



A MESSAGE OF CHANGE FROM AN AFRICAN GODDESS

Isis-WICCE Annual Report 2013



Isis-Women's International Cross-Cultural Exchange
(Re)creating Peace Internationally

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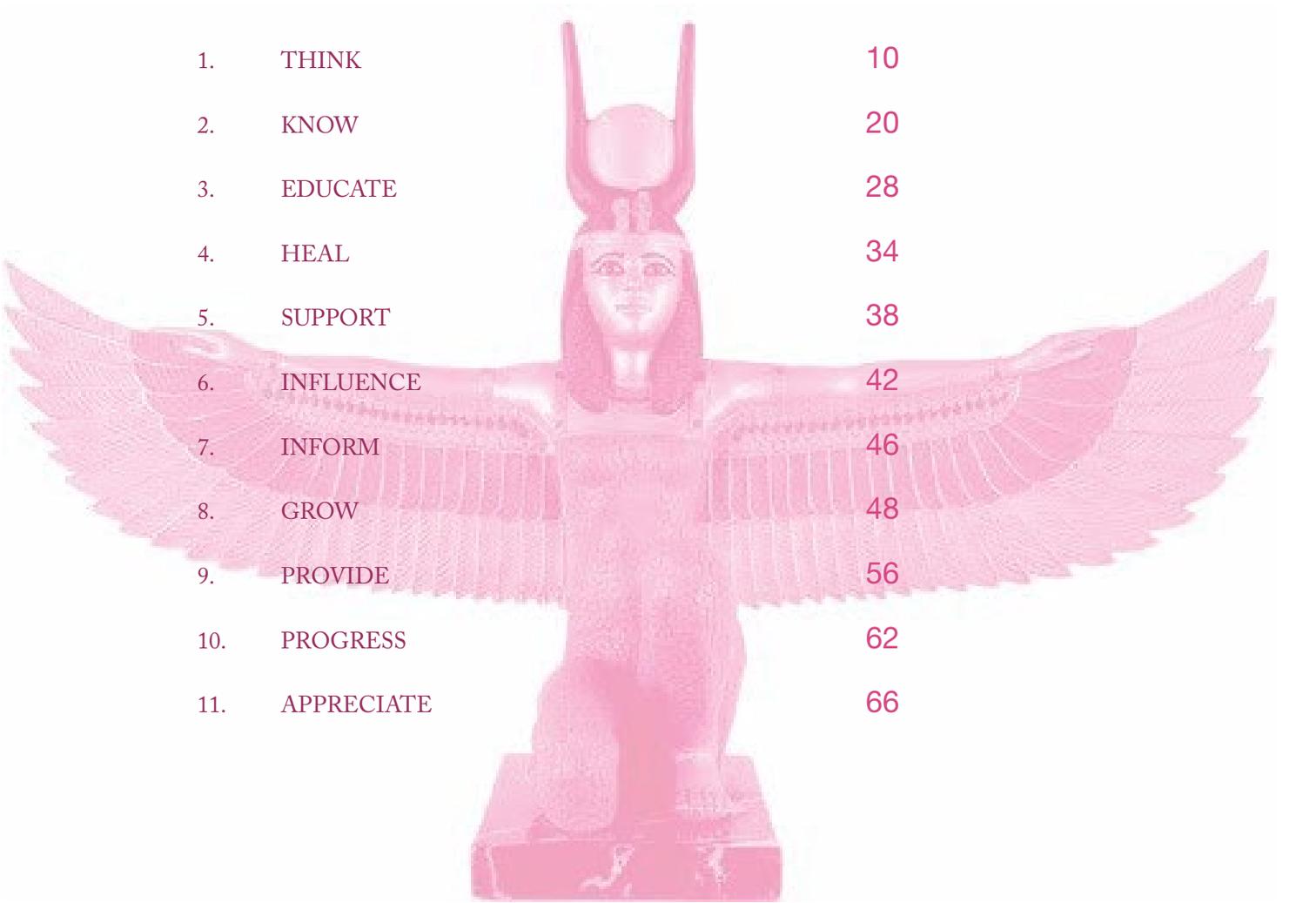


Isis-Women's International Cross-Cultural Exchange
(Re)creating Peace Internationally

Acronyms

AIR	African Institute for Integrated Responses to VAW and HIV/AIDS (AIR)
AU	African Union
AMICALL	Alliance of Mayors and Municipal Leaders on HIV and AIDS
APDP	Association of Parents of Disappeared Persons
CEDOVIP	Center for Domestic Violence Prevention
CEWIGO	Centre for Women in Governance
CSOs	Civil Society Organizations
CSW	Commission on the Status of Women
CEDAW	Convention on the Elimination of All forms of Discrimination Against Women
DRC	Democratic Republic of Congo
FF	Ford Foundation
GBV	Gender Based Violence
GIMAC	Gender Is My Agenda Campaign
GMR	Global Monitoring Report
HURINET	Human Rights Network
ICGLR	International Conference on the Great Lakes Region
Isis-WICCE	Isis-Women's International Cross Cultural Exchange
MDGs	Millennium Development Goals
MPs	Members of Parliament
NAPs	National Action Plans
NGOs	Non-Governmental organizations
OPM	Office of the Prime Minister
PRDP	Peace Recovery and Development Plan
POMA	Public Order Management Act
PMC	PRDP Monitoring Committee
PSTD	Post Traumatic Stress Disorder
SGBV	Sexual Gender Based Violence
TUCEI	Tumbula Community Empowerment Initiative
UHRC	Uganda Human Rights Commission
UN ECA	United Nations Economic Commission for Africa
OHCHR	United Nations Office of the High Commissioner
UNSCR	United Nations Security Council Resolution
USA	United States of America
UWONET	Uganda Women's Network
WHRDs	Women Human Rights Defenders
WTF	Women's Task Force
WOUGNET	Women of Uganda Network

Inside the goddess' message of change



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Dear Friends,

The year 2013 was the year we began implementing our new strategic plan. We developed our new strategic plan after series of sessions involving reflections, critiques and strategizing for the future. In line with the goals and objectives of the strategic plan, we have amplified voices, we ignited women's agency to re(create) peace as defined by women. Oftentimes development approaches involve planning on behalf of communities. The implementation of those plans tends to perpetuate inequalities and disenfranchise women. Our approach to work recognizes and respects the voices of women, girls, men, and boys in armed and post conflict countries. We challenged governments to deliver on policy promises and commitments made at national, regional and international levels through our documentations that reveal gaps in policy implementation particularly for countries where we worked. We provided healing to women; we believe that peace building cannot be sustained without healing the body, mind and spirit of women survivors.

Over time, we observed that quantifying this type of work is very difficult, however we have used women's stories to capture the changes in their lives, we have developed a monitoring framework to help us track the work we do and the difficulties that arise from the nature of our work.

We are consoled that when we heal one woman, when we shift one woman's life, it will impact on her wellbeing and also impact on the socio economic status of her family and the community at large.

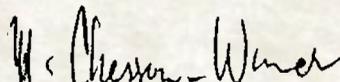
Further, we are encouraged by the commitments that have been made towards supporting women in leadership and improving the lives of women survivors. While we remain firm believers in the agency of women as peace activists, we believe that if all the commitments made are honored, then the transformation of women's leadership will translate into more significant differences in the lives of women survivors.

Thank you for your interest and support.

Warm regards,



Ruth Ojiambo Ochieng
Executive Director
Isis-WICCE

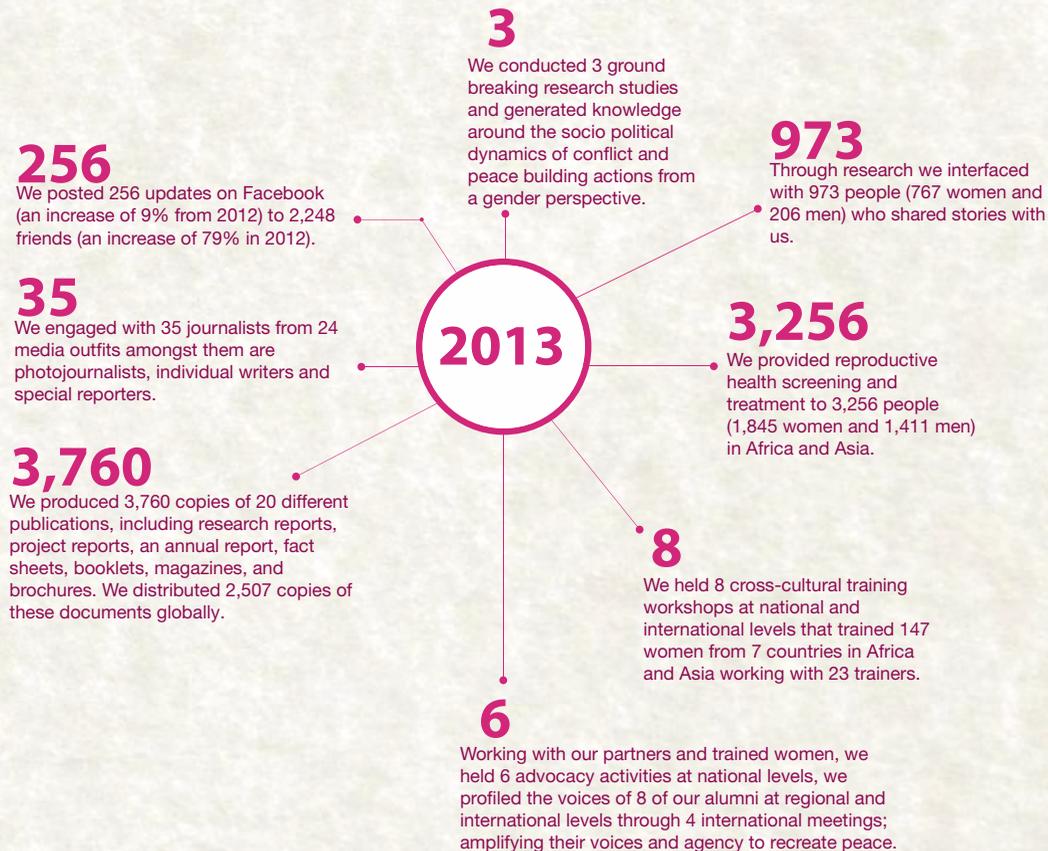


Cllr. Yvette Chesson-Wureh
Board President
Isis-WICCE



Ruth Ojiambo Ochieng, the Executive Director of Isis-WICCE receiving an appreciation from the Board President Cllr. Yvette Chesson-Wureh for the work well done in the last 20 years and particularly in 2013.

A glance at 2013 in figures



We hope that by the time you read the rest of the report you can make sense of the magnitude of our work despite dwindling resources for women's rights work globally. During the year 2013, we gave serious thought to the work that we do. We consulted widely as we reflected deeply. It is through such processes that we continuously improve our work and develop ideas and plans on how to make genuine difference for our constituency. We begin this report with a brief on the critical thinking that made 2013 a special year at Isis-WICCE.



Associate Professor Josephine Ahikire facilitating a high level workshop with Uganda female parliamentarians to generate data for the women political participation research.

1. Think

“The gods had condemned Sisyphus to ceaselessly rolling a rock to the top of a mountain, whence the stone would fall back of its own weight. They had thought with some reason that there is no more dreadful punishment than futile and hopeless labor.” – Albert Camus

Our work is important. Not just because we say so. It is important to the millions of women and their communities who have been, who are, and who will be affected by armed conflict. They believe in our work and they know the difference that Isis-WICCE strives to make in their lives. Yet we live in a world that is incessantly plagued by armed conflict and patriarchy. This means that our work has no end, but most importantly, our work must continue. However, we do not wish to continue working our hardest and making whatever difference we can only because armed conflict, militarism and patriarchy persist. While bordering on Sisyphean, such efforts do yield fruit, but not the kind that we dream about. We wish to optimize the difference we make in the lives of women affected by conflict, and maximize the realization of women leaders’ potential as agents of change. That is why Isis-WICCE has been thinking for decades and continues to think. When we began offering free medical services to women affected by conflict in the 1980s, it was because we thought about our work and came to the understanding and conviction that more needed to be done than amplifying women survivors’ voices through research and documentation. When we began supporting promising women leaders as they embarked on political careers, it was because we thought about the need to replace the indifferent people posing as leaders that we often encounter in our work; those who demonstrate little to no appreciation of concepts such as service, accountability, feminism and human rights. We appreciate the value and importance of thinking, especially in our line of work.

In 2013, Isis-WICCE’s hard working and dedicated team consulted critical thinkers and invited a network of feminist leaders to a series of strategic discussions. Tough questions were asked and new ideas were born.

“ We wish to optimize the difference we make in the lives of women affected by conflict, and maximize the realization of women leaders’ potential as agents of change.”



Hon Rebecca Alitwala Kadaga, Speaker of Parliament of Uganda sharing a light moment with Margaret Dongo a freedom fighter from Zimbabwe during the Think Tank in Kampala.

THE TOUGH QUESTIONS

How can we make a difference in the way that we deliver change and advocate for change?

The toughness of this question lies in the fact that we have been making the same meaningful difference in different contexts, yet we continue to encounter the same barriers and hurdles in our work that are yet to be properly understood and overcome. If we could, we would change the world, so that our work would not even be necessary. Instead, we ask ourselves how we can use what we have to improve the effectiveness of our strategies and the impact of our efforts, for the betterment of women affected by conflict and their communities.

Why is it that the increase in the number of women in politics has not resulted in commensurate social change for women?

For many years, we were not alone in believing that the lack of social change for women and in many instances retrogressive change was a result of indifference and the lack of political will among those we call our leaders. Many thought that this was simply because the majority of our leaders were men who could not be expected to fully understand our advocacy or make the kind of commitments that women would make towards “women’s issues”. The solution, it was thought, was to increase the number of women in politics. In many countries, a critical mass of women in politics has been achieved, yet the kind of change we hoped for has not been realized through this achievement. South Sudan is a case in point. Isis-WICCE supported women leaders in South Sudan and contributed significantly to the increase in participation of women in politics. These are women leaders who Isis-WICCE has had the opportunity of working with and with whom Isis-WICCE has shared leadership skills and concepts that would put them in a position to make a significant and lasting difference. Yet, “something happened” to South Sudanese women’s peace building efforts as we learned from our South Sudanese sisters in 2013; months later the world watched in shock, horror and disbelief as civil war returned to the world’s youngest nation. Answers had to be sought, and so Isis-WICCE began asking tough questions.

Is connecting with the women's movement a political liability?

"The word itself comes with such bad baggage. You'll have women who if you listed out major ideas of gender equality, they would agree with them, but then if you said, "are you a feminist?" they'd say "no." That's one of the reasons I wanted to use the word feminism. [I wanted to] talk to young people, and say, 'forget the history of the word and the baggage it carries, and think about the idea of it.'" - Chimamanda Ngozi Adichie, Nigerian author and activist

While many women leaders continue to enjoy the support of the women's movement, it would seem as though the relationship is not always reciprocal. Isis-WICCE began asking tough questions, not to apportion blame or to cause guilt, but to understand the situation with the intention of precipitating change.

What is the effectiveness of international human rights frameworks in the protection and advancement of women's human rights?

"There is a link to local issues and global jargon. Recognizing that link will help us make the connections to further social change. What we call gun culture is militarism; domestic violence at the local level is women's peace and security at the international level; and sweatshops in the community are smaller reflections of systemic poor labor practices at the global level. Therefore, when you address the needs of your local community, you are addressing global issues. Global activism is never successful without local strength. There is no global movement without local roots. When you are doing local activism, you know the terrain, you the actors, and you know where to hit and where to evade. Activism is not an intellectual pursuit. It is conviction from within that keeps you going."

- Leymah Gbowee shares her thoughts during a class lecture with undergraduate students.

It is exactly 13 years since the adoption of United Nations Security Council Resolution 1325 on women, peace and security. Nepal, Liberia, Democratic Republic of Congo and Uganda are some of the countries where Isis-WICCE has worked which have developed National Action Plans (NAPs). However, countries in conflict, and those in post conflict continue to witness increased sexual gender based violence. This has led to several follow up Resolutions 1888, 1889, 1960 and most recently 2122. Isis-WICCE has evaluated the implementation of the NAPs and found that most governments have planned but failed to provide resources. One of the main criticisms of UNSCR1325 has been its lack of strong focus on protection and the absence of sanctions for non-compliance. After thinking about these gaps, it becomes clear that alternatives are needed for effective policy implementation.



The Strategic Plan (2013 - 2017)

“Thinking is learning all over again how to see, directing one’s consciousness, making of every image a privileged place.” – Albert Camus, The Myth of Sisyphus

In 2013, Isis-WICCE launched and began implementing its strategic plan for the period 2013-2017. The six strategic visions in the plan were derived through a painstaking process of thinking with various stakeholders and consultants who are passionate about Isis-WICCE, and who understand Isis-WICCE’s work. Here is a brief look at the six strategic visions:

1. Increased collaboration, agenda setting, and knowledge generation
2. Strengthened women’s activist leadership and political participation
3. Increased communication and knowledge management for connections, visibility and influence
4. Restored women’s bodily integrity and dignity
5. Scaled up fundraising, enhanced marketing and communication strategies
6. Strengthened organizational development and stewardship

A brief summary of how Isis-WICCE has been implementing these broad strategic visions is presented in the Progress section towards the end of this report.

The Isis-WICCE Think Tank

“In order to understand the world, one has to turn away from it on occasion. [The Minotaur]” – Albert Camus, The Myth of Sisyphus and Other Essays

The concept of bringing together activists, scholars, journalists, politicians, freedom fighters, commissioned mayors and others for the purpose of thinking critically about the broader context of Isis-WICCE's work was itself born from thought. Many questions needed to be discussed, and ideas generated, for the sake of meaningful progress in our work. These kind of meetings will be convened periodically, building on the thoughts and conclusions of previous meetings. We like to think, and act on our thinking.

The Isis Peace Centre

“There is no longer a single idea explaining everything, but an infinite number of essences giving meaning to an infinite number of objects. The world comes to a stop, but also lights up.” Albert Camus, The Myth of Sisyphus and Other Essays

After a series of thinking processes in 2013, Isis-WICCE identified a common thread present in almost each process; the need for a new space in which old challenges can be approached in new ways; enhancing cohesion within the women's movement, customizing support for women leaders who seek it, theorizing our work, co-creating alternatives with support from a broader network, providing a safe space for critical yet unheld discussions and further thought processes. The concept is continuously evolving, according to the needs identified through thought processes. Isis-WICCE is not alone in being very excited about the Isis Peace Centre and its potential to unhinge doors that have kept women “locked out of peace and security discourses”. The Isis Peace Centre also seeks to provide a space for healing both both Women Human Rights Defenders (WHRDs) and women survivors.

All this thinking is at a time when women's effective leadership is increasingly under scrutiny. Globally, particularly in Africa the number of women in leadership has increased significantly. However, the actual benefit of this increase is not very obvious in the daily lives of women; for many women, the resulting change has been minimal and in some cases completely absent. Many of those who are bold enough to ask questions about the actual difference made by the increase in women leaders may not be aware of the largely unacknowledged impact of militarized governance on women's leadership and gender equality. In 2013, Isis-WICCE questioned the essentialist notion that structures of governance particularly political parties, bureaucracies, the military and economic institutions are assumed to be generally available to all citizens, and that when women leaders enter such structures they find an enabling environment for them to promote gender equality. Through research, Isis-WICCE has revealed that these assumptions do not hold. Women in political and appointive leadership are faced with multiple challenges including sexism, institutionalized patriarchy and structural inequalities. These are some of the challenges that make it difficult for women leaders to pursue gender equality goals. Further, not all women in leadership positions have gender equality as their focus, and they do not necessarily have similar objectives with the women's movement.



Hon. Vabah Gaylor and Ms. Hope Chigudu

Renewed Hope Inspires and Rewards Thinkers

“Where would his/her torture be, indeed, if at every step the hope of succeeding upheld him/her?” –
Albert Camus

Isis-WICCE’s investment in thinking is made worthwhile by the changes it inspires. This report argues for a transformative approach to leadership that takes into account the patriarchal nature of governance to develop alternative approaches to more effective women’s leadership. For this to happen such transformative approach must challenge existing policies and practices and develop new perspectives to women’s leadership that is more practical and realistic.

In 2013, Isis-WICCE started to test the ground for these new approaches, creating knowledge that will help with understanding the current situation (Knowledge Generation), creating space for women leaders to interrogate the nature of leadership and the nature of governance (Skills Building and Think Tanks), allowing women to tease out new ways of creating sustainable change (Illuminating Voices), and engaging with institutions to open up new ways of thinking and working for the benefit of women.

Using the outcomes of the various evaluations in 2012 and one in early 2013 we developed programs in line with the new strategic plan, taking into account the gaps identified by the evaluation processes. The period also witnessed increased conflict in the Democratic Republic of Congo, Central African Republic and towards the end of the year the conflict in South Sudan. We have observed the reversal into conflict of countries still rebuilding; and our reflections are on why the conflicts continue despite several international and regional efforts to maintain or bring about peace. We have come to the conclusion that until women are part and parcel of peace building and post conflict reconstruction, sustainable peace cannot be achieved. Women make half of the world’s population and the same applies to most countries, without the views, concerns and needs of half of the population being addressed, peace can never be achieved. It is our hope that in the years to come and in current peace building efforts, the patriarchs will recognize this gap and address it as a matter of urgency. Particularly as we build momentum for the commemoration of 15 years of United Nations Security Council Resolution 1325 in 2015, and 20 years after the Beijing Declaration and Platform for Action.

During the year, Isis-WICCE engaged in various efforts at global, regional and national levels to influence the post 2015 agenda and the development of Vision 2063 by the African Union. Our influence was grounded in our rich knowledge generation that provided evidence and made a case for peace and security to be positioned in the post 2015 agenda. Without peace and human security for women, sustainable development will remain a fallacy. The year 2014 is an important



Asia participants of the 2013/14 International Exchange Programme Institute in a training session

year for us at Isis-WICCE as we mark twenty years of our existence in Africa, we are conscious of the various dates that are also being marked in the whole spectrum of peace and development. It is 14 years since the adoption of the UNSRC1325; 14 years of the Millennium Development Goals (MDGS); and 19 years since Beijing. It presents us with a unique opportunity to evaluate where we are coming from, where we are now, and where we are going. We are committed to using our different approaches and strategies to contribute to the achievement of these goals, but also reflect alongside the world and contribute to carving a way forward for a more peaceful world.

The work described in this chapter is relevant to the following strategic visions in Isis-WICCE's new strategic plan:

1. Increased collaboration, agenda setting, and knowledge generation
2. Strengthened women's activist leadership and political participation
3. Increased communication and knowledge management for connections, visibility and influence
4. Scaled up funding, enhanced marketing and communications strategies
5. Strengthened organizational development and stewardship

2. Know

KNOWLEDGE IS POWER

Some phrases, though cliché, remain powerful and true. “Knowledge is Power” is brought back to life when women who have been affected by conflict use evidence-based advocacy to demand peace on their terms. Being able to quote women and provide accurate and credible information on issues for which research has been conducted gives women peace activists a formidable tool with which they can challenge unfavorable power dynamics that hinder peace. Even for well-established international organizations such as Isis-WICCE that value knowledge, there is no shortage of questions when it comes to women, peace and security. However, there are not nearly enough answers for those questions.

“ The main question is: has women’s political leadership translated to increased gender equality?”

Our quest to provide answers to looming questions led us to carry out three major research studies. The aim was to provide answers and generate knowledge so as to challenge current thinking and practices concerning women, peace and security.

The debate about the relevance of women’s participation in peace building and post conflict reconstruction processes has been raging since women started calling for equal participation in peace and security. The reason for women’s lack of involvement has been interrogated over time, yet no concrete reasons have been brought forward. The general argument is that women play critical roles during and after conflicts, and that such roles point to their agency which could be useful in addressing the conflict and achieving sustainable peace. Another question that has complemented this discourse is the issue of the significance of increased women’s participation in political leadership. The main question is: has women’s political leadership translated to increased gender equality?



Isis-WICCE enjoys great satisfaction when new knowledge flows through the minds of women leaders, ultimately resulting in change. This photo was taken during Isis-WICCE's training sessions on budget advocacy held in Lira Palwo, Agago District, 2013.

More about UNSCR 1325 and commitments towards women's participation

Isis-WICCE previously documented women's unique approaches to peace building in the Mano River Basin of Africa. As a follow up, another study was conducted to assess the extent to which the peace building efforts of women resulted in the honoring of commitments made towards women's participation in post conflict reconstruction and rehabilitation in Burundi, Liberia and Sierra Leone. The United Nations Security Council Resolution 1325 provides for women's participation in post conflict reconstruction and rehabilitation.

“...in situations where the numbers of women in decision making has increased significantly, their substantive contribution to gender equality and women's empowerment is being questioned.”

Findings reveal that in the three countries, governments have shown political will to involve women through the development of National Action Plans (NAPs) for UNSCR1325 and other gender equality related laws and policies. A significant increase in women's participation has been recorded. However, in the researched countries and in other African countries, governments have not made any deliberate efforts to ensure women's participation. Ironically, in situations where the numbers of women in decision making has increased significantly, their substantive contribution to gender equality and women's empowerment is being questioned. Following this therefore, we narrowed our next research to Uganda as a pilot study to find out if the significant increase in the number of women in political decision making has closed the gender gap, and to explore the nexus between the women's movement and women in political leadership.

More about women's effective participation in politics

“Patriotism in the female sex is the most disinterested of all virtues. Excluded from honors and from offices, we cannot attach ourselves to the State or Government from having held a place of eminence. . . . Yet all history and every age exhibit instances of patriotic virtue in the female sex; which considering our situation equals the most heroic of yours.” - Abigail Adams



Representatives of women peace activists from Goma, DRC making a press statement calling for the inclusion of women in the DRC peace process in Kampala. From right Madam Bernadette Muongo and Nana Bindu.

The mere presence of women in politics has not only normalized women's status as political actors but has also led to uneven and unimpressive legislation towards gender sensitive laws. The change in women's lives is far from satisfactory and this raises broader questions that relate to the context as well as the conditions under which sustainable gender equality is and ought to be pursued.

The study identified five main obstructions faced by women political leaders; militarism, multiparty dispensation, sexual pacification, commercialization of politics and inadequate gender knowledge and capacity. The desire for women political leaders to make a difference in politics should be seen or judged within the contexts of patriarchal colonial oppression, newly independent government regimes that either suppress or co-opt women into male dominated political structures, and regimes promoting ameliorative politics of affirmative action. The research observed that Uganda's political context remains volatile, highly informed by historical and social cultural processes whose implicit and explicit impact on political relations between women and men as political actors cannot be underestimated.

Developing a feminist Political Agenda entails a conscious process that is geared towards moving beyond struggles where women are only seen as contributors, whose role is supplementary rather than being the core of political transformation. The study also calls for building synergies between women political leaders and the women's movement to be able to create formidable accountability structures, leverage human and financial resources as well as collectively build gender capacities of women in political leadership. The findings formed the basis for the first regional women's Think Tank that was held in October, 2013.

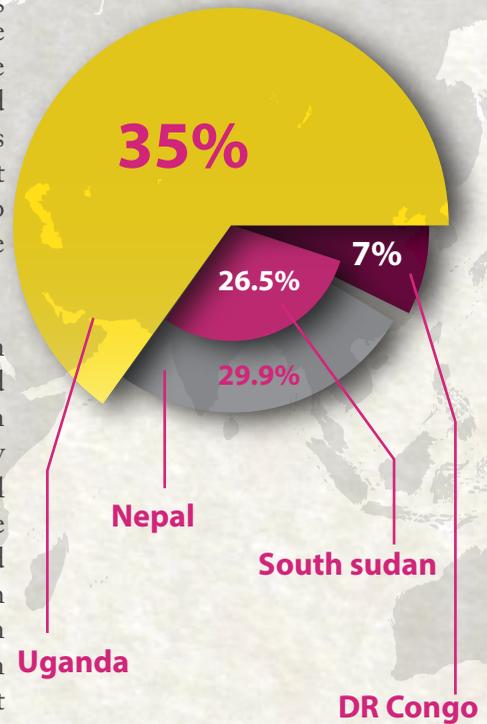
In addition to the research mentioned above, five country assessments were carried out to ascertain the level of implementation of UNSCR1325 and all other related instruments, and also identify existing laws that address sexual and gender based violence. The assessment provides a baseline to assess the level of policy influencing after the two year training circle of the International Exchange Program Institute; the assessments were carried out for Democratic Republic of Congo (DRC), South Sudan, Uganda, Burma and Nepal.

The five countries of the Institute have experienced long periods of conflict, from the assessment it was obvious that the impact of war on women globally is gendered. However, in the post war period women continue to suffer different forms of physical and sexual violence with no legal or social justice. In Burma, Nepal, DRC, South Sudan and Uganda women played significant roles during the conflict; transforming their gender identities but the reintegration process has excluded them and their needs. The other similarity among the countries is the rise in gender based violence with high levels of impunity for this and other forms of human rights violations. In addition, the five countries have adopted various policy frameworks in line with international mandates

such as the Domestic Violence Act and Human Trafficking Acts in Uganda, Nepal and DRC. Nepal declared 2010 the year to combat violence and even established a unit in the Office of the Prime Minister to monitor gender based violence (GBV) related complaints. The analysis reveals that these national legislations and programs have not been effective in curbing violence against women due to weak implementation and lack of political will to provide adequate resources for their implementation.

The level of women's participation in decision making in Myanmar is minimal, for example only 1% participated in the drafting of the 2008 constitution; and most high ranking jobs are only available to candidates with military background, who are mostly males. Uganda, Nepal and South Sudan have made significant progress in the percentage of women in parliament with 35%, 29.9% and 26.5%; it is only Congo that has a percentage of 7.4% which is expected considering that the country has remained in conflict with various rebel groups operating in the eastern region. The increase in women's participation has not led to the incorporation of their needs in post conflict reconstruction; this will require more involvement of women in the implementation of the various mechanisms and agreements as demanded by UNSCR 1325.

Some of the lessons learnt in the thirteen years of the declaration is lack of enforcement of implementation and more so most of the indicators are quantitative and only indicate whether an intended activity has taken place or not. The indicators do not determine the quality of the work being done. Despite the gaps, women human right defenders in the five countries have continued to contribute towards the implementation of UNSCR1325 in various ways, such as providing leadership skills for women, advocating for their inclusion in decision making and providing protection and prevention services for gender based violence.



“Uganda, Nepal and South Sudan have made significant progress in the percentage of women in parliament with 35%, 29.9% and 26.5%; it is only Congo that has a percentage of 7.4% which is expected considering that the country has remained in conflict with various rebel groups operating in the eastern region. ”

More about women's flight from conflict in DRC

“Based on these perspectives, the study argued for the effective integration of the concerns and needs of women in peace building processes, including ensuring their participation as mandated by various international human rights frameworks...”

To profile the voices of women refugees and make a case for their participation in peace building, we also carried out a study on DRC women refugees' flight experiences to Uganda. The study focused on refugees who fled Kamango village in eastern Congo to Bubukwanga Reception Centre in Bundibugyo District and later settled at the Kyangwali Resettlement Camp in Hoima District. The study adopted a feminists' stance that challenges the hierarchical ways of creating and distributing knowledge about women's experiences of conflict which often silence the voices of women.

The study found that the impact of the attack on the population was huge, particularly for women; deaths, separation of families, forced displacement, trauma, loss of livelihood and gender based violence. In addition refugees were faced with very harsh conditions in the camps. They suffered food shortages, poor sanitation and lack of access to clean water, lack of access to livelihood and education, isolation from communities and inadequate land for cultivation. Despite these challenges, women have taken up the responsibility of providing food and care for their families; this includes walking long distances to fetch water and firewood. Some have started small businesses like selling small items to earn money. The ability of women to exhibit and use their agency by providing protection, care and food for family members shows the ability of women to devise strategies to deal with complicated and difficult situations.

This is a clear indication of the gendered nature of flight, resettlement and reintegration. Based on these perspectives, the study argued for the effective integration of the concerns and needs of women in peace building processes, including ensuring their participation as mandated by various international human rights frameworks, especially UNSCR1325 (2000) and 2122 (2013). It is important to include all people, especially women as they have been excluded, in the planning, designing and monitoring of all aspects of emergency programs.

In Uganda, an assessment of governments response to GBV was carried out, to determine the current status of government response to inform project activities, and also contribute to the regional assessment that responds to the demands by the International Conference of the Great Lakes Region in line with the Angola declaration that demands for a report on the implementation of the Kampala Declaration at country levels. Using information obtained from the assessment and those from five other countries in the Great Lakes Region, Isis-WICCE produced a report, which was presented at the International Conference on the Great Lakes Region (ICGLR) Civil Society Organizations (CSOs) Consultative meeting in Burundi. The initial findings indicate that while most countries in the Great Lakes Region have responded to the call for governments to put in place laws and policies to protect and prevent GBV, most of these laws and policies lack resources for implementation. The findings informed Civil Society's statement to the Heads of State in Angola that stimulated the demand for country level reports. The more comprehensive report that will assess the entire region would be presented at the 2014 Heads of State Summit in Kenya.



The work described in this chapter is relevant to the following strategic visions in Isis-WICCE's new strategic plan:

1. Increased collaboration, agenda setting, and knowledge generation
2. Strengthened women's activist leadership and political participation
3. Increased communication and knowledge management for connections, visibility and influence

“The initial findings indicate that while most countries in the Great Lakes Region have responded to the call for governments to put in place laws and policies to protect and prevent sexual gender based violence, most of these laws and policies lack resources for implementation.”

3. Educate

We built skills to make the kind of difference we would otherwise only dream about

“The only thing that changed when I was shot, is that weakness, fear and hopelessness died.” - Malala Yousafzai

“...we provide women with opportunities for the development of feminist peace building skills such as research, documentation, and evidence-based advocacy”

Isis-WICCE collaborates with an impressively broad range of people and entities around the world; women survivors, doctors, psychologists, local government leaders, government departments, regional and international mechanisms, as well as development partners. We truly appreciate the value of collaboration in delivering change. However, through collaboration, we have also developed a keen appreciation of the value of education in delivering change. When we meet women who have survived atrocious violations of human rights during armed conflict, many of them display qualities of leadership. Many are recognized as representatives of women within their communities, and are respected for demonstrating agency and tenacity as change agents within their communities. Isis-WICCE is always excited to meet women who display such potential. In conflict and post-conflict settings, however, potential is not enough to deliver the kind of change that women would define as peace. That is why we provide women with opportunities for the development of feminist peace building skills such as research, documentation, and evidence-based advocacy; core items in a broader set of skills that Isis-WICCE provides for women leaders to deliver far more impressive change in the way of women's peace.

Through this type of education, women's feminist leadership capacities have been enhanced for the realization of peace as defined by women. As a result women have utilized the power of synergy in their communities to challenge oppressive power structures and to deliver more meaningful peace for women. It has also provided women human rights defenders (WHRDs) with the skills and knowledge required to actively participate in formal peace processes as well as the designing, implementation, and monitoring of post-conflict reconstruction policies.



The 2013/14 International Exchange Program Institute participants prepared situation reports from their countries of origin. In this photo, Indra Ranamagar of Nepal shares her country's situation report with other participants from around the world.

“Isis-WICCE is committed to providing women with the requisite skills to effectively engage with peace building and post conflict reconstruction.”

However, regardless of these achievements, women in conflict and post-conflict contexts continue to live with gender-specific peace and security challenges. For instance, the pervasiveness of violence against women is evidence of the impunity with which GBV offences are committed and women’s access to all forms of justice is limited. It also shows that despite international commitments, women’s specific needs are not considered and their priorities are excluded from planning in post conflict reconstruction. In addition, the post-conflict mechanisms, including the women representatives, lack feminist perspectives and therefore do not challenge gender roles and power structures or effectively catalyze social change. Consequently, women’s concerns continue to be absent in decision making regarding peace and security, and their views, needs and perspectives are not considered when governments take action. In its wide range of actions, Isis-WICCE is committed to providing women with the requisite skills to effectively engage with peace building and post conflict reconstruction.

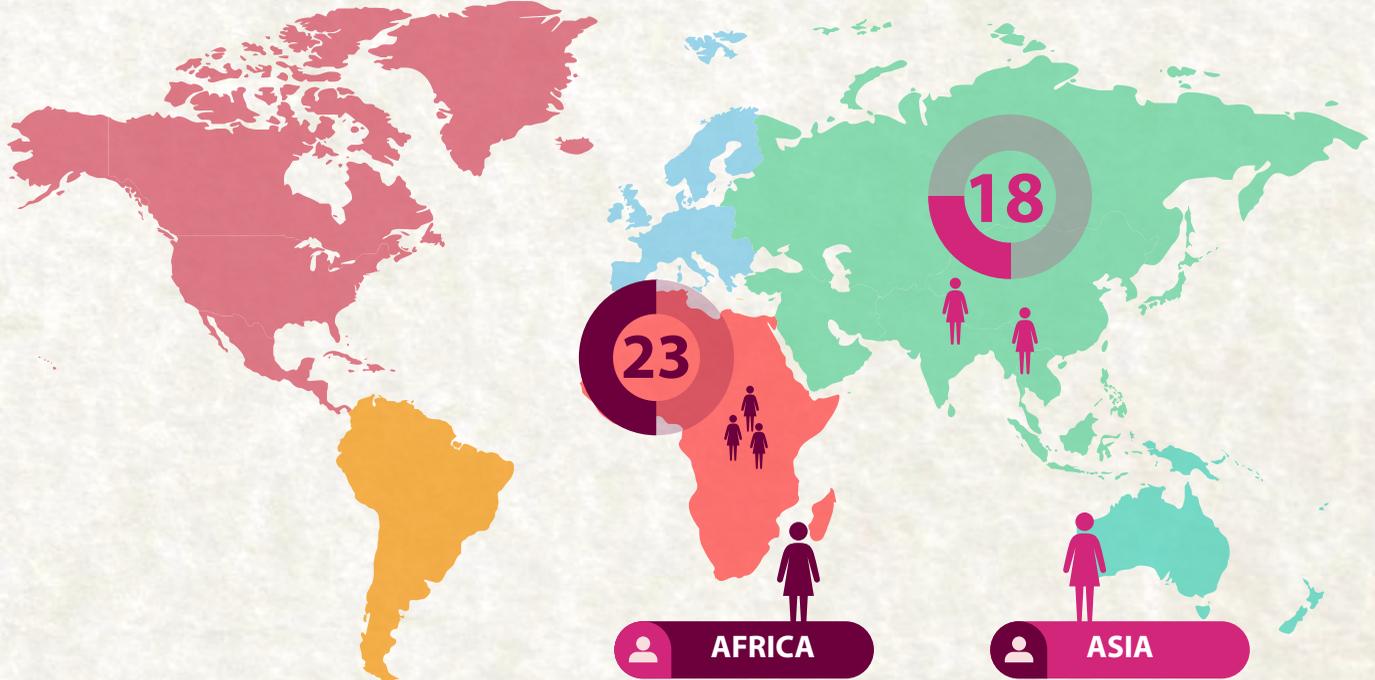
2013/14 International Exchange Programme Institute

“I think the key is for women not to set any limits.” – Martina Navratilova

With this backdrop, Isis-WICCE took a bold move to change the outlook and focus of the International Exchange Program Institute to contribute to efforts to address post conflict recovery in five countries in Asia Pacific and Africa, in response to UNSCR 1325 on women, peace and security. These countries include Burma, Democratic Republic of Congo, Nepal, South Sudan and Uganda. As a result, participants were able to engage in deeper discussion on specific peace and security issues as well as gaps in policy design and implementation within their countries. This new approach also allowed the women to share challenges, successes and possible strategies to influence their governments on policy making and implementation, to challenge oppressive power structures in relation to their effects on women (and especially their bodily integrity) and ultimately to effect social change and provide alternatives for gender equality and the empowerment of women.

Several planning meetings were held to ensure an inclusive process that taps into dynamics, current trends and mechanisms at the international and regional levels, on women, peace and security; given the international nature of the institute. Planning meetings and feedback were received through: physical engagements with strategic partners; review of evaluation feedback from institute participants, the 2010-12 External Evaluation report and Isis-WICCE's own internal staff reflection processes.

COUNTRIES COVERED BY Isis-WICCE'S INTERNATIONAL EXCHANGE PROGRAMME



The International Exchange Program trained 23 women from Africa (South Sudan, DRC and Uganda) and 18 women from Asia (Nepal and Burma in Kathmandu). Participants received training in sexual and reproductive health and rights; policy analysis and gender budgeting. To put what they have learnt into practice; between January and July 2014, participants developed country level action plans to conduct mappings of governments' response to Sexual and Gender Based Violence (SGBV) and women's rights issues with specific reference to UNSCR1325. In the third phase of the Institute planned for August 2014, participants will return for another face to face training on Advocacy and movement building, where the findings of the mappings would be shared and used to inform the training.

Strengthening capacity for team building and influencing peace building processes

Following the lack of women's participation in the peace process for the Democratic Republic of Congo, Isis-WICCE took an audacious step to engage with women on the ground and galvanize their energies towards their participation. This is within the knowledge and understanding that women of DRC have always been involved in building peace, a fact that is hardly acknowledged. The workshop was hosted jointly by Isis-WICCE, Urgent Action Fund Africa and Agency for Cooperation and Research in Development (ACORD) from July 2nd to 4th 2013 in Goma; and was attended by thirty-five women peace activists, local women's groups, staff of international organizations, and representatives of women's organizations from Goma, Bukavu and Butembo in DRC; Central Africa Republic; Burundi, Kenya, Senegal and Uganda.

The training strengthened women's peace building skills, and helped them to understand regional and global politics around the conflict in DRC to enable their effective engagement as they continue their local peace building actions. The participants questioned the lack of implementation of global, regional and national agreements towards building sustainable peace and called for respect of international human rights instrument including the recent framework of Hope by the special envoy to the UN Secretary General on the Great Lakes Region.

Skills for combating SGBV

Isis-WICCE ensured that its work in Lira district (Uganda) remained on track and relevant to the district's development plan by holding meetings with the district's leadership. Community members were trained on how to address SGBV, and a group of 30 community activists was established.

The training sessions enabled participants to see how they have used power negatively and it resulted into rifts in their families. Training evaluation revealed that trained Community Activists could more easily discuss issues that they could not talk about in the community; as such issues were considered taboos. Some men confessed to have been violent at home and others steal money from their wives but at the end of the training they pledged to respect their partners.

“I feel guilty after going through the evaluation form. I have been stealing money from my wife to drink alcohol. My wife would ask me about the money, I would deny and accuse her of taking it and demand that she looks for it at times I would beat her yet I know that it’s me who stole it. I admit that I have been unfair to my wife and from today onwards I am going to change” - Male participant.

“I got married at early age and I never enjoyed sex with my husband. My husband had an upper hand in the relationship, he was the only one who could initiate sex and also determine when to stop the act. He never cared whether I reached orgasm or not and I was told that a woman is not supposed to initiate sex because if she did then her husband would look at her as prostitute. This session has opened my eyes when I go back I am going to try to talk to him”. Female participant

Follow up support was provided in the form of field visits and telephone calls to Community Activists; which revealed that change has taken place at individual level for some of the Community Activists. For example, three male community activists indicated that they have stopped drinking as they have seen that drinking alcohol contributes to their being violent:

‘I used to drink too much, shout and fight with everybody at home, hated and one time even wanted to kill my brothers who tried to talk about my drunkenness and violence; but as I talk now, I have stopped drinking and I am no more violent. We are a happy family and I am at peace with my brothers. My family has suggested that I should get saved and wed my wife’.

During the support session, his family members came by to see the people who have changed him. This is an indication that many more people will be influenced by the change and this can be attributed to the project approach that developed criteria for the selection of Community Activists and thinking through the expected outcome that expects change at the personal level and then being able to use that change to influence others at familial and community levels.

The work described in this chapter is relevant to the following strategic visions in Isis-WICCE’s new strategic plan:

1. Increased collaboration, agenda setting, and knowledge generation
2. Strengthened women’s activist leadership and political participation
3. Increased communication and knowledge management for connections, visibility and influence

4. Heal

Why does Isis-WICCE pay so much attention to women survivors' health needs?

"I have a brain and a uterus, and I use both." - Patricia Schroeder

"Isis-WICCE is committed to providing women with the requisite skills to effectively engage with peace building and post conflict reconstruction."

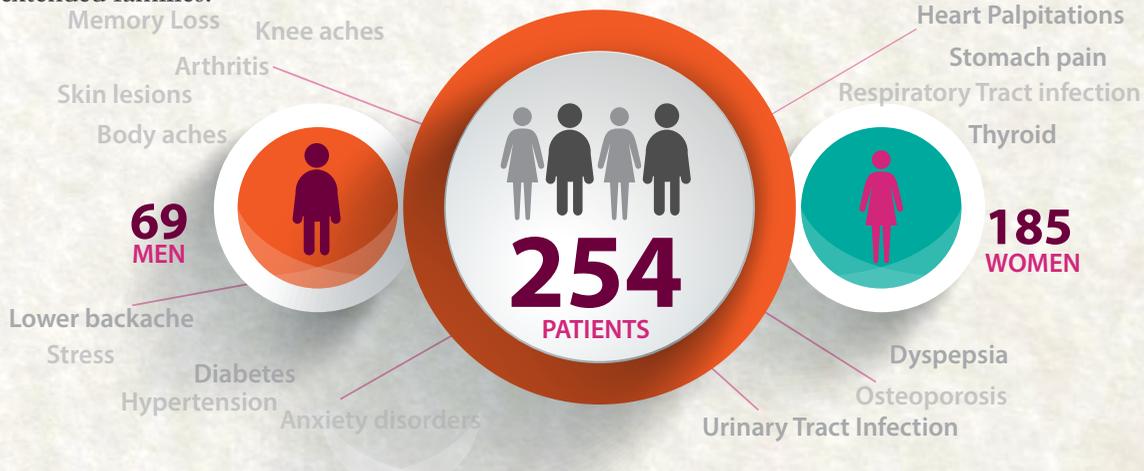
The first time Isis-WICCE decided to provide women survivors with access to medical attention in 1997, few understood and even fewer supported Isis-WICCE's actions. We persisted, and today thousands of women appreciate the medical attention they received through Isis-WICCE. We understand that women survivors, including those with excellent leadership potential, are better able to make a difference in their lives and in the lives of others if their health is no longer negatively affected as women survivors of armed conflict. For many women, the conflict ends only when their health has been restored; mental, physical and spiritual health. More importantly, Isis-WICCE is familiar with the indifference with which post-conflict interventions typically respond to women survivors' health needs, opting to pay more attention to more visible goals such as infrastructure reconstruction. This has created the need to politicize the otherwise ignored health needs of women survivors. By bringing women survivors' health needs out of the hidden realm of the personal and into more visible politicized spaces, Isis-WICCE creates opportunities for advocacy. Communities begin to question the stigma suffered by women, and the post-conflict interventions' neglectful approaches towards women's survivors' health needs. In Isis-WICCE's experience, this type of community driven advocacy for women's health needs is more effective and more sustainable; communities continue asking for health services from their governments long after Isis-WICCE has provided emergency medical attention to survivors.



Thousands of women have received free medical attention at Isis-WICCE's healing camps, such as the one hosted in collaboration with Jammu/Kashmir Voluntary Health and Development Association in Kashmir, India.

The outcome revealed the huge psychological impact on so-called “half-widows”; women whose husbands’ whereabouts remain unknown.

In conjunction with Jammu/Kashmir Voluntary Health and Development Association in Kashmir Isis-WICCE carried out a study on the “Impact of Conflict on the Health of Half Widows in Kashmir-India” in 2012. In our action oriented feminist approach to research, we went back to conduct a health camp to respond to the physical and psychosocial health problems of women observed during the study, three specialized health camps were organized in Srinagar, Baramulla and Kupwara districts. The 45 female respondents who were interviewed during the study together with their family members benefitted from the health camp, given that they live as extended families.



The health camp was conducted in partnership with the Association of Parents of Disappeared Persons (APDP) and medical professionals, including Physicians Gynecologists and Psychiatrists. 254 patients (185 women and 69 men) were examined; most of them had at least 4-5 ailments which included: Thyroid, Stomach pain, Lower backache, Diabetes, Dyspepsia, General weakness, Respiratory Tract infection, Hypertension, Anxiety disorders, Headache, Limb/Leg pain, Depression, Post-Menopausal symptoms, White discharge, Urinary Tract Infection, Restlessness, Hyper pigmentation, Heart Palpitations, Loss of appetite, Failure to thrive, PTSD, Arthritis, Sleep disorders, Body aches, Eye ailment, Skin lesions, Osteoporosis, Dysmenorrhia, Stress, Knee aches, Memory Loss and Fracture. The camp was aimed at providing immediate response to women’s medical and psychological needs.

The work described in this chapter is relevant to the following strategic visions in Isis-WICCE’s new strategic plan:

1. Increased collaboration, agenda setting, and knowledge generation
2. Restored women’s bodily integrity and dignity

The Peace Exposition is an Isis-WICCE innovation that provides a platform for women to learn from each other and interact with leaders on how to address a selected issue that affects women. During the 2013 Peace Exposition in Karamoja (Uganda), Isis-WICCE expanded the reproductive health screening to specifically screen for cervical cancer and also provided practical skills to 17 health workers from Kotido district with knowledge in conducting cervical cancer screening. This was aimed at retaining skills for continuity and also to build local capacities. Subsequently, the medical professionals and trained personnel screened 3,002 women and men of various reproductive health ailments as indicated in the table below:

LOCATION	DATE	WOMEN		MEN	TOTAL
		Cervical Cancer Screening	Reproductive Health and General Health Care and Treatment		
		No. Screened	Positive Cases		
KACHERI	2nd Dec	193	2	155	348
	3rd Dec	175	1	259	434
NAKAPELIMORU	4th Dec	172	2	139	311
	5th Dec	187	5	214	401
LOMUKURA PRIMARY SCHOOL	6th Dec	173	11	70	243
	7th Dec	251	7	178	429
	8th Dec	248	4	171	419
	9th Dec	261	11	156	417
OVERALL TOTAL		1,660	43	1,342	3,002

5. Support

Never doubt that a small group of thoughtful committed citizens can change the world. Indeed, it is the only thing that ever has.”

- Margaret Mead

“Isis-WICCE organized several meetings to ensure that the WTF are consistence in tracking government programs at the community level and lobby for the inclusion of women’s needs and concerns.”

In Uganda, the government’s post-conflict reconstruction intervention known as the Peace Recovery and Development Plan (PRDP) has not been as focused on the human aspect of recovery as much as it has been focused on more visible recovery goals such as the rebuilding of infrastructure. For example, schools have been built, yet many mothers explain that their children are unable to attend school because they do not have enough food to enable them concentrate in class. This is one example of how women’s concerns have been excluded from PRDP, and the reason why Isis-WICCE helped establish the Women’s Task Force (WTF) to ensure that women’s concerns are not excluded from the PRDP.

Isis-WICCE continues to support the Women’s Task Force (WTF) for a Gender Responsive PRDP in Uganda to strengthen their effective participation in post conflict reconstruction processes. Isis-WICCE organized several meetings to ensure that the WTF are consistence in tracking government programs at the community level and lobby for the inclusion of women’s needs. The monitoring found that most PRDP districts have poor health service delivery and inadequate equipment and drugs particularly for gender related ailments. The poor response to women’s health particularly reproductive health care is evidenced by the number of women that die from pregnancy related illnesses in Uganda which is at 435 women per 100,000 births, translating to 16 women dying daily.



Juliet Were, Isis-WICCE Programme Coordinator, Research, Monitoring and Evaluation sharing a feedback during the Think Tank in Kampala



Through monitoring and evaluation feedback sessions, simplification of the PRDP/II document, and provision of skills in advocacy and budget analysis, the women’s task force has been able to monitor 27 health centers in eight districts and effectively engaged with 179 district policy makers and authorities, demanding for gender responsive post conflict reconstructions. Using the field feedback identified by the women’s task force, key issues were developed and presented in form of Communiqués during the PRDP Monitoring Committee (PMC) meeting by the Office of the Prime Minister. The PMC is the highest decision making body of the PRDP.

“This training is an eye opener since Isis-WICCE started training me I have acquired a lot of skills. Budget Advocacy is a very important skill not only to the policy makers but also to me personally. I didn’t study much and I thought I couldn’t handle numbers but this training is simplified to handle figures and I can confidently engage with the district and technical staff at the district”. Veronica Ochan, LIPAWA

The work described in this chapter is relevant to the following strategic visions in Isis-WICCE’s new strategic plan:

1. Increased collaboration, agenda setting, and knowledge generation
2. Strengthened women’s activist leadership and political participation
3. Increased communication and knowledge management for connections, visibility, and influence



Institute participants Mapendo Mihingo from DRC documenting the experience of a refugee woman in Kangwali Refugee Resettlement Camp in Uganda

6. Influence

Isis-WICCE understands power. We understand how different types of power can and have been used in different ways. We appreciate that every human being has power. Much of our work relies on the collective energy residing within communities, which has the power to cause change. One of the mechanisms through which power is used to cause change is what Isis-WICCE calls “influence”. In our experience, women are key players when it comes to invoking any community’s influence. We believe that citizens hold the mandate to make demands on their governments. We have learnt that most governments perform better with influence from citizens.

Isis-WICCE believes that community members have the mandate as citizens to make demands on their governments. By providing women with platforms to engage with those from whom they can demand accountability, and keeping track of the resulting commitments, Isis-WICCE is able to influence change. This is Two major campaigns were carried out in Kotido – Karamoja Uganda and Kathmandu Nepal. Both campaigns focused on promoting women’s participation in decision making, protecting women from sexual gender based violence and addressing the post conflict needs of women survivors of war as mandated by UNSCR 1325. This is significant as both countries are in the post conflict phase. The campaigns raised awareness on the status of sexual gender based violence (SGBV) in post conflict settings and led to increased awareness on the situation. The Uganda campaign resulted in the development of a common vision the community wants through a declaration; the declaration will be used to hold leaders accountable to their commitment. The Peace Exposition provided a platform for women to interface and engage with their leaders on issues which are usually viewed as private such as sex, family planning and personal hygiene. Bringing such issues to the public space was a fulfilling experience for women, as they could not raise such issues at home with their partners or extended family members.

In addition, Isis-WICCE, institute alumni and partners undertook 5 high-level advocacy engagements at regional and international levels to: influence, inform and lobby policy holders on SGBV, gender responsive post conflict programming and resourcing. The efforts contributed to the agenda; where Isis-WICCE brings an African and feminist perspectives. The activities were held at the U.N Commission on the Status of Women (New York, USA); two events at the African Union (Addis Ababa, Ethiopia) to mark 50 years of the African Union (AU); engagements with women activists in Africa to develop a position on post 2015 agenda; and engagements with the Speaker of the Uganda Parliament (Kampala, Uganda).



Kotido District Woman Member of Parliament Hon. Margaret Aleper and Mr. Lokwii Adome Calistus, Chairperson Kotido District receiving a Peace Flag from the Lira District Woman Member of Parliament Hon, Atim Joy Ongom during the 2013 Peace Exposition in Kotido district, Uganda



At the Commission on the Status of Women (CSW) Isis-WICCE joined the African Women's Caucus and utilized its linkages to the Asia Pacific and European caucuses to lobby for progressive language in line with UNSCR1325 and efforts to end violence against women. As a result, the 57th CSW had a progressive and forward looking outcomes document that commits Member States to actions to eliminate violence against women and girls that were never before so explicitly articulated in an international agreement. More specifically, the agreed conclusions reinforced the importance of zero tolerance for violence against women in all forms and manifestations, in different contexts, settings, circumstances and relationships. It also called for the strengthening of the legal and policy framework for effective response to ending impunity and ensuring accountability.

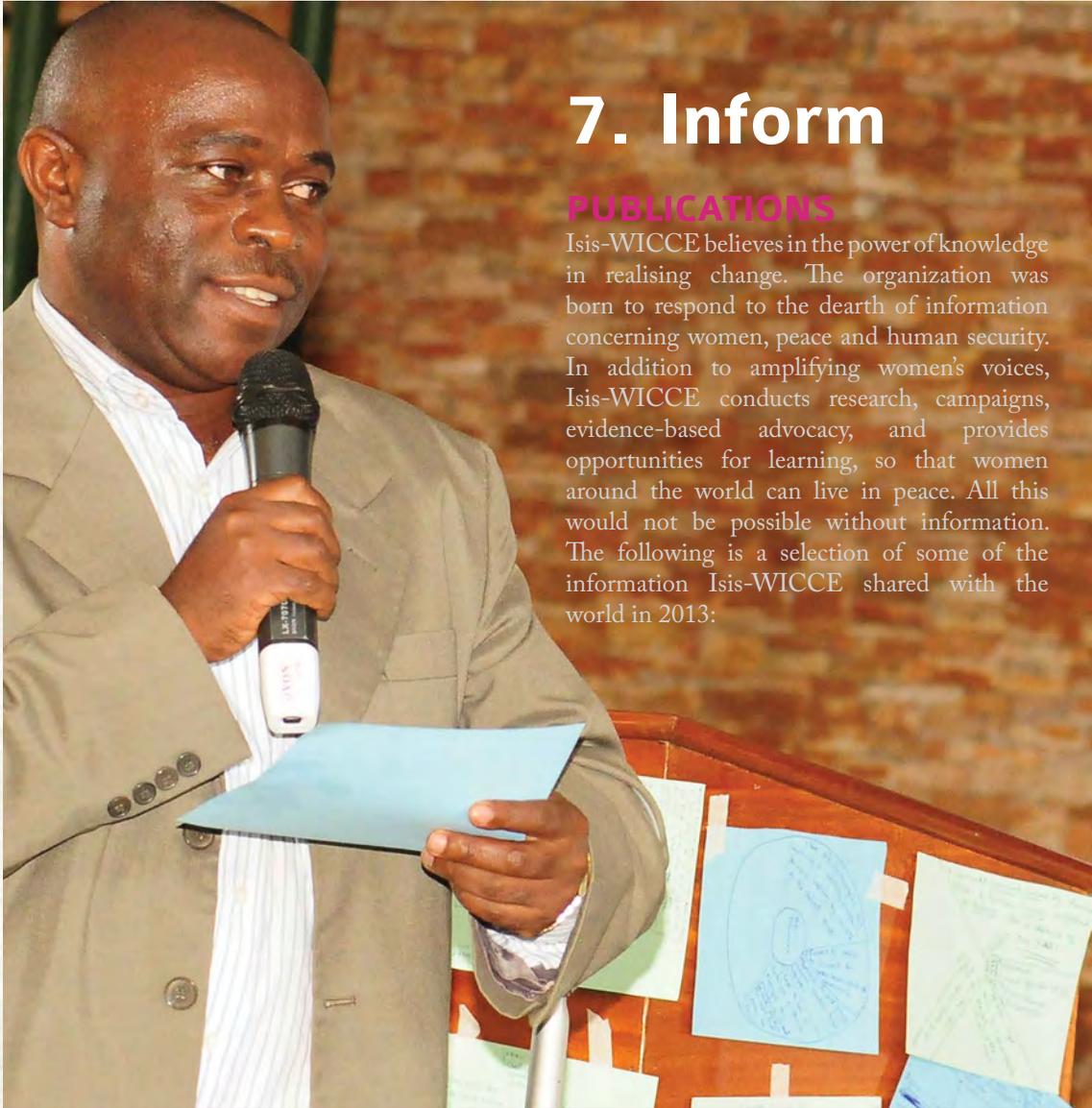
During the reporting period, Isis-WICCE in partnership with CHANGE USA advocated for comprehensive reproductive health services for women and girls in conflict settings (following the UNSCR 2122), which the Obama administration has embraced. The team met with 2 Senators', USA international non governmental organizations (NGOs) and the chief of staff to the First Lady of the United States of America and the Executive Director of the White House Council on Women and Girls. The aim was to sensitize American policy makers of the situation of women in conflict and remind them to ratify the Convention on the Elimination of All forms of Discrimination Against Women (CEDAW) since their failure to do so make countries that do not uphold women's rights to continue the violation with impunity. CHANGE and Partners including Isis-WICCE issued a call, asking President Barack Obama to issue an executive order allowing humanitarian groups receiving U.S. funding to provide the care. The call is being issued as part of an education and advocacy campaign — "Break the Barriers: Stand with Women and Girls in Conflict and Crisis" — launched during a panel discussion in Washington, D.C. about the devastating effects of sexual violence.

The work described in this chapter is relevant to the following strategic visions in Isis-WICCE's new strategic plan:

1. Increased collaboration, agenda setting, and knowledge generation
2. Strengthened women's activist leadership and political participation
3. Increased communication and knowledge management for connections, visibility, and influence
4. Restored women's bodily integrity and dignity



From Left Justine Masika Bihamba, President of Synergie des Femmespour les Victimes des Violences Sexuelles DR Congo; Christina Tchen, Chief of Staff to the First Lady and Executive Director of the White house Council on Women and Girls; Ruth Ojiambo Ochieng of Isis-WICCE and Serra Sippel of CHANGE USA



7. Inform

PUBLICATIONS

Isis-WICCE believes in the power of knowledge in realising change. The organization was born to respond to the dearth of information concerning women, peace and human security. In addition to amplifying women's voices, Isis-WICCE conducts research, campaigns, evidence-based advocacy, and provides opportunities for learning, so that women around the world can live in peace. All this would not be possible without information. The following is a selection of some of the information Isis-WICCE shared with the world in 2013:

Mr. Beda Balikudemebe Kireju, Isis-WICCE Programme Coordinator, Information and Communications

No	Title	Type	Where it was disseminated
1	Breaking the Silence:2012 Peace Expo in Lira	Report	Donors, Partners
2	Real Peace: Women have what it takes	Annual Report	
3	Isis-WICCE Outlook booklet: Women in Peace and Re-creating peace	Factsheet	CSW-New York
4	Isis Profile	Bookmark	CSW-New York
5	Abridged version of 2013-2017 Strategic Plan	Booklet	CSW-New York
6	Weaving women's power into peace & nation building: Isis-WICCE CSW announcement	Announcement Fliers	CSW-New York
7	PRDP2 simplified version	Booklet	WTF members
8	PRDP2 simplified version-Luo	Booklet	WTF members
9	Making Gender-Just Remedy and Reparation Possible	Research report	
10	Pushed to the Periphery: the Necessity of women's innovation in activating post conflict reconstruction	Research report	
11	No Country for Women: Women's World No. 47	Magazine	Institute participants, Women's world subscribers, donors
12	S.Sudan Women Priorities- Reprint	Report	S.Sudan MPs, Civil Society
13	Armed for Peace: Strengthening Women's Potential for Leadership and Peacebuilding	Institute Report	Donors, Institute participants
14	Strengthening women's potential in leadership and peace building	Institute factsheet	Institute participants
15	Igniting women's leadership in conflict and post conflict settings	Revised organisation brochure	Institute participants
16	Making a difference: ThinkTank announcement	Flier	
17	Insight Newsletter- Online		Networks and partners through List serves (WOUGNET, GAIN, UWONET). Social media
18	10,000 smiles, Dignity restored	2013 Peace Expo Flier	Kotido Peace Expo
19	Walking High: Health families for peaceful communities	2013 Peace Expo Programme Booklet	Kotido Peace Expo

The work described in this chapter is relevant to the following strategic visions in Isis-WICCE's new strategic plan:

1. Increased collaboration, agenda setting, and knowledge generation.
2. Increased communication and knowledge management for connections, visibility, and influence.
3. Scaled up funding, enhanced marketing and communication strategies.

8. Grow

As a learning organization Isis-WICCE tracks and documents its work regularly; the outcome informs staff reflection meetings during which ideas are shared on what has worked well and also strategize to address unexpected emerging issues and concerns that could affect our expected outcome. This process is consolidated in the Research, Monitoring and Evaluation program; that has developed a monitoring system for tracking our actions and analyzing the change we make at all levels.

“ The feminist paradoxes that Isis-WICCE works with are; diversity versus essentialism; victimhood versus agency; and action versus theory.”

In 2013, the program organized one-on-one meetings for program heads with the monitoring and evaluation consultant to consolidate the Monitoring and Evaluation framework. The process included setting baseline data, midterm and end of term targets in line with the 2013-2017 Strategic Plan. This is a follow up to a monitoring system that was put in place to track project activities and results in 2012. The one-on-one meeting enabled staff receive mentorship for effective leadership in program implementation and tracking of project results.

The program has also carried out an annual monitoring review with various departments to assess department progress on indicators and targets set for the year. The review found that planned activities were carried out to a greater extent and the initial outputs from activities carried out show indications towards achieving the set objectives and outcomes.



Isis-WICCE staff know that happiness is the true reward of hard work. Gloria Adet, Susan Nkinzi, Sylvia Kimono, Jacqueline Kasoga and Juliet Were Oguttu are some of Isis-WICCE's hardworking and happy staff members who successfully met countless deadlines in 2013.

Strengthened organizational development and stewardship

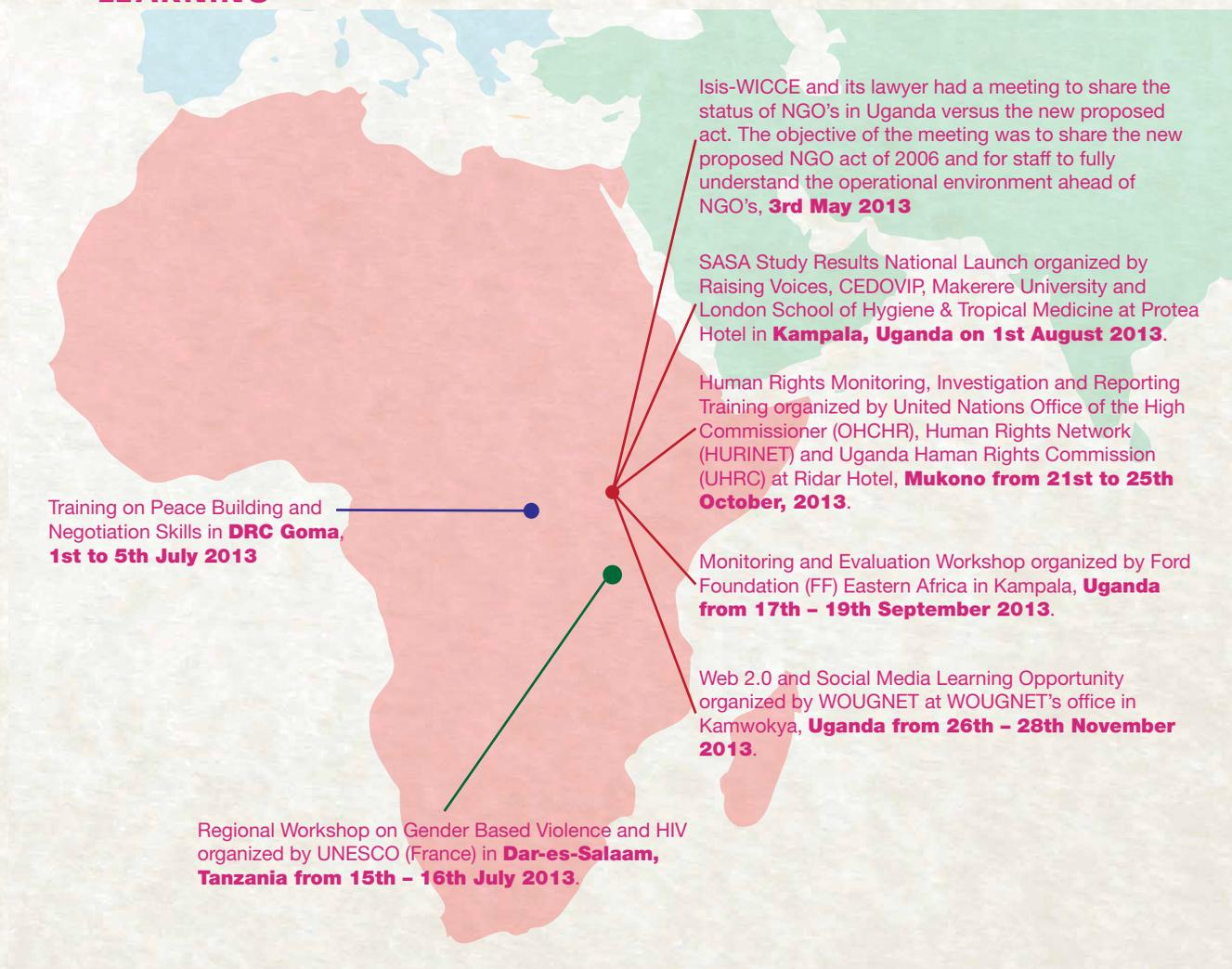
From the time Isis-WICCE was founded, growth has been nurtured. Isis-WICCE's relentless pursuit of innovative ways of working have seen many new ideas being born and developed into fully operational initiatives that add vibrancy and inspiration to its work on women, peace and human security. 2013 saw the beginning of the implementation of the new strategic direction, this required that staff review again the vision, mission and goals to ensure that planned activities contribute to their achievement.

During the period staff were exposed to various learning sessions to enhance their understanding of feminists' paradoxes; advocacy and fundraising. The aim of the various sessions was to enable staff have in-depth understanding of the key feminists concepts that inform Isis-WICCE work approaches; and also be able to use advocacy to fund raise. The feminists paradoxes that Isis-WICCE works with are; diversity versus essentialism; victimhood versus agency; and action versus theory. The three were discussed with regards to implementing the new strategic plan and to help staff to have a clear understanding of how these paradoxes apply to the daily work at Isis-WICCE. The 20th Isis-WICCE International board meeting took place; this enabled the Secretariat to present its work plan and budget for approval by the board, including the 2013 audited account. Several Isis-WICCE staff were exposed to various learning spaces at international, regional and national level.

CONNECTIONS AND COLLABORATIONS

Isis-WICCE works with a broad range of strategic partners and experts, leveraging experience, capability and collaboration. Through collaboration, Isis-WICCE has been able to widen its reach, engaging and influencing policy at national, regional and international levels. Through harnessing resources, mobilizing voices and providing alternative approaches to the world's limited responses to conflict. During the year, Isis-WICCE staff engaged in different learning, advocacy and networking spaces, as numerated below:

LEARNING



PARTNERSHIPS

A Cocktail with Mr. Alphons Hennekens , the ambassador of the Netherlands in Uganda, Kampala, **Uganda, May 27th 2013**

Consultative meeting with Her Royal Highness Queen of Obusinga Bwa Rwenzururu organized by the Alliance of Mayors and Municipal Leaders (AMICAALL) on HIV and AIDS on **November 8, 2013 at AMICAALL Offices.**

50th Celebration of the OAU/AU in Addis-Ababa Ethiopia and the launching of a photo exhibition to celebrate ordinary women making extraordinary contributions to Africa's prosperous and peaceful future , Oxfam in partnership with GIMAC , **20-28th May 2013**

16days of Activism National organising Committee meeting organised by the Ministry of Gender Labour and Social Development on **September 26, 2013** as part of the preparation on the 16Days of Activism Campaign.

Partnership Development Meeting with Dr. Jack Saul: Psychologist, New York, **1st October 2013; Emin Pasha Hotel – Kampala-Uganda.**

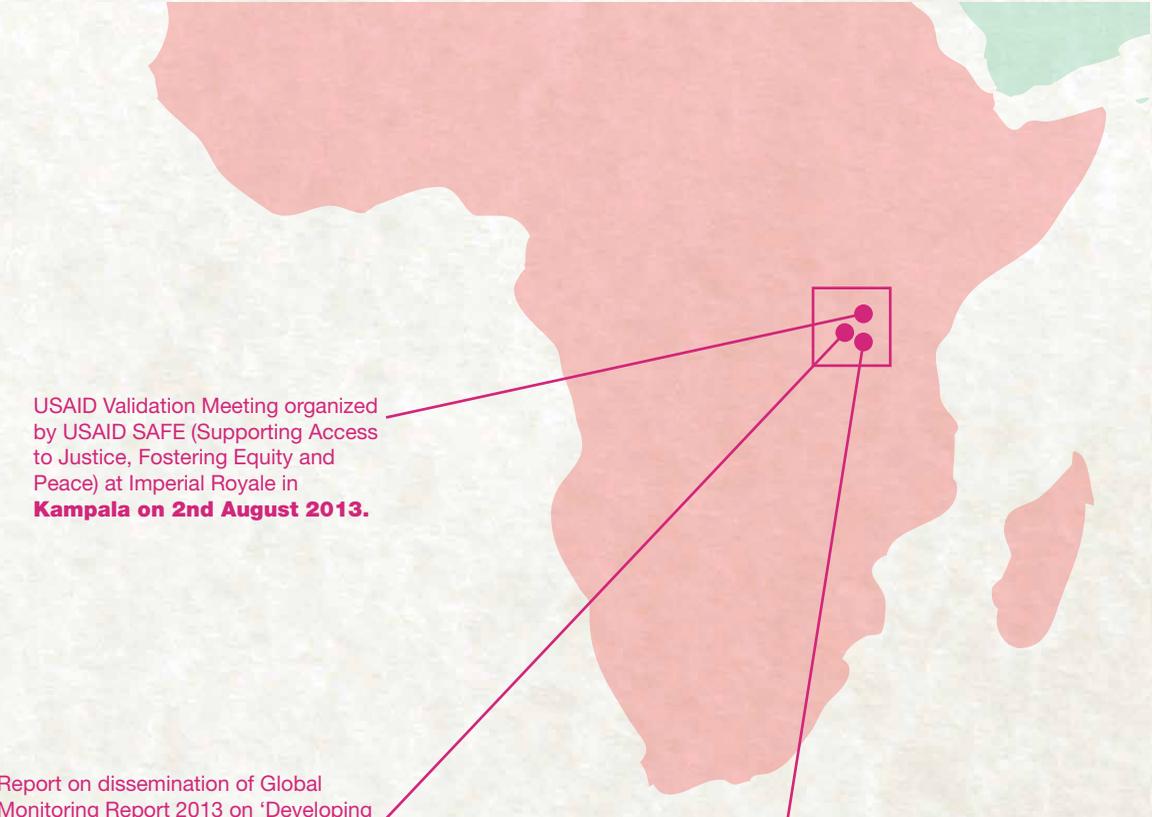
Intercultural Learning Exchange Visits of 10 Dutch Women from the Netherlands to Isis-WICCE partner organization Tumbula Community Empowerment Initiative (TUCEI) in **Namaingo district (Eastern Uganda) from Saturday 27th April to 2nd May 2013.** Organized by the Netherlands Organisation Livingstone and co-hosted by Children's Sure House.

African Institute for Integrated Responses to VAW and HIV/AIDS (AIR) Steering Committee Meeting organized by Steven Lewis Foundation's philanthropy in Johannesburg, **South Africa from 19th – 20th November 2013**

ADVOCACY



RESEARCH

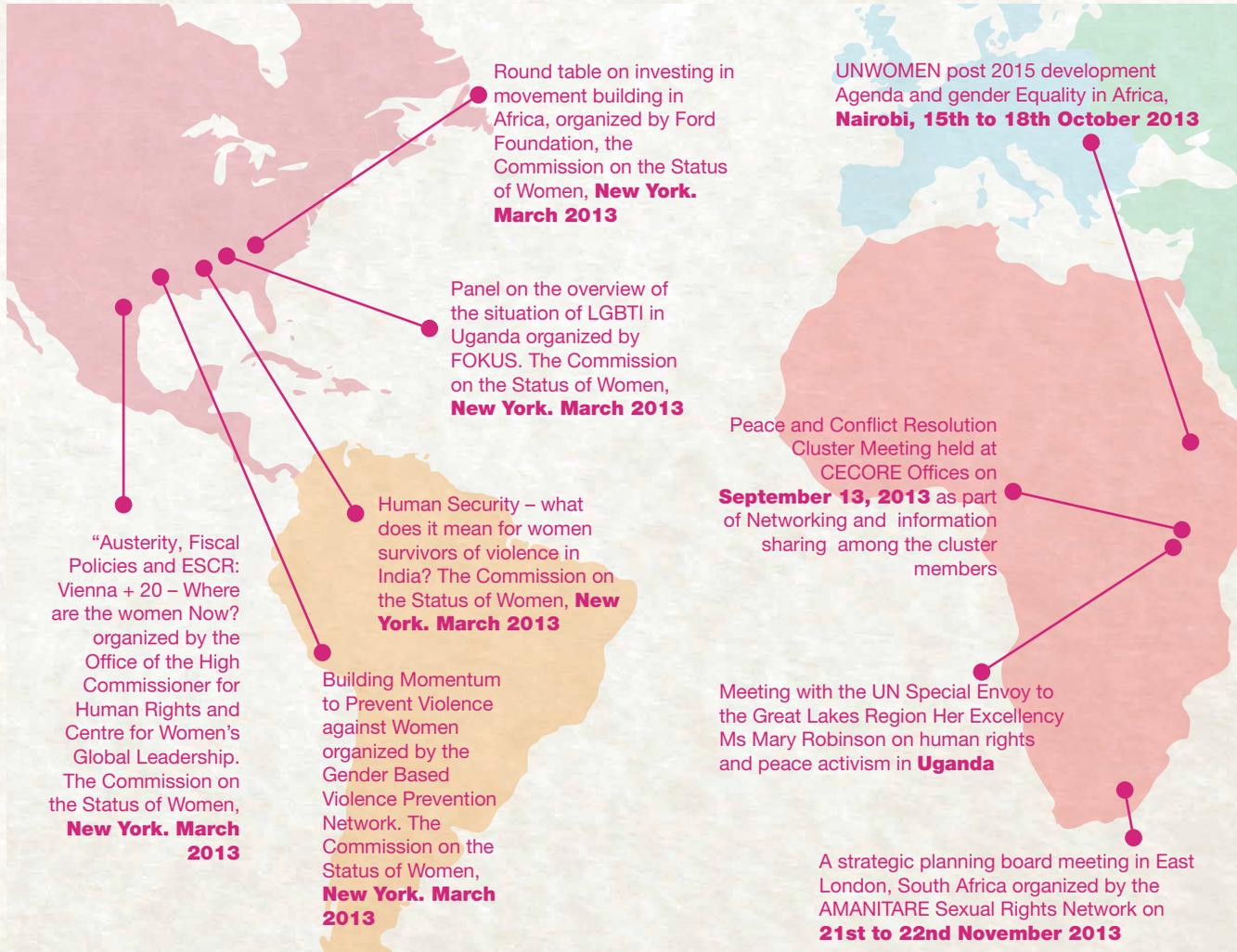


USAID Validation Meeting organized by USAID SAFE (Supporting Access to Justice, Fostering Equity and Peace) at Imperial Royale in **Kampala on 2nd August 2013.**

Report on dissemination of Global Monitoring Report 2013 on 'Developing Countries need to harness Urbanisation to achieve the MDGs'. The title of the report is **GMR 2013: Rural Urban Dynamics and the Millennium Development Goals.** Organized by the World Bank group in Uganda in partnership with Economic Policy and Research Centre, **Makerere University, May 3rd 2013**

National Conference of Women, Peace and Security and launching of on the monitoring report on the implementation of the national Action Plan on UNSCR1325, 1820 and the Goma Declaration organised by Centre for Women in Governance (CEWIGO) on **December 13, 2013.**

NETWORKING



The work described in this chapter is relevant to the following strategic visions in Isis-WICCE’s new strategic plan:

1. Increased collaboration, agenda setting, and knowledge generation
2. Increased communication and knowledge management for connections, visibility and influence
3. Scaled up funding, enhanced marketing and communication strategies
4. Strengthened organizational development and stewardship



9. Resource Mobilization

The work described in this chapter is relevant to the following strategic visions in Isis-WICCE's new strategic plan:

1. Scaled up funding, enhanced marketing and communication strategies

Independent Auditor's Report

to the Members of Isis - Women's International Cross-Cultural Exchange

Report on the Financial Statements

We have audited the accompanying financial statements of **Isis - Women's International Cross-Cultural Exchange** as set out on pages 15 to 68, which comprise the Statement of Financial Position as at **31 December 2013**, the Statement of Comprehensive Income and Statement of Cash Flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Directors' Responsibility for the Financial Statements

The directors are responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards, and for such internal control as management determines is necessary to enable the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by Management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Carr Stanyer Sims & Co.

Certified Public Accountants

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Independent Auditor's Report

to the Members of Isis - Women's International Cross-Cultural Exchange

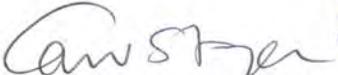
Opinion

In our opinion, the financial statements give a true and fair view of the financial position of Isis-WICCE at 31 December 2013 and its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standards and comply with the Companies Act 2012.

Reporting on Other Legal and Statutory Requirements

The Companies Act requires that in carrying out our audit we consider and report to you the following matters. We confirm that:

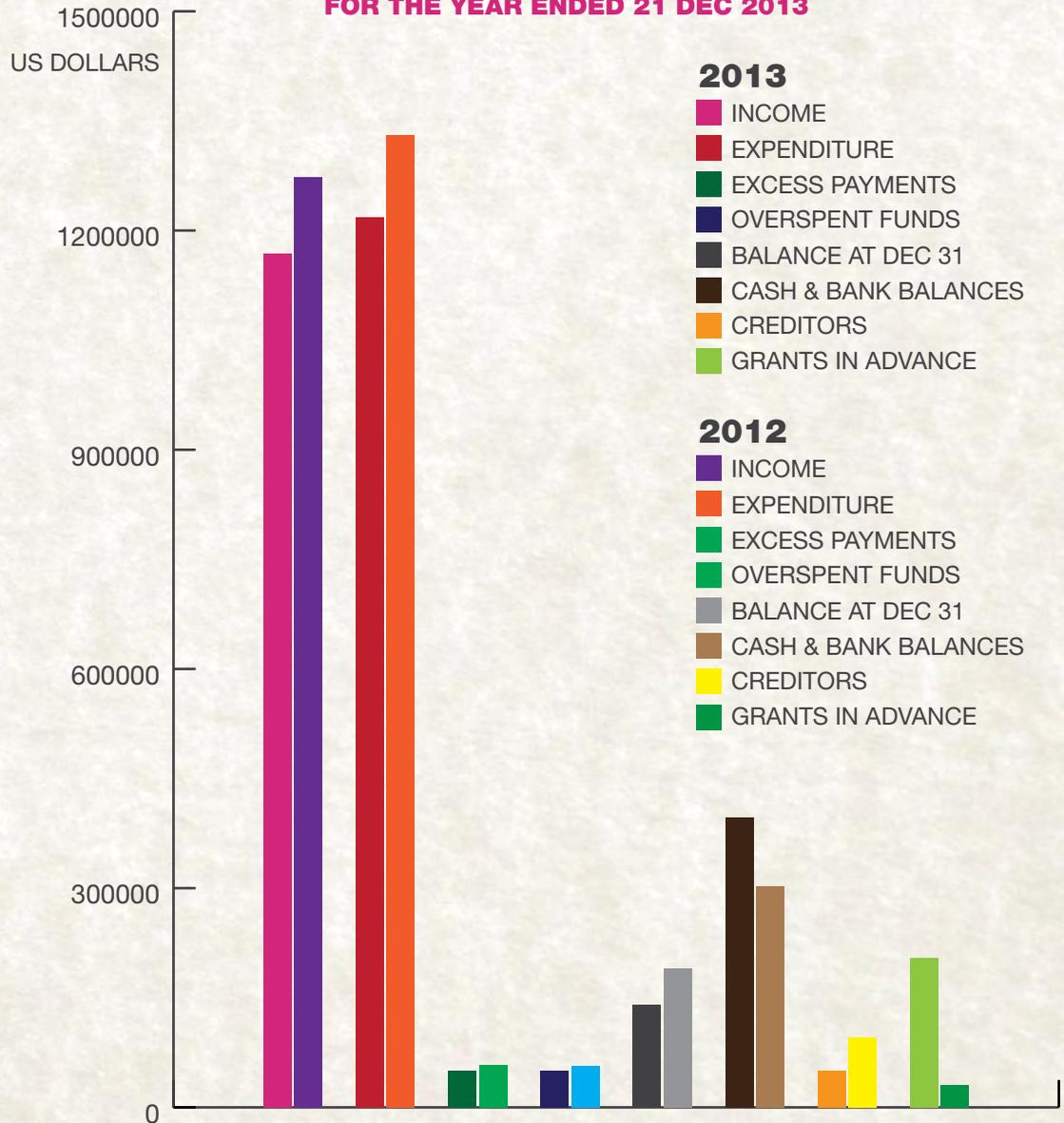
- (i) We have obtained all the information and explanations, which to the best of our knowledge and belief were necessary for the purposes of our audit.
- (ii) In our opinion, proper books of account have been kept by the Company, so far as appears from our examination of those books; and
- (iii) The Financial Statements are in agreement with the books of account.


Carr Stanyer Sims & Co.
Certified Public Accountants

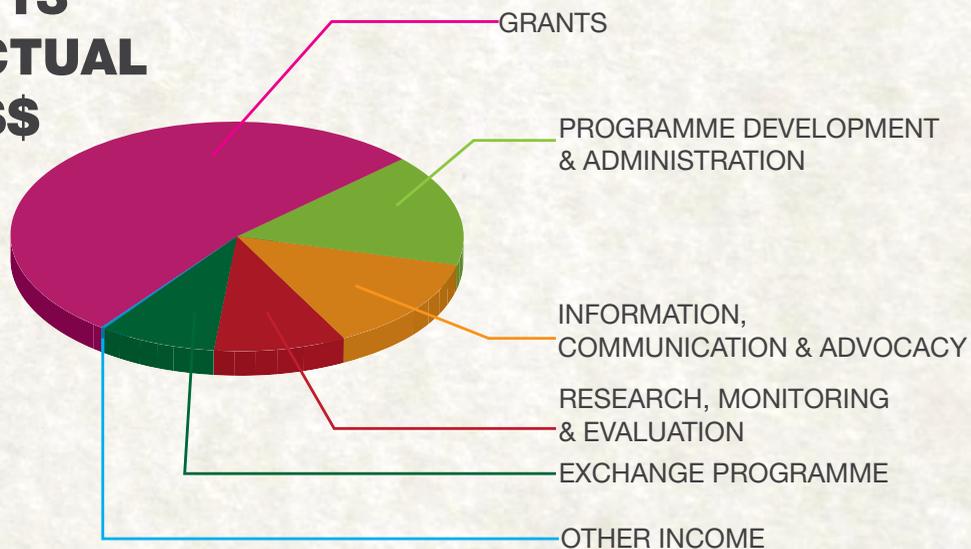


13 MAY 2014
Kampala, Uganda

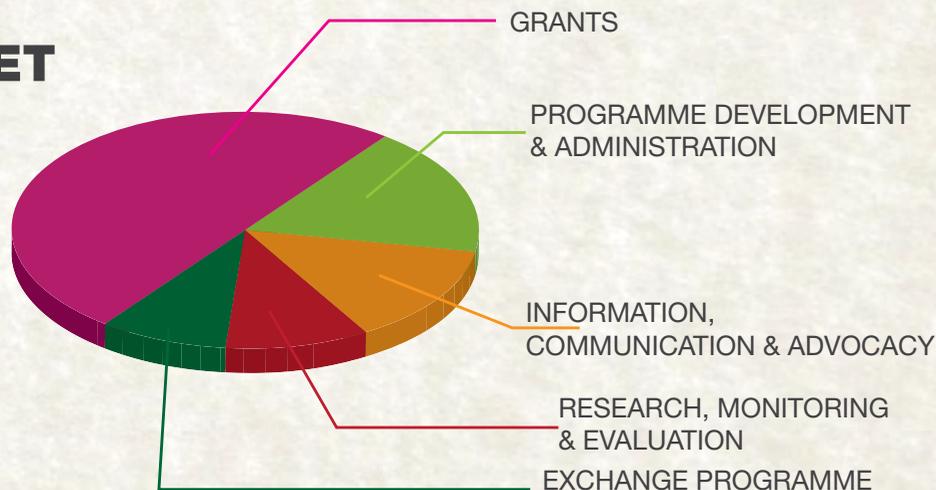
**STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 21 DEC 2013**



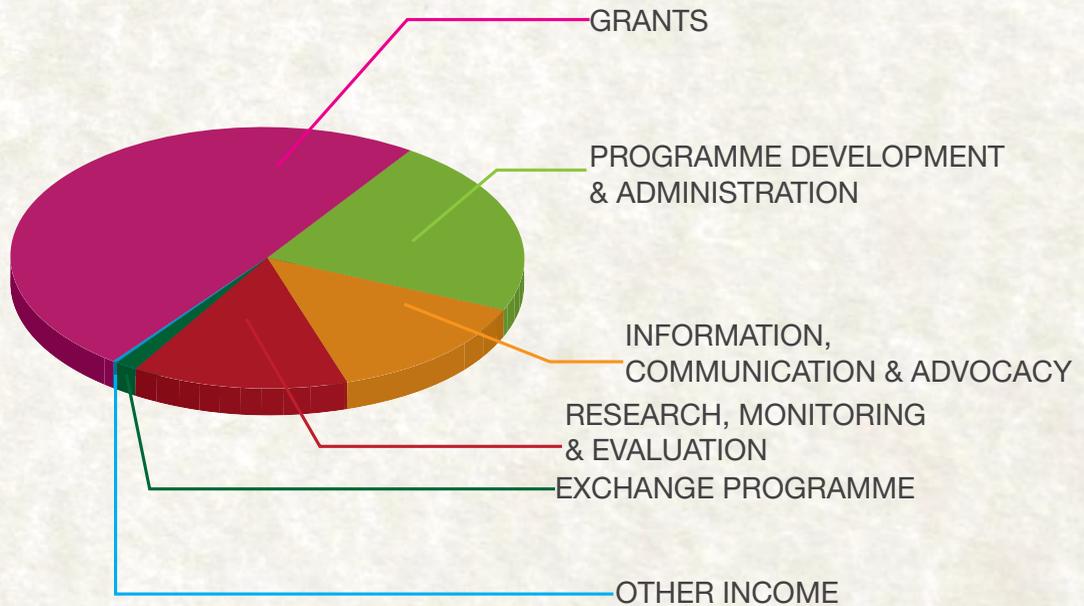
2013 ACTUAL US\$



2012 BUDGET US\$



**2012
ACTUAL
US\$**



10. Progress

Every year, there are repeated successes that we love to celebrate at Isis-WICCE. We never feel any less about those repeated annual successes, because they are meaningful and special in ways that not everybody can fully appreciate. What is it that keeps us encouraged and determined even under circumstances which have caused us to candidly question some of the core assumptions made concerning women, peace and security? There are a few examples which we would like you the reader to keep in mind as you close this report and digest its contents.

“ we will remember 2013 as a unique year because of the unique achievements we would like to celebrate with you. We are proud, for example, of the boldness with which we were able to approach various “elephants in the room” in 2013 ”

The genuine smiles on survivors’ faces depicting the relief of having finally received healing and the excitement of beginning a new life with endless opportunities after health has finally been restored; those smiles are not easily forgotten and they remind us of why we do what we do. The power in a woman survivor’s voice as she makes demands and holds powerful authorities accountable as a responsible citizen; that power and the change that it delivers reminds us that we are on the right track. When we hear women survivors from different parts of the world singing in excitement after bonding and learning from each other, we appreciate the synergy we facilitate between the women survivors we work with and we know that it will deliver meaningful change. When we see children dancing in the rain as they wait for their mothers to see a doctor for the first time, we know that communities understand and appreciate our work as being beneficial to all citizens. We remain humbled by the significance of the repeated annual changes that result from our work involving collaboration with experts. We express our thanks to all those who continue to make a difference with Isis-WICCE, and look forwards to making more changes in different contexts. These are the changes which, though seemingly micro in nature, we know the African goddess has endorsed in her message of change.

However, we will remember 2013 as a unique year because of the unique achievements we would like to celebrate with you. We are proud, for example, of the boldness with which we were able to approach various “elephants in the room” in 2013. It takes a confident, courageous and well-established organization to openly confront “skeletons in the closet”, and to respond in love with the aim of surmounting challenges. In 2013, Isis-WICCE displayed leadership in this regard. When we talk about transformative feminist leadership as our new hope in overcoming the struggle against patriarchy, this cannot be viewed as relatively micro. We remain faithful and trusting to our constituency and rather than abandoning what some would view as futile efforts involving “too many cooks”, in 2013 we began conducting research to investigate and assess what the customized needs of women leaders might be for them to be able to deliver change through transformative feminist leadership. After putting ourselves and our partners to task over various apparent shortcomings, we examined the challenges behind those shortcomings and presented initial responses to how these shortcomings can be addressed. This is only the beginning of something so huge and so brand new, we cannot exaggerate our excitement over it. Given the success of the first year of our strategic plan’s implementation, we believe that we shall continue implementing our new strategic plan successfully in the next four years. We can already boast of having done more than set the ground for the successful implementation of our new strategic plan; a plan which worked well for us and our constituency in 2013.

In 2014, we look forward to more “macro” changes as endorsed in the African goddess’ message of change. The Isis Peace Centre is one such change; a new facility designed by Isis-WICCE to address women peace and security issues at a macro level. As we continue to think about how to fundraise and use our resources more effectively for the betterment of women survivors around the world, new brilliant ideas are developed. Thankfully, Isis-WICCE is both a thinking and a doing organization that understands the importance of its work, the importance of collaboration and co-creating, the importance of organizational growth, and the importance of growing together with the movements within which it is located, and the importance of making a difference.

Thank you for joining us as we take stock of the year 2013 and prepare for another year of even more impressive change.

“ In 2014, we look forward to more “macro” changes as endorsed in the African goddess’ message of change.”

How we began implementing the Strategic Plan

In 2013, Isis-WICCE began implementing its new five year Strategic Plan. This is a brief indication of the progress made in the first year of the Strategic Plan. Following the successes of 2013, we are confident that the years ahead promise even more impressive successes for Isis-WICCE and its constituency and partners.

Strategic Vision	Short Description
Vision 1	<i>Increased collaboration, agenda setting, and knowledge generation</i>
Vision 2	<i>Strengthened women's activist leadership and political participation</i>
Vision 3	<i>Increased communication and knowledge management for connections, visibility and influence</i>
Vision 4	<i>Restored women's bodily integrity and dignity</i>
Vision 5	<i>Scaled up funding, enhanced marketing and communications strategies</i>
Vision 6	<i>Strengthened organizational development and stewardship</i>

Progress

	Think	Know	Educate	Heal	Support	Influence	Inform	Grow	Progress
Vision 1	✓	✓			✓			✓	✓
Vision 2	✓		✓		✓	✓		✓	✓
Vision 3	✓					✓	✓		✓
Vision 4	✓			✓					✓
Vision 5	✓								✓
Vision 6	✓							✓	✓

11. Appreciate





