

Integrated Disabled Women Activities (IDIWA)



ANNUAL REPORT 2021



"I like what IDIWA has done". Many times, organizations bring and implement projects to promote human rights but we feel the projects are not ours because they do not cater for the special needs of visually impaired. But now it is ours... we know what to do and how to demand what is ours because our bible [the GBV advocacy toolkit] speaks our language". A trained paralegal explains how the Braille version of the GBV advocacy tool kit speaks to the needs of women and girls with visual impairment

Chief Editor: Elizabeth Kayanga

Written by: Wamwenderaki Edith

With contribution from IDIWA team:

Naigaga Damalie, Tamwizanga Betty,

Naigaga Noerine

IDIWA is the first and only organization supporting grassroots in Eastern Uganda. It is managed by governed by a Board of Directors of nine members with expertise in gender and women issues, human rights and community development. As we mark 20 years of dedicated service to women and girls with disabilities, we would like to extend sincere thanks to all who have supported and contributed to the achievements we are celebrating today.

DPOs	Disabled People's Organizations
FAM	Finance And Administration Manager
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immunodeficiency Syndrome
IDIWA	Integrated Disabled Women Activities
IEC	Information Education Communication
M&E	Monitoring And Evaluation
PWDs	Persons With Disabilities
SACCO	Saving and Credit Cooperative
SGBV	Sexual and Gender-Based Violence
SRH	Sexual Reproductive Health
STIs	Sexually Transmitted Infections
WGDs	Women And Girls with Disabilities
UNTF	United Nations Trust Fund



FORWARD

The onset of COVID- 19 pandemic heightened the risk of violence for WGDs, lack access to essential protection services, movement, food, treatment, and sanitation facilities, all of which tantamount to denial of human rights. The physically disabled and blind women cannot practice social distancing, and are susceptible to contracting COVID-19 because they always rely on helpers and guides their day to day. Women with spinal injuries and those with albinism need specialized medical care, and constant sanitization, yet they lack income to be able to meet such costs.

Girls and women with disabilities have faced violent attacks from the law enforcers,for breaking the rules, hence, the risk of causing additional disabilities and or loss of life. There are no sign language interpreters at health centers, making it hard for WGDs to access services since they cannot communicate with health workers.

WGDs cannot effectively protect themselves from the virus because they cannot fully understand the COVID-19 guidelines because the majority are illiterate yet the IEC materials are mostly in English language.

The government has a duty of care, and must apply the principles of due diligence in all circumstances and be well organized and prepared with policies and responses – on a “normal” or a COVID day. As

government institutional switch to crisis mode to contain a health pandemic, natural disasters or any, “normal” day issues – the rights and needs of women and girls must be addressed and the services they rely on must be available, prioritized and seen as essential.

During the second lockdown (2021), IDIWA working in six districts in Eastern Uganda reported an increase in the severity and frequency of VAW/Girls with disabilities, and those most often left behind being disproportionately affected. While the pandemic was revealing the lack of sustainable, structural and societal support for women and girls with disabilities, and the overburdened state of referral systems, IDIWA and other civil society organizations (CSOs) and women rights organizations (WROs) had adapted their programming and service delivery to fill the gaps.

IDIWA immediately stepped in, provided support and adjusted the provision of our services to the “new normal”. At a time when national statistical capacity and administrative methods were out of action, IDIWA played a key role in monitoring VAW/G by listening to survivors, documenting their experiences and making information available so that local and national response efforts could be informed by the realities on the ground.

Women with disabilities were starving; IDIWA provided emergency relief and recovery items that included: food and personal protection equipment and materials such as sanitizers, sanitary pads, and face masks, seeds and implements for agricultural production, for 600 women and girls with disabilities. IDIWA engaged the District COVID-19 Task Committees and CSOs on disability inclusive services, and as result, some women and girls with disabilities were included in the government anti-poverty programs.

In partnership with local groups and associations of women with albinism, and persons with disabilities, IDIWA embarked on promoting disability inclusive COVID-19 response services for women and girls with disabilities who are survivors of GBV in Eastern Uganda. The intervention has empowering women and girls with disabilities demand their right to live free from violence, and inclusion in COVID-19 response services and sexual reproductive health services during and after ragging pandemic.

The intervention has also strengthened coalition members to sustainably respond to the COVID-19 pandemic and other crises, and adapt to existing interventions to EVAW/GWDs with focus to the most vulnerable women with Hearing and Visual Impairment, and Albinism.

When I reflect on COVID-19 through the year 2021, I always come back to the importance of community and connection. We have been forced apart, but found new ways to be close to support each other through this shared crisis. IDIWA will continue to listen, adapt our services and provide resources that girls and women with disabilities need to stay together and persevere through hardships.

I thank parents, care givers and families of girls and women with disabilities for their dedication to provide support for their families even amid the uncertainty of COVID-19 pandemic. We are eternally grateful to our donors: the United Nations Trust Fund on Ending Violence Against Women and Girls-UNTF/EVAW/G, AmplifyChange, African Women's Development Fund -AWDF, Urgent Action Fund -UAF, Her Voice Fund, and African Women's Development and Communication NETWORK- FEMNET who have supported IDIWA during the past year. Your help has meant that, despite the hardships, IDIWA has been able to continue providing support to girls and women with disabilities, and the communities where they

live.

It is evident that IDIWA's reaction was quick, focused, innovative and action oriented. We have proved to be resilient and adaptable, but in urgent need of financial and advocacy support to continue our work, protect our staff and beneficiaries, avoid the risk of burnout and prevent closure of the organization as a result of the rising economic crisis.

This report demonstrates the incredible work, results and achievements of remarkable individual staff, and the entire team who changed the reality of life under COVID-19 for so many women and girls with disabilities. Working often in dangerous and truly testing circumstances, taking personal risks and putting themselves and their families in harm's way – our staff saved many, many lives. I salute them all.

Elizabeth Kayanga
Founding Executive Director
Integrated Disabled Women Activities,
IDIWA.

EXECUTIVE SUMMARY

Women and girls with disabilities experience heightened discrimination and violence on account of gender and disability. The Violence against women and girls with disabilities remains a widespread breach of human rights – a long-standing pandemic whose intersectionality manifests in unique forms and causes, and results in unique consequences, and often exacerbated in times of crisis.

Since its establishment in 2000, IDIWA has evolved, adapted and learned about effective initiatives to end violence against women and girls with disabilities – VAW/GWD. Over the past 21 years, IDIWA impacted the lives of women and girls with disabilities -WGDs in Busoga sub region (Eastern Uganda) addressing complex and diverse forms of VAW/GWD through innovative programmes driven by the demands of the context.

IDIWA deployed this cumulative and unique body of knowledge and experience in 2020 to support WGDs confronted by the deepened “shadow pandemic” of violence enabled by lockdowns, restrictions on movement, and the closure of physical spaces for outreach, services and support services. An understanding of the importance of flexible and swift responses, underpinned by relationships of trust, enabled support of development partners working to end VAW/G during the pandemic.

The COVID-19 and the measures adopted to contain the pandemic saw a dramatic rise in VAW/G, severely impacting IDIWA's work. Above all, it exposed the lack of preparedness of government to respond to and deal with

existing, ongoing and persistent VAW/GWD. In its 21 years of existence, IDIWA has supported a total of 89,000 specifically preventing and addressing all forms of violence against women and girls with disabilities in Busoga sub region.

The COVID-19 saw dramatic increase in VAW/ GWD posing new challenges to IDIWA. Despite this, IDIWA reached over 1000 WGD with various initiatives and ensured that more than 700 WGD directly benefited from support that led to transformative changes in their lives, to prevent and respond to violence including services for at least 100 WGD who survivors of violence.

As this report shows, during 2020 IDIWA, was able, with support from UN Trust Fund, African Women's Development Fund-AWDF, AmplifyChange, Urgent Action Fund -UAF and Her Voice Fund, to adapt swiftly to maintain key aspects of projects, while protecting the safety of beneficiaries and staff. The overall impact of COVID-19 on IDIWA's work to prevent and address VAW/GWD was complex, but some key trends were clear. These included a stark rise in intimate partner violence, sexual violence, denial of movement, treatment, and sanitation facilities for WGD and a lack of sustainable, and limited duty bearers' support for work on ending. This report also describes some of the specific steps taken by IDIWA to strengthen and support their role as first a responder to women and girls with disabilities and promoting organizational survival and resilience.

This report also looks to the future, highlighting the priorities, challenges and opportunities identified to take IDIWA forward in 2022. Its Strategic Plan 2020-2024 will continue efforts to effectively prevent and end VAW/GWD. Grounded in feminist principles, IDIWA will continue to be led and informed by experiences WGD to end VAW/GWD, fully recognizing women's and survivors' own agency and will be guided by the expertise and knowledge generated by community groups and associations of women and girls with disabilities.



Who We Are, What We Do & Where We Work

Background

Integrated Disabled Women Activities-IDIWA is a non-government not for profit Organization established in 2000 by women of different disability categories and Parents of children with disabilities in Uganda. The establishment of IDIWA came out of realization that women and girls with disabilities face heightened discrimination on account of gender and disability. They are among the poorest in their communities and efforts to address their plight are hindered by lack of coordination and sufficient information. This necessitated the birth of IDIWA to address this unfortunate situation by design self-help community-based development programs for women and girls with disabilities.



Mission

IDIWA's mission is to empower Women and Girls with Disabilities, and their families to maximize their potential and improve their standard of living.

Vision

IDIWA visualizes an inclusive society in which Women and Girls with Disabilities, and their families are self-reliant, emancipated and respected?



Goal

The overall goal is to improve the quality of life of Women and Girls with Disabilities, and their families

Geographical Coverage

IDIWA has a national mandate hence can operate in any region in Uganda. However, since inception, IDIWA interventions have majorly been in Busoga sub region specifically Iganga, Luuka, Kamuli, Kaliro, Mayuge, Namutumba and Bugweri. We are striving to extend our services to other regions of the country.



Organizational Values

- Teamwork
- Transparency and Accountability
- Unity in Diversity
- Honesty
- Non-discrimination



Thematic Areas

1. Gender and Human Rights Advocacy

This component ensures that women and girls with disabilities exercise their human right to live free from all forms of violence, through promotion of positive in behaviours, practices and attitudes, and strengthening mechanisms for prevention, protection, and accountability to end Violence Against Women and Girls with Disabilities (VAWG/WD); and improving access to essential, specialist, safe and adequate multisectoral services. It promotes access to services offered by government and other development agencies, and participation in decision making processes. It involves empowering women and girls with disabilities participation governance processes, advocate for their rightful inclusion in government planning and service delivery.

2. Health and Reproductive Rights- HRR

This component aims to increase access to disability friendly sexual and reproductive health services for women and girls with disabilities through advocacy for accessibility improvement to the built environment, labour wards, and information, education and communication to encourage informed decision making.

3. Economic Empowerment and Livelihoods -EEL

This aims to improve financial security and resilience of women and girls with disabilities and their families, as well as their knowledge, access to and confidence in ownership and utilization of economic resources, through education, vocational training, agriculture, on-farm and off farm income generating activities and small-scale businesses. This component also contributes to the prevention of disabilities and rehabilitation and empowerment of Children with Disabilities through disability Information Education and Communication, and rehabilitation through corrective surgery and provision of mobility appliances including those that are made from locally available materials.

4. Institutional Development- ID

Organizational Development is part of change, and therefore, to be able to effectively deliver its mandate, IDIWA needs to develop more effective change management processes, and ensure effective use of resources to increase efficiency and productivity, to analyses processes in more proficient ways, and solve problems within the organization.



Cross Cutting Issues



Information and Communication Technologies (ICT)

Today, at least 15 per cent of the world population is living with disabilities. Information and Communication Technologies (ICT) have the potential for making significant improvements in the lives of persons with disabilities, allowing them to enhance their social, cultural, political and economic integration in communities by enlarging the scope of activities available to them.

With the rapid spread of the Internet and mobile technology in various countries in recent years, ICT solutions are increasingly being seen as key enablers to solving development challenges. These solutions can deliver expertise and information to low-income consumers who do not have the physical or financial access to critical resources. They allow people living in hard-to-reach areas to access essential goods and services and provide them with opportunities to significantly improve their lives. The use of ICT also unlocks opportunities for growth and scale for companies working at the Base of the Pyramid. Companies are able to vastly increase their reach, reduce operating costs and improve efficiency by integrating ICT into their operations. Across sectors and

regions, companies are developing models that use mobile and other information technology to improve the quality and accessibility of essential goods and services to the poor and vulnerable communities.

IDIWA believes that access to digital development should be seen as a Human Right. Making ICT accessible to more people, especially those who would be able to benefit most in using digitalization to bridge existing gaps, can have a stark impact on societies and enable PWDs prosper. Mobilizing partners to increase access to information and knowledge using ICT for the persons with disabilities will enable IDIWA:

- Develop innovative solutions for fighting social exclusion, discrimination and poverty through the application of innovative ICTs and through Open Solutions
- Build capacities of information, media, education and ICT professionals on design and application of inclusive technologies, accessible content and services.
- Mobilize partners for local and national awareness campaigns on disability rights Advocate for appropriate policy frameworks and tools for integration of inclusive ICTs

Mental Health and Wellbeing

The onset of COVID-19 has caused a deepened “shadow pandemic” of violence against women and girls enabled by lockdowns, restrictions on movement, and the closure of physical spaces for outreach, services and support services. Due to constant stress, many people have developed mental health challenges, and the situation is worse for women and girls with disabilities as they have limited options for survival.

IDIWA is mobilizing around the need for self-care individually and collectively, and the need to enable staff, board members, and women and girl with disabilities overcome the daily pressures and demands of their economic and reproductive roles which mostly do not receive the needed recognition and value. It is important that even as women and girls with disabilities give off themselves to their family and society, they also make time and channel some energy to themselves, centering and prioritizing themselves in the process of trying to make the world a better place. Women and girls with disabilities should not be afraid or shy to prioritize their health and wellness individually and collectively. IDIWA advocates for accessible, comprehensive, and gender-sensitive mental health and wellness services to enable women and girls with disabilities and survivors of violence to take back control of their bodies, sexuality, and lives.

Climate Change and Environmental Protection



This component seeks to address climate change effects on women and girls with disabilities through protection of natural resources, and improve food production and conservation. We emphasize sustainable agricultural/environmentally friendly practices such as organic farming, use of fuel saving stoves to save trees/forests, zero grazing (feeding cattle in paddocks), small vegetable gardens and planting fruit trees such as mangoes and avocado around the home, and sensitization on the effects of climate change and encourage communities to plant more trees especially those that provide several advantages such as fruits, firewood, shed and mulching.



HIV/AIDS

HIV/AIDS is a critical challenge that cannot be overlooked if a development program is to succeed. PWDs are not targeted by many HIV/AIDS actors which results into lack of information and vulnerability to the pandemic. IDIWA conducts monthly HIV/AIDS mainstreaming sessions for Staff and Board members, annual KAP surveys and mainstreams HIV/AIDS in all training activities.



Impact Per Thematic Area

Gender And Human Rights Advocacy

1 Eliminating Sexual And Gender Based Violence Against Women And Girls With Disabilities”

The project is being implemented in Mayuge District, targeting 300 women and girls with disabilities as direct beneficiaries, and promotes “Inclusive services for Women and Girls with Disabilities who are survivors of Sexual Gender Based Violence

There is improved GBV service seeking behavior among WGDs in Mayuge district as a total of 175 were recorded in health centres in the project communities in 2022/21.

OUTCOMES

Increased confidence and self-esteem of women and girls with disabilities

WGDs have gained confidence and can stand up to the duty bearers when their rights are abused. WGDs are at the forefront of IDIWA advocacy engagements with duty bearers, and are able to articulate their challenges of WGDs in accessing GBV services. Women with disabilities (survivors) reported cases to the Mayuge Central Police, when justice failed at the community level structures in their communities.

There is improved GBV service seeking behavior among WGDs in Mayuge district as a total of 175 were recorded in health centres in the project communities in 2022/21. This is as a result of the human rights training which equipped WGDs with knowledge about their rights and the SGBV reporting and referral pathways. The change is further attributed to improved SGBV service providers' attitude towards WGDs especially health workers, police officers and local council leaders.

Reduced cases of GBV in the areas of operation; the Human rights and GBV training increased knowledge and skills among WGDs to deal with SGBV. The WGDs are now able to detect the early signs of violence and seek support before abuse occurs.

Increased participation of women and girls with disabilities political leadership and decision making Ten (10) women with disability (who are partners in the GBV project) contested and won elective positions as representatives of persons with disabilities at sub county and district levels. These will influence disability planning and budgeting processes in their respective councils. The WGDs are utilizing the knowledge and

skills on wellness and physical exercises, and are meaningfully applying them to cope and deal with the stress and other psychological issues caused by Covid-19. The trained WGDs leaders are also working towards coordinating other elements of the care system, for example working with service providers to enable access to basic service that promote wellness, without overlooking vulnerabilities related to gender, disability, chronic illness, and age variations.

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Change of attitude and commitment of duty bearers to disability inclusive GBV services for women and girls with disabilities who are survivors of violence

We are increasingly witnessing support to WGDs by health workers, police officers, probation and local council leaders when they visit the service centers. There is increased stakeholders' commitment and response to SGBV issues and concerns of WGDs, for example two adjustable beds were purchased in two health centers of Kityerera and Buwaiswa, and construction of access ramps at health centers.

210 of 300 targeted women and girls with disabilities report being supported by health workers when they seek services; they are identified and picked out of the queue and served first.



Improved action of parents and community members towards ending SGBV among WGDs in their households and communities

There is increased collective action of community members especially the local leaders parents, and care takers of WGDs. They are aware of their role to protect women and girls with disabilities in their households and communities from violence. They longer keep silent on cases of human rights violation against their children with disabilities. Councilors of people with disabilities have joined efforts with paralegals through identifying, reporting and following up cases in their communities to ensure that the survivors get justice. This was not the case before this project.

KEY INTERVENTIONS

Empowering women and girls with disabilities to claim their rights

300 WGD were trained on human rights and advocacy skills and GBV reporting mechanisms and referral pathways in the six sub counties in Mayuge district.

30 WGDs were trained as paralegals are acting as focal point persons for other WGDs in their communities. The training focused on understanding the early signs of GBV, legal frameworks on gender equality and SGBV, reporting and referral pathways. The paralegal conducting routine home visits to WGDs survivors of violence, and engage with other WGDs to enable them identify, refer and follow-up cases to logical conclusion, and provide ongoing legal advice and psycho social support to survivors. This has strengthened community structures for GBV case identification, referral and follow up.

Strengthening mechanisms for protection and response to GBV

50 duty bearers from criminal and civil justice system, police, health, planning, procurement, engineering, probation and community-based services departments were trained on inclusive SGBV programming to enable them effectively

plan and protect and respond to the emerging needs of WGDs survivors. The team was sensitized on disability and challenges of WGDs who are GBV survivors, and how to ensure their needs and concerns are reflected in the government plans and budgets. Duty bearers made several commitments towards inclusive SGBV services in their respective sectors/ departments, which IDIWA is duly following up to ensure they translate into services for women and girls with disabilities.

20 members from health, procurement, engineering and community-based services department, and leaders of PWDS and CSO representatives were trained on human rights and accessibility audit to conduct accessibility audit in the SGBV service center. The team thereafter conducted accessibility audit in 12 SGBV service centers including police, health centers, public offices and schools to ascertain the accessibility situation and generate evidence for advocacy. The findings have been disseminated during different engagements with stakeholders who have always made commitments to ensure recommendations from the accessibility audit are effectively addressed by the district.

Community awareness on Gender Based Violence

Two community awareness meetings on GBV were conducted for 200 parents, caregivers, community members, and opinion leaders, focusing on human rights of children with disabilities and GBV, and reporting mechanisms to enable them support their children and fight violence against WGDs in their households and communities.

100 in and out of school girls with disabilities were trained on human rights and sexual gender-based violence with focus to common causes, effects, intersectionality between disability and SGBV, referral pathways especially in school and community, and how to protect themselves from violence. The sessions involved the media, and this created opportunity for the girls with disability to amplify their voices on SGBV through radio and other media platforms. This has encouraged girls and young women with disabilities to speak out when their rights are under threat.

10 PWDs including women, men, girls and boys were trained in drama to sensitize community on SGBV Music, dance and drama are best ways to disseminate information to the targeted audience because it both entertains and educates and it gives them an opportunity to come up with the solution willingly and actively. Theater for development stipulates the causes, effects, and way forward on a specific community need or topic of interest through a role play

This has broadened understanding of GBV by both the actors and the audience because the drama involves issues resonate with them, hence, possible solutions can be identified.

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Use of media to amplify voices of women and girls with disabilities

The media plays a big role in amplifying voices and changing mindset of community members. To ensure collective efforts from all players including the general community members IDIWA used the media through radio talk shows at Busoga One broadcasting services in Jinja to amplify voices of WGDs on SGBV. The radio talk shows were also participated in by district officials including the Probation Officer and police officer in charge of SGBV. We further sponsored airing of spot messages on the causes, effects and community role in ending SGBV against WGDs and supporting survivors. This has increased our coverage and visibility of the organization to the outside community

32 journalists trained with focus to enabling the media to deeply understand human rights as they apply to all persons and how to support people with disabilities enjoy them. Media gained further knowledge on the principle of universality reinforced by the principles of equality and non-discrimination as included in human rights instruments. The training provided information to individual journalists and media houses about human rights of women and girls with disabilities with focus on the Convention on the Rights of Persons with Disabilities (CRPD) and national legal frameworks on disability and SGBV, to enable them report positively on disability and Sexual and Gender based Violence Against Women and Girls with disabilities.

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COVID-19 response and recovery and recovery

Although Covid-19 affected all people, it has had devastating effects on lives of the most vulnerable women and girls with disabilities

300 WGDs were supported with covid covid-19 recovery items and farm inputs and implements (including food, face masks, maize and bean seeds, and hoes). This enabled women and girls with disabilities to provide food for their families especially during the lockdown. The beneficiaries have planted the seed to promote food security in their householders





2 “Ending Violence Against Women And Girls With Disabilities And Strengthening Institutional Response To Covid-19 And Other Crises”.

The project started in April 2021 (four months later) due to COVID-19 pandemic restrictions, and is promoting “inclusive services for women and girls with disabilities who are survivors of GBV in Kaliro and Luuka Districts in line with CRPD Article 5, Equality and non-discrimination, 6: Women with Disabilities, 25: Health; SDGs 3: Good Health and Wellbeing 5: Gender Equality, 10: Reduced Inequalities; and GDS18 commitments on: Eliminate stigma and discrimination; and Ensuring Dignity and Respect for all.

OUTCOMES

Women and girls with disabilities have increased knowledge and skills on protecting their human rights. They are confident and to stand up to

30 WGDs were trained on gender and human rights advocacy with focus to the CRPD, the GBV reporting and referral pathways, to enable them detect the early signs of SGBV and seek for appropriate support and care in case they are violated

the duty bearers to demand for their rightful inclusion in the SGBV programs, and make the duty bearers accountable for their actions. They can detect the early signs of violence and seek support and care.

Having been equipped with knowledge and skill on wellness and physical exercises, WGDs can now meaningfully practice and exercise for their own wellbeing, as well as family and community. The trained WGDs are coordinating other elements of the care system, for example working with service providers to enable access to basic service that promote wellness, without overlooking vulnerabilities related to gender, disability, chronic illness, and age variations.

The project also resulted into increased stakeholders understanding and appreciation of the rights and SGBV needs of WGDs. This has enhanced stakeholders' commitment in the fight against violence among WGDs. In the two districts, the offices of the CAO and the district Chairperson committed to avail time to fully participate in project activities and ensure recommendations from the accessibility audit are effectively addressed. The district heads committed to avail the district chambers for project activities as long as it is booked in time.

KEY INTERVENTIONS

Inception meetings with stakeholders in Luuka and Kaliro districts to create awareness about the project and enlist support for successful implementation. Stakeholders included members of the District Executive and Technical Planning Committees and those from the political wing especially the Chief Administrative Officers, District Chairpersons, Health Officers, Community Development Officers, the Resident District Commissioners, Police GBV focal persons, Probation Officers, Councillors of PWDs, Women and Girls with Disabilities, and Organizations of Persons with Disabilities-OPDs.

30 WGDs were trained on gender and human rights advocacy with focus to the CRPD, the GBV reporting and referral pathways, to enable them detect the early signs of SGBV and seek for appropriate support and care in case they are violated. The training incorporated wellness to address mental health issues that women and girls with disabilities are grappling with during the COVID-19 pandemic, and provided a safe space for them to network, dialogue, and replenish the women's rights and disability movements.

Safe guarding policies on Preventing Sexual Exploitation Abuse and Harassment-PSEAH and Child Protection-CP were developed for implementing partners (including Women with Albinism- WAA, Kaliro Orphans Elderly Disability and Health Concern- KOEDHC, and Luuka) to

improve and strengthen GBV prevention and protection of women and girls with disabilities, and ensure a GBV free environment in the organizations and communities.

Gendered IEC materials (banners, brochures and newsletters) on Disability, GBV and COVID-19 response services were produced and distributed to raise awareness on GBV and promote organizational visibility.



3 SHE Leads (Promoting Participation Of Adolescent Girls And Young Women In Decision Making Processes)

The SHE LEADS consortium is a five-year (2021-2025) strategic partnership between Terre des Hommes, Plan International, Defence for Children/ECPAT, African Women's Development and Communication Network (FEMNET) and the Ministry of Foreign Affairs of the Netherlands. The strategic objective of the She Leads programme is to increase the sustained influence of Girls and Young Women (GYW) on decision-making and the transformation of gender norms in formal and informal institutions.

This will be achieved through the attainment of three main outcomes:

1. Enhanced collective action and activism by GYW in a gender-responsive civil society.
2. Increased acceptance of positive social gender norms.
3. Political institutions at all levels enable meaningful participation of GYW in decision-making.

The programme is being implemented in Kenya, Uganda, Ethiopia, Jordan, Lebanon, Mali, Liberia, Ghana and Sierra Leone, as well as having Africa regional, Middle East regional and international programme components. In Uganda the program is implemented in 8 districts of Iganga, Bugiri, Kampala, Wakiso, Kamuli, Buyende and Napak.

IDIWA is a member of the African Women's Development and Communication Network - FEMNET, and is representing FEMNET in the She Leads Program in Uganda, leading implementation in Iganga District. IDIWA is the only disability focused organization in the program.

KEY INTERVENTIONS

During the period under review, IDIWA participated in the co-creation and official launch of the She Leads program. IDIWA is the only implementing partner that is bringing issues of disability to the program.





ECONOMIC EMPOWERMENT AND LIVELIHOODS

1 The “Labour Market Project”

The Labour Market Project focuses on Labour and Economic Rights and reduce poverty among women and girls with disabilities within Iganga and Mayuge Districts. Specifically, the project sought to increase awareness and prioritization of WGDs in public and private sector employment policies and plans, and influence local government legislation and policy to provide protection; to eliminate discrimination and ensure equal rights and affirmative action for WGDs on the job market in Mayuge and Iganga Districts. The project further aimed at empowering WGDs with human rights advocacy skills to enable them engage local governments and private employers, and demand for employment opportunities.

Outcomes

Women and girls with disabilities have been inspired to undertake activism for their economic rights and participation in the project successfully inspired activism for the WGD rights among are aware of their rights as WGDs, and some have taken initiatives to talk to their colleagues about these rights. Women with disabilities have reported cases involving the abuse of the rights of WGDs to community leaders, and try to hold leaders more accountable to their leadership commitments in the line of protecting the rights of WGDs. More women with disabilities have accessed the work environment, and have spoken out to employees about the WGD and other rights and how to protect and promote them. This means activism for the rights and entitlements of the WGDs has strongly gone up, and this has also been reflected in the efforts undertaken by the PWDs to negotiate their privileges for example, through their representatives at the district service commission, which also came after the start of the LMP, the PWDs successfully Advocated for the walk-way to the labor office. Plate 1 below presents the change walk-way to the Mayuge labor office as a result of this activism.

Women and girls with disabilities are organizing in the informal sector; three community groups of women and girls with disabilities registered with the district and sub county authorities. Through the groups, WGDs are making saving and this has helped them meet the cost of registering the groups. WGDs are also utilizing funds from their cash rounds to start income generating activities. They have further utilized the skills acquired to identify and connect to economic opportunities in their communities.

Through the groups, women with disabilities have accessed government programs such as Women Empowerment Program (WEP), Disability Special Grant, and Youth Livelihood Program (YLP). This was not the case before this program.

IDIWA's most outstanding achievement in the labour market project was around this outcome. This is not only because it advocated for, developed, and successfully influenced the passing of the Mayuge District Local Government Persons with Disabilities Ordinance, 2020, that guarantees the right of persons with disabilities to employment without discrimination. It is simply a milestone in successfully influencing the district local government and government officials to work together towards the realization of this milestone. Analytically, the ordinance means that this is what the whole district's administration and political wing stand for when it comes to the rights of WGDs. The Ordinance was gazetted, hence, a recognized as legally binding document in the district of Mayuge.

IDIWA launched the Ordinance during an engagement with the district staff on the popularization and use of the ordinance, printing copies of the ordinance, distribution of copies of the ordinance to all key district stakeholders, and creating awareness on the WGD labor rights as stated in the ordinance. Discussions with the concerned staff at IDIWA indicated that all these activities were undertaken though they have been interfered by the COVID-19 mitigation SOPs guidelines that limited meeting for trainings and the launch. The evaluation team trucked IDIWA's progress to this effect.

Currently women with disabilities are active working to earn a living in either formal job, informally employed and some have businesses; even of those that are currently not working, are actively looking for opportunities, others have done some interviews and are waiting to hear from the potential employers.

Among those who are working for money are working on a family business, have casual job, started and own personal businesses, while others have formal jobs.

Five women with disabilities got employment with the district local government and civil society organizations. They are confident and assertive, and have soft skills such as time keeping, listening, attention to detail, and negotiation. Employers have put in place facilities for reasonable accommodation such as ramps, computer packages for the blind and sign language interpreters which have enabled them settled in and thrive in the workplace.

The results present three implications:

- (1) The labour market project has contributed to the deepening of knowledge of the WGDs on their rights and entitlements. This explains why some are taking actions to protect and promote them.
- (2) The project has kindled activism to promote and protect women with disabilities rights; this has seen them take efforts to defend their own and other people's rights.
- (3) The community is also knowledgeable about WGD work and other rights, which is why it is now normal for an employer or employee to know the concerns and complaints of the WGDs on their rights and take action about them.

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Key interventions

More women are aware of their labor and economic rights and effectively demand them.

52 women and girls with disability from five sub counties of Imanyiro, Bukatuube, Mpungwe, Busakira and Magamaga Town council in Mayuge district trained on gender human rights advocacy and lobbying, and policy analysis to enable them engage duty bearers and demand for their rightful inclusion in employment and other sectors within the district.

Participants were equipped with knowledge on legal frameworks on disability and employment, understanding gender and the related norms that hinder their participation in community and the importance of advocacy as a strategy for social change, principles, qualities and stages of effective advocacy.

Five groups of women and girls with disabilities were trained on group dynamics with and basic management skills including leadership, entrepreneurship and business management; farm records management, saving and credit management, marketing, costing, business planning and conflict Resolution.

IDIWA developed a training curriculum on communication, writing and life skills was developed to empower and support qualified women with disabilities in finding employment, The curriculum serves a guide for qualified women and girls with disabilities on how to look for employment opportunities and the entire recruitment process, job retention and general career development.

A video was recorded about the situation of WGDs street and market vendors in Mayuge district for advocacy for labour and economic rights of women and girls with disabilities.

Duty bearers improve and put in place policies and laws that protect women's economic rights

150 copies of Local Governments, Mayuge District Persons with disability Ordinance Printed in English with translation in local languages and transcribed into braille for women and girls with visual impairment.

The Mayuge PWD Employment Ordinance 2020 was officially launched among duty bearers including the district service commission, District Executives and Councillors, and private employers, and WGDs, by the Commissioner for Disability in Ministry of Gender, Labour and Social Development -MOGL&SD. The launch sought to popularize the ordinance among stakeholders and beneficiaries to promote ownership by Mayuge District Local Government, to enable effective

implementation, monitoring and reporting. The launch created platform for discussing strategies for effective implementation of the ordinance. IDIWA requested the district to print additional copies, and the District Service Commission and other officials to support implementation of the Ordinance.

A too for monitoring implementation of the Mayuge PWD Employment Ordinance as designed basing on the sections of ordinance and it sets indicators of achievement of the objects of the Ordinance. 45 members of the district technical planning committee were trained on its use.

Public (including policy and decision makers) increasingly recognize women with disabilities' economic and political contributions and rights

A radio campaign on rights and entitlements of WGDs, and implementation the Mayuge PWD Ordinance, 2020. The program was conducted on Busoga one on 11th November 2020 ahead of the ordinance launch and it was participated in by the project officer, the gender and advocacy officer, the district male councillor for PWDs and one project beneficiary. A number of issues were discussed including; sharing life stories regarding employment challenges for WGDs, decent work and reasonable accommodation at the work place, The talk show increased popularization of the ordinance and community awareness on rights and entitlements of WGDs.

Four community sensitization meetings were conducted on the entitlements of WGDs as enshrined in the PWDs ordinance. The meetings targeted duty bearers, WGDs and representatives of PWDs at district, sub county and parish levels. The meetings aimed at popularizing the ordinance and interpreting it to enhance their quick understanding as they demand for their employment rights.

We generated data on economically active women and girls with disabilities and developed a database for evidence-based advocacy.

Data collection focused on education level of WGDs, source and levels of income, knowledge on employment entitlements of WGDs, communication and job application skills, entrepreneurship and business planning, access and control over land and other assets, access to micro credit services, value addition, post-harvest and marketing, gender and advocacy among others. Findings revealed low levels of education with 46% of the respondents not having attained any education level. Findings also show that 62% of the WGDs were depending on small scale businesses and 38 on subsistence farming and 60% of the respondents without any business planning skills and knowledge on rights.

Findings of the survey are being used as point of reference to engage duty bearers especially the district service commission and other potential private employers. We also used the findings to engage the district to prioritize WGDs in the disbursement of the disability grant and other economic programs like the Youth livelihood and women empowerment program.

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2 Promoting Women With Disabilities' Economic Empowerment And Rights Amidst Covid-19 Pandemic

As women with disabilities were starving and confined in their houses due to COVID 19 pandemic, IDIWA took the opportunity for advancing Women with Disabilities' right to an adequate standard of living for themselves and their families, including adequate food, housing, and safeguarding, and promoting Non-discrimination on the basis of disability. We supported to market their businesses and products from home, using online platforms. This business model enabled women with disabilities earn income from home without necessarily going out of home; these reduced costs of transport, promote social and reduce risk of contracting corona virus as they always depend on other people. Digital marketing will also reduce the cost of rent, hence, increasing the income for women with disabilities. There is need for engagement between women with disabilities and the District COVID 19 Task Committee, and advocacy for inclusion of women with disabilities in the fight against COVID 19, and response services in line with the United Nations Convention on Rights of Persons with Disabilities, and the Constitution of Uganda.

Women and girls with disabilities were trained in digital marketing and how to use social media.

30 WWDs can now place orders and buy products they like using the website.

Key outcomes and interventions

The most significant change is that Women with Disabilities -WWDs have adapted to digital business solutions. Even before official launch of the Web Application for Digital Marketing (www.ChoiceUg.com), WWDs have already started selling their products using personal social media platforms such as Facebook and Instagram.

Women and girls with disabilities were trained in digital marketing and how to use social media. The trainings have enabled them acquire knowledge and skills and can ably apply the skills learnt. WWDs have interested their colleagues to like the Facebook page (ChoiceUg.com), the likes have since increased to 125 while many are visiting IDIWA offices physically for inquiries on how to benefit from the online services. 30 WWDs can now place orders and buy products they like using the website. In addition, WWDs can now use the social media platforms for business and communication.

WWDs that were trained on mentoring, counseling and wellness sessions can now counsel mentor and train their peers during this time of the pandemic where people have lost hope, are depressed and traumatized. WWDs are aware of vulnerabilities and risks, and institute safety measures, and prioritize their wellness at group and individual level.

Persons with Disabilities (PWDs) are currently represented on the Iganga district COVID 19 task force. Both the female and male councilors are presenting PWD concerns to the committee and municipal leaders now understand the unique needs of women with disabilities and prioritize them in the COVID 19 response services.

Members of the Iganga District COVID 19 Task Force and other duty bearers were sensitized

about the unique vulnerabilities and risks facing women with disabilities such as lack of sign language communication, mobility, reasonable accommodation and accessibility, participatory planning and the need for representation of PWDs on the District COVID-19 Task Force. As a result, two representatives for people with disabilities i.e the male and the female district councillors for PWDs were co-opted on the Task Force. They have since influence inclusion of poor PWDs on the list for food distribution, and sign language interpretation services during the COVID -19 press briefings.

The COVID 19 prevention messages have reached far and wide through community radio programs. Specific focus was put on understand the unique vulnerabilities that WWDs are face and needed to be addressed immediately such as affirmative action for WWDs on daily medication, prioritization of PWDs especially WWDs in COVID-19 response services, and ensuring accessible and hygienic health services for PWDs in isolation and quarantine centres. This call to action was directed to the different duty bearers, stakeholders, and the general community.

In order to promote mental health and wellness during COVI-19 pandemic, IDIWA wellness through physical exercises, and focusing on: Body conditioning: how the body work, key parts on their bodies, which could be exercised such as eyes, ears, nose, cheek, lips, chest, hands, legs, butts etc. They learn the key concepts such as warm up and cool down among others; Movement concepts: proper means of locomotion walking, and running, carried out body shapes, flow palter, weight bearing, making letters such as M, O, N, S, Z using their hands; Exercise, rest and hygiene: facts and myths exercises as they shared experiences and testimonies. They learnt how to take care of themselves hygienically, to choose good sports/body wear for various physical activities; Physical fitness competence: physical activities, good/right posture for their bodies with emphasis on the back and neck.



2 Promoting Women With Disabilities' Economic Empowerment And Rights Amidst Covid-19 Pandemic

This project was part IDIWA's internship and volunteer scheme, and sought to empower women and girls with disabilities with entrepreneurial skills for effective engagement in household businesses and small-scale business.

Women with Disabilities are knowledgeable and have skills, and have creatively transformed ideas into business ventures such as hair dressing, outdoor catering, liquid soap making. They are able to provide basic necessities for their families; some have made saving, while some have diversified income sources through motorcycles and engaging transport business.

We are observing increased financial security and resilience of women and girls with disabilities and their families, as well as their knowledge, access and confidence in ownership and utilization of economic resources. Women with disabilities are increasingly participating and influencing household decision-making, having access to, ownership, and control of resources such as property, land, money, and productive assets for women and girls with disabilities.

Key interventions included training of 10 women with disabilities on entrepreneurship with focus to marketing, buying and costing, record keeping, business planning, separating business from family, and saving and credit management as well as business coaching and mentoring sessions with successful business personalities.

HEALTH AND REPRODUCTIVE RIGHTS

1

Accelerating Access To Disability Friendly Sexual And Reproductive Health Services For Women And Girls with disabilities

The project targeted 300 women and girls with disabilities and sought to promote and accelerate access and utilization of disability friendly sexual and reproductive health services, and expand and strengthen a local level approach and improve overall access to services and information on sexual and reproductive health and rights including family planning for women and girls with disabilities in Kamuli district.

in this last condition are the right of men and women to be informed and to have access to safe, effective, affordable and acceptable methods of family planning of their choice, as well as other methods of their choice for regulation of fertility which are not against the law... Reproductive health includes sexual health, the purpose of which is the enhancement of life and personal relations, and not merely counseling and care related to reproduction and sexually transmitted diseases."

Outcome

constraints faced by WGDs in accessing, control of SRH services and rights. The SRH project, equipped 20 health workers with sign language skills, 20 senior women with disability and SRH skills, 336 WGDs with SRHR information and where to access them and over 20 government officials with skills in inclusive budgeting, importance of disability friendly labour beds and ramps.

Women and girls with disabilities are knowledgeable about their human rights and can effectively engage and demand for Sexual and Reproductive Services, and stand up to duty in case of abuse.

The project aligned with the 1994 International Conference on Population and Development (ICPD) Programme of Action that adopted the first internationally recognized, normative definition of reproductive health, which incorporates aspects of physical, mental, and social well-being. This states that "reproductive health ... implies that people are able to have a satisfying and safe sex life and that they have the capability to reproduce and the freedom to decide if, when and how often to do so. Implicit

The project was in line with the Sustainable Development Goals Especially Goal 3 (target 3.7) and Goal 5 (target 5.6). Target 3.7 states: "By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes". In addition, a closely related indicator is agreed for Goal 5: 5.6.2 Number of countries with laws and regulations that guarantee women aged 15–49 years access to sexual and reproductive health care, information and education.

At national level, the project contributed to the government of Uganda and other development partners' efforts in addressing sexual and reproductive health challenges faced by many young people including AGYW with Disabilities as stipulated in the National Development Plan 2015/2016-2019/2020, the Health Sector Development Plan 2015/16 - 2019/20, the National policy on disability in Uganda (2006) and the National Adolescent Health Policy for Uganda (2004).

Key interventions

Community sensitization

12 community sensitizations were conducted to widen public understanding and recognition of SRHR and needs of WGDs and enlisting their support for WGDs to realize those rights. The meetings involved more than 100 participants including WGDs, their parents/ caretakers, spouses, leaders and other members of the community with different age groups and disability categories including physical, hearing, visual, psycho-social and multiple disabilities. Interactive live radio talk shows raised key points of discussions included SRH rights, needs, and challenges of WGDs and way forward to address the challenges. The panellists included district, Sub County and parish level councillors of women with disabilities and WGDs SRH peer educators who shared their life experiences in SRH and made recommendations on what should to be done to ensure disability friendly SRH services in Kamuli district. The shows also attracted a number of callers most of whom commended IDIWA for the good work. IDIWA also sponsored airing of radio spot messages basically to call upon community support and to appeal to Kamuli District Local Government to incorporate SRH needs of Women and Girls with Disabilities in district plans and budgets to enable disability friendly SRH commodities such as constructing access Ramps at health facilities, providing adjustable labour beds and Examination Coaches, Standby Wheelchairs, Accessible Toilets and Pit Latrines, and training health workers in Sign Language. The messages were in line with Article 32 of the Constitution of the Republic of Uganda (1995). Long distance to SRH service provision centers is one of the key challenges which hinder WGDs access to services. During the period, IDIWA conducted one bi-annual SRH medical camps in Kisozi Sub County. The purpose of the Camps was to extend disability friendly Sexual Reproductive Health-SRH services to women and girls with disabilities within their community

for easy access. The camp also aimed at sensitizing WGDs about their rights and gender-based violence.

During the camp, more than 90 WGDs and their spouses received services including family planning, HIV/AIDS and other STIs, antenatal, prenatal and post-natal care and sexuality education. The police officer in charge of SGBV also sensitized WGDs on SGBV with focus to reporting mechanisms. WGDs were also referred for breast and cervical cancer screening services at their nearby health centres.

We developed various IEC materials on SRH rights and needs of PWDs in Kamuli. The materials include posters, Flyers and quarterly newsletters. The messages elaborate the rights of WGDs, challenges experienced by WGDs in SRH, key partners and their roles and responsibilities in ensuring disability friendly SRH services for WGDs.

Passing and approval of the (local governments) Kamuli District PWDs SRH Bill by the Kamuli District Local Council and Solicitor General

The bill was presented to district council in 2019 for first reading, and forwarded to gender committee who undertook elaborate consultations about the bill in the entire district and reported to the District Council. The bill was passed in 2020 by the District Council, and forwarded to Ministry of Justice and Constitutional affairs for further scrutiny and approval before publication. The Bill was finally approved by the Ministry of Justice and Constitutional Affairs finalized and is ready for gazetting and printing. The ordinance provides for equitable access to the full complement of SRH services including Family Planning Treatment of Sexually Transmitted Diseases, Pre- and Post-natal Care, and Education to encourage informed decision making; the ordinance is expected to increase access to SRH services by women and girls with disabilities in Kamuli district.

2

Untold Stories Of Women And Girls With Disabilities In Policy And Resource Monitoring

SUCSESSES & KEY INTERVENTIONS

The six months project sought to ensure that national and local government plans and budgets address the needs of Adolescent Girls and Women living with Disability and HIV/AIDS. IDIWA successfully conducted a pre-budget dialogue with the Kaliro District Executive Committee (DEC) and the Planning Technical Committee (PTC), and presented alternative budget proposals for inclusive health and HIV/AIDS for AGYWLD and HIV/AIDS. The district authority committed to engaging the central government to include sign language interpreters on the staff structure for Kaliro District Local Government; induct Community Development Officers (CDOs), disability focal persons, health workers and extension workers on inclusive health and HIV/AIDS services for AGYWLD and HIV/AIDS; generate data to aid planning using existing structures to determine the number of PWDs in the district to enable informed planning; organize meetings with young people with disabilities and integrate their issues in local government plans; and strengthen the capacity of PWDs and their representatives to enable them meaningfully participate and influence the planning and budgeting process. IDIWA held engagements with the parliamentary committee on health and social services, and ministry of health officials who commitment and signed up to the promotion of inclusive health and HIV/AIDS services for AGYWLD and HIV/AIDS in national

planning and budgeting processes. Specifically, the committed to popularizing the planning and budgeting process at local levels to enable clear understanding and interpretation by all citizens including PWDs to enhance their participation and influence; pushing for translation of the planning and budgeting information into local languages, Braille and large print for people with visual impairment, and integration of sign language training in medical/nursing institutions circular to ensure that all health workers are empowered to handle and respond to the unique needs of PWDs; ensuring implementation of the Building Control Act, 2013 and the National Accessibility Standards to ensure that all health centers suit/meet the accessibility needs of PWDs; and review the national health policy and Standard Operation Procedures-SOPs to include disability specific SOPs.

The six months project sought to ensure that national and local government plans and budgets address the needs of Adolescent Girls and Women living with Disability and HIV/AIDS.



INSTITUTIONAL DEVELOPMENT

This is an on-going process within IDIWA that facilitates continuous organization's performance, and managing and planning organizational growth. In our efforts to ensure effective use of resources and increase efficiency and productivity. IDIWA has embarked a comprehensive review and its systems with a view of putting in place effective change management processes.

Organizational Capacity Assessment and Planning

We conducted a comprehensive organizational capacity assessment in seven capacity areas including: Organizational Management, Administration, Governance, Human Resources Management, Financial Resources Management, and Program Management.

We developed a capacity building plan which we are duly implementing with support from the Deutsche Gesellschaft für Internationale, GIZ, through the Civil Society in Uganda Support Program (CUSP), which is co-funded by the European Union and the German Ministry for Economic Cooperation.

IDIWA has submitted a funding proposal to GIZ on Developing a Communication Strategy and Training staff and Board members on Communication and Media engagement.

We have also aligned several capacity building activities under the COVID-19 component of the GBV program including reviewing the Organization Development manual to provide guidance on handling and mitigating impacts of COVID-19 and other crises in the future, adapting to the new normal, capacity strengthening for partners, and downstream funding.

We are 20 Years

IDIWA celebrated 20 years' existence in September 2020, and the grand celebration coincided with the official launch of the Elimination of GBV among women and with disabilities' project in Mayuge.

The function was graced by the Member of Parliament (Eastern) Hon. Asamo Hellen Grace, who has since assumed office of Minister of State for Disability and Elderly. The minister called upon duty bearers on their tripartite obligation of promoting, protecting and fulfilling human rights of women and girls with disabilities.

Several individual women and people with disabilities that have been impacted by the organization through services delivery, skills training, coaching and mentoring, and employment also attended the function and testified to their personal development.

IDIWA recognized staff, board members, duty bearers, and individual who have impacted the organization through talent, and resources to advance the mission and objects of the organization, and or exhibited consistent application of integrity through honest, truthful and fair dealings with the organization.



Highlights of IDIWA's Achievements in the past 20 Years

IDIWA has a national mandate despite starting as Community Based Organization, and has reached 89,000 Women and Girls with Disabilities in Busoga subregion, in Eastern Uganda with various programs under the various thematic areas.

Created a critical mass of 100 women with disabilities human rights defenders who continuously identify women and girls with disabilities who survivors of violence in their communities, refer them to relevant care and support, and follow up cases to logical conclusion

Influenced enactment of local government Ordinances on Disability; the Local Government (Iganga District) (Persons with Disabilities) Ordinance, 2007, and its amendment in 2013, which aligned it to the United Nations Convention on the Rights of Persons with Disabilities- UN CRPD. This made Iganga the first district to domesticate and implement the CRPD at the local level in Uganda. IDIWA has since influenced enactment of the Local Government (Mayuge District) (Persons with Disabilities) Employment Ordinance, 2020, and Kamuli District (Persons with Disabilities) (Sexual and Reproductive Health) Ordinance, 2021. Established the Iganga Disabled

People's Cooperative Saving and Credit Society -IDP SACCO that is providing financial services to over 1,000 women and people with disabilities in Busoga subregion Supported rehabilitation of 100 children with disabilities in Iganga district between 2005-2011, through corrective surgery, home based care, mobility and communication gadgets including wheelchairs, white canes, and hearing aids respectively Conducted research and surveys to aid disability inclusive service planning by local governments and other development agencies; they include:

- Sexual and Gender Based Violence among Women and Girls with Disabilities, 2020
- Employment Situation among Women and Girls with Disabilities in Uganda, the case of Iganga and Mayuge Districts, 2017
- Implementation of the Iganga Persons with Disabilities Ordinance in 2017
- Situation of Accessibility in Schools and Health Centre, Mayuge & Luuka Districts, 2016
- Local government budgeting process, 2014
- Disability Survey (in collaboration with GOAL Uganda), 2006

Developed operating manuals, policies, strategies, systems, and made translations into local language and Braille and they include:

- Guidelines for Prevention of Infection and Spread of Coronavirus Disease- COVID-19, 2020
- GBV Training Manual, 2020
- GBV Advocacy Tool Kit, 2020, translated into the local language, and transcribed into Braille
- Prevention of Sexual Exploitation, Abuse and Harassment- SEAH Policy, 2020
- Financial Guidelines for Downstream Funding, 2020
- Sexual Reproductive Health Strategy 2019
- Resource Mobilization Strategy 2019
- Online M&E system, Web App for Digital Marketing (hosted on our own cloud server), 2020
- Online M&E system, Web App for Digital Marketing for WGDs (hosted on our own cloud server) with full time internet connection, 2020
- Human rights training manual, 2014
- Computerized Financial system with QuickBooks, 2010
- Translation of the UN CRPD into Lusoga, 2010

Best Practices And Lessons Learnt

IDIWA has established community structures such as the Accessibility Audit Committees, Disability Budget Advocacy Committees, SRH peer educators, and paralegals help sustain program achievements and benefits as committee members continue working on a voluntary basis in their communities. The budget advocacy committees have continued to influence the budget process in favor of persons with disabilities, while peer educators and paralegals continue to identify and refer women and girls with disabilities who are survivors of violence to relevant care and support, and follow up GBV cases to logical conclusion.

We deliberately included duty bearers from the planning, health, procurement, and education departments, and councilors for PWDs in the accessibility audit committee to promote ownership of the accessibility audit function and enlist local government support for the committee. The duty bearers have become disability advocates which makes our influencing easy, hence, achievement of advocacy objectives.

We have learnt that putting the community at the center through capacity building, awareness raising and shifting ownership and leadership from agency-led approach to a community-led approach works best and increases community-based protection. The trained paralegals who are acting as focal persons in their communities have highly contributed to SGBV case identification, referral and follow up. The community members have appreciated their role in reporting cases and sensitizing other community members about the effects of SGBV in their households and communities.

Some of the underlying principles of SGBV and multi-sectoral programming and advocacy promote continuity. Stakeholders' commitment and response to issues tend to go low when they are not continuously engaged. For example, the time IDIWA spent without conducting community engagements caused stakeholders' laxity on fulfilling some of their commitments towards ending violence against WGDs.

Promoting multi-sectoral response and strengthening case management systems, referral pathways is key as it enhances early identification, access to health, security, justice, shelter, nutrition, livelihood and durable solutions. It is therefore necessary to involve each and every sector if we are to realize lasting change in the lives of SGBV survivors.

Challenges And Fordging Forward Through 2022

Lack of adequate resources to meet the diverse needs and expectations of women and girls with disabilities, hence, most of them are not targeted by the projects. There is need to diversify the sources of income and seek partnerships in order to increase program outreach.

Over dependency on donor funds which are conditional and cannot not be used to address other organizational and women with disabilities' needs. There is need to generate internal revenue to cater for some of the most pressing organizational needs.

Heavy exchange loss during funds transfers due to fluctuation of foreign currency against the Uganda Shilling; this affects implementation of some activities. There is need to open a dollar account.

The COVID-19 pandemic has affected organizational activities; there has been delayed disbursement of funds by donors during the pandemic which created backlog and pressure on program implementation. COVID-19 has also increased administrative costs, and affected employee productivity as remote working is a new concept. IDIWA needs to adapt to the new normal as a matter of urgency, and migrate operations to digital platforms and spaces.

Limited government/political will to implement existing laws on disability and prioritize disability in planning and budgeting processes. This frustrates our advocacy endeavors in a shrinking civic space where most human rights organizations are branded opposition. IDIWA needs to be legally compliant at all times to avoid situations that would undermine our existence.

High illiteracy among Women and girls with disability; many are not in position to stand up for their rights.

Negative socio-cultural attitudes and behaviors continue to hinder effectiveness of project interventions. Assessments and experiences still reveal deep rooted negative attitudes and behaviors in the communities towards gender and power equality. Examples are the practice of forced and child marriage in Busoga, wide-spread acceptance of wife beating and frequent discrimination of SGBV survivors by their families. IDIWA needs to bring cultural, religious and political leaders to the campaign for gender equality and women empowerment.

Widespread impunity, inefficiency of the response system which contribute to a culture of silence and concealment, which in turn leads to either late or under-reporting especially in areas where the local structures are not very active. This is further worsened by the inefficiency of the law enforcement and justice systems. As a result, most of the perpetrators go un-punished and impunity remains rampant. There is need for rigorous sensitization for parents and care givers and the general community on their role to protect women and girls with disabilities, report cases and ensure GBV free environment in their households and communities.

Audited Financial Statements For The Year Ended 30th June 2021

1. STATEMENT OF RECEIPT AND PAYMENTS FOR THE YEAR ENDED 30 JUNE 2021

	SCH	30 June 2021 Budgeted UGX	30 June 2021 Actual UGX	30 June 2020 Actual UGX
Incomes				
Income Received During the Year	A	852,275,422	507,034,347	681,750,259
		852,275,422	507,034,347	681,750,259
Expenditures	B			
AWDF-Administration	I	9,302,500	16,710,000	5,338,539
AWDF-Program activities	II	53,153,174	83,315,830	33,906,500
Amplify Change-Administration	III	58,270,000	13,608,000	27,692,900
Amplify Change-Program activities	IV	23,061,000	24,673,380	61,540,126
IDIWA Reserve-Administration	V	-	1,065,577	660,288
IDIWA Reserve-Program activities	VI	-	330,000	-
ABILIS-Administration	VII	3,600,000	200,000	2,030,000
ABILIS-Program activities	VIII	12,210,000	11,630,000	12,528,900
UNTF-Administration	IX	96,844,000	6,060,000	300,000
UNTF-Program activities	X	534,299,848	247,246,210	89,001,800
DRF-Administration	XI	-	10,503,616	-
DRF-Program activities	XII	-	22,928,500	-
Her Voice-Administration	XIII	3,720,000	850,000	-
Her Voice-Program activities	XIV	17,610,000	15,922,860	-
UAF-Program Administration		360,000	-	
UAF-Program activities	XV	38,734,900	37,030,000	-
FSD-Program activities	XVI	1,110,000	1,110,000	-
She Leads-Administration	XVII	-	442,500	-
Depreciation Expense (Note 2)			26,834,923	22,231,303
Employment expenses	XVIII	-	150,867,750	144,800,500
Financial expenses	XIX	-	1,849,915	1,459,705
Total expenditures		852,275,422	673,179,061	401,490,561
Surplus/ (Deficit)		-	(166,144,714)	280,259,698

		30 June 2021 UGX	30 June 2020 UGX
Non-current Assets	Notes		
Property and Equipment	2	99,261,075	76,670,997
Current assets			
Cash and bank balances	3	117,350,295	408,559,905
Prepayments and advances	4	83,590,019	24,093,280
Work In Progress	4.1	36,620,000	-
Total Current Assets		237,560,314	432,653,185
Total assets		336,821,389	509,324,182
Reserves and liabilities			
Accumulated Fund	5	331,359,389	497,504,102
Current Liabilities			
Payables	6	5,462,000	11,820,080
Total Reserves and liabilities		336,821,389	509,324,182

3. STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2021

	30 June 2021 UGX	30 June 2020 UGX
Surplus/(Deficit) for the year	(166,144,714)	280,259,698
Add: Depreciation for the year	26,834,923	22,231,303
	(139,309,791)	302,491,001
Operating Activities		
Increase in Prepayments & Advances	(59,496,739)	(20,053,280)
Increase in work in Progress	(36,620,000)	-
Decrease in Payables	(6,358,080)	2,176,880
Add: prior year adjustment	-	22,037,400
Net cash flows from operating activities	(102,474,819)	4,161,000
Investment activities		
Acquisition of Assets	(49,425,000)	(4,161,000)

Net increase/decrease in cash flows	(291,209,610)	302,491,001
Opening cash and cash equivalents	408,559,905	106,068,904
Closing cash and cash equivalents	117,350,295	408,559,905
Being represented by		
Cash and cash equivalents to date		
Roddenberry/Amplify change	220,688	70,584,021
DRF/AWDF	26,574,185	56,054,269
IDIWA Reserve/Urgent Action Fund	3,122,819	38,877,077
She Leads/Her Voice/ABILIS	87,020,103	15,708,598
UNTF	15,000	227,335,940
Cash at hand-DRF	160,000	-
Cash at hand- She Leads	237,500	-
	117,350,295	408,559,905





SOURCES OF FUNDS

No	Partner	Project Title
1	United Nations Trust Fund on Ending Violence Against Women and Girls -UNTF/EVAW/G	Eliminating gender-based violence against women and girls with disabilities in Mayuge District.
2	Disability Rights Fund -DRF	Ending violence against WGDs and strengthening institutional response to covid-19 and other crises in Luuka and Kaliro Districts
3	African Women's Development and Communication Network- FEMNET	SHE LEADS (Promoting participation of Adolescent Girls and Young Women in decision making processes) in Iganga District
4	African Women's Development Fund- AWDF	Labour Market Project for women and girls with disabilities in Iganga and Mayuge districts
5	Urgent Action Fund- UAF	Promoting Women with Disabilities' Economic Empowerment and Rights Amidst COVID-19 Pandemic in Iganga District.
6	Foundation for Sustainable Community-Based Development - FSD	Improving Entrepreneurship Skills for Women and Girls with Disabilities in Iganga District.
7	AmplifyChange	Accelerating Access to Disability Friendly Sexual and Reproductive Health Rights for Women and Girls with Disabilities in Kamuli District.
8	Her Voice Fund -HVF	Untold Stories of Women and Girls with Disabilities in Policy and Resource Monitoring in Kaliro District.

IDIWA TEAM

LIST OF IDIWA BOARD AND STAFF		
NAME	GENDER	POSITION
Board members		
Aparo Anna	F	Chairperson
Birete Mary	F	Vice Chairperson
Namugaya Angella	F	Treasurer
Elizabeth Kayanga	F	Secretary
Asio Anna Grace	F	Member
Nsirumbi Agnes	F	Member
Namataka Krusum	F	Member
Dr. Kalinaki Racheal	F	Member
Baliraine Christopher	M	Member
Staff members		
Elizabeth Kayanga	F	Executive Director
Wamwenderaki Edith	F	GBV Program Manager
Mutesi Sheila	F	Finance and Administration Manager
Nenda Steven	M	Senior Accountant
Mulinda Evason Julius	M	M&E Officer
Naigaga Damalie	F	Gender & Advocacy/Communication Officer
Naigaga Noerine	F	GBV Program Officer
Tamwizanga Betty	F	SRH Project Officer
Balaba Jacob	M	M&E Assistant
Mugabi Rogers	M	Admin Assistant
Athieno Faith Rebecca	F	Accounts Assistant
Support staff		
Kigundu Livingstone	M	Driver
Mutunda Sarah	F	Cook/Cleaner
Mugoya Stephen	M	Security Guard

Contact

 Plot 10, Jalum Rd, Northern Division, Iganga Municipality
 +256 772 449 270
 office@idiwaug.org
 www.idiwaug.org

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