

## The ActionAid International Uganda

Weekly 10th -16<sup>th</sup> June, 2019

**Dear Reader,**

This week we bring you some of our staff who attained Post Graduate Diplomas and masters degrees from Uganda Management Institute recently, a total of six graduates who we are very proud of! We specifically featured our HR and Admin officer's journey of growth within AAIU, find out about him here. And as media is awash with stories about corruption in the NGO sector, we are cautioning you to remain vigilant in holding our flag high. Find out more about these stories and what AAIU is doing to emphasise its position on corruption. This and more in this weekly! ENJOY!

**Proud Product of ActionAid and a True definition of Self-determination, Meet Mathias Nyombi!**



**By Mathias Nyombi**

An ambitious and result-driven Professional, I started my Journey with ActionAid International Uganda as an intern in June-September 2011 during my second year at Makerere University, while pursuing my 1<sup>st</sup> Degree in Procurement and Supplies Management.

Following my graduation in January 2013, I then was employed as a Casual Employee in the Administration Department earning Ugx 20,000 per day. When asked about my ambition at that time, I firmly said “I wanted to build further on the experience gained within and outside my profession to develop a career and transform within a progressive environment that values its chain resources” and indeed I have lived up to this dream.

While in service, I interested self in supporting and learning beyond my department/assigned tasks. I was then appointed as a Graduate Trainee providing

Maternity Cover for the HR Officer then, a role I continued playing alongside my profession for nearly 2 ½ years.

Following the 2015 Organizational restructuring, the two roles were merged into “Human Resource and Administration Officer”, and AAIU couldn’t look any further than appointing me in this capacity through a competence-based assessment and continued supporting me financially during my professional upgrading.

Today I hold a Degree in Procurement and Supplies Management of Makerere University, a Post Graduate Diploma in Human Resource Management of Uganda Management Institute, a Certificate in Human Rights Based Approach to Programming of TCDC Arusha, and still growing.

Looking back, I can only testify to the unique strength of AAIU in providing the space, exposure and a learning culture that enable staff to apply their independent minds creatively to contribute to the organisation’s vision in the most effective and fulfilling way, thanks to the good policies, management, fellow Staff!

Mathias attained his Post Graduate Diploma in Human Resource Management recently in May 2019 along with other staff who included Esther Kisembo, Catherine Tusiime, Emmanuel Ochieng, Sisco Cherukut and Emmanuel Wafula. We are proud of you friends!





**Let's be on our Guard!**

"The use of various atomic energy in Uganda continues to rise in the medical, industrial and agricultural applications." **President Museveni on government bid to invest in nuclear power.**

**CARTOON.** Democratic Governance Facility has terminated funding to four NGOs after a forensic audit uncovered widespread corruption.



## To stop land disputes, we must recognise value of people's custom

**PETER MULIRA > LANDS**

Recently, I was invited to speak about land to a group of senior retired public servants many of whom live off the land now. Since it was a mixed group and I was not given a specific topic to talk about, I decided to be neutral and talk about how customary rules can help solve land disputes and stop the practice

“ Customary rules. Since all land in Uganda is owned by the community through various systems of community and or clan systems, one can easily get a title deed issued by the Ministry of Lands, which covers

and overthrew the Chwezi empire. One branch of the Bito established their own Bunyoro Kitara empire maintained the systems established by the Chwezi rulers while another branch established the Buganda Kingdom. The Bito were resisted by the rulers in the south west where the Hima kings was founded. In 1800 the group developed their system of holding. For example, the Bito

By Carol Abilat

As you may have read, the media is awash with stories about Corruption in the NGO and

Donor fraternity. We can not hide our behinds in the sand as all this is happening since it concerns us. Let us read widely so that we are on our guard, but, most importantly, let us play our part as individuals to help rectify the public perception about us in the longrun. Today from 7-8pm, the Country Director shall be live on KFM speaking about this topic with other experts, tune in to the Hot Seat to be part of the discussions.

Below are the links to some of the stories published.

<https://mulengeranews.com/shame-as-huge-scam-locks-the-dgf-project/>

<https://chimpreports.com/long-read-corruption-scandals-threaten-to-sink-wealthy-donor-funded-democratic-governance-facility/>

<https://www.monitor.co.ug/News/National/Donors-freeze-NGOs-corruption-International-Alert/688334-5149802-f734s0/index.html>

## Imagine the Impact of Menstrual Health on National Development

**By Nivatiti Nandujja**

As the world commemorated the Menstrual Hygiene day (28<sup>th</sup> May) men kept on asking what this meant? At office some male supervisors could not realise how this was important to the female staff they supervise, and others had no idea what it's all about. Ideally the day is meant to provide an advocacy platform to amplify the voices of girls and women to good menstrual hygiene management in schools, communities, at office and at home.

Menstruation is the process where the uterus sheds blood and tissue through the vagina. This is a natural and healthy process for girls and women of reproductive age. A menstrual cycle is the biological change that takes place in a woman or girl's reproductive system to prepare her body for a potential pregnancy and it's often 28 days long, but it can be shorter or longer. The changes are triggered by hormones. It begins when a girl reaches puberty and continues until she reaches the end of her fertility-menopause.

Due to gender inequality and extreme poverty, women and girls often suffer exclusion, neglect or discrimination. Poor menstrual hygiene caused by lack of education on the issue, persisting myths and stigma, limited access to hygienic menstrual products and poor

sanitation infrastructure undermines the educational opportunities, health and overall social status of women and girls in Uganda. Some associate menstruation to being dirty and others cultural taboos they are discriminated from serving food, entering religious places (mosques-muslims), others are improvising with banana fibres. To a certain extent some stigma is self-imposed like some do not want to talk about their experiences during menstruation due to socialization and others consider it too private as opposed to breaking the silence. In rural areas, often girls fail to attend school because of fear to manage menstrual hygiene as well as lack of medication to treat menstruation-related pain.

This all contributes to higher rates of school absenteeism and poor educational outcomes. Even among the educated, they fear explaining their experiences to their male supervisors lest they earmarked as being lazy.

ActionAid has thus joined in the campaign on menstruation by setting up a plan to train school going girls in making reusable sanitary towels to enable them stay clean, empower them economically but also build their confidence as women who should be proud of their womanhood. The trainings shall be schools across Pallisa district, a pilot project that shall later spread out to other districts.

## **Voice Project Crowned with a National Level Colloquium!**

### **By Brenda Namirembe**

On 30<sup>th</sup> May 2019, AAIU in partnership with the VOICE consortium, Trac FM and Environment Alert organized a national level colloquium to discuss contemporary land issues in Uganda.

The Country Director of AAIU, Mr Xavier Ejoyi highlighted that the discussions on land matters feed into the mission and vision of AAIU which focuses on working with people living in extreme poverty who need protection of their land rights since land is their only means of survival. He also informed participants that the project was timely considering the wave of land acquisition by the government and multinational co-operations that isn't favouring the marginalized members of society and noted that citizens are not against development, but the procedures followed are questionable.



Mr Opio Robert the Acting commissioner of Land registration at the Ministry of Lands, Housing and Urban Development informed participants that the dialogue is timely since the government is undertaking many reforms in the land sector that are aimed at improving service delivery. He also noted that the ongoing reforms are rigorous and cumbersome so they all can't be undertaken at once.

There were many interesting new discussions in the land sector for example the issue of rangelands, land acquisition and Public-Private partnerships and the proposed amendment of the road bill that seeks to extend road reserves from 15 to 40 meters.

**ActionAid YESSEN Project Kotido Exposes Young farmers to best Agronomic Practices!**



Young people in Moroto undergoing training in sustainable agricultural practices.

**By Moses Ongec**

ActionAid Uganda is implementing a four year Project on Youth Empowerment for Sustainable Self Employment and National Development in the 5 districts of Kotido, Lira, Amuru, Nwoya and Pader. The Project focuses on empowering Youth to take an active role in sustainable economic activities and to contribute to national development. To respond to low employment and food insecurity among the youth, the project is rolling out Climate Resilience Sustainable Agriculture Model that ensure resilient production of food as a way of self- employment.

Kotido has high climate variability with high erratic rains interspersed with prolonged dry spell which can lead to total crop failure. In Kotido District 1,750 (1,060 female) young farmers are engaged on CRSA. However, most of the young farmers are in a transition from Pastoral livelihood to agricultural. Although it is uncommon, but some still plant groundnuts in it's shells and regard planting in rows as a waste of time and energy.

Allowing youth from such communities to interface with best agronomic practices like planting in rows and mulching has helped them learn the advantages of the Morden practices over their archaic practices. An exposure visit to Ngetta Zonal Agricultural Research and Development Institute (ZARDI) in Lira was organised on 31<sup>st</sup> May 2019. The Objectives of the cross learning visit was to improve the knowledge of the youth on best agronomic practices more particularly soil and water conservation, plant care, pest and disease identification and management, and enhance group knowledge on agri-business so as to be self-employed. From the visit, the slogan, "seeing is believing" came true as the farm manager inspired Youth Club leaders to think outside the box and change their communities through agriculture. The visit was more focused on vegetable production, oil crops and cereals which crops are being produced in Kotido, in CRSA demonstration farms. The Agricultural Officers from the respective Project sub counties helped the Youth to customise the learning to the context in Kotido.