addressing GBV in Uganda, with six specific objectives including: 1) To provide effective coordination for GBV through a multi-sectoral approach; 2) To review progress on implementation of GBV interventions; 3) To build capacity of all stakeholders dealing with GBV issues in planning, M&E and budgeting; 4) To guide policy and programming on GBV in the country; 5) Network with key actors working on GBV issues; and 6) Advise MGLSD on GBV. In 2021, the coordination mechanism was instrumental in developing GBV/VAC Response plan and Strategy 2021-2024, including a policy brief. However, some aspects of the mechanism still need further strengthening such as need to engage broad range of relevant stakeholders including the marginalized groups and increasing on the frequency of the meeting to quarterly as articulated in the TOR as opposed to semi-annually.</p>
Parliamentarians					
<p>Indicator 2.3.2 Number of Parliamentarians with strengthened knowledge and capacities to hold relevant stakeholders accountable to fund and implement multi-sectoral programmes to address VAWG, within the last year.</p>	<p>0</p>	<p>91</p>	<p>135</p>	<p>317</p>	<p>In 2021, Spotlight programme enhanced capacity of 135 (F:93, M: 42) Members of Parliament (MPs) to hold relevant stakeholders accountable to fund programmes aimed at EVAWG. This was a great improvement from 2020 where no training of MPs took place due to preparations for presidential elections. Specifically, 90 MPs (F: 65, M: 25) were reached with training on Gender Legislative Processes, Policy and Legal Frameworks, public speaking and Roles of Members of Parliament in providing oversight of sector compliance to the Gender and Equity Certificate, and 45 MPs (F:28, M:17) were engaged in Dialogue/ meeting on financing GBV.</p>
Women Parliamentarians					
<p>Indicator 2.3.3 Number of key government officials with greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG, within the last year.</p>	<p>0</p>	<p>75</p>	<p>355</p>	<p>200</p>	<p>Due to the ongoing intensified dialogues and campaigns to mainstream gender concerns into national and sub-national plans and budgets, there has been scale up of training to reach more government officials with training on GRB at both national and sub-national levels. Consequently, during the reporting period, capacity of 355 (F: 147, M: 208) district local government and MDAs officials were built on Gender Responsive Planning and Budgeting compared to the target of 75. The topic covered how to mainstream gender and equity into their plans, budgets, and programmes. As a result of the training, most districts has incorporated gender and equity in their plans, however most of them are faced with implementation challenges due to meagre resources available. Dialogue and advocacy for enhanced funding for gender mainstreaming is ongoing and this is expected to translate to increased budget allocation and actual funding in subsequent years.</p>
Government Officials					
Women Government Officials					
<p>Indicator 2.3.4 Number of women's rights advocates with greater knowledge and capacities on gender-responsive budgeting to end VAWG.</p>	<p>0</p>	<p>90</p>	<p>103</p>	<p>540</p>	<p>There has been greater achievement on this indicator and the trend from 103 (F:60, M:43) advocates were reached by Civil Society Budget Advocacy Group with Budget Digest Training. The training aimed at promoting adaptation of Gender and Equity responsive planning and budgeting by duty bearers to ensure that different needs and interests of marginalized groups and disadvantaged locations are addressed.</p>

Outcome 3 Summary table				
Outcome Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target
Indicator 3.1 Percentage of people who think it is justifiable for a man to (subject) beat his wife/intimate partner.	47.0 %	41.0 %	47%	39.0 %
<p>In 2021, there is no data reported at national level as the next UDHS which is the data source for this indicator will be held in 2022. The 7th UDHS was launched in 2021 and will be concluded in 2022. As soon as the data become available, it will be reported accordingly. For this reason, the last UDHS figure was reported for outcome indicator 3.1 (i.e 49% of women in a sample of 18,506 of women surveyed and 40.1% of men in a sample of 5,336 men surveyed justified wife beating translating to 47% of both sexes supporting wife beating. Although there is no UDHS data for 2021, the programme continued to generate outcome monitoring data on this indicator to inform programming. For instance, an Impact Assessment Survey conducted on the Spotlight Initiative Media Campaign in 2021 revealed that 88% of respondents opposed husbands beating their wives. A similar percentage was revealed by a poll administered through U-report where 74% of the 2,815 respondents indicated that wife beating should be stopped. Generally due to intensified community mobilization and sensitization on GBV, VAWG/HPs, and male engagement as change agents, community perceptions is changing leading to more people condemning the act of GBV, VAWG/HPs. Spotlight will continue to explore other avenues such as qualitative assessments, use of U-report and Pulse lab gender perception dashboard for monitoring indicators that are affected by the long cycle of</p>				
Female Genital Mutilation				
Indicator 3.2 a) Percentage of people who think it is justifiable to subject a woman or girl to FGM (in areas where FGM takes place)	48.0 %	48.0 %	48.00%	38.0 %
<p>In 2021, there is no data reported at national level as the next UDHS which is the data source for this indicator will be held in 2022. The 7th UDHS was launched in 2021 and will be concluded in 2022. As soon as the data become available, it will be reported accordingly. For this reason, the last UDHS figure was retained for this outcome indicator. Although there is no UDHS figure for 2021, the programme continued to generate outcome monitoring data on this indicator to inform programming. For instance, an Impact Assessment Survey conducted on the Spotlight Initiative Media Campaign in 2021 revealed that 87% of individuals interviewed supported ending female genital mutilation. A similar trend was observed from a U-report poll administered to 2,552 individuals where 85% indicated that FGM should be discontinued. Regarding child marriage, 97% of respondents in a study on media impact and 89% of respondents subjected to U-report pool said child marriage should be prohibited.</p>				
Child Marriage				
b) Percentage of people who think it is justifiable to subject a woman or girl child marriage.	61.0 %	61.0 %	61.0%	50.0 %
<p>Generally, as a result of continuous awareness raising and sensitization about VAWG/HPs, perception and practice of FGM is changing in areas that traditionally practiced it. For example, in 2021, in Kasese and Amudat districts, sustained community mobilization, dialogues, intergenerational dialogues with families, communities, traditional religious leaders, and other influencers contributed to building consensus on alternative to child marriage and FGM and public declaration of support for the abandonment of the harmful practices in 10 and 14 communities respectively. Spotlight will continue to explore other avenues such as qualitative assessments, use of U-report and Pulse lab gender perception dashboard for monitoring indicators that are affected by the long cycle of UDHS.</p>				
Output Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target
Reporting Notes				

Indicator 3.1.1 Existence of a draft new and/or strengthened Comprehensive Sexuality Education in line with international standards	No	Yes	Yes	Yes	There exist In-school Sexuality Education Framework (SEF) including key guidelines. Out of School Sexuality Education (SE) guidelines was developed and is waiting for MGLSD senior management approval. There is an ongoing plan to merge the Out of school SE framework with the national parenting guidelines to avoid duplication. In addition, the programme supported the development of comprehensive Life-Skills Toolkit that focused on core ten competencies, such thematic issues as Sexuality Education (SE), MHM, violence prevention, health, and bringing together all existing MoES guidelines on Sexuality Education (SE), violence prevention and life-skills. The Life-Skills Toolkit was piloted in 13 districts, including SI target districts by selected group of NGOs and CBOs at district level.
	In-School Programmes				
	0	10,917	2,987	43,668	In 2021, a total of 71,428 young women, girls, young men and boys were reached with in and out of school programmes that promote gender equitable norms, attitudes and behaviours and exercise of rights, including reproductive rights. Out of the overall total reached, 2,987 (Girls: 201, Boys: 2,786, Young Men: 0) were reached in school and 2,786 (Young Men: 0) were reached in school and significant number, 68,441 (Girls: 26,676, Boys: 21,099, Young Women: 9,155 and Young Men: 11,511) were reached out of school. For annual reporting, only girls and boys (< 19 years) totaling to 50,762 (In-school: 2,987, Out-of school: 47,775) were reported as required in JOTFORM / SMART system. Below are the details of the interventions:
	In-School Programmes Girls				In-school interventions
	0	5,772	201	23,088	-368 (Girls: 201, Boys: 167) reached with awareness meeting in school in refugee settlements of Rhino/Imvepi (Terego district) and Kyaka II (Kyegegwa district)
	In-School Programmes Boys				-2,619 boys reached in-school with ELA model
	0	5,145	2,786	20,580	Out of school interventions
	Out-of-School Programmes				•1,678 (Girls: 1,112, Boys: 566) reached with awareness raising out of school in refugee settings in Rhino/Imvepi (Terego district) and Kyaka II (Kyegegwa district)
	0	8,250	47,775	33,500	•50,068 adolescents (Girls: 23,467, Boys: 20,274, Young women: 3,327, Young men: 3,000) were reached with innovative life skills programme. The activities were implemented among out of school young women and girls, young men and boys using community-based adolescent/youth groups/clubs as entry points, including training on life-skills during the lock-down based on the comprehensive Life-Skills Toolkit developed by MoES with Spotlight support.
	Out-of-School Programmes Girl				•16,695 (Young mothers /Girls< 19: 2,097, Young Fathers /Boys < 19:259, Adult mothers:5,828, Adult Fathers:8,511) reached with positive parenting programme out-of school, implemented through 15 model parents' groups per community. Mothers, fathers, and caregivers were supported to provide nurturing care for children - caregiving, stimulation, support and responsiveness necessary for children's health, growth, development, learning, protection, and wellbeing.
	Out-of-School Programmes Boy				
	0	0	21,099	0	

<p>Indicator 3.2.1 Number of women, men, girls and boys who regularly attend community programmes to promote gender-equitable norms, attitudes and behaviours, including in relation to women's and girls' sexuality and reproduction, within the last year.</p>	<p>0</p>	<p>71,550</p>	<p>60,448</p>	<p>198,200</p>	<p>During the reporting period, a total of 60,448 individuals (Girls: 16,513, Boys: 13,456, Women: 15,731 and Men: 14,748) participated in regular community programmes that promote gender equitable norms, attitudes and behaviors, including SRHR. Outreach and community engagement was impacted by the two lockdowns, leading to the programme performing below the planned target of 71,550 for 2021. The specific interventions that yielded the above results include:</p> <ul style="list-style-type: none"> •350 (F: 149, M: 201) individuals reached through SASA approach for GBV prevention in refugee settlements. •267 (F:0, M: 267) men reached through male engagement strategy in refugee settlements; Kyaka (121 members) and Rhino/Imvepi (136) and Kampala Urban refugees setting (10) members. •2,475 (F: 2,475, M: 0) members of ELA Clubs engaged on GBV prevention and response issues. •3,563 (F: 2,172, M: 1,411) members of MAGs working as change agents to promote GEWE in non-refugee settings. •31,802 (F: 15,852, M: 15,950) women, men, girls and boys reached through Community based adolescent/youth clubs: Community based adolescent/youth groups and clubs was used as entry points to attend and actively participate at weekly youth forum. Key approaches for engaging with the group include intergenerational dialogue, Peer to Peer exchanges, information sharing, referral, entertainment and games to initiate discussion around VAW/C, harmful practices, Human rights and SRHR. •21,971 (F:11,596, M:10,375) individuals reached through SASA together methodology to promote community mobilization and norm change in Kasese district. <p>With easing of COVID 19 restrictions more people are expected to be reached in 2022.</p>
<p>Indicator 3.2.2 Number of people reached by campaigns challenging harmful social norms and gender stereotyping, within the last year.</p>	<p>0</p>	<p>11,363,114</p>	<p>11,184,309</p>	<p>13,294,671</p>	<p>During 2021, several campaigns were conducted reaching at least 11,000,000 people at national and sub-national levels to challenge harmful social norms and gender stereotyping. Multiple approaches were employed, most of which were adopted to COVID-19 context. The number of people reached, and approach employed are detailed below:</p> <ul style="list-style-type: none"> •3,468 people (2,345 F, 1,123M) were reached with community sensitization sessions on VAWG, HP, SGBV, SRHR, by HADS targeting specific communities in Kampala. •1,513 (F:812, M:701) reached with talking compounds, Trafficking in Persons (TIP) and GBV referral pathways in schools. •317(F:102, M: 215) reached with Community dialogues targeting local leaders and community members on TIP and GBV. •19,170 (F:9,382, M: 9,788) people were reached with community dialogues on GBV through district, cultural leaders and CSOs implementing Spotlight. •142 (F: 50, M: 92) local leaders and activists were trained on GBV/SHEA to support sensitization and awareness raising on GBV/ SHEA at community level. •5,000 (F: 2,550, M: 2,450) reached with 4 radio talk shows on VAW in Kitgum district. •2,072, 963 (F: 678,357, M: 1,394,606) people reached with integrated media campaign on GBV. •700,000 (F: 476,000, M: 224,000) reached with media campaign by the religious leaders. •59,558(F:28,809, M: 30,749) were reached through Listening and Action Platforms (LAPS) on Rock Point 256. Rock Point 256 drama series were aired in Pokot language through Radio Talkshow series. •15,703 (F: 8,967, M: 6,736) community members were reached with GBV prevention and awareness campaigns in refugee settlements. •34 (F:9, M: 25) community leaders were reached with GBV awareness campaigns challenging harmful gender norms in refugee settlements, specifically covering Rhino and Imvepi camps. •1,060,153 (F:523,089, M:537,064) individuals were reached with
<p>EVAWG Policies</p>					

<p>Indicator 3.3.2 Number of relevant non-state institutions that have developed and/or strengthened strategies/policies on ending VAWG and promoting gender-equitable norms, attitudes and behaviours and women and girls' rights, including those groups facing multiple and intersecting forms of discrimination, in line with international HR standards, within the last year.</p>	<p>0</p>	<p>36</p>	<p>36</p>	<p>104</p>	<p>In 2021, thirty six (36) non-state institutions comprising of media, academia, business, private sectors, and Civil Society Organizations were supported by Spotlight to develop and / or strengthen strategies / policies/plans for EVAWG - this number increased tremendously from seven and two that were reported in 2020 and 2019 respectively. This increment is mainly due to engagement of private sector companies to mainstream gender in their work places. Below are the details of the 36 non – state institutions and strategies, policies or plans developed:</p> <ol style="list-style-type: none"> 1.Uganda Media Women Association (UMWA): Training manual for media houses and practitioners to report sensitively on VAWG 2.CSBAG: Manual for mainstreaming gender into plans and budgets 3.NUWODU: Disability mainstreaming policy - The policy was developed to guide mainstreaming disability in organizations and get support from government actors on inclusion of women and girls with disabilities in mainstream programs. 4.Uganda Management Institute (UMI): Developed Curriculum for mainstreaming GBV response in plans and budgets 5.Law development Center (LDC): Developed Curriculum for mainstreaming GBV response in plans and budgets 6.Multi – Media Center at CSC-J: Developed Online course on integrating GBV prevention and response 7.Nsamizi Training Institute (NTI): Developed curriculum for mainstreaming GBV response in plans and budgets 8.Civil Service College: Developed Curriculum for mainstreaming GBV response in plans and budgets 9.KAWOU – Gender Equitable Norms Promotion Strategy 10.COSMESS - Gender Equitable Norms Promotion Strategy 11.HADS -Gender Equitable Norms Promotion Strategy 12.Joy for Children - Gender Equitable Norms Promotion Strategy 13.LANdnet - Manual for the male and female champions on security of tenure for women, including land registration and types of land tenure systems. 14.PSFU – Manual for mainstreaming gender in workplaces 15.DTB Bank- Gender Action plan and Gender responsive HR policy 16.NFT Consult- Gender Action plan and Gender Inclusiveness Policy 17.The Medical Concoirge Group- Gender Action plan 18.Fairway Hotel - Gender Action plan and Gender Equality Policy 19.Gudie Leisure Farm- Gender policy and Gender Action plan 20.NUCAPE- Gender Action plan 21.Bird Uganda Limited - Gender Action plan and Gender Equality policy 22.Reco Industries Limited- Gender Action plan 23.National Housing Construction Company – Gender Action plan and Reviewed HR policy 24.Federation of Uganda Employers - Gender Action plan and Gender Equality Policy 25.Victorious Educations Services- Institutional Culture policy , Code of conduct and Gender Action plan 26.Delight Uganda Limited- Gender Action plan and Gender Equality Policy 27.Centenary Bank - Gender Action plan 28.Uganda National Farmers Federation- Gender Action plan and Gender Equality Policy 29.Desire Beauty Products- Gender Equality Policy and Gender Action plan 30.Ornibags Innovations Uganda Limited- Gender Action plan and Gender Equality Policy 31.Graphic Systems Limited- Gender Action plan and Gender Equality Policy 32.Finance Trust Bank- Gender Action plan and Gender Equality Policy 33.K-ROMA -Bella Wines- Gender Action plan and Gender Equality Policy 34.Rwenzori International Hotel - Gender Action plan and Gender Equality Policy 35.Fireworks Advertising Ltd- Fireworks Advertising Ltd 36.Steel and tube industries- Gender Action plan and Gender Equality Policy
<p>EVAWG Policies including LNOI</p>	<p>0</p>	<p>36</p>	<p>36</p>	<p>104</p>	<p>In 2021, thirty six (36) non-state institutions comprising of media, academia, business, private sectors, and Civil Society Organizations were supported by Spotlight to develop and / or strengthen strategies / policies/plans for EVAWG - this number increased tremendously from seven and two that were reported in 2020 and 2019 respectively. This increment is mainly due to engagement of private sector companies to mainstream gender in their work places. Below are the details of the 36 non – state institutions and strategies, policies or plans developed:</p> <ol style="list-style-type: none"> 1.Uganda Media Women Association (UMWA): Training manual for media houses and practitioners to report sensitively on VAWG 2.CSBAG: Manual for mainstreaming gender into plans and budgets 3.NUWODU: Disability mainstreaming policy - The policy was developed to guide mainstreaming disability in organizations and get support from government actors on inclusion of women and girls with disabilities in mainstream programs. 4.Uganda Management Institute (UMI): Developed Curriculum for mainstreaming GBV response in plans and budgets 5.Law development Center (LDC): Developed Curriculum for mainstreaming GBV response in plans and budgets 6.Multi – Media Center at CSC-J: Developed Online course on integrating GBV prevention and response 7.Nsamizi Training Institute (NTI): Developed curriculum for mainstreaming GBV response in plans and budgets 8.Civil Service College: Developed Curriculum for mainstreaming GBV response in plans and budgets 9.KAWOU – Gender Equitable Norms Promotion Strategy 10.COSMESS - Gender Equitable Norms Promotion Strategy 11.HADS -Gender Equitable Norms Promotion Strategy 12.Joy for Children - Gender Equitable Norms Promotion Strategy 13.LANdnet - Manual for the male and female champions on security of tenure for women, including land registration and types of land tenure systems. 14.PSFU – Manual for mainstreaming gender in workplaces 15.DTB Bank- Gender Action plan and Gender responsive HR policy 16.NFT Consult- Gender Action plan and Gender Inclusiveness Policy 17.The Medical Concoirge Group- Gender Action plan 18.Fairway Hotel - Gender Action plan and Gender Equality Policy 19.Gudie Leisure Farm- Gender policy and Gender Action plan 20.NUCAPE- Gender Action plan 21.Bird Uganda Limited - Gender Action plan and Gender Equality policy 22.Reco Industries Limited- Gender Action plan 23.National Housing Construction Company – Gender Action plan and Reviewed HR policy 24.Federation of Uganda Employers - Gender Action plan and Gender Equality Policy 25.Victorious Educations Services- Institutional Culture policy , Code of conduct and Gender Action plan 26.Delight Uganda Limited- Gender Action plan and Gender Equality Policy 27.Centenary Bank - Gender Action plan 28.Uganda National Farmers Federation- Gender Action plan and Gender Equality Policy 29.Desire Beauty Products- Gender Equality Policy and Gender Action plan 30.Ornibags Innovations Uganda Limited- Gender Action plan and Gender Equality Policy 31.Graphic Systems Limited- Gender Action plan and Gender Equality Policy 32.Finance Trust Bank- Gender Action plan and Gender Equality Policy 33.K-ROMA -Bella Wines- Gender Action plan and Gender Equality Policy 34.Rwenzori International Hotel - Gender Action plan and Gender Equality Policy 35.Fireworks Advertising Ltd- Fireworks Advertising Ltd 36.Steel and tube industries- Gender Action plan and Gender Equality Policy

Outcome 4 Summary table					
Outcome Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target	Reporting Notes
Indicator 4.1 Number of women and girls, including those facing intersecting and multiple forms of discrimination, who report experiencing physical or sexual violence and seek help, by sector.	Women				<p>In 2021, there is no data reported at national level as the next UDHS which is the data source for this indicator was pushed from 2021 to 2022 due to operational challenges. Currently the study is ongoing. Consequently, the last UDHS figure was reported for outcome indicator 4.1 as earlier guided by HQ. Once the data become available, it will be reported accordingly. At baseline, help seeking behaviors among women and girls survivors of sexual and physical violence were as follows:</p> <ul style="list-style-type: none"> •Women and girls: 32.8% (Sexual: 12.5%; Physical: 31.4%; Both: 40.7%) •Girls only: 23.9% (UDHS, 2016: https://dhsprogram.com/publications/publication-f333-dhs-final-reports.cfm; Pages: 360-364). •Sector Women and Girls: Medical: 5.3%; Police: 16.4%; Lawyer: 0.6% Social Work: 1.6%. <p>Although there is no UDHS data yet due to long cycle for its production, monitoring data from administrative sources indicate that in 2021, 30,421 (F: 19,807, M: 10,614) female and male survivors of violence received essential services. The type of services include: Health 1,709 (F:1,519, M: 190); Legal Aid 24,409 (F: 14,314, M: 10,095); Local Council Court 39 (W: 25, M:14); Mental Health 554(F: 530, M: 24); Police 126(F:97, M: 29). Social Work/PSS 3,054(F:2,805, M: 249); Safety and Security 307 (F: 294, M: 13); and others 223 (F: 223, M: 0). Used the 2022 administrative data trend for women and girls seeking services to disaggregate UDHS data reported by sectors: health (10.3%), Justice and Policing (72.9%), Security sector (1.5%), and Social services (15.3%).</p>
	1,682	1,922	1,680	9,208	
	Girls				<p>1,335</p>
	223	297	402	1,335	
Reported					
Indicator 4.2 a) number of VAWG cases reported to the police; b) number of cases reported to the police that are brought to court; and c) number of cases reported to the police that resulted in convictions of perpetrators.	30,862	32,600	33,317	160,262	<p>The data source for this indicator is the Annual Police Crime Report (APCR). The data reported is for 2020, which is the most recent APCR released after Spotlight annual report for 2020 was already submitted. Total VAWG/HP cases Reported to Police: 33,317. These include Domestic Violence: 17,664; Defilement: 14,134; Rape: 1,519. Total cases taken to court: 7,716. Including Domestic Violence: 1,359 (7.69%); Defilement: 5,745 (40.65%); Rape: 612(40.29%). Total cases with convictions: 1,210. Disaggregated by: Domestic Violence: 400(2.26%); Defilement: 794 (5.62%); Rape: 16(1.05%).</p>
	Brought to Court				
	7,375	10,508	7,716	46,591	
Convictions					
312	1,307	1,210	4,629		
Output Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target	Reporting Notes
Developed					

<p>Indicator 4.1.3 Existence of national guidelines or protocols that have been developed and/or strengthened in line with the guidance and tools for essential services.</p>	<p>No</p> <p>Strengthened</p> <p>No</p>	<p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>A total of six guidelines or protocols were developed / strengthened in 2021. These were developed by:</p> <p>Health (1):</p> <ul style="list-style-type: none"> • Manuals for guiding health workers on management of forensic evidence and filling. The manual include the following police forms: PF3, 3A, 24, 24A, 17 (A, B) 48 (A, B, C). <p>Justice (3):</p> <ul style="list-style-type: none"> • Victim friendly and human rights focused plea bargaining guidelines for prosecutors <ul style="list-style-type: none"> • Gender Based Violence Training Manual for Judicial Officers • Cross-Sectoral Handbook for Victim-Centered Investigation, Prosecution and Adjudication of GBV Cases – already reported in 2020 but further strengthened in 2021. • Social sectors (2): • Referral compendium – The compendium provides information on different providers of services for GBV, SGBV, VAW/G/C survivors to strengthen linkages and referrals. • Referral pathway developed by 4 DLGs District Community Development Office (Arua, Terego, Kasese, Kyegegwa).
<p>Government Service Providers</p>					
<p>Indicator 4.1.4 Number of government service providers who have increased knowledge and capacities to deliver quality and coordinated essential services to women and girl survivors of violence, within the last year.</p>	<p>0</p> <p>Women Government Service Providers</p> <p>0</p>	<p>1,470</p> <p>598</p>	<p>3,327</p> <p>1,339</p>	<p>5,295</p> <p>2,156</p>	<p>Overall, capacity of 3,327 (F: 1,339, M:1,988) government service providers were built on provision of quality and coordinated services to women and girls' survivors of violence. The breakdown is as under:</p> <ul style="list-style-type: none"> •939 (F: 384, M: 555) government officials were trained by MoLG and IJM on (i) VAW/VAC/HP and SRHR, (ii) early identification of incidents of VAW/VAC/HP, (iii) scope of mandate in prevention and response to VAW/VAC/HP and promotion of SRHR, (iv) referring and supporting survivors to report violence to police and seek other support and protection services, and (v) use of alternative dispute resolution guidelines •19 (F:16, M:3) government officials (Police, Health workers, Local council leadership, and KCCA) in Kampala were trained on clinical management of GBV survivors. •101 (F:41, M: 60) officials received virtual training program session on VAW and VAC in Uganda in the context of COVID-19. That is how to prevent and respond to it, including protection against sexual exploitation and abuse by humanitarian. •Additional 2,268 (F:898, M: 1,370) government service providers comprising of health workers (1,787), police (121) and social workers (360) were trained on Trauma Management, MISP, forensic evidence and filing of police forms and identification, screening and referral of survivors
<p>a) Girls with Knowledge of ES</p>					
<p>Indicator 4.2.1 Number of women and girl survivors of violence that have increased KNOWLEDGE of a) to quality essential</p>	<p>0</p> <p>Women with Knowledge of ES</p> <p>0</p>	<p>77,200</p> <p>694,800</p>	<p>228,875</p> <p>808,181</p>	<p>301,700</p> <p>2,715,300</p>	<p>Data for this indicator could not be collected using qualitative survey approach such as the Focus Group Discussions (FGDs) as required in the methodological note due to COVID-19 restrictions. For this reason, we considered women and girls survivors including their family members that were reached with direct sensitization/ awareness campaigns on available survivor's services and long-term recovery programmes in their communities and the actual recipients of VAW/G/HPs survivor services. Overall, 1,037, 056 (Women: 808,181, Girls: 228,875) survivors of violence were reached including their family members. The key interventions leading to this achievement are:</p> <ul style="list-style-type: none"> •413,961 Women and girls reached by Justice Center Uganda and Uganda Law Society on sensitization about essential services including where to access them from. •161 Women and girls reached with awareness raising on their rights, legal provisions and available VAWG, HPs and SRHR services in their
<p>b) Girls with Knowledge of longer term services</p>					

<p>Services, and/or accompaniment support initiatives, including longer-term recovery within the last 12 months</p>	<p>0</p>	<p>77,200</p>	<p>228,875</p>	<p>301,700</p>	<p>community. •907 Women directly served under bridge funding for sustainability of GBVS •242 Women directly reached with case management support -VAWG and HP case response. •79,304 Women and Girls who directly received livelihood support including longer – term recovery programmes. These are mainly members of private sector companies. •916 Girls who directly received livelihood support. •2,475 members of ELA Clubs. •149 SASA participants working as change agents and sensitizing communities on available GBV services including longer term recovering programmes and referring those in need of services to entities that provide them. •523, 089 women and girls reached through Community-to-Community</p>
<p>b) Women with Knowledge of longer term services</p>					
	<p>0</p>	<p>694,800</p>	<p>808,181</p>	<p>2,715,300</p>	
<h3>Outcome 5 Summary table</h3>					
<p>Outcome Indicator</p>	<p>Baseline</p>	<p>Milestone 2021</p>	<p>Results for Reporting Period (2021)</p>	<p>Target</p>	<p>Reporting Notes</p>
<p>IPV</p>					
<p>Indicator 5.2. Existence of publicly available data, reported on a regular basis, on various forms of VAWG/HP (at least on intimate partner violence, non-partner sexual violence, family violence, harmful practices when relevant, and trafficking and femicide) at country level</p>	<p>No</p>	<p>Yes</p>	<p>Yes</p>	<p>Yes</p>	<p>There has been concerted efforts to increase the availability of data on various forms of VAWG/HP. Uganda has the National GBV data base (NGBV), an E-Government online Management Information System (MIS). It is housed at the MGLSD and is the central hub where GBV data from all the districts feed into. All the eight Spotlight districts have rolled out NGBVD and are functional. The database captures and report incident data on cases of rape, sexual assault, physical assault, child marriage, forced marriage, female genital mutilation, denial of opportunities, resources and services, psychosocial abuse, and defilement (refer to the link: http://ngbvd.mglsd.go.ug/helper.php). For the case of IPV, data is collected on sexual violence generally, but not disaggregated by spousal and non-spousal sexual violence. To supplement NGBV database, in 2021, Uganda with Support from Spotlight through Uganda Bureau of Statistics conducted the national VAWG/C and Violence in family survey. The study produced the most recent prevalence data on VAWG/C/ Violence in Family that is being used to inform plans, programs and policies on EVAWG. Another national study supported by Spotlight was the National study on impact of multi-media campaign which produced among other data on community perception regarding HPs (child marriage, FGM) and wife beating. Uganda also launched the 7th UDHS which is going to be completed in 2022 and will provide more data needed for programming to EVAWG/HPs. The annual</p>
<p>FGM</p>					
<p>Indicator 5.3. National statistics related to VAWG/HP incidence and prevalence are disaggregated by income, sex, age, ethnicity, disability, and geographic location and other characteristics relevant in national contexts</p>	<p>No</p>	<p>Yes</p>	<p>Yes</p>	<p>Yes</p>	<p>The national survey on VAWG/C and Violence in Family 2021 supported by Spotlight through Uganda Bureau of Statistics (UBOS) collected highly disaggregated data comprised of income, sex, age, ethnicity/ tribe, disability, geographical location and forms of violence including physical, sexual and psychological violence perpetrated on women, girls and the elderly. The 7th UDHS launched in 2021 also include highly disaggregated data, the study will be completed in 2022.</p>
<p>Child Marriage</p>					
<p>Some forms of SGBV and HP, some disaggregation</p>	<p>1) Income 2) Sex 3) Age 4) Ethnicity 5) Disability 6) Geographic Location</p>	<p>1) Income 2) Sex 3) Age 4) Ethnicity 5) Disability 6) Geographic Location 7) Forms of violence</p>	<p>1) Income 2) Sex 3) Age 4) Ethnicity 5) Disability 6) Geographic Location</p>	<p>1) Income 2) Sex 3) Age 4) Ethnicity 5) Disability 6) Geographic Location</p>	
<p>Output Indicator</p>	<p>Baseline</p>	<p>Milestone 2021</p>	<p>Results for Reporting Period (2021)</p>	<p>Target</p>	<p>Reporting Notes</p>

<p>Indicator 5.1.2.A system to collect administrative data on VAWG/HP, is in place and in line with international standards, across different sectors</p>	<p>No</p>	<p>Yes</p>	<p>No</p>	<p>Yes</p>	<p>No</p>	<p>Yes</p>
<p>Government Personnel</p>						
<p>Indicator 5.1.4 Number of government personnel from different sectors, including service providers, who have enhanced capacities to collect prevalence and/or incidence data, including qualitative data, on VAWG in line with international and regional standards, within the last year</p>	<p>0</p>	<p>359</p>	<p>71</p>	<p>1,406</p>	<p>Overall, the programme trained 71 (F:12, M:59) government personnel in data collection on GBV and VAWG/HP prevalence and incidence. The number of personnel trained fell below the programme target of 359 that was planned for 2021. In 2022, efforts will be made to increase the scope of training to sub-national level, where field monitoring revealed that more district-based staff need to be trained. The details of the 71 personnel trained are as under: *24 (F:9, M:15) Government personnel from social services sectors were trained as ToTs on GBV case identification, data collection and referral. *47 (F:3, M:44) Data Clerks of the Uganda Police Force now have enhanced capacity to use and generate gender data. The data clerks from UN Women supported districts were trained and acquired skill and knowledge on gender statistics concepts and definitions, revised tools, data collection, analysis and interpretation, report writing, dissemination and use for evidence-based policy programming and decision making to address Violence against Women and Gender Based Violence (VAW/GBV). The training was part of the roll-out process to strengthen the capacity of all data management staff in the Justice, Law and Order Sector (JLOS). The training was facilitated by UBOS, UN Women, JLOS Secretariat, Economic Policy Research Centre (EPRC) and consulting team from 17th to 19th February 2021 at West Best hotel in Entebbe. The six (6) JLOS institutions that were targeted include: Office of Public Prosecution (ODPP), Uganda Police Force (UPF) and Uganda Prison Services (UPS), Judiciary, Directorate of Government Analytical Laboratories (DGAL) and Ministry of Gender, Labour and Social Development (MGLSD). The personnel trained from these institutions now</p>	
<p>Women Government Personnel</p>						
<p>Indicator 5.2.3 Number of government personnel, including service providers, from different sectors with strengthened capacities on analysis and dissemination of prevalence and/or incidence data on VAWG, within the last year</p>	<p>0</p>	<p>150</p>	<p>47</p>	<p>517</p>	<p>47 (F:3, M:44) Data Clerks of the Uganda Police Force were trained on analysis and dissemination of prevalence and/or incidence data on VAWG, including SGBV/HP during the reporting period. There was under performance as the programme had targeted to train 150 personnel in 2021. Efforts will be made to train officials from sub-national levels where there is still capacity gaps in this area as revealed by the field monitoring report.</p>	
<p>Women Government Personnel</p>						
<p>0</p>	<p>61</p>	<p>3</p>	<p>34</p>			
<p>Outcome 6 Summary table</p>						
<p>Outcome Indicator</p>	<p>Baseline</p>	<p>Milestone 2021</p>	<p>Results for Reporting Period (2021)</p>	<p>Target</p>	<p>Reporting Notes</p>	

<p>Indicator 6.1 Number of women's rights organisations, autonomous social movements and relevant CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, increase their coordinated efforts to jointly advocate on ending VAWG</p>	<p>0</p>	<p>24</p>	<p>35</p>	<p>72</p>	<p>During the reporting period, 35 Women's rights Organizations including organization of women with disabilities jointly advocated for ending VAWG through joint press conferences and drafting of joint statements in commemoration of the International Women's Day. The advocacy has led to some critical bills being passed by the legislative body, safety of women and service delivery improved. Below are the list of the 35 women's rights organization:</p> <p>Uganda Women's Network (UWONET), Alliance for children and Youth, International Justice Mission, Miriyante Orphanage, Kitgum Women Peace Initiative (KIWEPI), Young Women Creating Opportunities and Networks for Economic Transformation (YWCONECT), Maendeleo Women's Group, Osukuru Women's Group, National Association of Women with Disabilities Uganda, Agency for Cooperation Research and Development ACORD-Uganda, Forum for African Women Educationalists (FAWE), KADIWOOD Kasese, TPO Uganda, Angel's Care, Hope for the vulnerable, Women's Voice for Development, Foundation For Women Affected By Conflicts (FOWAC), Justice Centre Uganda, Uganda Law Society, UGANET, Kasese Girls and Women with Disability Association, Tororo Girls and Women with Disability Association, Amudat Girls and Women with Disability Association, Kitgum Girls and women with disability Association, Kampala Girls and Women with Disability Association, Uganda Women Parliamentary Association- UWOPA, Communication for Development Foundation Uganda, Karamoja Women's Organisation, Joy for Children, Landnet, Uganda Change Agent Association, Gals Forum International, Miss Uganda Foundation, Young Women's Alliance for Human Rights (YAH), Alliance of Women advocating for Change (AWAC), International community of women living with HIV - Eastern Africa, Uganda Network of young people living with HIV (UNYPHA), Reach A hand Uganda (RAHU), Uganda Boxing Federation (UBF), Uganda Youth and adolescents Health Forum (UYAHF), and Kasese network of young people L.HIV.</p>
<p>Output Indicator</p>	<p>Baseline</p>	<p>Milestone 2</p>	<p>Results for Reporting Period (2021)</p>	<p>Target</p>	<p>Reporting Notes</p>

<p>Indicator 6.1.1 Number of jointly agreed recommendations on ending VAWG produced as a result of multi-stakeholder dialogues that include representatives of groups facing multiple and intersecting forms of discrimination, within the last year</p>	<p>0</p>	<p>10</p>	<p>24</p>	<p>35</p>	<p>A total of 24 Joint recommendations on ending VAWG/HIP were produced at different forums including the launch of the 16 days, and international women's day. Below is the full list of the recommendations:</p> <ol style="list-style-type: none"> 1. Joint statement for continuation of Spotlight by Govt. EU and UN 2. Religious and cultural leaders' joint statement on GBV prevention and response for AGYW 3. Do not ignore women during Lock down. End violence against women and girls 4. Feminist movements sustain the gender agenda 5. Stop marginalising young women with disability 6. Do not discriminate and exclude young women in decision making 7. Promote young women participation in the gender equality agenda 8. Feminist movements sustain the gender agenda 9. Do not ignore women during Lock down; End violence against women and girls 10. Stop marginalising young women with disability 11. Do not discriminate and exclude young women in decision making 12. Promote young women participation in the gender equality agenda 13. Support Women in Service and Other Essential Service Providers 14. Increase financing towards the social sectors 15. The President should appoint more Women in leadership positions 16. Elect a Female Speaker to head the Legislative Arm of government 17. Joint press statement for the 2021 16 days of activism campaign against gender - based violence held at parliament members lounge on 25th November 2021 18. Scale up Violence against Women and Girls (VAWG) prevention and Response Services 19. Support for Sexual and Reproductive Health Rights (SRHRs) of Women, Persons living with HIV and Persons with Disabilities 20. Focus attention on the retention of girls in schools 21. Improve working conditions of women in the informal sector, especially market women 22. Encourage the COVID-19 Relief fund
<p>Indicator 6.2.1 Number of supported women's right groups and relevant CSOs using the appropriate accountability mechanisms for advocacy around ending VAWG, within the last year</p>	<p>0</p>	<p>15</p>	<p>4</p>	<p>50</p>	<p>Four supported women's right groups used appropriate accountability mechanisms to hold duty bearers accountable to improve service delivery. The number reached is short of the planned target of 15 organizations for 2021, efforts will be made in 2022 to engage more organizations. The four groups supported by Spotlight in 2021 include: Civil Society Budget Advocacy Group (CSBAG), National Association of Women's Organizations in Uganda (NAWOU), Uganda Women's Parliamentary Association, and Uganda Women's Network. They applied the following accountability tools:</p> <ul style="list-style-type: none"> • District digests • GRB Clubs • CEDAW • Parliamentary and council legislative processes • GEB (Gender and Equity Budget Tracking Tool)
<p>CSOs with strengthened capacities</p>					

<p>Indicator 6.3.1 Number of women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalization that have strengthened capacities and support to design, implement, monitor and evaluate their own programmes on ending VAWG, within the last year.</p>	<p>0</p>	<p>15</p>	<p>53</p>	<p>50</p>	<p>In 2021, Spotlight enhanced capacity of 53 Women's Rights Organizations and CBOs from the 7 spotlight districts to design and implement programmes on ending VAWG and on women and girls' SRHR. The CSOs are helping to reach to communities with awareness raising on GBV, their rights and encouraging formation of groups to pursue livelihood opportunities. The full list of the 53 CSOs is below: Justice Centres Uganda,UGANET,Gals Forum International,Youth Advocacy and Development Network,Free Mind Hive, Creative Youth Agency, Albinism Umbrella, YAH, Miss Uganda Foundation, ,Kigum NGO Forum,Kwar Acholi,UHRC,Reproductive Health Uganda,FIDA Uganda,Feminature Uganda,CEFORD,Integrated Child Service Consult,Amami Initiative,SIHA Network,Sait Uganda Arua,Kipiji West Nile,Rural Forums Initiative Kasese,Creations Forum,FAWE Uganda,CEGE, Kasese RUFU Uganda,Kyegegwa DLG,Uganda Police-Kyegegwa,NACWOLA Kasese,KADIWOD-Kasese,UWONET,UNYPA,Uganda Law Society,World Rescue Mission,Hope for the vulnerable Kyegegwa,Miryate Orphanage Home,Kyakataha Women Farmer's Association,Ride Africa,Ihunga Women Cooks and Care takers Kyegegwa,Hope After Rape,Mpara Pha Kyegegwa,Angel's Care,Osukuru Development Women's Group,Tororo Market Vendors' Association,ACORD,Hope for the Family,Street Ways Uganda,Roots of Promise Tororo,Kwapa Widows Development Initiative,Rock Mamba Tororo,TYOVANU Tororo,NOWODU,NAWOU</p>
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ANNEX B: RISK MATRIX

Country programme/Regional programme: The Spotlight Initiative to eliminate violence against women and girls, including sexual and gender-based violence and harmful practices, in Uganda.

Reporting period: 01 January 2021 - 31 December 2021

Instructions: Kindly refer to the Risk Management Matrix in your approved Spotlight Country/Regional Programme Document to report in the below matrix on how your programme has managed all identified risks during the reporting period. Should new risks have arisen, please include them clearly in the Risk Management Matrix below, denoting [NEW RISK] and use this matrix moving forward. Please also update the section on Assumptions' as necessary.

Risk assessment (All text in the Risk Management Report: Atrial 10 point, normal)	Likelihood:		Impact:	Periodicity	Source for monitoring	Addressing the risk:		Responsible person/unit
	Almost certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	How (and how often) did your programme monitor the risk(s) during the reporting period?	Weekly basis	Phone calls, field reports	Please include the mitigating and/or adaption measures taken during the reporting period.	All agencies	
Risk Please include new risks, if any, denoting these with [New Risk]								
Contextual risks								
Implementing partners are unable to reach victims of violence due to COVID-19 lockdowns (New Risk)	3	4	Weekly basis	Phone calls, field reports	The use of parasocial workers aided in bringing services to victims. Community-based groups facilitated referrals to local legal aid services.	All agencies		
Institutional capacity to deliver by implementing partners weakened due to COVID-19 restrictions	3	4	Weekly basis	Core management meetings	This was mitigated by the use of remote means of engagement and follow up. Budget revisions allowed for the provision of personal protective equipment and extra data to enable engagement to the level allowed by lockdown measures. Call centres were strengthened for online legal aid.	All agencies		
Limited national ownership and limited involvement at the higher level: the Office of the Prime Minister (OPM)	1	1	Monthly	Core management meetings, mid-year review	This has changed considerably. The Ministry of Gender, Labour and Social Development (MoGLSD) has taken on more ownership and even lobbied the Ministry of Finance to institute measures for budgeting for GBV among ministries. The National Joint Steering Committee meetings which are co-chaired by the MoGLSD and the Resident Coordinator's Office (RCO) continue to increase government ownership of the programme. Discussed with MoGLSD to step in and organize two high level policy-engagement meetings with Permanent Secretaries of ministries, departments and agencies (MDAs), members of parliament and chief administrative officers. Further engagements with MoGLSD are planned to ensure OPM (or another high-level government organ) is on board.	RCO, all agencies, Permanent Secretary MoGLSD and Commissioner, Gender and Family Affairs		
Surge in refugees flowing to Uganda from the DRC	1	1	Monthly	United Nations country team (UNCT) and RCO meetings	The lockdowns necessitated by COVID-19 also affected refugee cross-border movement, which became minimal and no longer posed a challenge for monitoring of service provision.	RCO		
2021 election (lead-up and aftermath) diverts the priorities and energy/resources of institutional partners away from EVAWG interventions	5	4	Weekly basis	Core management meetings, UNCT and RCO meetings	Presidential, parliamentary, and local council elections held from January to March 2021 had a knock-on effect on programme implementation as the campaigns and elections took centre stage. Related to this were the election petitions which took place in the latter part of the year, resulting in the non-availability of justice sector actors such as judicial officers for activities until the last quarter. Nevertheless, the rapid implementation under the acceleration plans in the early part of the year mitigated the lost time and other planned activities took place when the environment allowed, or ICT support facilitated.	RCO		
Ebola outbreak in programme districts [New Risk – new reported incidents]	3	3	Monthly basis	UNCT and RCO meetings	There have been no official reports of an outbreak in the last year, although UN travel advisory warns of caution in visiting the South Western. The UN and Government of Uganda continued to monitor evolution of the ebola crisis in DRC and cases that emerged in Uganda. Containment has been easier due to existing COVID-19 SOPs.	RCO, World Health Organization		

Global or regional crisis prevents implementation or results in extenuating circumstances	5	4	Monthly	Core management meetings	The Spotlight Initiative provided technical support to all levels of government on developing gender-sensitive and child-friendly COVID-19 response plans, including ensuring the integration of violence against women and girls/harmful practices (VAWG/HP) and sexual and reproductive health and rights (SRHR) essential services.	RCO, MoGLSD
Reduced funds for Phase II and negative impact on maintaining engagement on activities [New risk]	3	3	Monthly	Core management meetings	A rationalization of priority activities was conducted to make optimum use of available funds. More emphasis was placed on joint implementation of activities where there was overlap. Resource mobilization for funding gaps was switched to a successor programme to finance outstanding intervention areas.	RCO, All agencies
Programmatic risks						
Funds are rapidly liquidated with less regard to results due to delivery pressure under the acceleration and carry over work plan [New risk]	3	3	Monthly basis	Core management team	Use of newly established Civil Society National Reference Group (CSNRG) to expand oversight of civil society organization (CSO) implementing partners. Robust engagement in milestone and results tracking with government partners. The strict observance of budget review guidelines ensured better delivery.	All agencies
Funding and services not available after Initiative ends due to lack of resources	3	4	Weekly basis	RCO	The Spotlight Initiative has secured funding commitments for a successor programme with effect from January 2023. Ongoing sustainability measures are a component of the proposed plans, namely: <ul style="list-style-type: none"> i. The Spotlight Initiative to continue work with the National Planning Authority and the Equal Opportunities Commission to ensure inclusion of VAWG/SRHR into compliance tools for planning and budgeting. ii. Support for inclusion of eliminating VAWG and SRHR in the National Development Plan III. iii. Ongoing dialogue with development partners to increase funding for EVAWG, including or through the Spotlight Initiative. iv. Usage of community-based approaches to ensure community ownership and sustainability. v. Mainstreaming of Spotlight Initiative approaches into routine UN activities. 	United Nations Development Programme (UNDP), other agencies
Acquired capacity and knowledge by various stakeholders through the Spotlight Initiative not translated in transformative action	2	4	Bi-annual	Core management team, RCO	Interventions designed to address this are to be incorporated into the successor programme. In the meantime, ongoing mitigation measures include: <ul style="list-style-type: none"> i. Use of norm change strategies with multiple institutions to support behaviour change. ii. Mentoring strategies initiated to enhance adoption of knowledge and skill building. iii. Community-based approaches to ensure community ownership and sustainability. iv. Inter-agency collaboration to ensure coordinated and appropriate trainings to build relevant capacities within systems and communities." 	UN Women , All agencies
Implementing partners do not carry out their activities based on the project partnership agreement (PPA) or equivalent, leading to poor project implementation	2	4	Monthly	Core management team, CSNRG	Joint coordination and monitoring field missions and inter-district learning events have been instituted as part of mutual performance tracking. Other actions include: <ul style="list-style-type: none"> i. Close monitoring of planned activities, including requiring partners to submit quarterly reports before the next installment of the funding is released to them. ii. Some agencies designated a focal programme, finance and M&E staff from each implementing partner to closely follow-up implementation and to provide technical support. iii. Carrying out spot checks and reviewing of quarterly progress and financial reports. 	All agencies, RCO, United Nations Area Coordinators (UNACs)
Funds are not expected at optimal level due to limitations and bottlenecks in absorption capacity at national level	3	4	Monthly	Face Form	Supported implementation of some partners through direct procurements of consultants and other goods and services as requested by implementing partner.	UNDP
2021 election (lead-up and aftermath) likely to divert government and stakeholders priorities and energy/resources of institutional partners away from EVAWG interventions	3	4	Bi-Annual	Core management team, CSNRG	The Spotlight Initiative supported dialogues aimed at promoting women's participation in electoral processes to air out their views, as voters and candidates. These dialogues included women with disabilities, young women and the elderly to ensure they participate and fight for peace and violent free elections. The inclusion of various groups of women in such processes enabled them to speak out and ensure EVAWG remains a critical concern of the government and electoral bodies and that necessary responses are provided to respond to any occurrences.	UNDP, UN Women

Institutional risks					
3	4	Monthly	Core management team, CSNRG	<p>i) The decentralization of implementation through community based groups/networks had proved effective in accessing hard to reach areas. This is coupled with continuous mentoring and technical support to implementing partners is addressing these capacity challenges.</p> <p>ii) Efforts are ongoing to build technical capacities on the concept of women's movements, feminism, results-based management, risk and fraud management.</p> <p>iii) Adaptation of methodologies and continued use of community-based structures and virtual/remote approaches.</p> <p>iv) Support to diverse group of CSOs, engaging government with those held up by government orders.</p>	UN Women, UNDP, other agencies
3	4	Monthly, Bi-annual	Mid-year review, core Management team	<p>A major milestone for 2021 going into 2022 has been the adoption of the National GBV Reference Group as the national institutional mechanism for GBV coordination, enabling sharing of plans and delivery timelines for cohesion, and facilitating resource efficiencies. This is supported with the development of institutionalized training materials and initiation of mentoring models for the justice, health and education sectors to enhance capacities.</p>	UNDP, other agencies
1	1	Bi annual	National Steering Committee minutes	<p>Agreements were eventually signed, although there was slow progress for the first part of the year. The pace had picked up by the third quarter and progress was on course by the time of the carry-over work plan. A joint memorandum of understanding approach was adopted and the draft document is with the Solicitor General for review.</p>	All agencies
Fiduciary risks					
2	2	Quarterly	Core management team, CSNRG	<p>i) The Spotlight Initiative worked with umbrella organizations and networks to channel resources to grassroots and sub-national level CSOs.</p> <p>ii) Quality assurance of CSOs and other partners was done; detailed briefing about the Spotlight Initiative activities and results was also provided to ensure collective action and compliance to established programming commitments.</p> <p>iii) Engagement of CSOs was expedited within the confines of the harmonized approach to cash transfers.</p> <p>iii) The resource tracking under Annex C of the 2021 Annual Report has enabled tracking of funds disbursed to CSOs of all sizes.</p> <p>iv) One-off annual grant training to partners.</p> <p>v) Partner monitoring for both programmatic and financial compliance.</p>	All agencies
Assumptions:					
<p>No major change in the political situation in the region will affect implementation of the Spotlight Initiative</p> <p>The Spotlight Initiative has significant political and administrative support, which facilitates the involvement and commitment of African governments despite the turnover of officials</p> <p>There is significant national commitment including/through the dedication of domestic resources to ensure sustainability of the programme and overall efforts</p> <p>The Spotlight is able to secure funding for a successor programme to build on successes and complete integration/mainstreaming measures initiated during the current programme cycle.</p>					

ANNEX C - CSO ENGAGEMENT REPORT

COUNTRY/REGIONAL PROGRAMME: UGANDA

Reporting Period: THIS IS A CUMULATIVE REPORT SINCE THE START OF THE SPOTLIGHT PROGRAMME UNTIL 31 DECEMBER 2021

Total budget for Civil Society Reference Group's (CSR) work plan since programme started

Submission deadline: 31 Jan 2022 (ahead of the Programme Report)

INSTRUCTIONS: Please include any award signed since the start of the programme (or done with the pre-funding). Record the full value of the award (all tranches included), even if it extends beyond the reporting period.

Reminder that 30-50% of Spotlight Programme funds are to be delivered via CSOs, 50-70% should be delivered via national, local and grassroots organizations.

New 2021 definitions BELOW the table. To add a row under an Output, simply copy and paste an existing empty row.

Name of UN Organisation (R/UNO) funding the CSO	Out-come	Out-put	Name of civil society organization (CSO)	Type of CSO (important definition below table) (Please only use drop-down menu ONLY)	Primary vulnerable/marginalized groups relevant in national context (important definition below table) (Please only use drop-down menu ONLY)	Modality of engagement (important definition below table) (Please only use drop-down menu ONLY)	Total award amount (important definition below table) Cumulative (2019 - 2021)	Is the awarded CSO or sub-contracting to other CSOs, or neither? (important definition below table) (Please only use drop-down menu for this column)	What total percentage of this award is planned for sub-granting?	What estimated number of sub-grantees CSOs?	What is the percentage that is going to core institutional support to CSOs? (important definition below table) (Please note that this is different from overhead costs)	Total amount awarded CSO by 31 December 2021	Total expenditure of organisation (WRD/ feminist CSO? (important definition below table)	Is the CSO a woman-led organisation? Please indicate if the recipient UN organisation (important definition below table) is partnered with the CSO prior to the Spotlight initiative programme (important definition below table)
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OUTCOME 1: Legislative and policy frameworks, based on evidence and in line with international human rights standards, on all forms of VAWG and harmful practices are in place and translated into plans.

Output 1.1: National and regional partners have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending violence against women and children (VAWG) and/or gender equality and non-discrimination that respond to the rights of the most groups facing multiple and intersecting forms of discrimination and are in line with international human rights standards and treaty bodies' recommendations.

UNFPA	1	1.1	Inter-Religious Council of Uganda	National	Other marginalized groups relevant in national context	Implementing Partner	\$64,052	sub-granting	80%	7	7%	\$64,052	No information available	Existing
UN Women	1	1.1	Uganda Women Parliamentary Association	National	Other marginalized groups relevant in national context	Implementing Partner	\$109,810	neither			7%	\$109,810	Yes	Existing
UN Women	1	1.1	Uganda Women's Network	National	Other marginalized groups relevant in national context	Implementing Partner	\$356,111	neither			7%	\$356,111	Yes	Existing
UN Women	1	1.1	LANDNET	National	Other marginalized groups relevant in national context	Implementing Partner	\$52,256	neither			7%	\$52,256	Yes	Existing
UN Women	1	1.1	Centre for Domestic Violence Prevention	National	Other marginalized groups relevant in national context	Implementing Partner	\$334,190	neither			7%	\$334,190	Yes	Existing
UNDP	1	1.1	Legal Aid Service Providers Network	National	Other marginalized groups relevant in national context	Grantee	\$96,620	neither				\$96,620	Yes	Existing
UNHCR	1	1.1	Danish Refugee Council	International	Migrant women and girls	Implementing Partner	\$34,461	neither			14, 53%	\$34,461	Yes	Existing
UNHCR	1	1.1	International Rescue Committee	International	Migrant women and girls	Implementing Partner	\$48,856	neither			15, 00%	\$48,856	Yes	Existing
UNHCR	1	1.1	ALIGHT	International	Migrant women and girls	Implementing Partner	\$22,202	neither			14, 59%	\$22,202	Yes	Existing

UNDP	1	1.1	Civil Society Budget Advisory Group	National	Other marginalized groups relevant in national context	Implementing Partner	\$67,072	neither				\$67,072	\$67,072	No information available	Existing
UNDP	1	1.1	Private Sector Foundation Uganda	National	Other marginalized groups relevant in national context	Implementing Partner	\$153,030	neither				\$153,030	\$153,030	No information available	Existing
UNDP	1	1.1	Karamoja Women Umbrella Organization	National	Other marginalized groups relevant in national context	Implementing Partner	\$44,386	neither				\$44,386	\$44,386	Yes	Existing
UNDP	1	1.1	Joy for Children	National	Other marginalized groups relevant in national context	Implementing Partner	\$32,456	neither				\$32,456	\$32,456	Yes	Existing
UNDP	1	1.1	COSMESS Uganda	National	Other marginalized groups relevant in national context	Implementing Partner	\$62,187	neither				\$62,187	\$62,187	Yes	Existing
							\$1,477,689					\$1,477,689	\$1,442,730		
Output 1.2: National and/or sub-national partners are better able to develop evidence-based national and/or sub-national action plans on ending VAWG in line with international human rights standards with monitoring and evaluation (M&E) frameworks, increase financing and allocate appropriate budgets for their implementation, including for those groups facing intersecting and multiple forms of discrimination.															
	1	1.2													
	1	1.2													
	1	1.2													
	1	1.2													
Output 1.3: National, sub-national and/or regional partners have greater knowledge and awareness of human rights obligations and are able to draft laws and/or policies that guarantee the ability of women's rights groups, CSOs and women human rights defenders to advance the human rights agenda.															
	1	1.3													
	1	1.3													
	1	1.3													
	1	1.3													
	1	1.3													
OUTCOME 2: National and sub-national systems and institutions plan, fund and deliver evidence-based programmes that prevent and respond to VAWG and harmful practices, including in other sectors.															
Output 2.1: Key officials at national and/or sub-national levels in all relevant institutions are better able to develop and deliver evidence-based programmes that prevent and respond to VAWG, especially for those groups of women and girls facing intersecting and multiple forms of discrimination, including in other sectors.															
UN Women	2	2.1	Civil Society Budget Advisory Group	National	Other marginalized groups relevant in national context	Implementing Partner	\$185,090	neither				\$125,090	\$125,090	No information available	Existing
UN Women	2	2.1	Private Sector Foundation Uganda	National	Other marginalized groups relevant in national context	Implementing Partner	\$100,000	neither				\$100,000	\$100,000	No information available	Existing
UN Women	2	2.1	ActionAid International Uganda	International	Other marginalized groups relevant in national context	Implementing Partner	\$100,000	neither				\$100,000	\$100,000	No information available	Existing
UNFPA	2	2.1	Inter Religious Council of Uganda	National	Other marginalized groups relevant in national context	Implementing Partner	\$100,000	neither	80%	7.0		\$100,000	\$100,000	No information available	Existing

UN Women	2	2.1	Equal Opportunity Commission (EOC)	National	Other marginalized groups relevant in national context	Implementing Partner	\$50,000	neither		7%	\$50,000	\$50,000	No information available	Existing
UNDP	2	2.1	ActionAid International Uganda	International	Other marginalized groups relevant in national context	Implementing Partner	\$326,405	neither			\$326,405	\$164,898	Yes	Existing
UNDP	2	2.1	Civil Society Budget Advisory Group	National	Other marginalized groups relevant in national context	Implementing Partner	\$27,158	neither			\$27,158	\$27,158	No information available	Existing
							\$888,653				\$888,653	\$667,146		
Output 2.2: Multi-stakeholder national and/or sub-national coordination mechanisms established at the highest level and/or strengthened that are adequately funded and include multisectoral representation and representation from the most marginalized groups.														
	2	2.2												
	2	2.2												
	2	2.2												
	2	2.2												
	2	2.2												
Output 2.3: Partners (parliamentarians, key government officials and women's rights advocates) at national and/or sub-national levels have greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG.														
	2	2.3												
	2	2.3												
	2	2.3												
	2	2.3												
	2	2.3												
OUTCOME 3: Gender-equitable social norms, attitudes and behaviors change at community and individual levels to prevent VAWG and HTPs.														
Output 3.1: National and/or sub-national evidence-based programmes are developed to promote gender-equitable norms, attitudes and behaviours, including on comprehensive sexuality education in line with international standards, for in- and out-of-school settings.														
UNFPA	3	3.1	International Rescue Committee	International	Adolescent girls	Implementing Partner	\$15,000	neither			\$15,000	\$15,000	No information available	Existing
UNFPA	3	3.1	ACCORD	National	Adolescent girls	Implementing Partner	\$21,492	neither			\$21,492	\$21,492	Yes	Existing
UN Women	3	3.1	Forum for African Women Educationists	National	Adolescent girls	Implementing Partner	\$299,834	neither		7%	\$239,834	\$239,834	Yes	Existing
UN Women	3	3.1	UGANET	National	Other marginalized groups relevant in national context	Implementing Partner	\$180,000	neither		7%	\$180,000	\$180,000	Yes	Existing
UN Women	3	3.1	Communication for Development Foundation, Uganda	National	Other marginalized groups relevant in national context	Implementing Partner	\$150,000	neither		7%	\$150,000	\$150,000	Yes	Existing
							\$666,326				\$606,326	\$606,326		

Output 3.2: Community advocacy platforms are established/strengthened to develop strategies and programmes, including community dialogues, public information and advocacy campaigns, to promote gender-equitable norms, attitudes and behaviors, including in relation to women and girls' sexuality and reproduction, self-confidence and self-esteem, and transforming harmful masculinities.													
UNFPA	3	3.2	Inter-Religious Council of Uganda	National	Other marginalized groups relevant in national context	Implementing Partner	\$68,338	sub-granting	80%	7.0	\$68,338	No information available	Existing
UNFPA	3	3.2	International Rescue Committee	International	Other marginalized groups relevant in national context	Implementing Partner	\$51,623	neither			\$51,623	No information available	Existing
UNFPA	3	3.2	ACCORD	National	Other marginalized groups relevant in national context	Implementing Partner	\$119,900	sub-granting	50%	1.0	\$119,900	Yes	Existing
UNFPA	3	3.2	BRAC	International	Other marginalized groups relevant in national context	Implementing Partner	\$395,000	neither			\$395,000	No information available	Existing
UN Women	3	3.2	UGANET	National	Other marginalized groups relevant in national context	Implementing Partner	\$389,709	neither		7%	\$299,709	Yes	Existing
UN Women	3	3.2	Communication for Development Foundation, Uganda	National	Other marginalized groups relevant in national context	Implementing Partner	\$448,108	neither			\$348,108	Yes	Existing
UN Women	3	3.2	Makerere University, Gender Mainstreaming Programme	National	Other marginalized groups relevant in national context	Implementing Partner	\$88,517	neither		7%	\$68,517	Yes	Existing
UN Women	3	3.2	RAISING VOICES	National	Other marginalized groups relevant in national context	Implementing Partner	\$185,394	neither		7%	\$105,394	Yes	Existing
UNHCR	3	3.2	Danish Refugee Council	International	Migrant women and girls	Implementing Partner	\$292,619	neither		9.41%	\$292,619	Yes	Existing
UNHCR	3	3.2	Rural Initiative for Community Empowerment, West Nile	National	Migrant women and girls	Implementing Partner	\$39,834	neither		12%	\$39,834	No information available	Existing
UNHCR	3	3.2	International Rescue Committee	International	Migrant women and girls	Implementing Partner	\$195,425	neither		15%	\$195,425	Yes	Existing
UNHCR	3	3.2	DanChurchAid	International	Migrant women and girls	Implementing Partner	\$103,930	neither		21%	\$103,930	No information available	Existing
UNHCR	3	3.2	Oxfam	International	Migrant women and girls	Implementing Partner	\$63,834	neither		12%	\$63,834	No information available	Existing
UNDP	3	3.2	Private Sector Foundation Uganda	National	Other marginalized groups relevant in national context	Implementing Partner	\$266,274	sub-granting	13%	4.0	\$266,274	No information available	Existing
UNDP	3	3.2	Humanitarian Assistance and Development Agency	national	Other marginalized groups relevant in national context	Implementing Partner	\$75,318	neither			\$75,318	No information available	Existing
UNDP	3	3.2	Karamoja Women Umbrella Organization	National	Other marginalized groups relevant in national context	Implementing Partner	\$32,280	neither			\$32,280	No information available	Existing
UNDP	3	3.2	Joy for Children	National	Other marginalized groups relevant in national context	Implementing Partner	\$23,549	neither			\$23,549	No information available	Existing

UNDP	3	3.2	COSMESS Uganda	National	Other marginalized groups relevant in national context	Implementing Partner	\$53,175	sub-granting	23%	1.0	5.0%	\$53,175.38	\$53,175.38	Yes	Existing
UNHCR	3	3.2	ALIGHT	International	Migrant women and girls	Implementing Partner	\$105,663	neither			16.86%	\$105,663	\$105,663	Yes	Existing
UNHCR	3	3.2	NRC	International	Migrant women and girls	Implementing Partner	\$931	sub-contracting	93%	1.0		\$931	\$931	Yes	Existing
							\$2,999,420					\$2,999,420	\$2,999,420		
Output 3.3: Decision makers in relevant institutions and key informal decision makers are better able to advocate for implementation of legislation and policies on ending VAWG and for gender-equitable norms, attitudes and behaviours, and women and girls' rights.															
UN Women	3	3.3	Cross-Cultural Foundation of Uganda groups relevant in national context	National	Other marginalized groups relevant in national context	Implementing Partner	\$52,809	neither			7%	\$52,809	\$52,809	Yes	Existing
	3	3.3													
	3	3.3													
	3	3.3													
	3	3.3													
							\$52,809					\$52,809	\$52,809		
OUTCOME 4: Women and girls who experience violence and harmful practices use available, accessible, acceptable and quality essential services, including for long-term recovery from violence.															
Output 4.1: Relevant government authorities and women's rights organizations at national and sub-national levels have better knowledge and capacity to deliver quality and coordinated essential services, including sexual and reproductive health and rights (SRHR) services and access to justice, to women and girls' survivors of violence, especially those facing multiple and intersecting forms of discrimination.															
UNFPA	4	4.1	International Rescue Committee	International	Other marginalized groups relevant in national context	Implementing Partner	\$28,500	neither				\$28,500	\$28,500	No information available	Existing
UNFPA	4	4.1	ACCORD	National	Other marginalized groups relevant in national context	Implementing Partner	\$212,271	neither				\$212,271	\$212,271	Yes	Existing
UN Women	4	4.1	Uganda Law Society	National	Other marginalized groups relevant in national context	Implementing Partner	\$117,784	neither			7%	\$117,784	\$117,784	Yes	Existing
UN Women	4	4.1	Transcultural Psychosocial Organization	National	Migrant women and girls	Implementing Partner	\$140,349	neither			7%	\$140,349	\$140,349	No information available	Existing
UN Women	4	4.1	Justice Centres Uganda	National	Other marginalized groups relevant in national context	Implementing Partner	\$206,358	neither			7%	\$206,358	\$206,358	No	Existing
UNDP	4	4.1	International Justice Mission	International	Other marginalized groups relevant in national context	Implementing Partner	\$627,133	neither				\$627,133	\$627,133	No	Existing
UNHCR	4	4.1	Danish Refugee Council	International	Migrant women and girls	Implementing Partner	\$75,446	neither			20.79%	\$75,446	\$75,446	Yes	Existing
UNHCR	4	4.1	ALIGHT	International	Migrant women and girls	Implementing Partner	\$59,277	neither			24.50%	\$59,277	\$59,277	Yes	Existing
UNHCR	4	4.1	NRC	International	Migrant women and girls	Implementing Partner	\$20,298	sub-contracting	93%	1.0	43.34%	\$20,298	\$20,298	No information available	
							\$1,487,416					\$1,487,416	\$1,487,416		

Output 4.2: Women and girls survivors of violence and their families are informed of and can access quality essential services, including longer-term recovery services and opportunities.														
UNFPA	4	4.2	International Rescue Committee	International	Other marginalized groups relevant in national context	Implementing Partner	\$59,242	neither			\$59,242	\$59,242	No information available	Existing
UNFPA	4	4.2	ACCORD	National	Other marginalized groups relevant in national context	Implementing Partner	\$66,314	neither			\$66,313.50	\$66,313.50	Yes	Existing
UNFPA	4	4.2	RAHU/OUTBOX	National	Other marginalized groups relevant in national context	Implementing Partner	\$72,109	neither			\$72,109	\$72,109	No information available	Existing
UN Women	4	4.2	RAN LAB	National	Other marginalized groups relevant in national context	Implementing Partner	\$18,146	neither		7%	\$18,146	\$18,146	Yes	Existing
UNHCR	4	4.2	Danish Refugee Council	International	Migrant women and girls	Implementing Partner	\$249,734	neither		20,79%	\$249,734	\$249,734	Yes	Existing
UNHCR	4	4.2	International Rescue Committee	International	Migrant women and girls	Implementing Partner	\$543,520	neither		23,00%	\$543,520	\$543,520	Yes	Existing
UN Women	4	4.2	CEDOVIP	National	Other marginalized groups relevant in national context	Implementing Partner	\$134,190	neither		7%	\$134,190	\$134,190	Yes	Existing
UNHCR	4	4.2	ALIGHT	International	Migrant women and girls	Implementing Partner	\$119,175	neither		25%	\$119,175	\$119,175	Yes	Existing
UN Women	4	4.2	Uganda Law Society	National	Other marginalized groups relevant in national context	Implementing Partner	\$73,274	neither		7%	\$73,274	\$73,274	Yes	Existing
UN Women	4	4.2	Transcultural Psychosocial Organization	National	Migrant women and girls	Implementing Partner	\$100,000	neither		7%	\$100,000	\$100,000	No information available	Existing
UNHCR	4	4.2	NRC	International	Migrant women and girls	Implementing Partner	\$43,608	sub-contracting	93%	1.0	\$43,608	\$43,608	No information available	Existing
UN Women	4	4.2	Justice Centres Uganda	National	Other marginalized groups relevant in national context	Implementing Partner	\$80,000	neither			\$80,000	\$80,000	No information available	Existing
							\$1,559,312				\$1,559,312	\$1,559,312		

OUTCOME 5: Quality, disaggregated and globally comparable data on different forms of VAWG and harmful practices is collected, analysed and used in line with international standards to inform laws, policies and programmes.

Output 5.1: Key partners, including relevant statistical officers, service providers in the different branches of government and women's rights advocates have strengthened capacities to regularly collect data related to VAWG in line with international and regional standards to inform laws, policies and programmes.

5	5.1													
5	5.1													
5	5.1													
5	5.1													
5	5.1													

Output 5.2: Quality prevalence and/or incidence data on VAWG is analysed and made publicly available for the monitoring and reporting of the SDG target 5.2 indicators to inform evidence-based decision making.														
	5	5.2												
	5	5.2												
	5	5.2												
	5	5.2												
	5	5.2												
OUTCOME 6: Women's rights groups, autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, more effectively influence and advance progress on gender equity and women's empowerment, and ending VAWG.														
Output 6.1: Women's rights groups and relevant CSOs have increased opportunities and support to share knowledge, network, partner and jointly advocate for gender equity and women's empowerment, and ending VAWG, more specifically, with relevant stakeholders at sub-national, national, regional and global levels.														
UN Women	6	6.1	National Union of Women with Disabilities Uganda (NOWODU)	National	Women and girls with disabilities	Implementing Partner	\$150,585	neither		7%	\$150,585	\$150,585	Yes	Existing
UN Women	6	6.1	Uganda Women's Network	National	Other marginalized groups relevant in national context	Implementing Partner	\$429,450	neither		7%	\$429,450	\$429,450	Yes	Existing
UN Women	6	6.1	International Community of Women Living with HIV, Eastern Africa (ICWEA)	National	Women and girls living with HIV/AIDS	Implementing Partner	\$359,492	neither		7%	\$359,492	\$359,492	Yes	Existing
UN Women	6	6.1	National Association of Women Organisations in Uganda	National	Other marginalized groups relevant in national context	Implementing Partner	\$154,176	neither		7%	\$154,176	\$154,176	Yes	Existing
UN Women	6	6.1	Women Human Rights Defenders Network	National	Other marginalized groups relevant in national context	Implementing Partner	\$94,000	neither		7%	\$94,000	\$94,000	Yes	Existing
UN Women	6	6.1	Civil Society Reference Group	National	Other marginalized groups relevant in national context	Implementing Partner	\$0	neither					Yes	New
UN Women	6	6.1	National Women Council	National	Other marginalized groups relevant in national context	Implementing Partner	\$40,000	neither		7%	\$23,208	\$23,208	Yes	New
UN Women	6	6.1	Uganda Women Media Association	National	Other marginalized groups relevant in national context	Implementing Partner	\$50,000	neither		7%	\$29,137	\$29,137	Yes	Existing
							\$1,277,703				\$1,240,048	\$1,240,048		

Output 6.2: Women's rights groups and relevant CSOs are better supported to use social accountability mechanisms to support their advocacy and influence on prevention and response to VAWG and gender equality and women's empowerment more broadly.													
	6	6.2											
	6	6.2											
	6	6.2											
	6	6.2											
	6	6.2											
Output 6.3: Women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalization have strengthened capacities and support to design, implement and monitor their own programmes on ending VAWG.													
	6	6.3											
	6	6.3											
PROGRAMME MANAGEMENT COSTS (including pre-funding)													
RCO	PMC	PMC	Civil Society Reference Group	National	Other marginalized groups relevant in national context	Implementing Partner	\$7,700	neither	0%	\$7,700	\$7,700	Yes	Existing
	PMC	PMC		TOTAL AWARDS TO CSOs			\$10,417,027			\$10,251,672	\$10,055,206		

ANNEX D

SPOTLIGHT INITIATIVE INNOVATIVE, PROMISING OR GOOD PRACTICES AND KNOWLEDGE PRODUCTION REPORTING TEMPLATE

COUNTRY/REGION: UGANDA
REPORTING PERIOD: 1 JANUARY 2021 - 31 DECEMBER 2021

Section A: Innovative, Promising and Good Practices

Guidance and Template on Innovative, Promising and Good Practices

As a Demonstration Fund, the Spotlight Initiative aims to demonstrate how a significant, concerted and comprehensive investment in ending violence against women and girls (EVAWG) and gender equality can make a lasting difference in the lives of women and girls and in the achievement of all SDGs. It is thus critical that innovative, promising and good practices in the field of EVAWG and in the context of implementing a 'new way of working, have the potential for adaptability, sustainability, replicability and scale-up.¹ This is both within the United Nations system and with various stakeholders to maximize the transformative potential of the Initiative. These practices must be documented and shared widely for uptake and continuous improvement to contribute to the evidence base and eliminate violence against women and girls.

This brief guidance and template ensure a common understanding of 'Innovative, Promising and Good Practices' in the Spotlight Initiative. It provides a set of criteria to determine whether a practice is innovative, promising, or good, as well as a template for documentation. Please see the definitions below on the next page for further clarification.²

Definition of an Innovative Practice

An innovative practice is a new solution (method/idea/product) with the transformative ability to accelerate impact. Innovation can entail improved ways of working with new and diverse partners, fuelled by science and technology; or involve new social and business models, behavioural insights, or path-breaking improvements in delivering essential services and products, among other solutions. It does not have to involve technology; most importantly, innovation is a break from previous practice with the potential to produce significant positive impact.³

Definition of a Promising Practice

A promising practice has demonstrated a high degree of success in its single setting, and the possibility of replication in the same setting is guaranteed. It has generated some quantitative data showing positive outcomes over a period of time. A promising practice has the potential to become a good practice, but it doesn't yet have enough research or replication to support wider adoption or upscaling. As such, a promising practice incorporates a process of continuous learning and improvement.

Definition of a Good Practice

A good practice is not only a practice that is good, but one that has been proven to work well and produce good results and is therefore recommended as a model. It is a successful experience that has been tested and validated, in the broad sense, has been repeated and deserves to be shared, so that more people can adopt it.

1 Guidelines on good practices, UNHCR. 2019. Accessible here: <www.unhcr.org/5d15fb634>

2 Good Practice Template, FAO. 2016. Accessible here: <www.fao.org/3/a-as547e.pdf>

3 Please refer to the 'Spotlight Initiative Guidance on Innovation' for more information



Adapted from Hancock, J. (2003): Scaling-Up for Increased Impact of Development Practice: Issues and options in support of the implementation of the World Bank’s Rural Strategy Working Paper, Washington D.C.

Title of the Innovative, Promising or Good Practice	Livelihood Support to Women and GBV Survivors, a tool to realize social norm change and prevention of GBV
<p>Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? (When did the activity begin? When will it be completed or is it ongoing?)</p>	<p>The Livelihood Support to Women and GBV Survivors Initiative is implemented under Pillar 3. UNDP piloted this intervention in 2020 to strengthen livelihoods for women in mining as a strategy to enable prevention and realize social norm change on GBV prevalence and response. The intervention was designed and piloted in four districts- Kasese, Tororo, Amudat and Kitgum that host mining activities, as it was observed that women in mining experience limited or no service delivery regarding GBV prevention. This is exacerbated by the fact that women in mining, especially in the development minerals sector, despite their substantive numbers (44 per cent of miners), earn almost 60 per cent less than their male counterparts. Moreso, women's participation in livelihood activities is sub-optimal due to the nature and structure of mining operations that allocate most capital, leadership and decision-making roles to their male counterparts. This factor compounds women's vulnerability to GBV as it augments the cultural, community-wide attitude that women are non-productive assets in their communities.</p> <p>Therefore, the intervention was designed to strengthen and secure the livelihoods of women in businesses such as mining to enable them to operate safely and efficiently. Activities included training in enterprise management, marketing and value addition, alternative skills, savings and GBV reporting mechanisms. Within the target communities, groups of women in mining were formed, formalized and provided with business start-up kits, particularly the hairdressing trainees. Furthermore, all groups received personal protective equipment and hand tools to facilitate safe and efficient mining operations. This has resulted in a more resilient and secure livelihood experience for women as they can now ably earn incomes in both mining and alternative ventures. The beneficiaries are also able to manage business operations independently and ably since they have more skills in saving and financial management. Through the complimentary sensitization of communities hosting these mining groups, the women and children have a better awareness of preventing, reporting and management of GBV incidences. Through this approach, women who were previously exposed to GBV have a voice as a result of being empowered through skills acquisition and increased economic productivity.</p>
<p>Objective of the practice: What were the goals of the activity?</p>	<p>The approach of livelihood strengthening to realize social norm change and prevention of GBV demonstrates that women are productive assets in the community worthy of respect, protection, and support within GBV prevention mechanisms.</p>
<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>	<p>Women in socioeconomic activity and communities with high vulnerability and exposure to GBV were targeted. Local, business, and religious leaders, as well as the media, were engaged to first understand the Spotlight Initiative and their roles in the various interventions such as mobilization, service delivery, training and management of the GBV response mechanisms within those communities. UNDP worked through these implementing partners: Joy for Children Uganda, Karamoja Women Umbrella Organization (KAWUO), COSMESS Uganda, Private Sector Foundation Uganda, Ministry of Energy & Mineral Development and Ministry of Trade, Industry and Cooperatives.</p>
<p>What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EVAWG and/or in the context of the UNDS reform.</p>	<p>The approach to women's economic empowerment through livelihood strengthening is innovative in that it focuses on addressing one of the critical factors that compounds the vulnerability of women and children to GBV. By identifying and addressing this issue, complemented with community sensitization, this approach addresses the reality most women face, who cannot ably remove themselves from GBV situations due to their lack of economic resilience and awareness of community-based GBV response services. The approach also makes visible the unique realities of women in mining to technical service providers through demonstration of the economic and productive value of their activities. This helps to catalyse social norm change and prevent GBV due to closer oversight and support of such largely neglected economic and societal groups.</p>
<p>What challenges were encountered and how were they overcome?</p>	<p>There were a lot of expectations for material support from the programme, especially after identifying communities, which put a strain on available resources. Nonetheless, the intervention was able to provide training and business start-up kits during Phase I. Support to the women will continue in Phase II as more efforts to raise funds also support other sectors continues.</p>

<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>Below are the results from the intervention in each district.</p> <p>Amudat:</p> <ul style="list-style-type: none"> • A total of 60 women small-scale artisanal miners were trained in business management, GBV prevention and response. • With the knowledge and skills gained from the training, three women mining associations initiated village savings and loan associations (VSLAs). • As a commitment to prevent and respond to violence against women and girls, KAWUO, with support from Spotlight Initiative, trained male champions. The identification of male champions was done by women and technically guided by sub county community development officers and parish chiefs. A total of 60 male champions were identified and trained. • Three women-led associations were formed and inducted on their roles and responsibilities in EVAWG. <p>Kasese and Tororo:</p> <ul style="list-style-type: none"> • A total of 244 (M2:F242) cases of GBV were handled and managed in Kasese and Tororo Districts. • In the two districts, 60 female GBV-survivor miners can earn from the skills provided, e.g., tailoring and hairdressing. This has enhanced their economic ability to contribute to household expenses, often a key factor in cases of violence against women. • COSMESS, a local NGO, provided 180 GBV-survivor miners with business capital to facilitate small scale business operations in the districts of Kasese and Tororo through a revolving grant. This increased their income and savings. <p>Kitgum:</p> <ul style="list-style-type: none"> • Risks of GBV and other harmful practices (HP) in the mining sector were mitigated through engagement meetings with community members and leaders; dialogues to increase community awareness, engagement, participation and advocacy for the social protection of women, girls and their families; formation and training of Mining and Quarry Grievances Redress Committees to report and document cases of GBV and VAC and refer survivors to community and government services; radio talk shows to highlight best practices in protecting women and girls. • Strengthened and facilitated women to access economic and livelihood support towards preventing GBV in the mining communities. A rapid assessment of proximity factors of GBV, VAWG, and violence against children (VAC) in mining areas was conducted. The study indicated that mining communities in the district have high incidences of violence against women, girls and children, the majority of which occur in homes, bars and mining areas. • Strengthened coordination at all levels with specific reference to the mining sector; project review and learning meetings were held; referral pathways were strengthened, and child protection structures such as District and Sub County Orphan and Vulnerable Children Committees were supported to identify and respond to GBV and VAC.
<p>Adaptable (Optional) In what ways can this practice be adapted for future use?</p>	<p>The women economic empowerment approach can be mainstreamed to address GBV in vulnerable communities.</p>
<p>Replicable/Scale-Up (Optional) What are the possibilities of extending this practice more widely?</p>	<p>Very high, given resource availability.</p>
<p>Sustainable What is needed to make the practice sustainable?</p>	<p>The women economic empowerment approach can be sustained through the integration of target communities in the GBV and other service delivery efforts. This will provide continued outreach and mentorship of women in business and the communities to maintain the social safety net against GBV.</p>
<p>Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?</p>	<p>Yes; beneficiary testimonies indicate a high appreciation of women economic empowerment to address GBV. Expert validation would help refine the insights garnered so far and inform the development of a rigorous model to replicate this intervention. More funds are needed for this innovation to be sustainable</p>
<p>Additional details and contact information: Are there any other details that are important to know about the innovative, promising, or good practice? Please provide contact details of a focal person for this practice as well as any additional materials including photos/ videos.</p>	<p>Hope Kyarisima, hope.kyarisima@undp.org</p>

Title of the Innovative, Promising or Good Practice	Gender Equality Seal Certification Initiative for Private Sector Enterprises
<p>Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? (When did the activity begin? When will it be completed or is it ongoing?)</p>	<p>The Gender Equality Seal (GES) for private enterprises is a collective effort by UNDP, the Government of Uganda, and Private Sector Foundation Uganda to establish and achieve standards for gender equality and women’s empowerment in the workplace. It provides companies with a mechanism to level the playing field for both women and men by promoting investment in systems that integrate gender equality into the work environment and business strategies.</p> <ul style="list-style-type: none"> • Companies are required to meet the standards of the certification programme by undertaking a self-assessment, developing gender-sensitive capacities, adopting a gender equality policy, and executing an action plan of improvement to eliminate gender inequalities in the workplace. • After companies implement this set of measures and actions, certification is obtained upon verification of the results achieved and the degree of compliance with the standard’s requirements. A Gender Equality Seal is then awarded as a symbol that recognizes gender equality in the company. • The GES Certification Programme for private enterprises addresses Pillar II on Institutional strengthening. • The enrolment of companies on the Certification Programme started in April 2021 and is still ongoing, with enrolled companies expected to implement the programme for a period of between 8 to 12 months.
<p>Objective of the practice: What were the goals of the activity?</p>	<p>Objectives for Gender Equality Seal (GES) Certification Initiative for private sector enterprises are to:</p> <ol style="list-style-type: none"> 1. Increase women’s role in decision-making positions; 2. Detect and eliminate gender-based pay gaps; 3. Develop and implement policies to improve work-life balance; 4. Increase women’s presence in occupational areas that are traditionally male-dominated. 5. Promote the use of inclusive and non-sexist communication internally and externally; and, 6. Promote zero tolerance for sexual harassment and gender-based violence in the workplace.
<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>	<p>Private sector companies formally registered to conduct business in Uganda are eligible for the programme. The companies should have more than 20 employees. Leveraging on the strength of Private Sector Foundation Uganda as the apex body of the private sector in Uganda, we have tapped into its membership to convene sensitization workshops and engage the management of private sector companies. During the programme, companies are trained on the objectives and process of the GES certification, share knowledge on the concept of gender in business and build transformative partnerships to achieve gender equality in the workplace.</p>
<p>What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EAWG and/or in the context of the UNDS reform.</p>	<p>In Uganda, the private sector employs more than 70 per cent of the working-age population; therefore, more companies adopting gender-responsive measures through the GES certification process creates a larger transformative impact for women in the labour market.</p> <p>The GES is a comprehensive tool for addressing gender inequalities in workplaces, VAW and GBV through seven key dimensions of the standard of the certification programme - remuneration; professional development and promotion; work-life balance; communication, sexual harassment and GBV; and gender management system. This aims at developing a company strategy that incorporates gender equality as an integral part of good business practice.</p> <p>The GES tool provides companies with a mechanism through which they can monitor the effectiveness and inclusivity of their organizational policies, procedures, and culture regarding the treatment of both men and women in the workplace. The tool enables companies to translate policies into practice by ensuring that commitments made on paper are proactively practised leading to a transformation of the organizational culture to offer equality in treatment and opportunities for both male and female employees.</p> <p>The GES for private enterprises has delivered promising results in Latin America and the Caribbean. Over 2000 companies have adopted the programme, transforming the world of work for women in relation to advocating for equal pay, dismantling barriers to the participation of women in certain sectors and encouraging zero tolerance for sexual harassment and gender-based violence in the workplace.</p>
<p>What challenges were encountered and how were they overcome?</p>	<p>Buy-in from the management of the companies to implement the programme proved difficult. Progressing from the sensitization stage to commitment was time-consuming. However, showcasing the business case for adopting gender-responsive organizational practices led to positive engagement from the companies.</p>

<p>Outputs and Impact: What have the results been thus far? Do they contribute to long-term impact?</p>	<ul style="list-style-type: none"> • A total of 24 companies will be awarded certificates of recognition for having completed the process of identifying gender inequalities within their structures and developing action plans to address these. The companies have (i) formulated gender equality policies to meet the needs of men and women in the workplace where these provisions were nonexistent, (ii) integrated gender-responsive actions into existing company policies to address gender inequalities in the workplace and (iii) are executing their action plans of improvement to close gender gaps within the companies. An additional 24 companies will be awarded certificates of recognition in May 2022. • Adoption and integration of companywide policies and practices to prevent, detect and respond to GBV. • Increased awareness of mechanisms to prevent, detect and respond to GBV. • Women empowerment; companies putting in place measures for women to access top leadership positions and reduce gender pay gaps. • The training provided to companies (management and employees) during the certification process has enabled the private sector to acknowledge that workplaces do not operate in a gender-neutral space. • The organizational culture affects men and women differently; thus, it is important for companies to adopt measures that promote gender equality and women empowerment. Additionally, the GES certification process requires companies to conduct an organizational self-assessment to gauge their performance regarding the requirements of the standard of the GES. This process helps them identify the gender gaps within their structures and the causes of these gaps. An important finding/ recommendation of this exercise is that gender-responsive policies should be integrated into organizational structure and human resource management to curb persistent gender inequalities that exist within the work environment.
<p>Adaptable (Optional) In what ways can this practice be adapted for future use?</p>	
<p>Replicable/Scale-Up (Optional) What are the possibilities of extending this practice more widely?</p>	<ul style="list-style-type: none"> • Increased popularization of the GES through media platforms. • Sensitizing more company executives on the importance of the GES certification programme. • Government buy-in legitimizes the GES by making it key for private sector companies. • Customizing the GES for micro, small and medium enterprises. • Training more GES advisors to support companies implementing the GES certification programme.
<p>Sustainable What is needed to make the practice sustainable?</p>	<p>Government intervention to lend legitimacy to the programme, making it mandatory for companies and public institutions to have the GES certification.</p>
<p>Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?</p>	<p>Yes; private sector companies have expressed appreciation for the GES initiative to address gender inequalities in their companies, including helping them to address GBV issues. Also, the Ministry of Gender, Labour and Social Development applied some of the GES standards in the guidelines and checklist monitoring tool that was used to select ten institutions that comply with practices that prevent and respond to GBV in workplaces.</p> <p>However, expert validation must be undertaken to provide lessons and recommendations to inform replicability and sustainability.</p>
<p>Additional details and contact information: Are there any other details that are important to know about the innovative, promising, or good practice? Please provide contact details of a focal person for this practice as well as any additional materials including photos/ videos.</p>	<p>Violet Nampiima: violet.nampiima@undp.org</p>
<p>Title of the Innovative, Promising or Good Practice</p>	<p>Roll-Out of SASA! methodology in refugee settlements</p>
<p>Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? (When did the activity begin? When will it be completed or is it ongoing?)</p>	<p>SASA! approach in the refugee settlements for creating awareness against gender-based violence has been a good practice. It is implemented in all locations, and the results have been positive as the community activists from within the community play a vital role in creating awareness. SASA! has four phases: Start, Awareness, Support, and Action. It meaningfully engages community volunteers known as Community Activists to create and enhance awareness of GBV. This is used for the Spotlight Initiative's Pillar 3 (Prevention/ Norms Change). SASA! is ongoing in all four locations (Rhino and Imvepi (Terego District) and Kyaka Refugee Settlements (Kyegegwa District) and Kampala), where UNHCR and partners are implementing Spotlight. This activity is also linked with Pillar 3 and has been completed for Phase I. Due to its positive outcome, similar activity has been planned for Phase II in 2022.</p>

<p>Objective of the practice: What were the goals of the activity?</p>	<p>The overall goal of SASA! is to support the prevention of gender-based violence. SASA! helps create awareness of GBV through community activists. SASA! methodology helps to bring overall awareness about GBV and VAC. It also helps to bring awareness on the reporting mechanisms so that the incidents of GBV and VAC can be safely reported for redress.</p>
<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>	<p>Refugee communities living in the settlements are the main beneficiaries. Refugee women, girls, men and boys are all targeted by SASA! as it mainly focuses on enhancing awareness among all groups of communities. It is not sustainable to combat GBV and VAC by engaging only women and girls; men and boys too can play a supportive role if they understand the gender norms and power inequality rooted in the communities. Both gender norms and unequal power relations are the root cause of gender-based violence. SASA! therefore strives to engage all community members in combating the vice. Community members, including community leaders, as well as community-based organizations, partner organizations (both implementing and operational partners) and government counterparts such as the Office of the Prime Minister, among others, were consulted and engaged. Their involvement helped identify community activists/volunteers for SASA!</p>
<p>What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EAWG and/or in the context of the UNDS reform.</p>	<p>The SASA! approach in the refugee settlements for creating awareness against GBV has been a good practice. It is a successful experience that has been tested and validated, in the broad sense, has been repeated and deserves to be shared, so that more people can adopt it. SASA! has proven to be effective, and there is adequate documentation of experiences from the field (different settings) to justify it as a good practice. The SASA! methodology seeks to redress the gender power imbalance and promote positive behavioural and attitudinal change to prevent GBV and HIV/AIDS. SASA! was developed by the non-governmental organization (NGO) Raising Voices and was firstly implemented in 2008 in four communities in Kampala as a randomized control trial. The study found fundamental attitudinal change, with a marked reduction in the acceptance of physical intimate partner violence (76 per cent SASA! communities vs 26 per cent control communities) and increased acceptance that women can refuse sex (94 per cent SASA! communities vs 74 per cent control communities). The SASA! approach was introduced in the refugee context in Uganda in 2013 by the then American Refugee Committee (now known as Alight). At the time, there was no systematic implementation of a tested approach for GBV prevention. It now is the most widely used community-based mobilization approach for GBV prevention in the refugee setting. The initial study of SASA! in Adjumani refugee settlements indicated that behavioural and attitudinal change requires between 44 to 48 months. SASA! draws heavily on two theoretical frameworks: the Ecological Model of Violence, which recognises the complex interplay of individual, relationship, community, and societal-level factors underpinning risks and root causes of GBV, and the Stages of Change Theory or the Transtheoretical Model of Change.</p>
<p>What challenges were encountered and how were they overcome?</p>	<p>In SASA! waning motivation among some community activists was witnessed as it requires commitment without remuneration. This was overcome by motivating activists with capacity building opportunities such as training and providing basic material support such as stationery, branded items (t-shirts) and information, education and communication materials. This material support to community activists enhances their visibility in the community towards enhancing GBV awareness. The activists also were regularly met and mentored by the partner staff.</p>
<p>Outputs and Impact: What have the results been thus far? Do they contribute to long-term impact?</p>	<p>SASA! has contributed positively by seeking to redress the gender power imbalance and promote positive behavioural and attitudinal change to prevent GBV. It has contributed to the Pillar 3 (Prevention/Norms Change). A total of 26 persons (M9:F17) were trained, including UNHCR and partner staff from the settlements. The results contribute to a long-term impact on Pillar/Outcome 3 as communities are being meaningfully engaged.</p>
<p>Adaptable (Optional) In what ways can this practice be adapted for future use?</p>	<p>The implementation of SASA! still is ongoing. The methodology has been adopted in all refugee settlements and will be cascaded beyond Spotlight's locations of implementation.</p>
<p>Replicable/Scale-Up (Optional) What are the possibilities of extending this practice more widely?</p>	<p>The possibilities of extending this practice is high because it is replicable in other locations too. SASA! is being implemented in all refugee settlements, not just in the three settlements where Spotlight is implemented.</p>
<p>Sustainable What is needed to make the practice sustainable?</p>	<p>SASA! has made more sustainable by meaningfully engaging the community members and community-based structures. The community should recognise the direct benefits of such practices/activities and take ownership of ensuring their sustainability.</p>

Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?	The effectiveness of SASA! has been validated and documented from the different field locations where SASA! has been implemented and evaluated.
Additional details and contact information: Are there any other details that are important to know about the innovative, promising, or good practice? Please provide contact details of a focal person for this practice as well as any additional materials including photos/ videos.	Pauline Laker is one of the UNHCR's focal persons for the capacity building of partners on implementing SASA! in the refugee settlements. She has been trained by Raising Voices, and has been providing training to other UNHCR and partner staff on SASA! She can be contacted via email: laker@unhcr.org.
Title of the Innovative, Promising or Good Practice	Installation of solar streetlights to prevent of GBV in refugee settlements
Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? (When did the activity begin? When will it be completed or is it ongoing?)	Installation of solar streetlights in the refugee settlements (Rhino, Imvepi and Kyaka II) has been a promising practice. A total of 103 solar streetlight installations (35 in Kyaka II and 68 both in Rhino and Imvepi) were completed in the first half of 2021. This activity is also linked with Pillar 3 and has been completed for Phase I. Due to its positive outcome, similar activity has been planned for Phase II in 2022.
Objective of the practice: What were the goals of the activity?	The overall goal of the installation of solar streetlights was to support the prevention of gender-based violence. The solar streetlights support women and girls' security at night. Most of the reported GBV incidents occur in dark places during the night, and solar streetlights help reduce such incidents.
Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.	Refugee communities living in the settlements are the main beneficiaries. These include women and girls who are more risk of being attacked at night. Community members, including community leaders, as well as community-based organizations, partner organizations (both implementing and operational partners) and government counterparts such as the Office of the Prime Minister, among others, were consulted and engaged before installation of the lights. Their involvement helped identify suitable locations for installing the solar lights.
What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EVAWG and/or in the context of the UNDS reform.	The installation of solar streetlights in the refugee settlements (Rhino, Imvepi and Kyaka II) has generated quantitative data showing positive outcomes over time.
What challenges were encountered and how were they overcome?	There were cases of vandalization of some solar streetlights in Kyaka II, which led to community engagement through sensitization meetings to take ownership and responsibility for protecting the streetlights from theft or vandalism, which reduced the incidence of the same. Likewise, some lights were reportedly faulty in Rhino and Imvepi and were in the process of being replaced at the time of reporting.
Outputs and Impact: What have the results been thus far? Do they contribute to long-term impact?	Solar streetlights have contributed positively by seeking to redress the gender power imbalance and promote positive behavioural and attitudinal change to prevent GBV. This practice contributes to the Pillar 3 (Prevention/Norms Change). In 2021, 103 solar streetlights (35 in Kyaka & 68 in Rhino/Imvepi) were installed. The results contribute to a long-term impact on Pillar/Outcome 3 as communities are being meaningfully engaged.
Adaptable (Optional) In what ways can this practice be adapted for future use?	Solar streetlights can also be adopted in other settlements if additional resources are available from other funding sources.
Replicable/Scale-Up (Optional) What are the possibilities of extending this practice more widely?	The possibilities of extending this activity is high as it is replicable in other locations too. Solar streetlights can be replicated in other locations of the Spotlight Initiative settlements as well as other settlements if additional resources are available from other funding sources.
Sustainable What is needed to make the practice sustainable?	Solar streetlights can be made more sustainable by meaningfully engaging the community members and community-based structures. An accountability framework should be developed, discussed and adopted with and by the detailing who should be responsible/accountable for the streetlights. The communities should also update the partner focal person on the status of the lights. Regular patrolling by the police and community groups should be encouraged to reduce the likelihood and incidence of lights being stolen or vandalized.

<p>Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?</p>	
<p>Additional details and contact information: Are there any other details that are important to know about the innovative, promising, or good practice? Please provide contact details of a focal person for this practice as well as any additional materials including photos/ videos.</p>	Pauline Laker, laker@unhcr.org.
<p>Title of the Promising or Good Practice</p>	<p>Multi-sectoral approach to enhancing access to justice for victims of VAWG.</p>
<p>Provide a description of the promising or good practice. What pillars/ principles of the Spotlight Initiative does it address? (When did the activity begin? When will it be completed or is it ongoing?)</p>	<p>The multi-sectoral approach is underpinned by the fact that access to justice is a chain, and each step/ person is a strong factor in the next link. Under this approach, the justice actors (police officers, prosecutors and judicial officers) work together to manage VAWG cases effectively. It essentially entails prosecutor-led investigations, adoption of a victim-centred investigation, prosecution and adjudication of GBV cases. Furthermore, the approach is a cross-sectoral response, given the broad impact of GBV. The practice falls under Pillar 4 and is an ongoing activity since it entails training the justice actors, medical officers and probation officers on the approach.</p> <p>The approach started with the development of a Cross-Sectoral Handbook for Victim-Centred Investigation, Prosecution and Adjudication of GBV Cases. This was followed by a training of trainers (ToT) that was conceptualized to build a team to roll out the trainings. The ToT on Multi-sectoral Institutional Strengthening of the Justice Law and Order Sector to Address Sexual and Gender-Based Violence used the handbook to train participants on victim-centred investigation, prosecution and adjudication of GBV cases. The ToT targeted 44 trainers (13M:31F) comprising prosecutors, police surgeons and forensics, judicial officers and probation officers. The handbook and training manual were officially launched during 16 Days of Activism in December 2021. To date, 100 (72M:28F) justice, law and order sector actors, medical officers, and probation officers have demonstrated improved knowledge and skill in effectively managing VAWG cases since the training.</p>
<p>Objective of the practice: What were the goals of the activity?</p>	<p>The goals of the activity were:</p> <ul style="list-style-type: none"> • To guide the investigation and prosecution of GBV crimes in Uganda from a gender-sensitive, victim-centred and trauma-informed perspective. • To lay a foundation for sectoral standards in the effective management of GBV cases. This invariably means the institutionalization of these standards in different settings, not only through training but by utilizing them as institutional checklists for performance assessments of the individual institutions. • To nurture certainty, confidence and a culture of accountability in the justice system.
<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>	<p>The activity targeted an array of stakeholders, including prosecutors, police, judicial officers, members of the Uganda People's Defence Forces (UPDF), healthcare workers, women's human rights defenders and indeed, survivors of violence themselves. The Uganda Police Force, Office of the Director of Public Prosecutions, the judiciary, Ministry of Health, Ministry of Gender, Labour and Social Development and the UPDF were involved in the development of the handbook. This was critical in ensuring collaboration among these key players, ownership and accountability throughout the entire process, from investigation to prosecution and adjudication. The ultimate beneficiaries are women and girls seeking justice and accessing legal services in relation to sexual and gender-based violence crimes.</p>
<p>What makes this a promising or good practice? Identify distinguishing feature(s) that make this a promising or a good practice in the efforts to EVAWG and/or in the context of the UNDS reform.</p>	

<p>Appreciate each other challenges and come up with localised workable solutions in their areas of operation. For example, write medical example, many patients if the prosecutors are few so they can agree when</p>	<p>The multi-sectoral approach is a good practice for the following reasons:</p> <ul style="list-style-type: none"> • Gives an opportunity for all stakeholders to appreciate the challenges in enhancing access to justice for victims of VAWG and to develop localized workable solutions. For example, though not all health facilities have a designated GBV desk, with the adoption of the multi-sectoral approach, stakeholders can agree on a day the medical officer will dedicate to the medical examination of EVAWG victims. The police officer and the prosecutor will ensure that victims are referred to the medical officer on the specified day. This lessens the anxiety of the victim and prevents long waiting periods. • This approach provides an opportunity for each stakeholder to appreciate the expectations of their colleagues. For example, the prosecutors have used this approach to explain to the medical officers the evidential value of the medical form to fill it properly. • It has enabled the justice system to provide comprehensive services to victims, and the importance of not working in a silo since access to justice is a chain. The approach has also demonstrated the need for teamwork which enables each stakeholder to play their role.
<p>What challenges were encountered and how were they overcome?</p>	<p>There are three main challenges to the implementation of the multi-sectoral approach.</p> <ul style="list-style-type: none"> • Working with resource-constrained institutions breaks the chain of access to justice, meaning that the justice actors cannot discharge their roles effectively. This was mitigated by sourcing funding from other bodies such as UN Women. • Cultural attitudes among service providers negatively influence their interactions with the survivors, exacerbated by limited skills and corruption. Justice actors have been trained on how biases, stereotypes and misconceptions can affect the application of the law. These training modules are in both the handbook and training manual. • The lack of a clear government referral pathway works against efforts to provide comprehensive services for survivors, though justice actors mapped several service providers within their regions to whom victims can be referred.
<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>Reduction in case backlog in the circuits where this practice has been adopted. This is because the stakeholders work together to identify viable cases followed by cause listing. The practice has also improved communication, coordination and cooperation amongst the stakeholders.</p> <p>The practice has led to a reduction of impunity where the community is aware that punitive action is dispensed by judicial officers. This has acted as a deterrent to potential perpetrators.</p>
<p>Adaptable (Optional) In what ways can this practice be adapted for future use?</p>	
<p>Replicable/Scale-Up (Optional) What are the possibilities of extending this practice more widely?</p>	
<p>Sustainable What is needed to make the practice sustainable?</p>	<p>The training manual is housed in the Office of the Director of Public Prosecutions, and as a matter of practice, the trainings on sexual and gender-based violence engage all justice actors which allows the practice to be sustainable</p>
<p>Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?</p>	<p>Yes; and the VAWG survivors have particularly appreciated the victim-centred approaches and processes that have enabled them to give evidence in court and led to the conviction of the perpetrators.</p>

Section B: Knowledge Production (since the beginning of your programme)

A knowledge product converts uncaptured knowledge, experience, lessons learned and cutting-edge expertise on a specific topic or derived from implementation into a learner-oriented product.

A learner-oriented product is structured in a practical way that allows the reader to clearly understand and retain the knowledge being provided. Knowledge products play a key role in advancing the Initiative's knowledge management strategy to document, analyse and disseminate knowledge, as well as capture lessons learned and innovative, promising and good practices. As such, a knowledge product can be understood as an output and a key asset for the success of the Spotlight Initiative.

Types of knowledge products include the following:

- ❖ Assessments
- ❖ Research papers
- ❖ Brochures
- ❖ Capacity development modules
- ❖ Guidance notes
- ❖ Tools
- ❖ Infographics
- ❖ Magazines/ newsletters
- ❖ Policy briefs
- ❖ Position papers/thematic strategy briefs
- ❖ Briefs/ fact sheets

For more information, please refer to the Spotlight Initiative Knowledge Products Guidelines. ⁴

Please list all knowledge products developed by the Spotlight Initiative Programme since its launch (i.e. since the beginning of your programme) below, as well as knowledge products in the pipeline.

⁴ <drive.google.com/drive/folders/19swIYMt-BdlrEGHTkfJEUdZ3FMLj09tr>

Title of knowledge product	Product type(s)* (Select from the list above. If other, please specify)	Brief description & purpose	Date completed/ published or expected to be	Link to knowledge product (if available)
The Situation of and Impact of COVID -19 on School Going Girls and Young Women in Uganda	Assessment	Provide an assessment of the situation and impact of COVID-19 on school-going girls and young women in Uganda. With a focus on the estimated prevalence of early marriages, drivers of early sexual activity, involvement of school-going girls in economic and learning activities and innovation to support girls continue with their education. The product will inform programming of Phase II and the successor programme.	2021	
The Gender-Based Violence Responsive Planning and Budgeting Online Self-Paced Course	Capacity development modules	Online GBV course was developed by Ministry of Public Service with support from the EU-UN Spotlight Initiative. The self-paced course on gender-based violence responsive planning and budgeting targets ministries, departments, agencies and local governments. It is intended to empower public officers at all levels in their institutions with capacity to develop and deliver plans and budgets, as well as evidence based programmes that prevent and respond to gender-based violence especially for vulnerable women and girls.	September 2021	https://publicservice.go.ug/minister-of-public-service-hon-muruli-mukasa-with-delegates-at-the-launch-of-the-gender-based-violence-gbv-responsive-planning-and-budgeting-online-self-paced-course-at-cscu-today/ https://www.newvision.co.ug/article/details/116095 https://www.bukedde.co.ug/news/116095/govt-mps-discuss-financing-gbv-interventions
Simplified Booklet on Domestic Violence	Guidance note	Elaborates on different forms of abuse and where and how to report abuse. The book empowers users to know and use their rights.	2021	
The National Policy on Elimination of GBV in Uganda	Guidance note	This policy is meant to promote prevention, response and end impunity of gender-based violations in the country.	2019	http://ngbvd.mglsd.go.ug/docs/2838GBV%20POLICY%2031st%2007%202019%20Final..pdf
Local Government Compliance to Gender and Equity in FY 2020/21: A Case Study of 23 Local Governments and Municipalities	Assessment	Provides detailed information on budget allocation by 23 district local governments and municipalities to address gender concerns.	2020	
GBV Prevention and Response in the Community: A Simplified Handbook for Local Government/ Local Council Courts	Capacity development modules	The simplified handbook is used as part of other tools developed by the Ministry of Local Government, Ministry of Gender, Labour and Social Development, and other stakeholders to support a well-integrated and coordinated multi-sectoral approach to preventing and responding to GBV. It helps local government and council courts strengthen efforts in eliminating GBV and promoting gender equality.	2021	
Revised Guidelines for the Prevention and Management of Teenage Pregnancy in School Settings in Uganda	Guidance note	Supports prevention and management of teenage pregnancy in school settings, with reference to the national school health policy and sexuality education framework	2020	
Five-Year Local Action Plan (2019-2024 to Address Gender-Based Violence – Arua District Local Government	Other (action plan)	A strategic framework developed to guide and coordinate the implementation of GBV prevention and response interventions across all implementing partners in the district.	2019	

Title of knowledge product	Product type(s)* (Select from the list above. If other, please specify)	Brief description & purpose	Date completed/ published or expected to be	Link to knowledge product (if available)
Ordinance Supplement No.3: The Local Governments (Arua District) (Alcohol Control) Ordinance, 2019	Other (ordinance)	Regulates dealing in and consumption of alcohol which was found to be one of the key drivers of GBV in the district. The Spotlight Initiative provided both technical and financial support toward the formulation of the ordinances.	2019	
Guidelines for the Implementation of the Roles and Responsibilities of the Senior Women and Senior Men Teachers in Uganda	Guidance note	Clarify the roles and responsibilities of the senior women and senior men teachers towards learners in both primary and secondary schools to ensure ownership over prevention efforts in educational institutions.	2020	
Domestic Violence Data Entry Book – Tororo District Local Government	Tools	Captures particulars of GBV survivors, details of the offence/case and action taken in a highly summarized form.	2021	
Ker Kwaro Acholi: Some of the Acholi Cultural Practices	Other (ordinance/pronouncement)	Details updated/modified Acholi cultural practices to create an enabling environment for exercising and enforcing women's rights in the Acholi community.	2021	
Community-Based Volunteers Training Manual – Kasese District	Capacity development modules	Focuses on different forms of land law in Uganda, reducing the land disputes that most affect women and children.	2021	
Village Savings and Loan Association: Members Share Passbook	Tool	Records shares acquired by each member of the livelihood and economic empowerment programme.	2021	
National Women's Council: Training Manual for Women leaders	Capacity development modules	Trains leaders, including women councils and women local government councillors, in their roles and responsibilities to promote gender equality and women empowerment.	2021	
Pathway for Initial Care After Sexual Assault	Other (flow diagram)	Flow diagram illustrating how the survivors/victims of sexual assault can get help – medical, psychosocial, safety and security.	2021	
Referral Pathways for GBV Cases	Infographic	Details how and where GBV survivors can get help, for instance, from traditional, religious and community leaders; local councils; police; courts; psychosocial service providers; and medical/ health practitioners.	2021	
Health gender-responsive budget tracking and performance monitoring tools	Tool	Tracks budget allocation for gender response.	2020	
Harnessing Their Potential: The State of Disability in Uganda	Assessment	Details state of disability in Uganda and critical recommendations to address the gaps. This is to ensure inclusive participation in development programmes by everyone.	2020	
Ending Cross Border FGM: Third Regional Inter-Ministerial Cross-Border Meeting to end FGM	Position paper/thematic strategy brief	Provides key updates on trends, policies, and programmes to end FGM. Includes recommendations from five regional countries: Kenya, Uganda, Tanzania, Ethiopia and Somalia, to eliminate FGM.	2021	

Title of knowledge product	Product type(s)* (Select from the list above. If other, please specify)	Brief description & purpose	Date completed/ published or expected to be	Link to knowledge product (if available)
Volunteer Counselling and Testing Counsellor Interview Guide	Guidance note	The guide helps service providers to discuss violence and HIV/AIDS with clients and assists clients who are experiencing or feeling at risk of violence and HIV to overcome their situation.	2021	
Forum for African Women Educationalists: Body Changes	Brochure	Details the body changes that boys and girls go through to help them exercise their sexual and reproductive health and rights and attain good sexual and reproductive health.	2019	
You Can Stop Violence	Other (poster)	Provides key message on the need to share gender roles and responsibilities and family property. The poster contains a toll-free number for survivors or people at risk of GBV.	2021	
Tieng Adhola: Certificate of Marriage Ceremony	Other (Certificate)	Produced by Tieng Adhola cultural institution to recognize those who marry within positive cultural values, critical to averting risks of GBV. For example, with the certificate, women have proof of their relationship as married women and are recognised property owners of family assets such as land.	2021	
'What Would Her Pregnancy Mean to You'	Brochure	Highlights strategies to prevent unplanned pregnancy.	2021	
Kyaka II SASA! Baseline Assessment Report June 2020	Assessment	Provides findings of baseline assessment on knowledge, attitude and behaviour and practices of communities on VAW and GBV prevention and response upon which future evaluation can be based.	2020	
Kyaka II Safety Audit Report August 2020	Assessment	Provides findings on the risks women and girls face in the refugee settlement and recommendations for development actors to address the risks identified.	2020	
Kyaka II Refugee Settlement - GBV Referral Pathway	Infographic	A referral pathway developed in the context of refugee settlement to support survivors of GBV access to quality services - health, safety and security, psychosocial support and legal action.	2021	
Kyegegwa District Referral Pathway for Gender-Based Violence Cases	Infographic	Referral pathway for GBV cases customized to the district context, with well-mapped duty bearers that GBV survivors can contact for help and locations where specific support can be obtained - medical care, case management, psychosocial and community support, local council, police and court justice. It also provides a link to the national GBV toll-free helpline, SAUTI 116.	2021	
The She Voice	Newsletter	Documents how the economic empowerment programme transformed the lives of GBV survivors and other marginalized women.	2021	
Integration of Interventions for Prevention and Response to GBV and VAC in Government Planning and Budgeting	Capacity development modules	This manual is about integrating GBV prevention and response interventions in government plans and budgets. It is used to train and mentor technical staff in government ministries, departments and agencies and local governments to plan, budget and finance prevention and response to GBV.	2021	

Title of knowledge product	Product type(s)* (Select from the list above. If other, please specify)	Brief description & purpose	Date completed/ published or expected to be	Link to knowledge product (if available)
Financing Sexual and Reproductive Health Rights in Uganda; A Case Study of 23 Ministries, Departments and Agencies and 18 Local Governments	Assessment	Provide an assessment of budget allocations for VAWG, HP, and SRHR for the identified sectors and districts for FY 2018/19 - FY 2020/21 and interventions implemented to combat VAWG and HP.	2020	
Beneficiaries and Institutional Assessment tool	Tool	Assesses beneficiaries of second-chance education (girls 15-24 years on the verge of or who have dropped out of school) and the institutions' readiness to offer training.	2021	
Training manual for men and women champions on security of tenure for women	Capacity development modules	To be finalized in 2022, it provides a detailed understanding of human rights and gender, property and land rights laws.	2022	
Lugbara Kari Cultural Institution: Pronouncements on SGBV, SRH and HIV & AIDS	Other (pronouncement)	Lists the positive cultural practices to be emulated by the community so as to reduce the risks of sexual and gender-based violence and HIV & AIDS.	2021	
Uganda Child Helpline Report	Other (report)	Analyses data on child abuse received through the toll-free line 116 SAUTI to help prevent violence against children.	2011	
Monitoring and Evaluation Report: Advancing Women Council Capacity to Reduce All Forms of Violence Against Women and Girls	Assessment	The report tracks the trickle-down effects of training women leaders at national, district and village levels on VAWG, HPs, SGBV and sexual and reproductive health and rights, as well as gender laws and policies.	2021	
Tororo District Local Government Development Plan: 2020/21 - 2024/25	Other (plan)	Details priority interventions, including those related to gender mainstreaming into different sectors.	2020	
Tororo District Local Government: Protection of Children Ordinance	Other (ordinance)	Provides for the enforcement and respect of children's rights; promotion and regulation of school-going children; control of school dropouts; prohibition of forced and early marriages; and banning the celebration of forced or early marriage. Spotlight provided technical support to Tororo District for the development of the ordinance which is now being promoted as a tool for observing children's rights.	2021	
Tororo District Position Paper to Develop and Implement GBV and SRHR By-Laws on Alcohol, Drug Abuse and Prevention.	Position paper	Provides justification for the development and implementation of by-laws on GBV and SRHR, highlighting the gaps in the implementation of the national laws and how the proposed by-laws can bridge the gaps.	2021	
Kitgum District Standard Operating Procedures (SOPs) for GBV Response and Prevention	Guidance note	Based on a survivor-centred and multi-sectoral approach, the SOPs guide the implementation of GBV activities by partners in the district.	2021	

Title of knowledge product	Product type(s)* (Select from the list above. If other, please specify)	Brief description & purpose	Date completed/ published or expected to be	Link to knowledge product (if available)
Uganda Network on Law, Ethics and HIV/AIDS COVID-19 Emergency Response Tool	Tool	The tool gathers information on human rights violations resulting from COVID-19 and the support provided. It is filled by paralegals, journalists/media, and community monitors.	2020	
National SGBV Sub Working Group Business Continuity Plan: COVID-19 Risk in the Uganda Refugee Response	Other (business continuity plan)	The plan outlines vital points to ensure that SGBV prevention and response services continue being provided to refugees in all settlements and the urban areas of Uganda, in conformity with COVID-19 guidelines.	2020	
Curriculum for mainstreaming VAWG, VAC, SRHR and HP in pre and in-service training institutions	Capacity development modules	The curriculum aims to bridge the gaps in advancing a uniform approach to VAWG/HP/SRHR training and end-user awareness.	2021	
A strategy for building and strengthening women's movement in Uganda (2021 - 2025)	Guidance note	Still in draft form, the strategy is meant to coordinate women's movement across issue areas by strengthening national to local level linkages and is held together by a shared set of core values.	2022	
Human trafficking: One of the Worst Forms of Violence Against Women and Children in Uganda and Worldwide	Infographic	Illustrates what human trafficking is, the traffickers, potential victims and how it works and provides channels for reporting suspected cases through toll freelines: 116 and 0800200600	2021	
Together We Can End Child Trafficking	Infographic	Illustrates what child trafficking is and how to report suspected cases to local leaders, police, immigration offices, NGOs and security agencies using free lines 116 and 0800200600	2021	
National Report on Implementation of Beijing Declaration and Platform for Action (Beijing +25)	Assessment	Provides an assessment of actions and measures undertaken by the government since 2014 to date to implement the Beijing Platform for Action strategic actions to address gender inequality.	2019	
National Child Policy Implementation Plan	Guidance note	The action plan operationalizes the national child policy by specifying priority intervention areas and actions to be pursued by partners.	2020	https://bettercarenetwork.org/sites/default/files/2020-10/National%20Child%20Policy%20Implementation%20Plan%202020-2025%20%281%29.pdf
Life Skills Everyone Needs	Capacity development modules	Details definitions, types and benefits of life skills critical to promoting gender equality and women's empowerment and rights.	2020	
Fight Against Sex Trafficking	Infographic	Illustrates how sex trafficking occurs and reporting channel to follow once it happens.	2021	
National GBV Dashboard	Other (dashboard)	Coordination dashboard for all actors in GBV prevention and response. Tracks and provide snapshot activities planned by different partners and the implementation progress.	2021	
Spotlight Uganda Baseline Survey Report	Assessment	Provides assessment of the situation before major interventions upon which future evaluation is based by measuring the baseline values of key outcome indicators.	2020	

Title of knowledge product	Product type(s)* (Select from the list above. If other, please specify)	Brief description & purpose	Date completed/ published or expected to be	Link to knowledge product (if available)
Financing GBV Prevention and Response Interventions in Uganda	Policy brief	Examines the extent of financing for GBV prevention and response interventions in Uganda and provides policy recommendations for increasing funding to address GBV, emphasising health, judicial and social services, increasing staffing and enhancing capacity in the criminal justice system.	2021	
The Civil Society Budget Advocacy Group (CSBAG) Annual Performance Report 2020: Creating Vibrant and Active Citizenry for Prudent Finance Management	Other (report)	The report focused on financing for development, including gender concerns	2020	
Position Paper on Gender and Equity Issues and Interventions for FY 2021/ 22	Position paper	Aims to increase awareness among planners and policymakers on how budgets and policies can be utilized to impact people's lives differently, especially women, to leave no one behind. It provides critical recommendations for the following sectors: agriculture, education, health, water and environment trade, industry and cooperative, works, accountability, ICT, energy and mineral development, justice, law and order sector, public administration, and land and housing.	2021	
Gender and HIV Response in Uganda	Other (advocacy brief)	Highlights trends in HIV among women, men, girls and boys, making recommendations to address gaps in HIV prevention and treatment.	2019	
IEC materials on prevention and response to GBV	Capacity development modules	Highlights the forms, magnitude, and actions needed to prevent and respond to GBV, targeting officials of local governments and council courts.	2021	
Forum for African Women Educationalists Uganda Chapter: 2020 Annual Report	Other (report)	Details progress in the promotion of second-chance education for girls who were on the verge of or have dropped out of school so that they may become economically empowered and self-reliant.	2020	
Promoting Second Chance Education for Vulnerable and Marginalized Adolescent Girls and Young Women	Brochure	Highlights key outcomes from second-chance education to promote income security, decent work and economic autonomy	2021	
'What can men and women in our community do to address the shame and stigma that women and girls who are not cut experience?' Adapted from SASA! Together	Brochure	Highlights key steps to be undertaken to prevent and respond to FGM	2021	
Domestic Violence Laws	Brochure	Elaborates on the importance of the laws on domestic violence and how and where to report domestic violence cases.	2021	

Title of knowledge product	Product type(s)* (Select from the list above. If other, please specify)	Brief description & purpose	Date completed/ published or expected to be	Link to knowledge product (if available)
End Violence Against Women and Girls	Other (innovation app.)	An innovation (computer application) aimed at expanding access to legal aid services by marginalized women and girls.	2021	https://news.mak.ac.ug/2019/10/pulida-wo-app-uls-innovation-extending-pro-bono-legal-services-to-community/
Consolidating Gains and Harnessing Opportunities for Women in Uganda	Brochure	Highlights key strategies to organize and unify Ugandan women for peace, accountability, justice and self-development	2021	
How's Your Pregnancy? Danger Signs	Infographic	Highlights important signs and symptoms of unhealthy pregnancy and actions to remain safe.	2021	
Community Action to End Violence Against Children in and Around Schools – Rwenzori Sub Region	Other (Idivocacy brief)	Highlights measures to be undertaken to promote safe school environments for children	2021	
Local Council Courts Capacity Building	Fact sheet	Indicates the coverage of local council court members with capacity building on VAWG/HP case management and outlines the outcome of the training on beneficiaries	2021	
Steps in Seeking Help for GBV Survivors	Infographic	Details how and where GBV survivors can obtain help, including a toll-free line: 0800111401 that survivors can call for support.	2021	
Survivors Lead the Way to Change	Fact sheet	Outlines how GBV survivors have been engaged through interventions to promote economic independence and the resulting outcomes.	2021	
The Local Governments (Kasese District) Gender-Based Violence Ordinance, 2021	Other (ordinance)	Still in draft form, the ordinance aims at addressing the key drivers of GBV in the district through context-based prevention and response measures.	2022	
Five Year Local Action Plan on Peace, Security and Conflict Resolution (2021-2025)	Other (action plan)	Aims at guiding the implementation of United Nations Security Council Resolution (UNSCR) 1325 to prevent conflict and GBV in the district.	2021	
Responding to Domestic Violence: A Handbook for the Uganda Police Force (Revised Version)	Guidance note	Describes domestic violence, the suspects, manifestation, and the steps that police can undertake to address domestic violence.	2021	
What You Should Know About the Law of Succession and Making a Will	Guidance note	Reproduced by Spotlight, it highlights the importance of making a will, lack of which primarily affects women and children	2021	
Occupational Safety and Health Guidelines for Office Work Environment	Guidance note	Raises awareness among offices workers and their clients about the risks associated with the nature of their work and how they can be mitigated, including a work environment that promotes women's participation.	2021	
The Persons With Disabilities Act, 2020	Other (law)	Outlines the rights of persons with disabilities and structures to be put in place to support them. The Spotlight Initiative advocated for the enactment of the Act in an effort to protect persons with disabilities from violence	2020	

Title of knowledge product	Product type(s)* (Select from the list above. If other, please specify)	Brief description & purpose	Date completed/ published or expected to be	Link to knowledge product (if available)
Addressing the Unmet Health Needs of Survivors of Gender-Based Violence and Providing Vital Prosecution Support	Policy brief	Highlights the magnitude of GBV in Uganda and key policy recommendations to address GBV.	2019	
VAWG/C and Violence in Family Survey	Assessment	A national survey conducted to estimate the prevalence of VAWG/C in families, including those experienced by older persons, to inform plans, policies, strategies and programmes on EAWG/C using up-to-date data.	2021	
SASA! Rapid Baseline Assessment Survey for the Spotlight Initiative to EAWG, SGBV, including HP in Uganda	Assessment	Provides baseline information and values for key variables/ indicators on VAWG/HP and SRHR in selected Spotlight districts: Amudat, Kasese and Tororo.	2019	
Tips on How to Use VAWG/C Prevention Ludo Game – SASA!	Guidance note	The game promotes debate on what the community can do to prevent VAW/C and create fairness in intimate relationships/ families that are safer, healthier, and happier.	2021	
Succession (Amendment) Bill, 2021	Other (bill)	The bill provides for equal rights to ownership of family property; it was passed in 2021 by the Parliament of Uganda, but the President has contested some clauses. Further advocacy will occur in 2022 to secure approval.	2022	
Spotlight Uganda Annual Narrative Programme Report 01 January 2020 - 31 December 2020	Other (report)	Details annual achievements, challenges, innovations and best practices on Spotlight through collective work of Recipient UN Organizations and implementing partners.	2020	
Spotlight Uganda Annual Narrative Programme Report 01 January 2019 - 31 December 2019	Other (report)	Details annual achievements, challenges, innovations and best practices on Spotlight through collective work of Recipient UN Organizations and implementing partners.	2019	
SGBV Management Protocol	Other (algorithm)	Outlines the steps SGBV survivors go through when they present for help at a health facility. These include; medical examination, collection of forensic evidence, treatment and referral.	2020	
Training Manual for Training Health Workers on Prevention and Management of Sexual Gender-Based Violence and Sexual Violence Against Children	Capacity development modules	National standardized material for training nurses, midwives, medical officers, clinical medical officers and other relevant stakeholders involved in the prevention and management of sexual and gender-based violence and sexual violence against children for survivors/ victims.	2019	
Impact Assessment Study on the National Multi-Media Campaign on Ending Violence Against Women and Children	Assessment	The impact assessment study is to yield information that will help to evidence any shifts in knowledge, attitudes, and practices among communities due to the exposure to media campaign messages to prevent violence against women and children.	Expected to be completed in February 2022	

Title of knowledge product	Product type(s)* (Select from the list above. If other, please specify)	Brief description & purpose	Date completed/ published or expected to be	Link to knowledge product (if available)
Training Guide for Districts: Addressing Violence against Women and Children through Communication for Development	Capacity development modules	This training guide was developed as a capacity-building tool for relevant district stakeholders to use evidence to plan, design, implement and monitor the community for development interventions using formative research and applying social and behaviour change theories to end violence against women and children.	December 2020	
Coordination and Field Monitoring Visit Report	Other (report)	Presents findings from a participatory monitoring and evaluation activity that focused on the status of implementation of the Spotlight programme (achievements, challenges and lessons learned) and priority interventions for Phase II.	2021	
Spotlight Uganda Mid-Term Assessment Report	Assessment	Details findings on the Spotlight programme's effectiveness, efficiency, relevance, sustainability and impact at mid-point implementation to inform better programming in the remaining period of the Initiative.	2021	
Guidelines and Checklist to Monitor Compliance/ Adherence of Set Standards for Prevention and Response to GBV, VAC, HP and Promoting SRHR in Workplaces	Tools	The tool seeks to set standards for preventing and responding to GBV, VAC, HP and promoting SRHR in workplaces to increase productivity and create conducive working environments.	September 2021	
Effective Investigation, Prosecution and Adjudication of Gender-Based Violence and Violence Against Children	Capacity development modules	This is a multi-disciplinary training manual for justice law and order actors (Uganda Police Force, Office of the Director of Public Prosecutions, Judiciary and Ministry of Gender, Labour and Social Development), including social service providers.	August 2021	
National GBV/ VAC Multi-Sectoral COVID-19 Response Plan (2021-2024).	Policy brief	Provides a comprehensive framework to guide the national response to increased cases of GBV/VAC during COVID-19 and strengthens a multi-sectoral response to such cases by coordinated, timely responses and mitigation.	July 2021	
A compendium of support and response service providers for gender-based violence, sexual reproductive health rights and harmful practices	Other (directory)	Details GBV, SRHR and HPs service providers in 20 districts, including the seven Spotlight districts, to facilitate referrals and linkages of individuals in need of support and response services.	2020	
Curriculum for a Training of Trainers on Workplace Initiatives to Prevent and Respond to Gender-Based Violence and Violence Against Women	Capacity development modules	Provides resources for trainers and trainees from companies and private sector associations to acquire knowledge on effective practical initiatives to i) prevent and respond to GBV, VAW and sexual harassment at the workplace and in the marketplace and ii) implement corporate policies to prevent and respond to GBV, VAW and sexual harassment.	December 2019	

Title of knowledge product	Product type(s)* (Select from the list above. If other, please specify)	Brief description & purpose	Date completed/ published or expected to be	Link to knowledge product (if available)
Gender Perceptions from Public Radios in Uganda	Tools	Real-time gender perceptions dashboard.		
Data Tracking Matrix (DTM) Uganda: Flow Monitoring Survey Dashboard for Uganda and Uganda-Kenya Border.	Briefs/ fact sheets	Various dashboards with facts and information on cross-border tracking of trafficking in persons.	Sept-Dec 2020; Jan – April 2021	https://iomint-my.sharepoint.com/:f/g/personal/msubuga_iom_int/EvnROYcHatVMicGMbdkFU6kB9Tehkl8R_EVe8iFhKTK#q?e=cYMa65n
Prevention of Trafficking in Persons Act 2009.	Tool	Seeks to prevent trafficking in persons. Spotlight Initiative supported the Ministry of Internal Affairs to have the draft Act printed and used. The printed copies were distributed to district and community leaders in Uganda.	November 2021	
Gender-Based Violence (YouTube video)	Tool	By GBV survivors, the video raises awareness of GBV and violence against women.	March 2021	https://www.youtube.com/watch?v=ScmheZoaCgs
Bill to Ease Access to Justice by the Vulnerable (YouTube video)	Tool	The video provides information on the relevance of the National Legal Aid Bill in promoting free legal aid services to poor and vulnerable women and GBV survivors.	March 2021	https://www.youtube.com/watch?v=z9KCGbm6qeA
Women in Mining Under Karamoja Women Umbrella Organization	Tool	This is a video recording of women GBV survivors sharing their experiences and the personal life changes arising out of the training and livelihood enhancement support from Spotlight Initiative.	March 2021	https://www.youtube.com/watch?v=7t4Ozxp2fs
Gender-Based Violence Toll-Free Line: Break the Silence and End Gender-Based Violence	Tool	The toll-free line was set up to provide free legal aid assistance to GBV survivors, particularly during the COVID-19 lockdowns.	August 2020	0800 111 401; https://www.youtube.com/watch?v=z9KCGbm6qeA
16 Mics Song: Violence on Lockdown	Tool	The song was composed to raise awareness of the rising cases of violence against women and girls, and calls on the public to break the silence and put gender-based violence on lockdown.	2020/2021	https://twitter.com/globalspotlight/status/1474030794138079238?s=21
16 Mics Songs CD	Tool	This is a music album with one song in 16 different languages to raise awareness of violence against women and girls and change attitudes and behaviour to address this vice.	2020/2021	www.16mics.org
16 Mics Ending Gender Based Violence, Tukomye Okutulugunya Abakyala mu Uganda	Tool	This booklet with infographics aims at drawing awareness and changing behaviour around the rising levels of violence against women and girls in Uganda, particularly during the COVID-19 lockdown.	2020/21	www.16mics.org
Circular Standing Instruction No.5 of 2021 Performance Management in the Public Services FY 2021/2022	Tool	The circular seeks to strengthen public sector management and administration by ensuring that public officials are fully responsible, accountable and responsive to citizens' needs.	July 2021	

Title of knowledge product	Product type(s)* (Select from the list above. If other, please specify)	Brief description & purpose	Date completed/ published or expected to be	Link to knowledge product (if available)
Sexual Offences Bill 2019	Other (bill)	The purpose of the bill is to enact a specific law on sexual offences for the effectual prevention of sexual violence; to enhance the punishment of sexual offenders; to provide for the protection of victims during sexual offences trials; to provide for extraterritorial application of the law; to repeal some provisions of the Penal Code Act, Cap. 120 and for other related matters. The Parliament of Uganda passed the bill on 3 May 2021, but the President did not assent to it. Further advocacy work is ongoing to secure the passage of the bill into law. The bill provides for criminalisation of a range of sexual offense that have not been provided for in the current law.	2022	https://parliamentwatch.ug/wp-content/uploads/2021/09/Sexual-Offences-Bill-2019-1.pdf
Employment Amendment Bill, 2019.	Other (bill)	Presents an amendment to the Employment Act of 2006. Related to Spotlight, it seeks to strengthen sexual harassment policy so that workplaces are safe for women and ensure a conducive working environment for breastfeeding mothers to enhance their productivity. Parliament passed the bill, but the President did not assent to it, requesting the revision of some clauses. Further advocacy by women's movements and others is underway to secure the passage of the bill into law.	2022	
Feminist Pocketbook	Fact sheet	Highlights the leading cause of VAWG as gender inequality or unequal power between women and men and recommends actions to address them.	2021	
The National Legal Aid Bill 2020	Other (bill)	The bill seeks to provide free legal aid services and access to justice for the marginalized and disadvantaged people who cannot meet the high costs of legal services. Some provisions of the bill are being revised for re-tabling in Parliament for subsequent approval and enactment into law.	2022	
The Impact of COVID-19 on Harmful Practices	Assessment	The study aimed at deepening understanding of how the COVID-19 pandemic impacts the risks and vulnerability of girls to harmful practices (child marriage and FGM) in selected districts and refugee communities. The assessment provides evidence for strategic programme direction, planning and implementation as well as addresses critical knowledge gaps on the impact of COVID-19 on harmful practices.	2022	

ANNEX E: ANNUAL WORK PLAN

AR 2021 Uganda Annex E Spotlight Initiative PHASE II BUDGET CONSOLIDATED

UNDG BUDGET CATEGORIES	UNDP		UNFPA		UNWOMEN		UNICEF		UNHCR		TOTAL USD		% by UNGD category	
	Spotlight EU Contribution (USD)	RUNO Com-trib. (USD)	Spotlight EU Contribution (USD)	RUNO Com-trib. (USD)	Spotlight EU Contribution (USD)	RUNO Com-trib. (USD)	Spotlight EU Contribution (USD)	RUNO Com-trib. (USD)	Spotlight EU Contribution (USD)	RUNO Com-trib. (USD)	Spotlight EU Contribution (USD)	RUNO Com-trib. (USD)		Grand Total
Staff and other personnel	577,553	272,428	389,074	142,448	298,853	-	170,560	-	80,000	13,200	1,516,040	428,076	1,944,116	17%
Supplies, commodities, materials	200,000	-	9,500	-	144,674	178,546	77,001	-	81,000	-	512,175	178,546	690,721	6%
Equipment, vehicles, and furniture (including depreciation)	150,000	50,000	-	-	23,400	-	-	-	-	-	173,400	50,000	223,400	2%
Contractual services	319,080	-	25,000	-	185,843	-	166,941	-	5,000	-	691,864	-	691,864	8%
Travel	63,119	-	10,000	-	-	-	-	-	1,500	1,000	74,619	1,000	75,619	1%
Transfers and grants to counterparts	675,000	30,000	1,593,128	-	1,802,805	-	951,378	126,830	533,440	-	5,555,751	156,830	5,712,581	63%
General operating and other direct costs	124,369	-	-	-	103,532	-	54,000	-	4,000	-	285,901	-	285,901	3%
Total Direct Costs	2,109,121	352,428	2,026,702	142,448	2,559,107	178,546	1,409,880	126,830	704,940	14,200	8,809,750	814,452	9,624,202	93%
Indirect Support Costs (Max. 7%)	147,638	-	141,869	-	179,138	-	98,692	-	49,346	-	616,682	-	616,682	7%
TOTAL Costs	2,256,759	352,428	2,168,571	142,448	2,738,245	178,546	1,508,571	126,830	754,286	14,200	9,426,432	814,452	10,240,884	100%

OUTCOME/PILLAR	UNDP		UNFPA		UNWOMEN		UNICEF		UNHCR		TOTAL USD	
	Spotlight EU contribution (USD)	RUNO contribution (USD)	Spotlight EU contribution (USD)	RUNO contribution (USD)	Spotlight EU contribution (USD)	RUNO contribution (USD)	Spotlight EU contribution (USD)	RUNO contribution (USD)	Spotlight EU contribution (USD)	RUNO contribution (USD)	Spotlight EU contribution (USD)	RUNO contribution (USD)
OUTCOME 1	50,000	-	152,000	-	130,000	-	15,000	-	33,114	-	380,114	-
OUTCOME 2	802,500	-	126,000	-	80,000	-	118,000	-	-	-	1,126,500	-
OUTCOME 3	502,774	-	438,500	-	554,759	-	740,096	-	294,043	-	2,530,171	-
OUTCOME 4	230,000	-	618,328	-	240,000	-	312,224	-	284,783	-	1,685,335	-
OUTCOME 5	108,000	-	340,000	-	114,946	-	20,000	-	-	-	582,946	-
OUTCOME 6	-	-	-	-	946,557	-	-	-	-	-	946,557	-
TOTAL PROGRAMME OUTCOME COSTS	1,693,273	-	1,674,828	-	2,066,262	-	1,205,320	-	611,940	-	7,251,623	-
PROGRAMME MANAGEMENT COSTS	415,847	-	351,874	-	492,846	-	204,560	-	93,000	-	1,558,127	-
Total Direct Costs	2,109,121	-	2,026,702	-	2,559,107	-	1,409,880	-	704,940	-	8,809,750	-
Indirect Support Costs (Max. 7%)	147,638	-	141,869	-	179,138	-	98,692	-	49,346	-	616,682	-
TOTAL Costs	2,256,759	352,428	2,168,571	142,448	2,738,245	178,546	1,508,571	126,830	754,286	14,200	9,426,432	814,452



**Spotlight
Initiative**



THE REPUBLIC OF UGANDA



#SpotlightEndViolence #WithHer

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