

January 2019: Issue 4



CELEBRATING
2018

Dear Readers,



Hard to believe that another year has passed... As always, it is time to reflect on achievements, lessons learnt and challenges. Programmatically, 2018 was a year of success for CARE Uganda, marked by renewed commitment from both existing and new donors and continued evidence

that our models are reducing the risk of GBV, empowering women and girls and engaging men and boys. We also strengthened the integration between our VSLA platform and our GBV, SRH, and resilience models. We continued to be present and recognized in key platforms on financial inclusion, climate resilience, women and girls rights, GBV, Protection, Comprehensive Refugee Response Framework process, etc. Our staff and partners at all levels, including colleagues at the front line, have continued to deliver life-saving humanitarian assistance and to transform lives

through long term programs. I am particularly proud of our ability to scale up evidence-based models this year, particularly the Women Leadership and Psychosocial Support training model and the Engaging Men and Boys Model, which we have successfully expanded into both our long term and humanitarian interventions. Read more on this below! 2018 was also a difficult year that pointed out the need for us to continuously strengthen our support systems and operational capacity, given the complex environment in which we operate. None of this would have been possible without the commitment of our staff, our partners from CSOs, Government of Uganda, Private Sector, Academia and research institutions, our donors and of course our own colleagues in the various parts of CARE International, CARE Member Partners, CARE Emergency Group, Head Quarters and Regional Management Unit of CARE USA. Thank you all!

Country Director, Delphine Pinault

OUR TOP FIVE FAVORITE THINGS THIS QUARTER

1. Women Leadership and Psycho Social Support



2. Role Model Men and Boys



3. The 16 Days of Activism against Gender Based Violence



4. Climate Change Walk



5. Menstrual Cups



WOMEN LEADERSHIP AND PSYCHO SOCIAL SUPPORT



CARE Uganda is building momentum through a strong pipeline of women leaders by building psycho social support within women leadership training through the Learning for Change (L4C) project and other initiatives that build on L4C's legacy. We have learnt that for women to exercise their power as leaders in their homes, families, communities and in official positions, the stress, anxiety and problems they face needs attention. Cultivating women leadership capacity by integrating Psychosocial support multiplies their self-confidence. Having overcome trauma and being able to better manage stress through "sisterhood" and a network of support is key to women being able to amplify their voices and have their issues heard.

Women and girls are more likely to suffer from stress, including depression and trauma as a result of the

oppression they suffer and the poverty they live in while often alone to care for their families. When married or in a relationship with a man., they are very vulnerable to Gender Based Violence, including sexual and domestic violence which grinds down their self-esteem.

CARE Uganda through the L4C project is working on male and female personal transformation. It is centred on the fact that power is at the heart of all forms of inequality—manifesting in ways that either give us strength or keep us down. It recognizes the importance for women to engage with the power within themselves, to unpack when they have felt powerless or asserted their power over others and build psycho social support to boost the power inside but also nurture support systems for themselves.



LAUNCHING WOMEN LEADERS

Over the L4C project life **218** staff members (**127 women and 91 men**) from **7** partner NGO's and CARE International Uganda have been trained on women leadership. The Impact level multiplier training saw **1861, (570 males, 1290 female)** being trained. In addition She Feeds the World project held a specific Women Leadership training for **83** women.

The Learning for Change Leadership workshops covered the what, why and how of Women leadership, introducing

leadership discussions and awareness of the skills, values, and responsibilities needed for leadership.

It looked at the specific Uganda leadership context, the challenges that women face as leaders and women leaders shared their individual leadership journeys. Participants were able to relate with the different challenges that women are faced with at individual, organizational and social cultural levels. They were able to use CARE's Women empowerment framework to think through the solutions to the challenges and proposed ways to address them.



BUILDING A SISTERHOOD WHILE DISMANTLING SYSTEMS OF PATRIARCHY

Among other workshops, Learning for Change hosted a women leadership workshop in October 2018 with the goal of strengthening the women who work at CARE and partner organizations with the knowledge, skills and potential for effective women leadership that will help to accelerate the development of their leadership skills and their self confidence to become effective leaders.

During this exhilarating and powerful week, the workshop included sessions on understanding power, patriarchy, feminism, movement building and feminist leadership. Participants reflected on their personal journeys, the challenges they've faced in overcoming negative social norms and the negative consequences of patriarchy in their lives and communities, and explored what being a woman leader as a part of their identity might look like and also how to prepare for future leadership.

The workshop fostered a safe space for honest and critical self-reflection and an opportunity for a woman to learn from mentors and about each other's work as they embark on their journey together to find their inner strength and confidence as leaders but more importantly forging a sisterhood that will provide a circle of support. Sisterhoods break isolation, build solidarity, foster mutual learning and support, and enhance sustainability of movements.



SCALING-UP L4C'S WOMEN LEADERSHIP & PSS MANUAL

The Pepsi funded She Feeds the World (SFtW) project is building women leadership and psychosocial support of poor women farmers in Kyenjojo and Kyegegwa Districts as a way of supporting them to grow their agriculture production and productivity, strengthen their access to markets and control the incomes from their production to better feed their families.

Building on the L4C training modules and approach, SFtW project also conducted a women leadership training for 80 women in Kyenjojo District during the week of December 7th 2018. These women came from different backgrounds, women that had leadership roles at District level (e.g. Gender District Officer, District Probation Officer), women that were members and leaders of farmer groups, of VSLAs, etc. By bringing women from different backgrounds and having different levels of responsibilities together in the same training, hierarchical

barriers between these women were broken. The ones more advanced in their own empowerment journeys shared their experiences, lessons learnt and challenges to get where they are today, encouraging others. The training built participants' own individual confidence but also bounded them as a group. Some of the women farmers now feel they can access their sisters in official functions at District and Sub Country levels. The women with official responsibilities feel better connected and able to support women in the communities they serve. They remain connected in different ways, including through a very active WhatsApp group. The women farmers who participated already report being better prepared to cope with the challenges they face, including in farming, marketing, and when negotiating with buyers, at home with husbands and other people influencing their lives and decisions they make.

Below are some of their voices and reactions after the training:

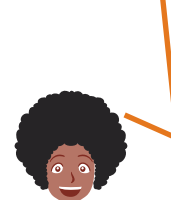
"This was a great opportunity, immediately after the training I mobilised the women in my producer and marketing group and shared the women leadership skills I had learnt." Nyangoma Jennifer, Kitongole women's producers and marketing group. Jennifer's group is now building a strong women's network in their community.



Harnessing the power of technology to support women: "We have formed a Whatsapp group where we share our challenges, ask questions, listen to each other and support each other." Kemigisha Margaret District probation officer.



"Without a cooking stone you cannot cook." Suzan shared. "Because of the training I know the three pillars of agency, structure and relations, like three cooking stones you need all three pillars to be empowered."



This impactful workshop was facilitated by CARE Uganda's women leaders and gender experts Sharon Bira, Fatia Atugonza and Rose Amulen. Ladies, well done, hats off, we are proud of you!

A Magical Moment, a testimony of Sylvia Kaawe, CARE Uganda Program Manager for Women And Youth Financial Inclusion Program – WAYFIP, shared after having participated in the above L4C Leadership training.

"When I got the invitation to attend the Women leadership training, I didn't know what to expect and wondered what exactly was going to be discussed at this training. Having been in leadership roles for many years in CARE, I was not sure how much I could learn. To my surprise, all three days of the training have been an amazing and exciting experience, learning from other women participants as well as from the facilitation team on new aspects/ strategies to enhance my personal leadership and as well influencing women leadership among other fellow women that I interact with on a daily basis. I was specifically blown away by understanding more the Gender Equality Framework and getting to unpack the core dimensions of; Building the Agency within self; changing and influencing Relations and understanding and transforming Structures. I also learnt a lot from the elevator pitch and how to package my unique selling points within

20 to 30 seconds that enhanced further my communication skills as well. Getting to unpack the Ugandan local contextual challenges that impede women leadership growth and jointly brainstorming on the solutions created a sense of ownership and a deeper willingness among participants and myself to internalize our power and stand for our rights.

The women mentoring and sisterly session was a magical moment and yet real. I realized the power of togetherness and what building a movement means. I was amazed when I left the training with over 10 requests from fellow participants that sought mentoring support from me. It was humbling and I am ready to take on the mantle!

I am sincerely grateful to the L4C amazing team that organized and facilitated this training , our partners that showed solidarity by attending the training, CARE Uganda Senior Management and CARE Austria team that greatly supported the training”.



Building women leadership and psycho social support will ensure that movements for women's rights are powerful, influential, and achieve lasting gains.



I am a Leader





INCREASING THE POWER OF LOVE



“The power of love grows in my home because I am a role model man.”

Richard Towongo a role model man living in Omugo zone, Rhino refugee settlement.

CARE's Youth Livelihood project in Omugo settlement targets young refugee women and men to enhance their dignity and self-reliance. This project, funded by the Norwegian Ministry of Foreign Affairs, uses CARE'S evidence based Role Model Men and Boys (RMM&B) model to reduce the risk of GBV associated with increased incomes in refugee households. Richard Towongo, is one of the refugee men trained and supported by CARE to become a Role Model Man.

It is not easy for Role Model Men at first, says Richard when asked why Role Model Men remain determined and what the benefits of being a role model man are?

“People at first don't understand our new behavior when we share responsibilities with our wives, sisters and mothers they say we are anomalies in the community. They tell things like You are less than....! You are not a man! You are bewitched by your wife!

The power of love grows! says Richard with a smile

But, since the training and support from CARE staff, the power of love has increased in my home. My wife loves and respects me more than ever before.

Richard shared that his home is now peaceful, clean and expanding every day. “Our family is developing every day and our neighbors can see that our family and our lives have been transformed.”

“My brothers and best friends are Ugandans”, says Richard with an even bigger smile.

The RMM&B training has strengthened our ties and trust with our host families from Uganda and other refugees here in Uganda, I met them during our Engaging Men and Boys training.” Richard's new extended family is this group of men and their families. They support each other. When one of them has a funeral, they gather around him and lift him up. “I take 4 cups of beans from my food rations so we can cook food for the family of our host community friend that has had a loss and other mourners.” Richard shares. We also celebrate together. Some of our Ugandan brothers, share their land with us to grow food. Being Role Model Men has brought us together. It does not matter if we are Ugandan, South Sudanese from this tribe or that tribe. We learnt that we are all men who need to support our families, our wives, daughters, work together and resolve conflicts and problems peacefully.

“We are breaking out of this box, the male box,”

Richard is referring to the male box that is created and sustained by negative patriarchal culture. Ronald Ogal and Geoffrey Odonga, CARE staff specialized in CARE's Role Model Men use this male box in the Engaging Men and Boys training sessions. Richard explains how he learnt that men are “prisoners” of that box. Society expects them to behave in certain ways, often violent ways, but Richard shares that many men and boys do not want to behave like that but pressure forces them to. “One needs to be bold to step out of the box but, with support of such projects and CARE, we can resist the pressure.”



Richard has survived the most harrowing experience in his journey from South Sudan to Uganda through the Democratic Republic of Congo. Richard and his family were attacked, robbed and beaten multiple times on their way. Richard's wife was pregnant and had their baby in DRC on their way to Uganda. At that time, they had nothing as all their belongings had either been abandoned in South Sudan or taken from them during their flight. Richard tells how this experience challenged his masculinity as he could not protect his wife and felt so powerless. With a very sad look on his face, Richard shares how he contemplated committing suicide many times but particularly at that moment. Despite the terrible situation, Richard's wife delivered a healthy baby with his help.

CARE's Ronald Ogal explains In our first EMB session, Richard stayed silent. In the next session, he became defensive. We thought he would leave but we kept on encouraging him and he always came back. By the 3rd session, he started to let his guard down and opened up. One day, he asked to speak at the end of the session. He had been holding so much trauma inside that he cried as he shared his pain. He said that, as man, he was afraid engaging with this project as it would make him seem weak. He continued to open up and to demonstrate boldly that men are also vulnerable. Today, Richard is a highly respected Role Model Man in his village. He has overcome the fears and pressure from other men and, with his fellow Role Model Men in refugees and the Host Community, he is a very courageous man fighting for gender equality and to reduce Violence in general and particularly again Women and Girls.

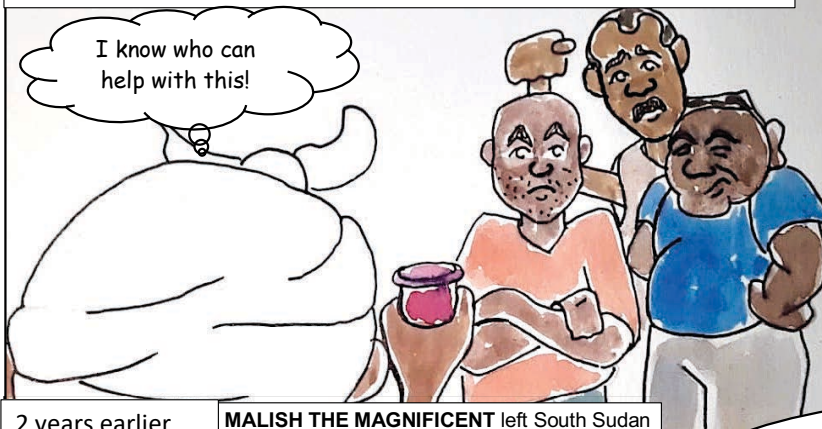
"Vulnerability for our Role Model Men is a spark for transformation." states Ronald Ogal a role model man himself and the CARE Uganda Male Engagement Specialist.

The Engaging Men and Boys Model is part of the Shelter and Livelihood assistance to South Sudanese refugees in Uganda, a project implemented by CARE Uganda and funded by the Norwegian Ministry of Foreign Affairs.



MALISH THE MAGNIFICENT

VIOLA THE VALIANT is a hero. She is bringing the **RUBY CUP** to her community through bravery, role model behavior, and communication. But one of the most important things that makes **VIOLA** a hero is that she knows how to work as a team!



Somewhere close by....

MALISH and other members of the **COMMUNITY SAFETY ACTION GROUP (CSAG)** are on patrol, keeping watch over risky areas in their communities.



2 years earlier....

MALISH THE MAGNIFICENT left South Sudan after war broke out in his hometown. He traveled, with his **WIFE** and **BABIES**, through the Democratic Republic of Congo to seek refuge in Uganda. The journey was long and arduous. They battled intense heat with little food or water. In 2017, the family finally arrived in Imvepi, still bearing the scars of the journey.



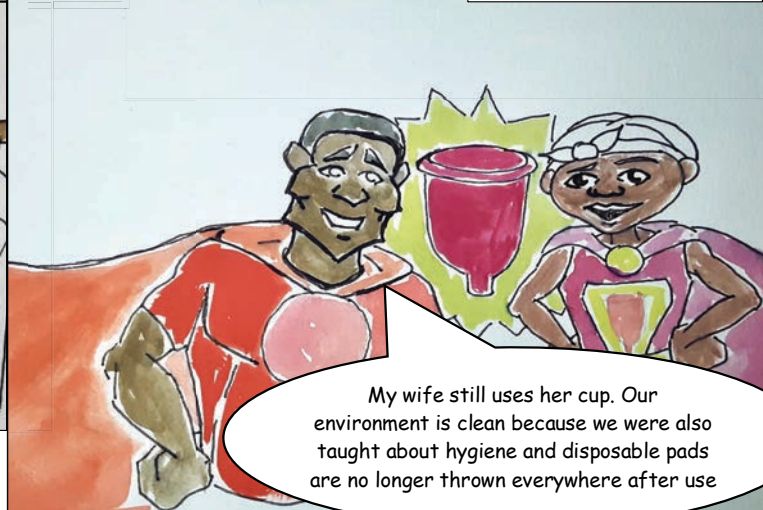
My friends, women and girls have a period every month, it is natural, but other methods of menstrual hygiene are not adequate for us here. The Ruby Cup is a great innovation! As men, we must support what is best for the women, because it is best for us as well.



Back in the present....



MALISH supports the women and girls who received the **CUP** by talking with community members, especially other men, boys and elders, who were skeptical about it. His role defies gender norms, but he never backs down from a challenge. Through this and his work with the **CSAG**, **MALISH** demonstrates his commitment to justice, no matter the personal cost.



Life can be demoralizing, and terrifying, but underneath it all there is hope. There are real life superheroes who remember that the world still needs them.

Malish says he is now viewed as a leader in his community and his family is respected. He also received a job from another organization as a girls' trainer in schools. *"I didn't know anything about GBV or women and girl's issues. After my training from CARE I can talk about these topics and become an advocate for women and reproductive health."*

16 DAYS OF ACTIVISM AGAINST GENDER BASED VIOLENCE

CARE Uganda joined the rest of the world in the global campaign against gender based violence starting November 25th the International Day for Elimination of Violence Against Women and ending on December 10th International Human Rights Day.

"I did not know about the 16 days of activism until during the training. I am now aware of such platforms that I can use to push for equal rights and fight for justice for fellow women" said Moreen a community development officer in Kyenjojo trained on women leadership by Sharon Biira and Fatia Atugonza She Feeds the world.

[Read the 16 Days of Activism Full Report](#)

5 MINUTES OF INSPIRATION BY EMILY JANOCH

What did we accomplish?



Women are satisfied: **94%** of women in the pilot were satisfied with the cup, and 84% have adopted it long term.



Women save money: women can save **\$277** using the Ruby cup for its lifespan of 10 years. That's 53 cents a week—enough to buy 2 shares in a VSLA. It's not just women who save either. In a protracted crisis, this tool saves responders money on hygiene kits, and puts women back in control.



Women use less water: Women use **15** litres of water a day washing a reusable pad. That's the entire water ration available to them under minimum SPHERE standards in a refugee response. With the Ruby cup, women only use 1 litre of water a month.



Women are more mobile: Since they're not trapped by the possibility of period stains—boys in school actively shame girls and drive them away if they can tell they are menstruating—women are able to go out and take care of other needs. This might mean going to school, going to pick up food rations, or starting a business to earn some money.



Violence is going down: Women report less violence and harassment while they are menstruating. According to some women, having the cup means they don't have to sell sex to get the money to buy pads. "...I will just accept that person so that person will buy me. Always [disposable pads] ... whenever these men give things to you they want those things to be paid back, or it may be sexually."

[Learn more about the potential of the Ruby Cup here](#)

CLIMATE CHANGE WALK

10 Days
1000+ Trees
370 Kilometers
**Walking towards
a greener & more
climate resilient
future**

Uganda's forest cover has been depleted up to 8% from 24% in 1990s. Human forest encroachment for different activities like agriculture and tree cutting for timber and charcoal are the contributing factors (The New vision April 2018).

On November 25th 2018 the Walkers association Uganda, Ministry of Water and Environment, CARE international in Uganda, media houses, private sector (Coca-Cola, Nile breweries, BIDCO, Kakira Sugar works), and Ugandan communities came together to participate in a campaign to increase efforts to integrate Disaster risk management in investments, scale up good practices and policies.

Why

The 370 km Kampala to Kapchorwa walk campaign aimed to alert and instill an understanding of climate change amongst the public and encourage people to practice simple, sustainable activities that will help to mitigate the effects of climate change.

1. To use walking as a campaign tool to create awareness of the danger of climate change.
2. To advocate for ending practices which increase adverse climate change.
3. To encourage every Ugandan to plant and grow trees as a means to conserve the environment.
4. To plant 1000 trees in this period of the campaign.
5. To teach the locals on the danger of climate change
6. To practice proper plastic waste management to preserve the soil.

On the way:



We collected plastic waste and Kaveera (plastic bags) from the main market and the streets.



The Campaign messages reached **15,122,200** million people through, social media, television and newspapers.



Symbolically planted **308** seedlings throughout the campaign period.



We shared information and distributed fact sheets, briefs, key messages to people over the 10 days and 370km journey



We reached **4410** participants **5** factories, **2** Universities and **9** District Local Governments.



[Learn more about the Climate Change Walk here](#)

STORIES OF RESILIENCE



BIRTH BY THE ROADSIDE

Sometimes, the miracle of life occurs in surprising and unusual ways.

It is the middle of a hot day in north western Uganda and a team from CARE was making their way to a routine clinical mentorships exercise for midwives working at Health facilities in the Rhino camp refugee settlement. A crowd slowly forming around a woman that was squatting and seemed to be in great pain. She was in labor, she had been on her way to a local health center and now she could not move, she was going to have her baby right there on the side of the road. Like most people she was not entirely ready for this, specifically she was not ready to have her baby here on the side of the road, with no help and nothing she would hold her new baby in.

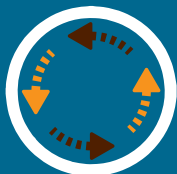
When it takes a village. Fortunately one of the CARE trainers was a senior midwife from the Arua Regional Referral Hospital and she had her medical bag, Sr. Anite helped to deliver the baby but we were still missing a cloth to wrap the new born. A pregnant woman on her way to the health facility for her ante natal appointment saw the commotion and rushed toward us unravelling

her “Kitenge” and giving it to Sr. Anite.

Sr. Anite cut cord, “it is a healthy baby boy.” The baby had a Apgar score of 10 after a normal delivery. The CARE team prepared for the new mother a pad made out of a triangular bandage and cotton from the first aid kit, and transported the mother, child, and pregnant woman that offered her “Kitenge” to Ofua health center. The baby was full term, and weighed a healthy 2.8 kgs (6.1 lbs). “We were allowed the honor of naming the baby,” said Mike, “so we named him ‘Geria’. A local name which means ‘born on the roadside’”

Over **1,000,000** refugees from South Sudan now live in Uganda, and **82%** of them are women and children. To help improve sexual, reproductive and maternal health, CARE International in Uganda has been supporting refugees from South Sudan and host communities through providing equipment and expertise to health centres and health workers.

Initiative Manager (SRMH Specialist), Mike B. Mukirane



BREAKING THE CYCLE OF TRAUMA

November 10, 2018

Christine* and her husband were both living abusive lives, not only towards each other, but also to their children. “Any money we received, we bought alcohol. No food or clothes or anything. We left our children with nothing everyday”, says Christine. “It got so bad, I would drink so much, I couldn’t cook the little food we had for the children.

One day Christine’s husband was in the garden and came home hungry, only to find there was no food to eat. He decided he would go drink and wait for his wife to cook food. Around 3:00pm, he came home still finding no food was available. He decided as a punishment, he would lock the children in the house and go find Christine to beat her. When Christine saw him coming, she ran to the house to get the children, escaping with only 1 child. Despite the cold rain, she was able to run to a CARE help desk to report the abuse. CARE immediately provided clean clothes and a GBV Preventer took her consent and documented her story. This was handed over to a CARE

Case Worker who supported her in psychosocial support and upon Christine’s request, a counseling session between her and her husband, supported by CARE.

Follow-up sessions continued to take place and things have started to turn around for their family. “I left drinking to concentrate more on my family. My husband has reduced his drinking and no longer hurts the children.” Christine now feels she and her husband listen to each other, make joint-decisions, and money that was spent on alcohol is now used to support the family. “Now we share responsibilities, like collecting firewood. We decide together how to spend money and we listen to how each other is feeling and respect each other.”

**Name has been changed for safety.*

Compiled By: Scovia Auma- CARE Social Worker, Yumbe Field Office

Edited By: Brandi Murley- Communications Volunteer- Arua Office

PROGRAMMING HIGHLIGHTS



PROTECTION

UNHCR and OPM launched the Inter Agency Feedback, Referral, and Resolution Mechanism (FRRM), whose development and establishment was a joint inter-agency effort involving all national and international NGOs working with refugees in Uganda. CARE International in Uganda was part of the Steering Committee that guided this process, along with OPM, various NGOs and UN agencies.

The FRRM is a communications system that gives refugees the opportunity to call a toll free hotline, using their preferred language, to provide feedback on humanitarian services, seek information on available services for refugees, and report any incidents or wrong doings.

"It allows the refugees to tell us what we are doing right and what we are doing wrong." Michele Sahabo

Michèle Sahabo, CARE Uganda's National Emergency Coordinator, spoke on January 16th, 2019 on behalf of the Steering Committee and NGO partners, saying "The (FRRM) will not only give refugees a platform and voice to report protection issues, corruption, fraud, sexual and abuse but it will give all the humanitarian actors the opportunity to use a more holistic and integrated approach and hold each other accountable."



Michelle Sahabo - National
Emergency Coordinator

The FRRM toll free
hotline number is

 **0800323232**

THE NEXUS: THE WOMENS, ADOLESCENTS AND YOUTH PROJECT

As the South Sudanese crisis has been declared by UNHCR as a non-emergency, CARE is also shifting focus to recovering and development programming. This includes a focus on livelihoods and sustainable programming for youth, women and girls from the settlements and host communities.

CARE International in Uganda Women Adolescents and Youth (WAY) rights and empowerment program is Implemented in partnership with UNFPA and with funding from the Danish Government, WAY holds a promise to deepen gender transformation.

The project reach is vast. It spans eight districts namely in West Nile- Arua, Yumbe, Moyo and Adjumani as well as in Acholi Sub Region -Kitgum, Amuru, Agago and Lamwo.

Very important though, is that the project that aims to prevent GBV and increase demand for SRHR services is designed on the CARE gender transformative framework. The framework aims to transform not only individuals, but also communities, structures and policies that hold especially women and girls behind, while sustaining gender inequality.

WAY also engages men and boys to challenge negative gender norms. In each sub county WAY has trained activists located in every village of the eight districts and 23 refugee settlements to transform community norms regarding harbouring negative practices such as tolerance for GBV.



VISITS AND EVENTS AT CARE UGANDA

This Quarter

- **Sept 24** – Dec 10 Godfrey Rotich arrives to support Arua Sub office
- **October 5th** -Danish Minister In Charge of Development visit to Rhino Camp Arua Uganda
- **October 5th to 13th** visit from Daw Mohamed, Director of Humanitarian Operations from CARE USA
- **October 14th** -Suzy & Amelia from CARE UK arrive to support with the evaluation of ECHO Oxfam project in Arua
- **15th-19th Oct 2018** Misha Voronenko, CARE USA, Sr. Technical Advisor/Market Systems, Abinet Tasew CARE USA Technical Advisor for Gender and Livelihoods visiting FFBS TOT training conducted by CARE USA team in Kyenjojo district.
- **October 21st – 27th** , L4C CARE Rwanda Learning Visit. Theogene Niyirora, Olive Uwamariya, Emmanuel Twagirayezu and Pudentienne Musabyimana.
- **October 22nd** – 26th VSLA Learning event attended by Sylvia Kaawe in Ivory Coast.
- **October 23rd -25th** All partners annual meeting at Silver Springs Hotel.
- **Oct 21st to Nov 9th** Technical support visit by the CI SRH Advisor Yvonne Uwimana in Arua.
- **November 3rd – 9th** PSHEA investigation training in Bangkok, Thailand attended by Janepher Taaka
- **November 10th – 19th** ECSA Supply chain training attendedby Michelle Sahabo
- **November 11th -16th** International Conference on Family Planning and attending the side event for the IAWG on RH Logistics attended by Mike Mukirane
- **November 12** – 15 CLAR advocacy workshop, Copenhagen attended by Annet Kandole
- **November 12th – 15th** Great Lakes MEAL training Kigali Lamson Ocira & Alex Opira
- **November 13th to 17th** SftW Project Launch Kyenjojo and Kyegegwa Districts
- **November 13th – 21st** CARE Norway visit Kyangwali & West Nile Kjersti Dale, Director of International Department, Utsogn, Gunhilde and Mah-Ruk.
- **November 19th – 24th** PSHEA training & GED training Kampala, for PSHEA focal points, Safety and Security focal points, CO Senior Management teams, senior roles and HR staff.
- **November 19th -24th** Training of TOT in IRM manual rollout Mbale -Uganda.
- **Nov 25th – Dec 1st** ECSA RLT Nairobi Delphine P.
- **December 3rd-5th** Knowledge Management Training L4C Team and CAUT.
- **Nov 27th – Dec 1st** Women leadership and psychosocial training Kyenjojo and Kyegegwa.
- **December 5th – 6th** GBV Training for IP staff Bushenyi/Rubirizi Gates team.
- **December 10th - 14th** Michele Sahabo, National Emergency Coordinator and Shelter Specialist, CARE Uganda participated in a ECSA Supply Chain Management Workshop in Nairobi, Kenya through a joint collaboration between CARE USA Humanitarian and the ECSA Regional office. This workshop was attended by senior-level mid-level managers who are responsible for procurement, logistics (warehouse management, inventory control, transportation, fleet management, distribution), and program (especially those who are working on programs involving distribution), both at management and operational levels.

The workshop included such topics as Supply Chain in CARE's Operating Context, Relationships Between Functions, Preparedness, and Internal Coordination, as well as technical sessions on procurement, logistics, and distribution.

The main objectives of the workshop were :

- To convey basic concepts of supply chain to operational and management level country office staff.
- To create a culture of "supply chain" mentality and break down barriers between program and program support staff.

VISITOR HIGHLIGHTS

MOHAMMED DAWS VISIT

In late October we welcomed Daw Mohamed, Director of Humanitarian Operations from CARE USA. During an intensive two-days of field visits, Mohamed visited beneficiaries of Sexual and Reproductive Health, Livelihoods, Shelter, and Protection and Gender Based Violence interventions across Imvepi, Rhino Camp, and Bidibidi Refugee Settlements.



DANISH MINISTER IN CHARGE OF DEVELOPMENT VISIT TO RHINO CAMP ARUA UGANDA

On 9th September in Arua, Uganda The Minister for Development Cooperation in Denmark, Ms. Ulla Tørnæs and Mr. Alain Sibenaler, UNFPA Representative visited the WAY program – Rhino Camp West Nile.

“I have been looking forward to this visit, the issue of sexual and reproductive health is a crucial priority to the Government of Denmark,” said Ms. Tørnæs.

During her two-day visit to Uganda, Minister Tørnæs interacted with refugee women of Loketa Women’s group. The group, now supported by UNFPA through CARE Uganda was initially founded by 40 refugee women who settled in Ariwa, Rhino Camp after fleeing armed conflict in South Sudan in 2016.

“When we came from South Sudan, we were traumatized, we needed psychosocial support,” said

Mary Ajonye, the Chairperson of the Group. The women informed Minister Tørnæs that they decided to come together and form a group to help each other build a social base for support, share experiences, skills and promote quick recovery from the traumatic experiences they had in Sudan and on the way to Uganda.

With funding from the Danish Government, the women now have a safe meeting space where they discuss sensitive issues such as gender-based violence and receive information on reproductive health and rights, as well as conflict management and counseling. Through training on income generation activities and saving, the women have been able to start a savings scheme.



CARE UGANDA STAFF CORNER



Siraji Adroni Kobo



Joseph Unegwa

We celebrate the retirement of three pillars at CARE Uganda, Joseph Unegwa, Siraji Adroni Kobo and Fred Turyamureba.

Kobo, Joseph and Fred have shared more than a combined 50 years of service with CARE Uganda. They share a wealth of experience and knowledge from working along the continuum of aid from long term development with the indigenous Batwa of the Bwindi Forest, Kisoro and Kabale Districts to the

South Sudanese refugee settlements in the west Nile of Uganda.

Fred, Joseph and Kobo very much represent the values of CARE, they live as role model men, brothers, fathers and husbands, advocating for the dismantling of patriarchy, fighting for the dignity and the transformation of the lives of all those who live in Uganda.

MY JOURNEY IN CARE



Turyamureba Fred

I have always believed that I am always one day old in CARE and this made me remain strong, and loving my work to the extent that I did not feel the long period of service I completed in CARE.

[Learn more about Fred Turyamureba's Journey here](#)

GBV RISK IDENTIFICATION AND MITIGATION WORKSHOP/ TOT FOR CARE RAPID RESPONSE TEAMS AND EMERGENCY STAFF 10TH – 13TH DECEMBER 2018 GEORGIA

“Gender Mainstreaming is the anchor in all the work we do, we must always ask ourselves how women and girls are represented and affected by the programming we are doing. Emphasis on making sure we are not causing more problems for them.” **Melch Natukunda in the brown jacket in the center back.**



Highlight - In Humanitarian work CARE is leading with the Gender in Emergencies Approach.

CARE has set forth an overarching institutional commitment to prioritizing Gender-Based Violence (GBV) in emergencies and other development work. This includes primary prevention, response and service delivery as well as risk mitigation. As part of this commitment, CARE is working to build capacity across all humanitarian sectors to identify and mitigate GBV-related risks in its programming. The first step in this process has been to host a capacity-building workshop, including a strong training-of trainers (ToT) component, for select RRT, deployable emergency staff and other staff in long term programming.

The goal of the proposed workshop was twofold:

1. Build the capacity of identified RRT/deployable staff and other CARE staff to identify and mitigate GBV risk across all stages of the program cycle.
2. Build the capacity of workshop participants to disseminate their learning/knowledge in an actionable manner during future deployments.

Melch Natukunda, Initiative Manager GATES Foundation Project

NEW TO THE CARE FAMILY THIS QUARTER



Caroline Aol Margaret ,the Women Lead in Emergency (WLiE Specialist).Caroline has a wide experience in gender programing, protection and psychosocial support.



Sam Wananda as the new Grants and Contracts Manager for CARE Uganda



Rogers Kayondo, Communications Intern



Mak Mot Roy Maxwell the ICT Intern



Brenda Nanteza MEAL specialist She Feeds the World

Dr. Margaret Kemigisa, a Research Specialist. Dr. Margaret has experience in research and has published a number of studies.She will be based in Kampala working on “Access Africa Gates Learning Facility project”.

Staff forum members for 2019.

Arua:

1. Karubanga Geoffrey Kasozi
2. Negesha Tracy

Kampala:

1. Amany Daphen
2. Opira Alex

Yumbe:

1. Olweny Dennis

Kyangwali:

1. Asiku Roy

Gulu:

1. Raymond Odonga

“Kindly reach out to them and share your light and hard moments.” Emily Babirye HR

PARTNER SPOTLIGHT-AKINA MAMA

Akina Mama wa Afrika (AMwA) is a feminist-Pan-African leadership development organization that is a CARE partner through our Learning For Change project. Their work is rooted in feminist principles and beliefs guided by the Charter of Feminist Principles for African Feminists which define our leadership development programme and movement building activities.

During the 16 Days of Activism Leah Eryenyu joined us at CARE for the closing event, Leah is an African

Feminist whose current pre-occupation is raising consciousness to shift power back to the people to disrupt and dismantle institutionalized injustices. She is presently the Research, Advocacy and Movement Building Manager at Akina Mama wa Afrika.

Leah presented that The Sexual Offences Bill is a critical law that consolidates relevant laws relating to sexual offences, provides for the punishment of perpetrators, and clarifies the processes for accessing justice.

We are looking forward to participating in:



MARCH4WOMEN



**Women's Day
8th March**

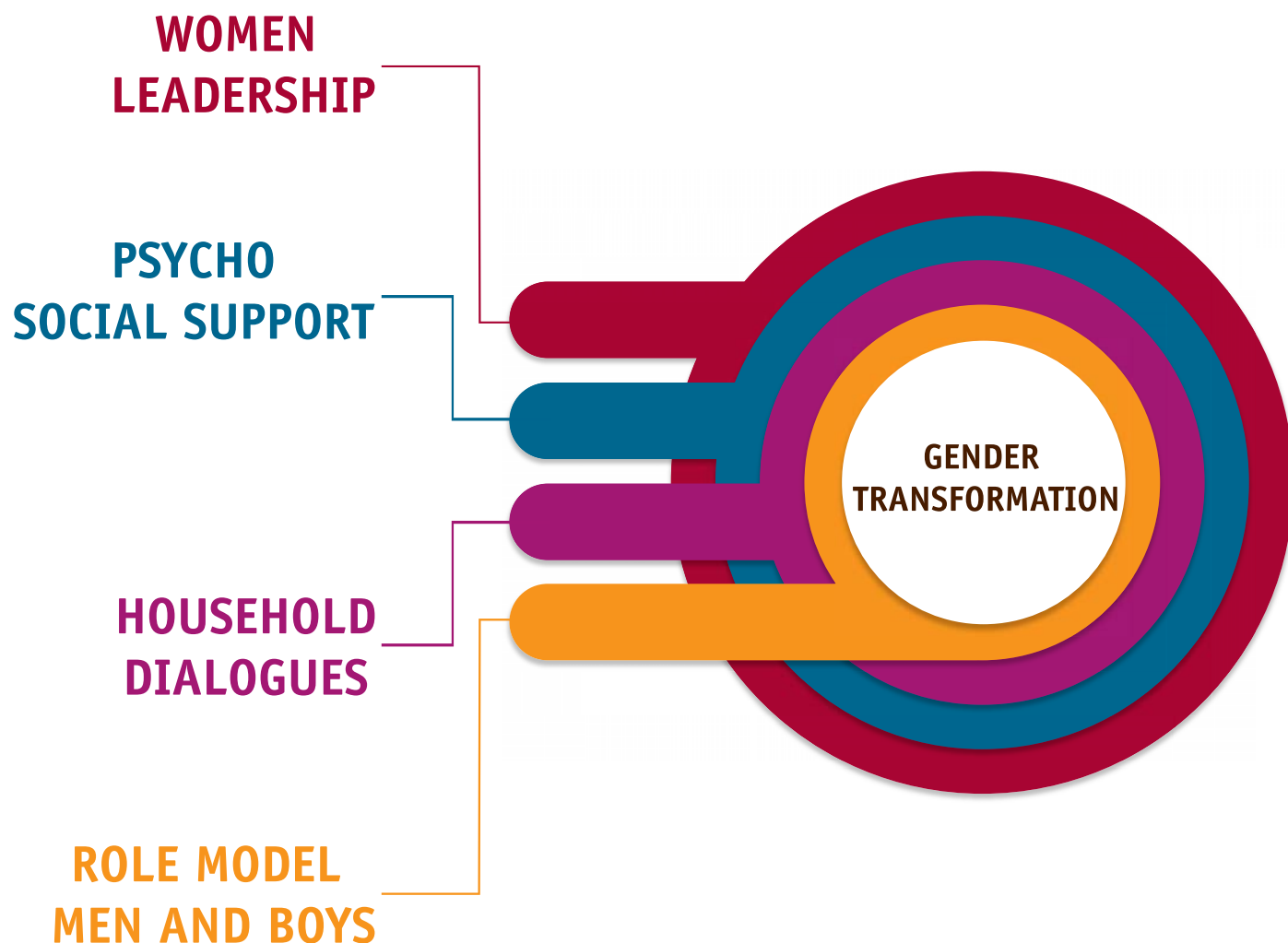


**International Day
of Forests 21 March**



**World water day
22 March**

In our next issue:  **A Promising Approach**



Thank you to everyone that has contributed to this newsletter from the West Nile, Kyangwali and Kampala. We look forward to sharing more of your stories and experiences.

Please remember to get consent for all your stories and photos

HAPPY 2019

Please follow us on twitter @CAREUganda and facebook @CAREUG

CARE International in Uganda

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