

ActionAid International Uganda - AAIU

# Capacity Bulding Work Shop Report: Making Unpaid Care Work Visible In Uganda



Make Care Visible: In Education, Sustainable Agriculture and HIV and AIDS sectors.

16TH – 19TH JULY 2013: HOTEL AFRICAN - KAMAPALA UGANDA

FACILITATED BY; RACHEL, DEEPTA AND HELLEN:

AUGUST 2013

Compiled by: Elizabeth.

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### CONTEXTUAL BACK GROUND TO THE TRAINING

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Unpaid care work is essential to human development and sustaining households and communities. However, women's disproportionate responsibility for this work makes it a burden and has severe consequences on their ability to enjoy their other rights and freedoms. The complex and context specific nature of unpaid care work makes it a challenging topic for standardised approaches to policy advocacy and influencing. AAI and AAIU have integrated making visible the care economy into its strategic objectives. The aim is to build and advocate for gender responsive economic alternatives at all levels from cooperative enterprise to national and global policies that recognise, redistribute and reduce unpaid care and guarantee comprehensive social protection to enable the most marginalised women to break the cycle of poverty. AAI and AAU entered an MOU (2012 to 2016) and agreed on operational relationship that make the Care economy more visible with support from the Institute of development studies (IDS) an accountable grant with DFID.

It is against that background that an international capacity building workshop on making unpaid care work visible was conducted. The workshop was attended by 36 people of which 29 females and 8 males. Participants came from; ministry of education, ministry of health, Makerere academic institution, CSOs (FIDA, UGANET HURINET,) and AAU partner organisations, MAWIDA, TUSITUKIREWAMU and BUREDO actively participated in this workshop.

#### Overall workshop objective:

The overall objective was to begin on a process of developing a collective advocacy strategy that can raise the visibility of women's care work and push the state to take on greater responsibilities for care provision

#### Specific objective.

1. To build capacity of national coalition members in making women's care work visible in Uganda
2. To identify stakeholders that will help to bring about change and discuss advocacy strategies and entry points
3. To discuss and fine tune the draft National advocacy strategy for making women's unpaid care work burden visible, getting government to recognise, redistribute, reduce and reward women's efforts

#### Expected outputs.

1. Increase participants understanding of the centrality of women's unpaid care burden to existence of society; how it limits achievement of social justice and enjoyment of women's rights.
2. Develop clear key stakeholders, strategies, steps, activities and messages that will be used for national advocacy for social justice



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- Learn how to build a strong local- national movement of women’s groups, civil society organisations and government allies to push for recognition, redistribution, reduction and rewarding of women’s efforts to sustain society.

## Opening Remarks: Director, Partnership Funding and Sponsorship

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The workshop was officially opened by AAU Director Partnership Funding and Sponsorship (Nickson Ogwal). In his opening remarks he Appreciated participants for honouring AAU invitation from different ministries ( education gender health ) and CSOs for honoring AAU invitation on the noble cause of making unpaid care work visible. The director shared abrief background of the organization programing and the organization sensitivity on women rights. That AAU has astrategic focus on women rights and gender equality sustainable livelihood , Participatory Democracy and Governance all geared towards empowerment , campaign and solidarity for the vulnerable woman to enjoy her rights.

The director share with participants the methodological approach of AAU He said ,The Theory of Change. which has proved effectinve in cousing changeand sharing the belief that poverty and injustices that emanets from unequall power relations in institutions and syastems can be broken and cousing complet societal transformation.

The director framed unpaid care work as as a reality , grossly affecting women and girls and called for its Recognition, Redistribution, Reduction and Rewarding. He courage participants to challenge the existing traditional development model, that places little value on unpaid care work at household level. He propose a gender responsive development model that recognizes and supports men, women, business, civil society organizations and state actors to provide care in a way that does not unduly burden marginalized the women and girls.

## Participants Expectations and the general climate setting

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The facillitor requested participants to introduce them selves, write down their expectations on the provided cards and there after shared in preinary. See the expectations.

Learn strategies for getting men on board to hadle issues on unpaid care work.

Understand unpaid care work for quality documentation.

The role of police in unpaid care work project  
Intergration of unpaid care work in with HIV and AIDS Care

increased community sensitization on unpaid care work, framing unpaid care work in public spaces  
Enhansed understanding to unpaid care work and how to change for the better

Way forward after AAU implementing a pilot project on Unpaid care work in Bwaise and Palisa

Deeper understanding the concept of ‘unpaid care work’ and strategies to make unpaid care work visible,

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Scale up unpaid care work programming for Busiki LRP.

### Participants Perceptions and attitudes on unpaid carework.

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The facilitator requested participants to share what informed their perception and attitudes on the concept 'Unpaid Care Work' see below some of the perceptions participants held.

- Unpaid care work is global . Every woman does it
- Reading about unpaid care work made me realize the burden I have been going through.
- Past experience; I have grown to see my mothers do all the care work at home my father not helping out and i thought this was normal! That is how I was socialized /brought up,
- My mother had to forgo going to school so as to take care of her sblings
- Past experience on care work that mother used do to makes me chose to be single
- Women do a lot of work at home that is taken for granted until the women are not there to do that work their value will be realized.
- Society treat men as king in the household. They do not do any care, work more especially when it is not paid fore.

## CARE AND GENDER NORMS

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The facilitator took participants through care and gender norms exercise with the purpose of making participant learn to map care work with in the economy in a simpler and more realistic way. Participants were tasked to think through/ reflect and identify the work they do in relation to, Care for the people, Care for environment, Paid work, Leisure and self-care. These different activities were written on different cards and later analysed in plenary and participant realized that ;

More time is spent on caring for the people, engaging in activities like, child care; feeding children , washing their clothes, supporting them do homework and other care activities were; cooking, fetching water, shopping. Participants agreed that all this work is majorly done by women.

Leisure and paid work are predominantly for. The analysis depicted a Ugandan context in relation to gender and care, re enforced by gender norms and practices, socialisation of men and women in societal defined roles for girls and boys and later men and women in adult hood.

The responsibility of providing care is grossly been shouldered by a women this has negative impactes on her wellbeing. The women have also moved the care role to the girl child has

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denied a girl child a right to education (girls dropped out of school to care for the siblings) and thus vicious circle of care.

## **OVERVIEW OF UNPAID CARE AND KEY FINDINGS OF THE TIME DIARY SURVEY IN UGANDA. (Palisa and Bwaise District)**

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AAU womenrights coordinator shared the findings of the pilot study on unpaid care work. Below are some the highlits of the presentation.

### **Objectives of the study**

- I. Challenge the existing traditional development model that places little value on care in the household.
- II. Propose a gender responsive development model that recognizes and supports men, women, business, civil society organizations and the state actors to provide care in a way that does not unduly burden marginalized people especially women and girls.
- III. Advocate for formulation or review of mainstream economic policies to reduce the burden of women's care work.

### **General findings from the time diary survey**

There are 1,440 minutes in a day which is an equivalent of 24 hrs.

1. Most (some sleep less or more ) women spent some time of their day sleeping e.g. on average both rural and urban sleep between 405 and 439 minutes of the day respectively.
2. A common activity for the urban is paid work where they spend around 589 minutes, where some of them are engaged in petty business and very few of them in office work.
3. Both rural and urban women spend almost the same time on housework which is between 150 to 200.
4. Rural women spend more time on care of children (201 minutes) than urban women (around 150 minutes).
5. Women in the urban areas generally do not engage in unpaid GDP work unlike women in the rural where on average each one of them spends more than two hours on this activity.
6. The least common activity for rural women in the first time diary collection was paid work where they had spent less than 20 minutes on average but there was some improvement in the third time diary where some few women were engaged in petty business and they spent approximately 100 minutes.

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7. Men spend little time on care of children, house work, and adults and spend more time on Paid GDP work in both sites but Kampala (Urban) relatively more than Pallisa (Rural).

### Evidences of change (stories of change)

Reflect facilitators present were given space to share stories of change, challenge encountered during the implementation of the pilot project on unpaid care work. **See below some the stories shared**

*Irumba Kemugisha, a facilitator from MAWDA and this is her story.*

*“I started with my house hold and changed my husband, and everyone was wondering how. I am a facilitator and my class has 32 people, 30 women and 2 men. They are now learning to write and can write their names. They are interested in writing receipts and keeping records for their small businesses. I was always busy with house work; I now program myself, wake up early and do my work then go for paid work. One of the challenges I faced was that these women are mothers; they use to give me their children to look after. They would ask me “We have found paid work, where do we leave out children?” I had to go to my superior (that is madam Nulu), and she rented a room for these women to leave their children as they go for paid work, so I have to monitor these children and also do my work. We have been able to develop a saving culture. Whenever we would meet, each person would save 500 Uganda shillings, they are now good at saving and balancing their money” Looking at the way forward, she urged people to think of the children, “These mothers are kept home because of their children, they do not want to leave their children unsafe rushing for paid work. I did not think of it but you need to think about it”.*

*Kyanamiro Henry from Pallisa (BUREDO) had his opportunity to share with the participants. He stated that there are 16 small reflect groups. Community women have managed to involve themselves in some income generating activities. The community women are engaged in different activities, there are 13 reflect circles involved in village saving and loans. These women are now vibrant; they can document each and everything happening in their circles. Before, they were being imposed on what they did not demand for and they denied it, women now can demand for what they need. Women in our communities are empowered and sensitize the different communities in which they live in and the husbands are helping them in some of domestic work. Since these women are involved in the village saving and loans bank, they can get money and now have activities where they can earn and pay school fees and solve domestic problems.*

*Resty Mirembe from Pallisa focused on an activity called per day. This is an activity done by women in rural setting. They go into a garden, work and at the end of the day get money. She stated that “ActionAid will need to support us with this activity and put more effort to strengthen our groups”*

*Musisi John Bwaise Reflect Facilitator*

*“I am enjoying my life with my wife so much. So much love in the air and five years going. I help her around the house. A friend told us that he is washing clothes now, and he can cook. Now the wife is reluctant because the man is doing a lot now. This project has helped a lot. I tell my wife that we are equal, we are together, I help her. Even the young ones both the boy and the girl*

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*share everything”. When John goes back home, he goes home at around 10am but he cooks food and takes lunch for the wife in the market.”*

## Power Manifestation at Household and Community Level

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The facilitator requested participants to reflect how power manifests itself at household and community level and analyse why the situation has continued to prevail. The purpose was to make participants understand the sources of power how it manifests and how some power sources have continued to oppress women and deny them a chance to enjoy their rights. Using diagrams and pictures presented the sources of power. It was observed that, power was enshrined in culture, religion, documents/ books, men, wealth, education, money, and politics. The facilitator requested participants in groups to identify who reinforces the culture of power imbalance in relation to care.

During plenary discussion participants were in consensus that, power embedded in culture has continued to deny women to access, control and own land, has continued to demand payment of bride price leading to the suffering of women, caring for the children while men look on.

In relation to culture, religion has subjected women into submissive position, not questioning anything. Education as a source of power has empowered some women to command respect, participate in GDP activities; however, education system still need to consider issues of care and how it affects the retention and completion rate of girls in schools.

One group had this to say;

*Money as a source of power: Participants used analogy of a banker and a brick layer: look at a banker and his wife and a brick layer and his wife. The two women stay home doing similar work ‘unpaid care Work’ and men are out doing paid for work. The banker has more money than the brick layer. So when there is a party, the banker and his wife will be in a tent and the woman draws power from her husband’s status. The brick layer on the other hand may be sited in a less comfortable setting.*

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Participants reflected on an opportune time when the two women are in GDP work just as their husbands does and the two men are participating in the care work at home. Other learning's deduced from the session were; Action should be taken to place inequalities in power. Societal structures for child care have completely been dismantled, however in India this used to be strong. Other members of the extended family providing support in caring for the children, men need to take part in providing care.

## Naming , framing and programing unpaid care work in Uganda

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The facilitator clearly explained what it meant by naming and framing and programing. Naming involves; making people notice that care work is crucial, carry research, speak loud about it and talk about it everywhere. Note forgetting that 'care work has been everywhere and therefore nowhere'. Naming; this involved making people notice that care work is important and therefore, should be appreciated valued. Claiming calls for ,maping out stake holders and their influence,carry out research,Identify gaps in existing policies and strategies for raising awareness. It involves actual demand for care work to be recognised, redistributed, and reduced. While programing means deepening/mainstreaming care in planning, implementation, monitoring and evaluation.

Government programmes are often designed without taking care into consideration. Opportunities should be exploited to influence government programmes so that care is recognized, Programmers encourage the redistribution and be conscience of gender norms that prevent men assuming equal roles in care responsibility.

See below how participants Framed unpaid care work.

1. It is incredibly valuable and highly needed
2. It is exploitative and back breaking
3. It means women cannot take up opportunities that are available and leads to violation of rights
4. Those who require care are not receiving the care they yet they have a right to. Eg women who have given birth have no body to care for them but have to provide care to others and cannot rest
5. Public services could be improved if they support women's unpaid care work
6. Women do not have the opportunity to participate in community meetings and are excluded from decision making
7. Care work contributes positively to the economy at household and the overall economy
8. Care is a collective responsibility. We should not leave the care role only to women and households but also demand that the state makes it a priority. Make the care work

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specific.

9. Women need to realise the workloads that they have and their contributions

In naming unpaid care work participants found it quite challenging, since there are many languages in Uganda. However, they all agreed to Name it: **CARE WORK** to harness community support and guard against misconceptions that, women are demanding payments for the work they do, which is likely to create a lot of resistance from a patriarchal society. However, communities should be allowed to name care work in their own indigenous languages. Unpaid care work shall be retained in AAU programming language.

Participants tried to name care in local different languages.

Lusoga ; “Emirimu egikolebwa lily’obulungi bw’a maka”  
Luganda; “ Emirimu egyo mu maka egyo kulabirira”  
Lugbara; ‘Azibaniba azakozuri meaning work that is meant to help people”.  
Lusoga; ‘Erimo gy’okulabirira”  
Lunyankole “Emirimo yoku leberera”

### Who has Power to make change Happen : Analysis of Power Manifestation and Change.

The facilitator took participants through the expression of power analysis, power manifestations and power change. Group discussion and presentations were employed in this session. The purpose was to Analyse the different manifestations of power so as to understand how change happens. Elements of power were discussed, power over ( dominion and control), power to ( Agency to Act), power with (solidarity and mutual support) and Power with ( self discovery, self esteem and dignity). That power manifests is self in three faces; Visible (can be observed and measured), Hidden ( embedded in cultural norms and practices) and Invisible (a sense of powerlessness and low self-esteem)

## Policy Influencing to Make Care Visible In Uganda

AAU conducted a policy scoping for unpaid and draft summary findings were shared by the consultant from Makerere University. He emphasized that there is no policy on unpaid care work. However, some issues of care are embedded in various policies. The report identified areas in critical need for care, such as early childhood and education policy, Uganda National Malaria control Policy. The National Health Control Policy puts emphasis on Malaria , HIV and Tuberculosis as leading causes of morbidity but does not mention care. The consultant observed that at most times cultural norms , beliefs and gender relations hinder good intentions of the policies.

The facilitator divided participants into two groups to analyse the HIV and AIDS Policy and Agriculture policy with a focus on NAADS,Program. Participants were guided by key questions;

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*How does this policy address women's care work? What would need to change in this policy to better address care work? What would an ideal policy look like? How would you advocate for this policy? What is the opportunity to advocate for this policy. In plenary the following was shared,*

Participants discussed how the ideal policy should look like, what needs to be changed in the current policies and how should the policy advocate for unpaid care work be done (strategy)

See below some of the highlights from the group work;

### Group: one

#### HIV/AIDS Policy

- The HIV and AIDS should be sensitive to care provision of people living with HIV and AIDS
- There should be time and energy saving technologies in sustainable agriculture to
- Resource allocation to care for the sick and policy should include provision of food to people living with HIV and AIDS in hospitals
- Strengthened and supported homed based care systems
- Reduced Tax on water in urban centres to allow accessibility of this basic need
- Alternative care giving systems because girls are forced to drop from school to provide care.
- Economic alternatives for families living with HIV and AIDS
- Alternative sources of care like community based care.
- Provision of food at health care centers.
- Reduction on tax of water.
- Income generating activities.
- No discrimination to carers caring for people living with HIV/AIDS.
- Child mothers should be incorporated

### Group 2

#### NAADS Program

- It does not directly address care work . Conditions for commercial farming where women would benefit the conditions exclude many woman. Eg women do not own private land
- Incorporate energy saving technology to reduce women's work burden from production, processing, preparation of food at household level. Not engaging women in several NAADS activities. If they could have the after harvest programs it would help the women.
- Advantage for increased access to safe water for food preparation and harvesting

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- Support establishment of child care centres to give space and save time for women to participate in commercialised agriculture.
- Develop energy saving technologies. This would save time for the women.
- Comprehensive- implementation mechanisms need to bring more people in.
- Child care centers that enable the women transition from subsistence. Need to bring in other ministries.
- Assessment of categorization, NAADS categories to include more women

## Overview of sustainable agriculture and care.

The coordinator sustainable livelihood made a presentation justifying the re focusing of the care work in sustainable agriculture. See below highlights in his presentation:

The agricultural sector plays an important role in the Uganda's economy, contributing over 22% of GDP, providing employment to over 70% of the population and acting as a source of the raw materials for agro-industries and food security. Women contribute 80% of the labour force. Though less than 10% own land as a factor of production.

In Uganda agriculture is highly labour intensive, characterised by use of rudimentary tools, less mechanised and taking a lot of time for a woman participates in growing food for home consumption. 80% of the women are involved in primary value chain production; tilling land weeding, and locally processing agricultural produces ( threshing , grinding etc.) women contributes a lot of labour and this labour is free since women produce for home consumption Despite of the huge tasks women get involved in to ensure household food security this work is not recognised nor valued and increase on the care related roles they have to perform at household level. The need to involve men to increase household productivity necessitates gender sensitivity in the whole agricultural value chain from planning through production, marketing and consumption. This will reduced the gender inequalities in agricultural production and thus reduced poverty levels.

To reduce on the burden of care in sustainable agricultures, calls for mobilisation and involvement of men in all production tasks (let them produce for home consumption and income), invest in energy and time reducing technologies, support extension work for women farmers and invest in changing community attitudes towards care for the children

## Stake holders Mapping :

This session enabled participants to map out key stake holders. One group focused on sustainable agriculture and care while other group focused on care in urban areas In groups participants where to identify stake holders are Friends, opponents and current neutral actors. The purpose was to assess who has the powers to make change happen and how they can be influenced. Linkages were to be mapped and the to which AAU partners can influence them

Refer to Annex 3 - Table of stake holders

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# Introducing Care work In the National budgeting framework

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The facilitator used a reflection methodology where participants were requested to reflect on the types of budgets they have ever made, what they consider while making budgets and when do they make budgets. There after participants brainstormed on the definition of a budget that it is a statement of, income and expenditure, projected revenue expenditure analysis a planning guide, plan for the expected income. Many realised that at an individual and household level no one cares to budget for care work as an activity

The facilitator took the participants through the Local government budgeting process with the purpose of making them realise when and how to bring care work on the budget agenda at local and national level budgeting process. See below some facts and highlights of Uganda Local Government budgeting process.

The ministry of finance determines the resource envelope. Basing on revenue trends (tax collections, donations, penalties and projected income)

Prioritising resource allocation (sector budget ceiling) is based on the challenges and issues at hand, party manifesto, internal and foreign policy of the ruling government all influence how much should be allocated and where.

Consultation with sector working groups is always done for example, Ministry of Agriculture has ministry of lands and water, environment, all these are consulted during the budgeting process.

Inter-ministerial consultative meetings held, this involves setting priorities for each sector and how they allocate money within that sector. This is usually done every February.

Budget frame work papers are prepared giving budget estimates. The national budget frame work is discussed around the month of April and done by every sector in every ministry. This process ends in May.

This reflective process acted like an eye opener in making participants realise that care work is not budgeted for Even government have Care less Budgets and the need to bring discussions around care work are more urgent than ever before

## Key lessons learnt.

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1. Unpaid care work hinders the education of the girl child and this may partly explain the poor performance of some girls and it being a reason for their dropping out of school. The success for government initiatives on education UPE greatly depends on addressing issues of unpaid care work too.
2. Unpaid care work limits access to community participation and community development activities because women are overwhelmed with house work and have

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to provide care for the children

3. Capacity building workshop that require concentration and contributions should be residential
4. A recognition that unpaid care work done by women and girls contributes to the economy. Women themselves need to appreciate that care work is back breaking and they need support
5. Stake holders who were invited for this capacity building workshop were at different levels of understanding on unpaid care work there more workshops on care work should be organized to strengthen long partnership
6. There is a strong need to involve the media so as to break the silence about unpaid care work. However, the media should be well trained for positive programing and reporting.
7. Deepening programing and scaling up unpaid care activities beyond the pilot project areas observed and building the capacity of other organisation to implement ( strategies to make other CSOs take unpaid care work with in their programing)
8. The strong need to continue framing and naming care work in local languages

## Obseved challenges

1. Time management, since the work shop was not residential
2. Participants were not at the same level of conceptualisation of the concepts on unpaid care work and this made the facilitators slow down the speed and it was quite challenging to come up with clear strategy on unpaid care work. Giving it a participatory focus.
3. The ministry of agriculture where the strategy on care work need to be focused were mobilised but could not take part in the work shop.
4. Participants had limited knowledge on the HIV and AIDS policy that was to inform programing around care and HIV and AIDS

## WORKSHOP EVALUATION

The workshop was evaluated in a more participatorily manner and participants were guided by the three reflections : What made me think, what touched my heart and what I need not to take. The workshop was very successful and empowering

The table below shows the reflections made by participants on; what made them think , what touched their heart and should be discarded/ thrown out.

What made me think	What touched my heart	What I need to throw away
✓ I have never realised that I have	✓ What touched my heart is the	✓ The mentality and

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<p>been doing care work which is not paid!</p> <ul style="list-style-type: none"> <li>✓ I thought it was my responsibility only me and my daughter.</li> <li>✓ Thank you Action Aid you have made me aware</li> <li>✓ The workload women have and the burden of care women bear.</li> <li>✓ We need to engage many stakeholders to make the burden of care visible</li> <li>✓ How I can make communities engage in planning and budgetary cycle</li> <li>✓ The burden of care greatly affects career development and growth.</li> <li>✓ Most rights violations are inherent in culture</li> <li>✓ Care work contributes a lot to the economy but it is not included in the GDP</li> </ul>	<p>fact that unpaid care work is actually burdening and back breaking but not recognised by women themselves</p> <ul style="list-style-type: none"> <li>✓ The need for naming and framing for unpaid care work</li> <li>✓ There is no policy in Uganda that recognised the heavy work load of women's unpaid care work and the issues is not talked about elsewhere</li> <li>✓ The facilitators were very knowledgeable and clearly articulated the different forms of power and power manifestations</li> <li>✓ Challenge of ensuring that care work is understood and planned for in various sectors, health, agriculture, health, education, labour etc</li> </ul>	<p>negative attitude to wards change and the invisible power and mentality that nothing will change.</p> <ul style="list-style-type: none"> <li>✓ The thinking that the concept of unpaid care work is likely to be opposed by people, as some think women want to be paid for the work they do</li> </ul>
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## Closing Remarks : Arthur LAROK AAU Country Director Uganda

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The four day capacity building workshop on making care work visible in Uganda was officially closed by the AAU country director. Refer to annex for his closing speech

Annex :1 Workshop Pictorials

Annex :2 Stakeholders table

Annex :3 Work shop time Table

Annex:4 List of participants

Annex: 5 Speech CD AAU

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Group Reflection Gender Norms and Care



Closing remarks

**Stakeholders HIV and AIDS Care Map**





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Participants sharing on what they were going to do with the knowledge acquired, at individual, community, organisation and government levels



One of the Participant ( Policy ManagerAAU ) Explaining stake holder linkages and relationship.

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**ANNEX 2 STAKEHOLDERS TABLE**

Stake holders in unpaid care work ( Friends, neutral and opponents )

FRIENDS	NUTRAL	OPPONENTS
<ul style="list-style-type: none"> <li>▪ Ministry of education</li> <li>▪ Development partners (funders)</li> <li>▪ Ministry of agriculture</li> <li>▪ UWOPA</li> <li>▪ CEWIGO</li> <li>▪ UWONET</li> <li>▪ HURINET</li> <li>▪ MIFUMI</li> <li>▪ FOWODE</li> <li>▪ Family life network</li> <li>▪ Women and gender studies-Makerere University</li> <li>▪ Police family protection unit</li> <li>▪ Media</li> <li>▪ Farmers forum</li> <li>▪ Women farmers</li> <li>▪ CSOs/CBOs</li> <li>▪ ActionAid</li> <li>▪ Ministry of health</li> <li>▪ Ministry of gender</li> <li>▪ Rotary clubs</li> <li>▪ Labour unions</li> </ul>	<ul style="list-style-type: none"> <li>▪ Parliament of Uganda</li> <li>▪ NAADS secretariat</li> <li>▪ NAADS officials</li> <li>▪ College of agricultural sciences</li> <li>▪ Media-Bukedde, NTV, CBS.</li> <li>▪ CSOs</li> </ul>	<ul style="list-style-type: none"> <li>▪ President/statehouse</li> <li>▪ Ministry of finance</li> <li>▪ Cultural institutions</li> <li>▪ Buganda kingdom</li> <li>▪ Marriage consolors</li> <li>▪ Traditional churches/religious leaders</li> <li>▪ Political leaders</li> <li>▪ Male commercial farmers</li> </ul>
Sustainable Agriculture and care		
FRIENDS	OPPONENTS	NUTRAL



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<ul style="list-style-type: none"><li>• UNFPA,</li><li>• Ministry of health</li><li>• Irish Aid</li><li>• UN women</li><li>• NAFUPANU</li><li>• UGANET</li><li>• ICW</li><li>• NAKOLA</li><li>• MAWDA</li><li>• Men</li><li>• TWG Bwaise</li><li>• Community member-affected and infected men</li><li>• TASO</li><li>• ActionAid</li><li>• UN AIDS</li><li>• PLAN-U</li><li>• Ministry of education-gender desks AIDS FP</li><li>• Ministry of GLSD</li><li>• AIC</li><li>• UWOPA</li><li>• Makerere University-FACS,Gender, Medicine, social</li></ul>	<ul style="list-style-type: none"><li>• Police</li><li>• Legislators</li><li>• Community members</li><li>• Youth</li><li>• Local</li><li>• Local councilors</li><li>• Cultural institutions</li></ul>	<ul style="list-style-type: none"><li>• Hospitals</li><li>• Media</li><li>• Legislators</li><li>• Women</li><li>• Kabaka</li><li>• Inter religious council</li><li>• Local governments</li></ul>
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**Annex 3**

# UNPAID CARE WORK PROGRAMME CAPACITY BUILDING WORKSHOP

## UGANDA 16-19 JULY 2013

**DAY ONE: UNDERSTANDING CARE AND WOMEN'S RIGHTS**

Tuesday, 16<sup>th</sup> July 2013

**Objective:** To establish common ground among participants in relation to the workshop theme and to develop a broad vision of the changes they would like to see:

TIME	TOPIC	OUTPUT
08.30-09.00	Arrival Tea & Coffee	
<b>Session 1: OPENING SESSION</b>		
The purpose of this session is to establish the meeting culture and outline the main objectives of the meeting. It's also an opportunity for participants to share their expectations for the workshop.		
09:00-09:30	Opening and welcome  Introduction of participants	
09:30-10:15	Background, Purpose of meeting  Expectations	
10:15-10:30	Meeting culture input General logistics and housekeeping	
<b>Session 2: CARE</b>		
The purpose of this session is to learn more about the care economy and the specific findings that came out of the community mapping exercise in Uganda.		
10:30-11:30	Activity on	Output 1
11:30-11:45	<b>BREAK</b>	
11:45-1:00	Highlight the key findings from the participatory research in Uganda	Output 1
1:00-2:00	<b>LUNCH</b>	
2:00-3:00	How power is manifesting itself in the community and household levels?	Output 3
<b>Session 3: NAMING, FRAMING, CLAIMING AND PROGRAMMING</b>		

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Introduce a framework for analysis and action to get care on the agenda		
3:00-3:30	Naming, Framing, Claiming and Programming – an Introduction	Output 3
3:30-3:45	BREAK	
3:45-5:00	Reflexive practice	Output 3
5:00-5:15	Reflections on DAY ONE Overview of DAY TWO Announcements/Housekeeping	

### DAY TWO: BUILDING A COMMON AGENDA FOR CHANGE Wednesday, 17<sup>th</sup> July 2013

**Objective:** To lay the foundations for developing policy and programming influencing strategies

TIME	TOPIC	OUTPUT
09:00-09:15	Recap of DAY ONE	
<b>Session 4: WHO HAS THE POWER TO MAKE CHANGE HAPPEN</b> Analyse the different manifestations of power to understand how change happens		
9:15-10:45	Power analysis	Output 3
10:45-11:00	BREAK	
<b>Session 5: CARE AND ECONOMIC POLICIES</b> The purpose of this session is to learn review how economic policies impact either positively or negatively on women's unpaid care work. We will also explore how progressive public financing policies can help to address gender inequalities.		
11:00-11:30	Why is care an economic justice issue? Speaker presents for 30 mins. followed by discussion	Output 1
11:30-12:00	Buzz groups	Output 3
12:00-1:00	How does the budget cycle work in Uganda? 30 mins presentation /30 min Q&A and discussion	Output 3
1:00-2:00	LUNCH	
<b>Session 6: POLICY INFLUENCING TO ADDRESS CARE IN UGANDA</b> Present and review draft advocacy strategy		
2:00-3:30	Introduce key elements of an advocacy strategy and what a specific advocacy strategy on care could like in Uganda	Output 3
3:30-3:45	BREAK	
3:45-5:00	Overview of sustainable agriculture and care  Overview of care issues in urban areas	Output 3
5:00-5:15	Reflections on DAY TWO Overview of DAY THREE	

### DAY THREE: POLICY INFLUENCING: Rights mapping and Stakeholder Mapping Thursday, 18<sup>th</sup> July 2013

**Objective:** To formulate strategies for each of the two tracks

TIME	TOPIC	OUTPUT
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09:00-09:30	Recap of DAY TWO	
<b>Session 7: RIGHTS MAPPING</b>		
<b>Deepen analysis of unpaid care work and basic human rights</b>		
9.30 -10.30	Discuss how and whether UCW is linked to women and girl's rights	Output 2
10:30-10:45	<b>BREAK</b>	
10.45-11.45	Rights mapping – where does UCW lie? (between individual beliefs, legal level and societal norms)	Output 2
11.45-1:00	Defining goals – moving UCW to an intersection between individual beliefs, social norms and legal structures.	Output 2
1:00-2:00	<b>LUNCH</b>	
<b>Session 8: STAKEHOLDERS MAPPING</b>		
<b>Identify the key actors that will be involved in making the change we want to see happen</b>		
2.00 -3.30	Stakeholder mapping  Map out the <b>key friends, opponents and currently neutral actors</b> to assess who has the power to make change happen and how we can influence them  Map out linkages between different actors and the extent to which ActionAid/partners can influence them  One group can focus on sustainable agriculture and care, while the other group focuses on care in urban areas.	Output 2
3:00-3:30	Peer Review activity	Output 2
3:30-3:45	<b>BREAK</b>	
3:45-5:00	Each group to finalise their advocacy strategy taking into account the feedback from the other group.	Output 2
5:00-5:15	Reflections on DAY THREE Announcements	

## DAY FOUR: ADVOCACY STRATEGIES: Critical Path, Activities and Messaging Friday, 19<sup>th</sup> July 2013

**Objective:** To complete the work on the two separate tracks and to identify how each track can support the work of the other

TIME	TOPIC	OUTPUT
09:00-09:15	Recap of DAY THREE	
<b>Session 9: SHARING INFLUENCING STRATEGIES</b>		
<b>Each group presents their influencing strategies</b>		
09:15-11:15	Presentation of the two stakeholder mappings	Output 2
11:15-11:30	<b>BREAK</b>	
<b>Session 10: MESSAGING</b>		
<b>Brainstorm key messages participants can use in their community meetings, government lobbying, public awareness raising and to build alliances with new CSO</b>		
11:30-1:00	Discuss and brainstorm key messages that can be used as part of our advocacy strategy  Draw on stakeholder mapping and rights mapping for this exercise.	Output 2
1:00-2:00	<b>LUNCH</b>	



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<u>Session 11: ACTIVITIES</u>		
Identify the key next steps based on the stakeholder mapping and Rights mapping – what are the next steps in 2013 and in 2014?		
2:00-3:30	Identify next steps ... + Discussion of how these can be SMART steps	Output 2
3:30-4:00	BREAK	
<u>Session 12: OPEN SESSION</u>		
Opportunity for participants to reflect and raise any issues and concerns. Conduct the final evaluation for the workshop during this session.		
4:00-5:00	Space for participants to reflect in smaller groups or pairs and raise key issues/concerns. Also an opportunity to go back to the parking lot if there are any issues that have not been addressed	Output 3
17:00 -17:15	Concluding remarks and Thanks	

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### UNPAID CARE WORK CAPACITY BUILDING WORKSHOP

## List of Participants

No	Name	Organization	Title
1	Susan Muwanga	Ministry of Gender, Labor and Social Development	Senior WID officer
2	Arthur Katongole	Ministry of Gender, Labor and Social Development	Program Assistant
3	Josephine Chandiru	Ministry of Gender, Labor and Social Development	
4	Judith Bibonwa	Ministry of Gender, Labor and Social Development	Intern
5	Moses Musingo	Ministry of Education and Sport	Senior Education Officer
6	Kule Baritazale	Ministry of Education and Sport	Assistant Commissioner, secondary education
7	Mary Mutende	Ministry of Education and Sport	Senior Education officer, Private Schools
8	Agripinner Nandhogo	UWOPA	Coordinator
9	Lilian Kobusingye	FIDA-U	Program Officer
10	Joyce Achola	UGANET	Program Officer
11	Patience Birungi	UWONET	Intern
12	Muhidin Noor	Makerere University	Lecturer
13	Peter Fuuna	Makerere University	Lecturer
14	Ssali Hussain	Makerere University	Volunteer and Facilitator
15	Teddy Angida	Mulago Hospital	Senior health statistician
16	Noeline Kiwanuka	Kawempe health centre	counselor
17	Christine Naiga	Kawempe health centre	Counselor
18	Goretti Muragidemarija	AA Rwanda	LRP Manager and women's rights advisor
19	Milly Nyanja	Tusitukirewamu	Volunteer

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20	Mirembe Resty	Reflect	Facilitator
21	Henry Kyanamiro	Buredo	C/P
22	John Musisi	Tusitukirewamu	Volunteer
23	Florence Masulia	TWG	Program Officer
24	Nulu Nabunya	Mawda	P.C
25	Irumba Kemugisha	Mawda	Facilitator
26	Naava Namutebi	Mawda	Volunteer
27	Ednance Kiiza	LRP Busiki	Program Coordinator
28	Joyce Nabwire	AAIU	Project Officer
29	Nickson Ogwal	AAIU	Director Partnership, Funding and Sponsorship
30	Paulo Ojuman	AAIU	Policy Manager
31	Irene Kharono	AAIU	Program Director
32	Hellen Malinga	AAIU	National Women's Rights and Gender Equality Coordinator
31	Elizabeth Katusiime	AAIU	Program Officer
32	Kodili Bernadette	AAIU	Communications Assistant
33	Francis Akorikin	AAIU	Program coordinator
34	Rachel Moussie	ActionAid International	Women's Economic Rights Coordinator
35	Deepta Chopra	Public Policy Institute of Development Studies	Researcher



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**Annex 5 : CLOSING REMARKS**

“I feel envious that I was not here for the whole time. I had other things to attend to. I want everybody to realize that everything we do is about us. Many of us right in this house have problems on these issues and before you resolve them you cannot help others. It is highly likely that most will put it at a desk somewhere and then after 2 years you will burn it. In addition, you all can write something, no matter what language, sentence contractions, write about 300 words and they will get in touch with you and you can email them instead of waiting for the report to come. Agreed? Let us not leave the meeting without any idea, learning needs self discovery. We have to know the concepts of unpaid care work like some have removed unpaid and left carework but for the start, we have to have unpaid because some people will be saying that they are working for the family, this is an important reality. Reflect on the learning you have had and dream of the time that we will get there. Some ideas about how we move forward. Clarity on the concept is extremely important. This idea has an opportunity to unlock a lot of potential. This is not a small matter, it is a reality. Little by little we can change society”.

It is not about reinforcing the status quo, it is about the economic value. “I dream of a time of a time when we are able to calculate the economic worth of unpaid care”. I dream of that time when the minister of finance will talk like that. When this is done, many doing that will have more self esteem.

The document on the marriage and divorce Bill. “A ‘contaminated’ discourse reflecting a larger failure of leadership”. On page 4; relate with this using WPC and unpaid work. It is not about paying. The newly appointed judge did tell us about a way to understand the value of what a woman does and decide to value whatever your wife does, if she opens the gate, call it gate keeper and cost it, if she cleans, call it cleaner and cost it and all this, he realized that his total came to 6.9 million, and this was too much for him to afford. It helps you appreciate how much women do at home.

“We invited the chair person of UWOPA, Hon. Betty Among to the General Assembly and we asked why this Marriage and Divorce Bill cannot be passed into law. She said that is it because of the President, She told us that she was invited to statehouse to discuss this Bill with the President and if you have been to statehouse, the security works on your mind and you do not think properly. When she got there and had explained every clause, the President had a problem with the issue of property and he said he cannot share his property. She started complementing him about how he was always smart, his clothes always clean and ironed, shoes always clean, how she came to statehouse and she was being taken care of well, always had something to drink, eat, how the place is clean. And then she asked him who does all that, and of course he employs people to do that, so she asked him, what about those families where the women has to do all this by herself? This is when he realized what women contribute to the families. He told her that passing the Bill would be political suicide, but if she can go convince the primitive people in villages, then he would have no issue with it. Essentially, this was about unpaid care work.”

Strategy going forward. Looking at the ActionAid pilot, it is important that we expand this understanding beyond Bwaise and Pallisa.

I am going to tell a story about one of you here, but I will not give the name.

“She is a woman married to a staunch Muslim. She was not allowed to go get work; she always stayed home doing housework. She was introduced to the time series, and this is a

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powerful tool, if you all could do it in your communities, it would be useful. She could not believe the amount of work she does every single day. She thought, how do I approach my conservative Muslim? She filled it in and put it on his radio because he liked using his radio and when he asked her what that was; she said it was just a Rota reminding her of what she had to do in the house. Slowly he started helping out, and now he washes, fetching water and the women neighbours noticed and started asking what have you done to your husband, have you bewitched him? Eventually, she started to work, paid work. She then introduced this to other women. This was a powerful story, and I almost cried when she told her story. We need to deepen what we are talking about. What is the next generation for other people and we need to create these zones, child labour free zones”.

Finally, he thanked all the participants acknowledging that Friday (the last day) had been the lowest in terms of turn out. He thanked all the people who had been at the workshop since day 1 stating that, “It is reported that the attention span for a human brain is 20 minutes, and so to be here for 4 days is good”. Appreciation was given to the officials from government for being present and reminded participants that the policy change takes long and these government officials may not be able to immediately change the policy but that they have learnt a lot from that workshop. Thanks were given to other CSOs who honored their invitation to the workshop and he also recognized the work done by the logistics and support team who would usually be overlooked just like unpaid care work. He continued to say that,

“I am grateful to the facilitating team; IDS and ActionAid share something. Once you are there, you are always there just like ActionAid, once an ActionAider, always an ActionAider, even when you leave, you go to a different organization you still have the ActionAid mentality. So I was happy when I heard that IDS will be here. You never leave the same when you go to IDS. I went there when I had a big head, I thought I knew everything, I learnt a lot. You have all played your part and you should be happy”.

“You may never know the results that come out of your actions but if you do nothing, there will be no result” Ghandi.