



Annual Report 2019



Alliance of Women Advocating for Change



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About AWAC

For the past four years since inception in 2015, the Alliance of Women Advocating for Change has passionately advocated for gender justice and implemented programs in quest for a supportive Policy and Social environment where rural and peri-urban grass root female sex workers live free from human rights abuse in order live healthy and productive lives in Uganda.

AWAC has done this through; empowering grassroots female sex workers to organize, understand their rights and responsibilities, seek and demand access to health, legal, socio-economic services, hold leaders accountable and as well challenge discriminatory practices, policies and laws.

AWAC is a network of grassroots FSWs led organisations registered in 2016 as a Company Limited by guarantee Reg. No. 220998. Later on, in 2018, AWAC was registered as an NGO Reg. No. INDR140811523NB and issued with an NGO Board permit to operate countrywide Reg. No a File No. MIA/NB/2018/10/1523.

Vision: A supportive policy and social environment that enables rural and peri-urban based grassroots Female Sex workers to live free from human rights abuse in order to live healthy and productive lives in Uganda.

Mission: To strengthen a unified, vibrant, national, and sustainable female sex workers (FSWs) movement to advocate for an enabling environment and access to comprehensive sexual health rights, social and economic services for rural & peri-urban based grassroots FSWs in Uganda

Our Values: Mutual Respect and Integrity; Empowerment and Meaningfully involvement; Transparency and Accountability; Evidence based programming and human rights based approach; Innovation and Excellence .

AWAC Objectives

- To strengthen the institutional capacity of AWAC secretariat and her members for better coordination, communication, reporting, engagement and accountability to successfully execute her mandate in Uganda.
- To respond to stigma, discrimination and violence fueled by punitive laws and harmful cultural norms to guarantee equitable access and utilization of responsive integrated HIV/ SRHR, TB services and acceleration of SDGs by rural and peri-urban grass root FSWs &AGYW engaged in sex work in Uganda.
- To economically empower grass-root rural and peri-urban FSWs to diversify their income and improve their social economic well-being in Uganda.
- To provide social protection, psychosocial support and mental health needs to children of FSWs &AGYW engaged in sex work in Uganda.
- To undertake research and document human rights abuses experienced by grass-root FSWs &AGYW engaged in sex work for evidence-based programming, advocacy and policy change in Uganda.

AWAC slogan

Inspired by the Desire to Make a Difference, Leave No One Behind!

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FOREWORD FROM THE BOARD CHAIR

Once again, I take the honour to present to you AWAC's Annual Report, for the year 2019. This report is AWAC's 3rd annual report and a welcome reminder of the remarkable journey of a small, but tenacious and rapidly growing organisation.

2019 continued the now established trend of AWAC growing every year in terms of quantity and quality of work, and visibility. In terms of work output, AWAC experienced immense growth and progress over the course of 2019. During the year, AWAC finalized four researches on the enforcement of laws affecting our target groups; opened a new field office in Masaka and launched it; partnered with Masaka District Local Government; expanded its office premises to include an annex and formally extended its legal aid service provision and advocacy efforts to drug users and women, girls and healthcare workers who find themselves in conflict with the law on abortion.

The Board of Directors continued in its role of policy development and guidance to the Secretariat and the organization as a whole. The Board sat 3 times during the year, to review organizational policies, work plans for the better management of the organization.

We remain grateful to our generous development partners for making our work possible. I also extend my thanks to my fellow board members, the Executive Director and every staff member of AWAC. Without their support, cooperation and dedication of all of you, our work and success would simply not be possible.

We look forward to winning more ground in the fight for human rights and justice for all.

.....

Patricia Kimera,
Chairperson, Board of Directors

REMARKS FROM THE EXECUTIVE DIRECTOR

EXECUTIVE SUMMARY 2019:

The Annual Report 2019 is a synthesis of AWAC's activities and achievements for the year 2019. It also includes our financial position as at the end of the year.

The year 2019 was our 3rd year in the implementation of the AWAC Strategic Plan 2017-2019. An internal assessment of the plan revealed that H is on track to meeting all of the set targets by the time the Strategic Plan comes to an end in December 2017. The Board has already started on the process of developing a new Strategic Plan for the period 2018-2022.

Work continued to be executed under the three programmatic areas provided for in the Strategic Plan: Community and Institutional Capacity Development; Under this result area; Access to comprehensive sexual reproductive health rights (SRHR) services & acceleration of sustainable development goals and Advocacy, research and knowledge management. This work will be discussed under each programme.

AWAC's strategic thematic areas

1. **Community and Institutional Capacity Development:** Under this result area, AWAC works to build her own capacity and the capacity of rural and peri-urban grassroots female sex worker led CBOs/organizations to be able to demand for their sexual health rights including access to services through effective and efficient coordination, strengthening governance and community leadership structures and mobilizing the necessary resources to achieve this result. This is achieved through: Institutional strengthening and mentorship and coaching with the use of role models for grass root sex workers, training them in feminist transformational leadership and movement building designed to strengthen female sex workers' solidarity, community leadership, advocacy, and strategies for building collective organizing and social transformation; resource mobilization and basic management skills.
2. **Access to comprehensive sexual reproductive health rights (SRHR) services & acceleration of sustainable development goals.** This aims at scaling up access to integrated gender-based violence, mental health & socio-economic empowerment services into HIV/SRHR & TB programming across the country. It also focuses on building the capacity of grass root rural and peri-urban based female sex workers in the acceleration of the Sustainable Development Goals (SDGs) in Uganda; addressing stigma, discrimination & challenging criminalization of all forms; demand creation for HTS, supporting adherence, index contact tracing, disclosure, retention into care and saving through CoSLAs (Community Saving and Loans associations). The Drop-in Centre: This is a responsive friendly services facility located in the community where female sex workers drop by to relax, share personal stories/experiences access basic health information including PrEP, PEP, Family Planning, and commodities such as HTS, SRH services, condoms, lubricants and ART to achieve access to integrated Gender Based Violence (GBV), Mental Health & Economic Empowerment into quality HIV/SRHR & TB services including access to preventive biomedical innovations and acceleration of SDGs; Social Economic Empowerment (SEE) to diversify female sex workers and adolescent girls income. This is done through AWAC's innovative models such as Drop in Centre, CHLEGs Community Health Livelihood Enhancement Groups (CHLEGs), Girls Action Clubs, Peer Strengths Footsteps (PSF) Model, Community Human rights & Sustainable Development Goals Accelerators (CHuSA) and Her Legacy Initiative model.
3. **Advocacy, research and knowledge management:** This aims at promoting rights and evidence-based policies and programs for and by grass root rural and peri-urban based female sex workers countrywide. It also aims at strengthening participation in the development and dissemination of rights-based research, and knowledge management, and learning; and collection, analysis and dissemination of grass root rural and peri-urban based female sex workers in Uganda.

AWAC projects impacting on lives

In terms of impact, AWAC's services have impacted over 10,000 female sex workers services in terms of accessing HIV prevention, SRHR, care and treatment services including parenting. At least 248 children have been reached with phyco-

social support and services. In addition, 1,200 adolescent girls engaged in sex have been reached HIV prevention, SRHR, care and treatment services parenting services, For example, 50% of 56 adolescents and young who were experiencing mental health issues (depression, posttraumatic stress etc.) have been supported to improve and the rest referred to National Referral for treatment with moderate effect and we are still following up on them to ensure that they improve. Nearly 89% of FSWs and AGYW those who received the SBS kits reported reduced socio-economic related distress and improved self-esteem attributed to being able to fend for themselves and their families. 32% of the small business start-up recipients reported that they had stopped engaging in risky sexual practices such as high pay for live sex, allowing free alcohol from clients and friends before act sexual transaction. Other achievements include 60% of FSW who have faced sexual violence reported decrease in violence and risky sexual behaviors (source: program data).

Program management capacity and key Achievements AWAC's programming is anchored on her five-year strategic plans developed through highly consultative and participatory processes including all stakeholders to address their specific needs and challenges. Since her inception in 2015, AWAC in addition to the on-going projects has successfully managed a range of donor funded projects that have impacted on the lives of female's sex workers and their children and the adolescent young girls engaged in sex work. The on-going projects include (i) Strengthening women movement project in 18 funded by UN Women (2019-2020). The project aims at strengthening grassroots women movement to prevent GBV and address gender inequalities among sex workers and adolescent girls and young women engaged in sex work (ii) Increasing the uptake and retention of PrEP services by grass root rural and peri-urban based FSWs and AGYW funded by AVAC at high risk across the six regions (May 2019-March-2020) (iii) Community-facility Linkage project (funded by IDI) Kampala region (2018-2019). The project is aimed at facilitating the AWAC Drop-in Centers in the linkage referral and mobilizing for HIV Testing Services (HTS) and demand creation for PrEP prevention (iv) and Institutional support project funded by American Jewish World Service (2019-2020). The project aims at strengthening AWACs systems and capacity to execute her mandate.

Under AWAC's financial management capacity: AWAC has an effective finance management system and internal control mechanisms, guidelines and policies to ensure efficient and effective programme delivery. The Board has a finance and audit subcommittee that is responsible for monitoring the financial operations of the secretariat to ensure adherence to the policy guidelines and standards including donor compliance. The board convenes on a quarterly basis to review and approve financial budgets and reports. AWAC financial operation at the secretariat is guided by financial, procurement and human resource policy manuals that are aligned to the national and international policy standards and principals. The department also has fully functional financial accounting system (Quick books) that helps in keeping financial records and reporting. AWAC also carries out regular value for money audits conducted both internally and by external independent audit firms. AWAC has a well-established financial approval structure/levels that ranges from the user department, programme manager, finance and administration manager to the Executive Director.

2019 was the year that AWAC started its work in the area of reaching out adolescent girls and young women engaging in sex work facing several limitations, hindering them in fulfilling their potential and contributing to the economic advancement of the country. Such as early marriages, adolescent and teenage pregnancies, dropping out of school, and experiences of sexual and gender based violence and higher risk of HIV infection. In terms of expenditure on AWAC's work, the expenditure in 2019 was double that of 2018 and AWAC was able to raise funds that were able to cover these expenditures. We hope to continues strengthening a unified, vibrant, national, and sustainable female sex workers (FSWs) movement to advocate for an enabling environment and access to comprehensive sexual health rights, social and economic services for rural & peri-urban based grassroots FSWs in Uganda."

Overall, we made great strides in our program work and more than doubled our productivity and efficiency continuing the tradition of consistent growth and development year after year. We shall be making 5 years on 1st Jan 2020, and very good progress is being made to conclude the growing phase of the organisation and focus on development.

I thank all our partners, friends and members for the continued support to AWAC and for the solidarity that you have continued to exhibit in 2020.

Inspired by the Desire to Make a Difference, Leave No One Behind!

.....
Macklean Kyomya
Executive Director

ACRONYMS

AGHA	Action Group for Health, Human Rights and HIV/AIDS
AGYW	Adolescent Girls and Young Women
AIC	AIDS Information Centre
AIDS	Acquired Immune Deficiency Syndrome
AJWS	American Jewish World Services.
ART	Antiretroviral Therapy
AWAC	Alliance of Women Advocating for Change
AWDF	African Women Development Fund
AVAC	AIDS Vaccine Advocacy Coalition
CDC	Centre for Disease Control and Prevention
CEHURD	Centre for Health, Human Rights and Development
CFCS	Changing Faces, Changing Spaces
CHLEGs	Community Health and Livelihoods Enhancement Groups
CSOs	Civil Society Organizations
DiC	Drop in Center
DPs	Development Partners
EDWA	Empowered at Dusk Women Association
EVAW/G	Ending Violence against Women and Girls
FAL	Functional Adult Literacy
FSWs	Female Sex workers
GACs	Girls Action Clubs
GBV	Gender Based Violence
GCWR	Golden Centre for Women Rights.
GEWE	Gender Equality and Women Empowerment
H/C	Health Centre
HIV	Human Immunodeficiency Virus

ACRONYMS

HRAPF	Human Rights Promotion and Awareness Forum
HR	Human Rights
HRI	Health Rights Initiative
HTS	HIV Testing Services
ICWEA	International Community of Women Living with HIV Eastern Africa
IDI	Infectious Diseases Institute
IOM	International Organization for Migration
JAR	Joint AIDS Review
IPs/	Implementing Partners
IEC	Information Education and Communication
KPIF	Key Populations Investment Fund
KWHSI	Kabarole Women Health Support Initiative
LBQ	Lesbians, Bisexual and Queer
MoH	Ministry of Health
OVC	Orphans and Vulnerable Children
PEP	Post exposure Prophylaxis
PEPFAR	Presidential Emergence Fund for AIDS Relief
PLHIV	People Living With HIV
PrEP	Pre –exposure Prophylaxis
PSS	Psychosocial Support
PTSD	Post Traumatic Stress Disorder
PVYA	Platform for Vulnerable Youth and Adults
PWUID	People Who Use and Inject Drugs
RHSP	Rakai Health Science Program
SDGs	Sustainable Development Goals
SNS	Social network Strategy

ACRONYMS

SOB	Sexual Offenses Bill
SOPs	Standard Operating Procedures
SRHR	Sexual and Reproductive Health Rights
STIs	Sexually Transmitted Infections
TB	Tuberculosis
TWG	Technical Working Group
UAC	Uganda AIDS Commission
UAF	Urgent action Fund Africa
UFF	Uganda Feminist Forum
UGANET	Uganet Network on Law Ethics and HIV/AIDS
UHMG	Uganda Health Marketing Group
UHRN	Uganda Harm Reduction Network
UKPC	Uganda Key Populations Consortium
UNAIDS	The Joint United Nations Programme on HIV and AIDS
UNDP	United Nations Development Program
UNFPA	United Nations Population Fund
UNYPA	Uganda Network of Young People Living with HIV/AIDS
UN Women	United Nations Entity for Gender Equality & the Empowerment of Women
UPF	Uganda Police Force
WOPEIN	Women Positive Empowerment Initiative

1. Introduction

The report is part of the requirement intended to give AWAC stakeholders information about the program activities, income, financial performance and position of the organization during the period January 2019 to December 2019.

The projects implemented during this reporting period were packed with series of crowning events and phenomenal activities which saw AWAC steered on an upward trajectory in two profound respects. In the first place, as part of the activities organized to mark 16 days of activism and celebrate the 10 years of the female sex workers social justice movement in Uganda, AWAC published and produced the first female sex workers social justice movement magazine and documentary. Secondly, the activities implemented constituted a wind up of the last phase of AWAC's 2017-2019 strategic plan.

This report provides an account of the progress of the implemented AWAC program activities of 2019 that are informed by the three-year strategic plan anchored on the following strategic objectives;

2. 0 Objectives

1. To strengthen the institutional capacity of AWAC secretariat and her members for better coordination, communication, reporting, engagement and accountability to successfully execute her mandate in Uganda.
2. To respond to stigma, discrimination and violence fueled by punitive laws and harmful cultural norms to guarantee equitable access and utilization of responsive integrated HIV/ SRHR, TB services and acceleration of SDGs by rural and peri-urban grass root FSWs in Uganda.
3. To economically empower grass root rural and peri-urban FSWs to diversify their income and improve their social economic well-being in Uganda.
4. To provide social protection, psychosocial support and mental health needs to children of FSWs in Uganda.
5. To undertake research and document human rights abuses experienced by grass root FSWs for evidence based programing, advocacy and policy change in Uganda.

The above objectives were achieved using the Strategies below

3. AWAC Strategies

1. Institutional strengthening and Capacity Building.
2. Enhancing stigma reduction & access to HIV, SRHR and GBV services DIC & safe spaces.
3. Providing mental health and Psycho social support services .
4. Economic empowerment through the GAC and CHLEGs safe spaces
5. Policy engagement, Networking and Partnership.
6. Research and Documentation
7. Resource Mobilization

3.1. Institutional strengthening and Capacity Building.

During this reporting period, the following gains were registered in the domain of capacity strengthening.

3rd National Annual Sex Workers Dialogue (NASWD)

AWAC Convened her 3rd National Annual Sex Workers Dialogue (NASWD) with support from UNAIDS, AVAC, AJWS, UAF, HRAPF, PSI, Oxfam-Voice, SMUG and SWaShe Consortium comprised of ICWEA/AWAC/UNYPA supported by UNWOMEN, which attracted over all 170 participants and 80 leaders of the FSWs fraternity from across the six regions of Uganda who interacted with duty bearers, IPs, DPs and CSOs to share updates on new developments, emerging issues, challenges, lessons learned and innovative approaches to enhancing behavioral, structural and biomedical interventions for HIV prevention among sex workers. The FSWs not only utilized this platform to network, push for their meaningful participation, but also were introduced to the PrEP mobile App, the National PrEP communication Plan, the Standard Operating procedures for Communicating PrEP to sex workers, Human rights barriers to access to HIV by sex workers and a study report on Commercial sexual exploitation of female minors in Uganda.



Top PrEP TWG at MoH sharing with AWAC team on the SOPs for Communicating PrEP to FSW



UNAIDS Country Director, Dr. Shaban MoH, Reps from UN fraternity & Grassroot leaders sharing during the 3rd NASWD

National Sustainable Development Goals (SDGs) Workshop

AWAC organized National SDGs workshop with support from UNDP where 61 participants from female sex worker and other KP led organizations, CSOs, media and the UNAIDS country office resolved to spread the vibe of working in unison cross all levels leaving no one behind in quest for hastening of the SDGs in a campaign branded “*Sending HIV to the Museum through SDGs Squeeze*” The focus SDGs being: Good Health and Wellbeing, reduced poverty, hunger and inequalities, peaceful and inclusive societies, sustainable and resilient environment. The ‘squeeze dance’ evokes visions of partners dancing in perfect synchronization, their bodies moving together every step of the way, in harmony with the music. Here is the link: <https://www.monitor.co.ug/News/National/Include-sex-workers-SDGs-achieved---Government-told/688334-5025424-1arkyg/index.html>

Pre NASWD media story <https://nilepost.co.ug/2019/11/28/sex-workers-join-the-fight-against-gender-based-violence/>



Top participants pose for a picture; Bottom left UNAIDS Rep giving remarks; participants appreciating the SDGs principles

Strengthening grass root Women Movement in peri-urban and rural settings

AWAC Strengthened the women movement by equipping 54 women leaders belonging to the Female Sex workers, Women living with HIV and Young people living with HIV fraternities of Amuria, Kaberamaido, Gulu, Kitgum, Pader and Tororo districts with knowledge, skills and tools of promoting Gender Equality and women empowerment and Ending violence against Women and girls through use of feminist transformational leadership and movement building, community scorecards; monitoring, documenting and reporting of human rights violations.

Following the transformational leadership and mentorship trainings, women advocates are able to document human rights violations, refer and link their constituency (members) to needed legal and social services. Others have expressed interest in vying for positions of civic leadership in their respective areas. The trained leaders of the district women movements in Kitgum and Pader oriented additional 120 fellow women in EVAW/G and GEWE promotion and were able to conduct community scorecards with minimal supervision.



(L) Kitgum & Pader district movement leaders in community scorecard session; (R) AWAC ED in an inception meeting with duty bearers Pader.

Facilitating and Supporting AWAC grass root Female Sex Workers Leaders in the development of Abstracts for Changing Faces, Changing Spaces (CFCS) conferences in Nairobi and participation of Uganda Feminist Forum (UFF) in Jinja – Uganda.

AWAC Worked with one of her member organization- GCWR to support two emerging grassroots FSWs led organizations EDWA & WOPEIN to develop abstracts for the UFF and showcasing their contribution to the enhancement of FSWs' Freedom, visibility and Voice under Changing Faces Changing Spaces that was convened in June 2019 in Naivasha. The platform helped them to network with several funding organizations for Key Populations organizations in Africa.



EDs of AWAC membership organizations (AWAC, GCWR, WOPEIN & JEEWAG) posing for a picture during UFF

3.1.5. Supporting Member organizations to develop technical proposals

AWAC together with GCWR supported 3 member organizations develop technical proposals. HRI – Lira one of the organizations supported submitted their technical proposal to UAF on engaging the FSWs community in Lira understand the effects of SOB 2015 on the health and rights of sex workers. They received the grant and implemented project activities.

3.1.6 Paid functional adult literacy (FAL) School fees to for ED Kabarole Women Health Support Initiative (KWHSI)

AWAC also provided FAL support to the ED of Kabarole Women Health Support Initiative (KWHSI) (Paid UG X 500,000 for 3 terms School fees in Primary Seven.) with support from AJWS.



KWHSI ED in School uniform top right is her report card.

3.1.7 Supported GCWR

AWAC supported GCWR by; providing office space, strategic mentorship in movement building, Fiscal hosting of project funds for the Kick for Equality campaign- the Inter Sex Workers soccer tournament. This campaign successfully executed with great credit in amplifying the visibility and resilience of the female sex workers fraternity especially via the social media platform.

3.2 Enhancing stigma reduction & access to HIV, SRHR and GBV services DIC & safe spaces

During the period under review, in Kampala under the IDI-KPIF project, 46 AWAC and GCWR peer educators from Nateete, Bulenga, Entebbe, Kisenyi, Kabuusu, Ndeeba, Makindye and Rubaga were equipped with skills and mentored in promoting PrEP uptake; HIV and TB case finding using SNS, and index contact tracing; documentation and reporting, GBV screening as well as supporting ART and PrEP refills.



(Left) Training Peer educators - Wakiso and KCCA; (Right); inception meeting with duty bearers in KCCA under KPIF

Overall, there was a noted **improvement in HIV case finding of sex workers** and AGYW from an HIV testing yield 2.3% at the end of the first quarter to 13% - out of 326 FSWs and AGYW reached with targeted HTS, 41 were diagnosed with HIV and enrolled on ART. 96 of those who tested negative were enrolled on PrEP which progress is attributed the support from CDC -KPIF (IDI – KPIF, RHSP –KPIF and Mild May - KPIF at the end of quarter four.

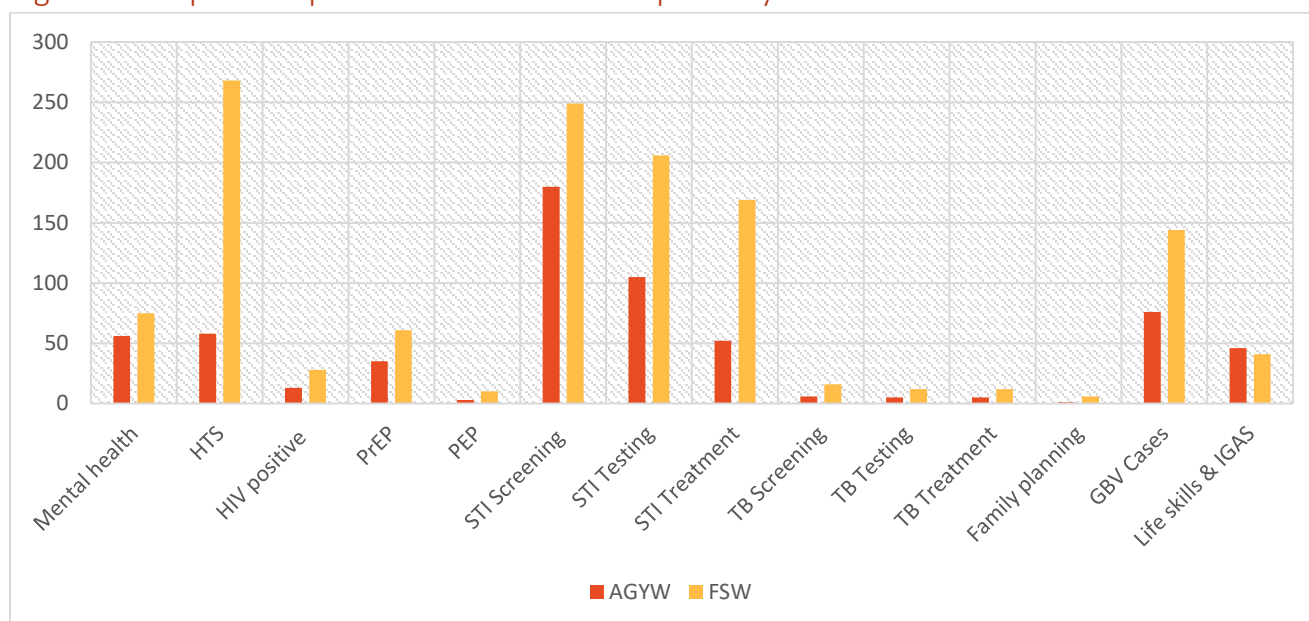


(Left) Peer mentorship in Use of Data Collection Tools at AWAC DiC (Right) Counselling during Targeted HTS at Mbuya Gaetano

Table 1 Blow Shows the Services that were given to FSWs and AGYW at AWAC DIC & outreach sites

Service Indicator	AGYW	FSW	Total
Mental health	56	75	131
HTS	58	268	326
HIV positive	13	28	41
PrEP	35	61	96
PEP	3	10	13
STI Screening	180	249	429
STI Testing	105	206	311
STI Treatment	52	169	221
TB Screening	6	16	22
TB Testing	5	12	17
TB Treatment	5	12	17
Family planning	1	6	7
GBV Cases	76	144	220
Life skills & IGAS	46	41	87

Figure 1: Graphical representation of Service uptake by FSWs and AGYW.



3.3. Providing mental health and Psycho social support services

3.3.1 Mental health

The year 2019 saw an expansion in the AWAC package of services for FSWs and AGYW which integrates mental health. 143 FSW and AGYW were screened and identified with mental health issues. 78% of the FSWs reported to experiencing depressive symptoms 65% had anxiety symptoms, 40% PTSD, FSW 82% reported significant improvement following counselling and psychosocial support. 80% of the FSW who had mental health issues reported to be using drugs including alcohol, tobacco, sniffing, smoking and injection as their coping mechanism. 25% reported a decrease in alcohol consumption after receiving counselling.

3.3.2. Life skills.

In the same reporting period, 94 AGYW, FSWs and their partners attending CHLEGs, GACs and DiC safe spaces were equipped with **life skills** by AWAC service providers. 49% of them were AGYW, 44% were FSWs while 7% were their partners. These skills include conflict resolution, coping with difficult emotions, negotiation, building self-esteem, relationships and parenting communication, goal setting, and decision making critical and creative thinking). As a result of acquiring the skills, 22% of the FSWs reported decreased stigma and discrimination in their respective communities, while 70% reported improvement in self-esteem. 85% reported that they had not registered incidents of condom breakage during sexual encounters with their clients while 38% reported reduction in violent and rough encounters with their clients which they subjectively attributed to enhanced conflict resolution, negotiation and relationship management skills.

3.3.3 Girls Action Club Psychosocial Support

In the period under review, Psychosocial support services in the GAC safe space were expanded and strengthened leading to significant positive impact on the wellbeing of GAC members in the following areas.

3.3.3.1 Menstrual Hygiene

49 FSWs and AGYW at high risk in the Girls Action Club (GAC) were reached with menstrual hygiene information. 75% of these were ill-informed about menstrual hygiene management; 45% could not afford sanitary pads given the competing financial needs- regarded buying sanitary pads as a luxury; 30% resorted to crude ways of managing their periods, while 20% had exchanged live sex for money to get sanitary pads. Following menstrual hygiene management trainings 50% of

those who previously felt confused embarrassed and anxious talking about their menstrual issues reported, that they no longer feel as much.

3.3.3.2 Personal development planning, hands on skills building, marketing and Community service

With support from Natalie a **volunteer from Michigan State University**, 22 members were equipped with practical personal development planning and branding skills, talent development, marketing, social mobilization and networking alongside baking, making liquid soap, crafts bag, shoes, ties, bracelets and selling pads and lubricants procured from UHMG to their colleagues at a very subsidized price. Half the members were also equipped with reading, writing and numeracy skills. 4 singles expectant AGYW who had never gone for antenatal care given, three of whom were feeling heavily stigmatized, hiding and starving using drugs and harmful substances in a small shelter were mobilized in the process. The members welcomed them, gave them some food and words of encouragement. Upon giving birth, their peers mobilized clothes for them and their babies. These mothers now feel a renewed sense



Figure 2: Natalie training the GAC members at AWAC DIC

of hope. This gave birth to the caring through clothing a needy sister campaign, which attracted support of Aga Khan students who donated clothing, taught the GAC members how to make loombands crafts and engaged them in community service. With the empowerment, GAC members who were previously starving, or could barely afford clothing and shelter were able to meet their basic needs as well as those of their children meet their basic needs as well as those of their children.



(Left)GAC members' exhibition during 2019 JAR; Right- GAC members acting how they respond to violence

3.4. Economic empowerment through the CHLEGs and GACs safe spaces

3.4.1 CHLEGs

During the period under review, AWAC continued providing support supervision and mentorship to the 9 CHLEGs established the previous year. This year, 6 CHLEGs were supported to tap into opportunities of the Women entrepreneurship program in their respective division. Teams from respective divisions have already visited them and asked the groups to apply.

3.4.2 GACs savings and livelihoods initiatives

Several members of GAC have benefited from the IOM supported business startup project. AWAC identifies platforms where they exhibit their products such as craft bags, ties, lumbands, and cakes. Others have been hired to entertain guests. At the end of the year the members gathered and shared their savings.

3.4.3 Small Business Startups (supported by IOM)

With support from IOM, 29 AGYWs, FSWs and their partners received small business start-ups capital and mentorship in running their businesses which include; tailoring, hairdressing, shoe-making, events management, restaurant, peanut butter making, stationery and retail.



The figure above shows AGYW/FSWs who were supported to start up small businesses by AWAC through IOM

80% currently have stable businesses and have employed some of their peers; 35% can now afford to pay rent and school fees for their children. 25% of the 10 beneficiaries who had been involved in hazardous substance use reported that they no longer engage in the same which they attributed to reduced distress and idle time; Nearly 89% of FSWs and AGYW those who received the SBS kits reported reduced socio-economic related distress and improved self-esteem attributed to being able to fend for themselves and their families. 32% of the small business start-up recipients reported that they had stopped engaging in risky sexual practices such as high pay for live sex, allowing free alcohol from clients and friends before act sexual transaction.

3.5. Policy engagement, Networking and Partnership

3.5.1 Petition against problematic provision of the Sexual offenses Bill 2015

In the same reporting period with support from UAF, AWAC continued her stewardship role of harnessing strategic alliances and *consensus position on the Sexual Offenses Bill 2015* with the Sex workers and LBQ women coalition, media houses and mainstream coalitions and CSOs such as Women Living with HIV, Women with Disability, and Human rights, CSOs such as CEDOVIP, AGHA, UGANET, HRAFP and CEHURD. 66 grass root FSWs LBQ Women leaders and HR activists participated in the National sensitization and update meeting on the SOB 2015; 49 Sex workers, LBQ women coalition and mainstream women movement were engaged in a consensus building meeting while 45 members from the respective coalition categories participated in a Press Conference where their voices against Problematic punitive provisions of the SOB 2015 were amplified <https://mobile.monitor.co.ug/News/Women-ask-Parliament-decriminalise-prostitution/2466686-4986544-format-xhtml-y66n77/index.html>. The Bill was eventually withdrawn from parliament by its author. The current revised bill doesn't have those provision for criminalization of sex work which we consider a big win on the side of AWAC and the sex worker movement.



(L)Participants pose for a picture at the end of the SOB 2015 update meeting

3.5.2 Development, Review & Validation of In-country/ international Plans, Policies Reports

In the financial year 2019, AWAC participated in the development, review and validation of in country and international plans, Policy and performance instruments pertinent to Key population programming.

Among them were;

- Synthesis, Consolidation and Building Consensus on Key and Priority Population Size Estimation Numbers in Uganda.
- Technical Guidelines on Universal Access to HIV Prevention, Treatment and Care for People who use Alcohol, Drugs and Other Substances.
- Multi-Sectoral HIV Programming Framework for Key and Priority Populations in Uganda
- National Report on Implementation of the Beijing Declaration and Platform for action Action
- Uganda HIV Prevention Shadow Report 2019
- Toolkit for differentiated HIV and Other service Delivery Models for Key Populations IN UGANDA
- 2019 PEPFAR COP



AWAC ED with other CSO leaders Youth pose for the photograph during the Beijing 25+ Addis Ababa conference

3.5.3 Networking and collaboration

During the period under review, AWAC continued expanding her circumference of strategic collaboration and partnership with individual stakeholders and organization from 68 to 129 (ranging from health service providers, law enforcement officers, CSO activists, Academia, religious and cultural fraternities, IPs and ADPs

Our collaboration was in the areas of research, advocacy, capacity building, resource mobilization strengthening linkages and referrals.

AWAC collaborative relationships with Rural and Peri-Urban grassroots FSWs groups and organizations spread from 25 districts to 42 districts.

AWAC utilized participation in various local and international spaces to increase stakeholder awareness about AWAC mandate, interests, initiatives and activities. The networking and collaboration not only helped in cross-pollinating viable ideas from other stakeholders but also resulted in creating useful linkages with likeminded institutions.

Additionally, through Networking, AWAC was nominated to seat on the steering committee developing the KP framework coordinated by UAC; TWG developing the comprehensive response plan for a public health response to human rights and equity barriers to HIV, TB and Malaria coordinated by MoH & UNAIDS.

3.6. Research and Documentation

In the same reporting period, AWAC continued documenting human rights violations against Sex workers. A total of 220 GBV incidents were documented throughout the year. The following monumental events were utilized to document and showcase FSWs' GBV situation and the resilience of the FSWs movement in Uganda

3.6.1 Producing and Publishing the FSWs Social justice movement documentary and Magazine

As part of the activities organized to mark the 2019 edition of the 16 days of activism and celebrate the 10 years of the Female Sex Workers' Social Justice Movement in Uganda, with support from IDI and AWDF, AWAC produced and published the first female sex workers social justice movement documentary and magazine titled the (the Sex workers' Advocacy and Resilience Magazine "**the SWARM**").



(Top left) Police officer responding to issues of Violence against FSWs, left below WOPEIN ED sharing during the cafe

3.6.1.1 Gains from Magazine and Documentary

Among the gains registered were;

3.6.1.1.1 The SWARM spotlighted the plight and resilience of the female sex workers fraternity in context of GBV in Uganda.

3.6.1.1.2. Transformed the narrative on sex work and sex workers' organizing.

After reading the SWARM during the media café for example, which attracted 27 journalists from various media houses under their umbrella network - Health Journalists Network Uganda. Several journalists shared that they felt *like scales had fallen off their eyes* permitting them to realize how stereotyping and biased their reporting of FSWs stories were hence, committed to work with AWAC towards FSWs responsive media campaign on ending violence against FSWs. The proceedings of this café were reported by some media houses; <http://kissmediaug.com/awac-beralikirivu-kubakumi-bedembe/> from Kiss FM Media published on 16th December, 2019, <https://www.youtube.com/watch?v=2QWh8IHS3CY> from Delta TV/YouTube published on 15th December, 2019 by Beti Kalungi.

3.6.1.1.3. The documentary also added fuel to the conversation on decriminalization of sex work. After watching the documentary, during a safe dialogue that attracted 66 participants, Hon Aol Jaqueline - Woman MP Nebbi district committed to introduce AWAC to the Uganda Women parliamentary Association (UWOPA) to lobby for repealing of clauses that criminalize sex work in the sexual offenses bill and the Penal Code.



Dr. Carol UAC, grassroots leadership and Police reps add their voices to the ERAW/G – (FSWs) campaign

3.6.1.4 FSWs shared that they felt a renewed sense of hope, Sisterhood, healing and courage as they shared, read, watched and listened to untold stories of exceedingly great trauma and courage from their peers in the documentary, the SWARM, during FGDs, play and pictorial presentations.

3.6.1.5 FSWs shared that after reading and listening to the experiences of their colleagues, they were inclined to tell more of these experiences to improve their GBV prevention and response plans.

3.6.1.6 Commissioners of the Police Departments of Human Rights (HR) and Community Liaison appreciated FSWs' GBV concerns and encouraged FSWs to report violations perpetrated against them by Police officers to the HR department Police or the Police Professional Standards Unit so as to have the suspects prosecuted and have those found guilty dealt with in accordance to the law.

3.7. Resource Mobilization

In the 2019 financial year, in a bid to consolidate and mobilize resources for the organization, AWAC not only prepared concepts and proposal as a sole bidder but also teamed up with several partners and developed winning proposals which were submitted to funding agencies. In effect then, the following funding was secured:

- 3.7.1 KPIF** -KPIF which seeks to contribute to reduced HIV incidence through targeted tailored evidence based interventions that improve access to PrEP; HIV case identification and linkage; HIV treatment retention and viral load suppression among key populations.
- In consortium with UHRN, AWAC secured funding from Mild May –Uganda to implement in Luweero.
 - In partnership with GCWR, AWAC received a grant from IDI to implement in Kampala and Wakiso.
 - AWAC also submitted a proposal as a sole applicant to RHSP which was granted to implement in Bukomansimbi, Kyotera, Rakai and Masaka districts.
- 3.7.2 UN WOMEN** SWaSHE project fund was secured in consortium with ICWEA and UNYPA this project aims at Strengthening Women's Movement building to address barriers to SRHR (including Child marriage), HIV prevention & Women empowerment in 18 districts of Uganda. AWAC is implementing the project in Amuria, Kaberamaido, Gulu, Kitgum, Pader and Tororo districts.

AJWS

AWAC continued strengthening relationships with existing funders as a result funding towards institutional support was extended by AJWS.

3.7.4 Events and campaign based funding was also secured to from;

- **UNAIDS**..... to facilitate the AWAC 3rd NASWD a convening which attracted over 80 grass root FSWs leaders from across the six regions of Uganda share updates on new developments, emerging issues, challenges, lessons learned and innovative approaches to enhancing behavioral, structural and biomedical interventions for HIV prevention among sex workers.
- UNDP to facilitate a National workshop on mainstreaming SDGs in Key Populations HIV programming.
- AVAC to support advocacy for the PrEP Communication Plan and Standard Operating Procedures for communicating PrEP to sex workers.
- AWDF to facilitate the 16 days of activism campaign events which included; Documenting, Producing and Publishing a Video documentary and Magazine profiling the lived GBV experiences, the resilience and the journey of the sex workers' social justice movement in Uganda. The campaign also supported a safe space dialogue where the documentary was launched and the media café where the magazine was showcased.

4.0 Lessons Learned

- Many FSWs know how to read and write which compromises their competence to understand safety precautions, document report violations, understand statements recorded for them while in police custody, access financial opportunities and participate in viable saving and investment ventures.
- Post violence trauma, depression and psychological distress compromises FSWs violence survivors' ability to report and successfully follow up on their cases and adherence to ART and PrEP.
- A key take home lesson from the SOB 2015 revealed that building strategic alliances with other coalitions outside the sex workers coalitions is crucial in hastening the move to challenge punitive laws that target sex workers and other marginalized groups.
- Another key lesson that emerged during the AWAC 2019 edition of 16 days of Activism media café was that the capacity of journalists to undertake balanced, objective and responsive reporting of FSWs GBV stories needs to be enhanced through a systematic media campaign.

- Storytelling is a powerful healing, movement building and advocacy resource in the quest to end violence against female sex workers.
- Criminalization fuels stigma and violence against female sex workers and vulnerability to HIV infection and other life-threatening situations.
- FSWs who use drugs and substances and street adolescent girls engaged in sex work bear a compounded brunt of vulnerability to abuse and life-threatening conditions.

5.0 Key Challenges, opportunities and Plans for 2020

5.1. FSWs Feminist Advocacy agenda -

During the AWAC 3rd NASWD, it was noted with concern that the Uganda Female sex workers' fraternity lacks a feminist advocacy agenda which make lobbying an uphill task especially when engaging the mainstream women movement and government agencies which was huge gap. To address this challenge AWAC intends to spearhead the process of developing and operationalizing the Uganda Female sex workers Feminist advocacy agenda in 2020 and use to influence the outcomes of Gender Equality Forums on Beijing 25+ Agenda.

5.2. Policy work in sectors besides health & developing a shadow report for presentation during UPR

It was also observed that while AWAC was doing so well in validating, developing and inputting in key National frameworks and plans, in the Health Sector, her presence and agenda are neither felt in other in-country sectors such as Gender, Labour and Social Development and Hospitality sectors nor are they felt at regional and international platforms. In response to this challenge AWAC intends to champion development of the FSWs shadow report and have it presented during the Universal periodic review (UPR) at the African commission

5.3. Expand and furnish safe space for the DiC and GAC

Towards the end of the period under review, following an abrupt eviction notice that the rental facility serving as AWAC DiC, GAC safe space and Secretariat had been sold off, AWAC shifted from Katwe to new office premises on Nabulagala road off Balintuma Mengo that have a gap in housing a safe space for Girls Action Club (resting, refreshing, recreation, display area, study resource centre) and the DiC as well as catering for security guarding services which had been catered for as part of the rent package. To address this challenge in 2020 AWAC intends lobby resources for the expansion of facility to house the DiC and GAC safe space in a temporary shelter in form of a container.

5.4. Three Year Strategic Plan

Additionally, the organization's 3 year strategic plan ended in this reporting period which gives AWAC the challenge of developing a new strategic plan in 2020

5.5. A phased Roadmap for the AWAC Institute of Holistic transformation through Her Legacy Fund.

Towards the end of 2019, one of the grassroot FSWs led organizations challenged AWAC to come up with a phased roadmap to AWAC institute of Holistic transformation through her legacy fund which document was not available at the time. In 2020, AWAC plans to come up with that phased road map to AWAC Institute of Holistic of Transformation through the Her Legacy Fund and as well launch the fundraising campaign.

6. Factors that explain AWAC`S performance in 2019

Several factors influenced AWAC`s performance for 2019;

6.1 Consolidation of relationships with existing member groups and organizations as well as scaling up geographical reach to bring new grassroots groups and organization on board helped AWAC in coordination, advocacy and mobilisation of fellow FSWs and AGYW for the implementation of its activities in the communities.

6.2 Availability of funds from different donors; AWAC strengthened relationships with existing donors including AJWS, Urgent Action Fund Africa, and AVAC but also lobbied new funding from donors including UN Women, IDI-KPIF Kampala Region, RHSP- KPIF Masaka Region, Mildmay KPIF Mubende Region, AWDF, UNAIDS, UNDP and technical support from these donors enabled AWAC to achieve its goal and objectives.

6.3 Governance: AWAC is governed by a Five-Board Member team all females selected and approved by the general assembly serving for a 3yr renewable tenure. With their wide experience in corporate governance coming professional backgrounds ranging from human rights, medicine, financial management, gender and HIV programming and a sex worker community representative with a wealth of lived experiences in grassroots advocacy the board have been able to give the requisite oversight and guidance to the organization. The board has been key in developing, reviewing and approving appropriate policies that govern the organization. At the policy level, Board has a finance and an audit subcommittee that is responsible for monitoring the financial operations of the secretariat to ensure adherence to the policy guidelines and standards. The board convenes on a quarterly basis to review and approve financial budgets and reports.

6.4 Leadership: AWAC is headed by the Executive Director and directly supported by five marshalled and indigenous staff including Director of Programs, Advocacy and communication Manager, Research and knowledge management Manager, Programs Manager, Monitoring, evaluation & Learning (MEL) and Business Development Manager and the Finance and Administrative Manager. The above staff have impeccable experience in leadership, resource mobilization, strategic planning, policy and advocacy, collaboration, networking and partnerships building, economic empowerment, mental health management (Counselling and psychotherapy), OVC case management/ child protection), Gender-Based Violence prevention and management, HIV and sexual reproductive health and rights programming, documentation, research and learning.

6.5 Financial management capacity: AWAC has an effective finance management system and internal control mechanisms, guidelines and policies to ensure efficient and effective programme delivery. AWAC financial operation at the secretariat is guided by financial, procurement and human resource policy manuals that are aligned to the national and international policy standards and principals. The department also has fully functional financial accounting system (Quick books) that helps in keeping financial records and reporting. AWAC also carries out regular value for money audits conducted both internally and by external independent audit firms. AWAC has a well-established financial approval structure/levels that ranges from the user department, programme manager, finance and administration manager to the Executive Director.

6.6 Documentation of program activities; AWAC developed tools in collaboration with its grassroots member organisations and partner organisations. The tools include KP/PP HIV prevention service provision form, KP/PP classification tool, peer dairy, GBV screening tools, and follow up assessment form, referral form, OVC assessment forms, passbook to capture savings and KP register (HMIS KP register). These tools captured all information in regards to AWAC annual work plan.

7.0 AWAC's Innovative Models

7.1 Peer Strengths Footsteps (PSF) Model: This taps into a peer's latent strengths and challenge her to mobilize, lead, mentor, breathe faith and radiate the same competence to those who come to walk in her footsteps. With AWAC's support, these peers evolve from emerging peer leaders to group leaders to CBO leaders who later strengthen other groups to become CBOs.

7.2 The Community Health and Livelihoods Enhancement Groups (CHLEGs) & Drop-in Centre (DiC) Model is instrumental in increasing targeted HIV/AIDS testing yield, supporting linkages, adherence, disclosure, index contact tracing as well as reducing stigma and discrimination against Female Sex Workers (FSWs) at individual, community and national levels. The **CHLEG** is a cocktail of health and socio-economic support in one safe space network at the hot spot level. They are useful in demand creation for HTS, supporting adherence, index contact tracing, disclosure, retention into care and saving through **CoSLAs** (Community Saving and Loans associations). The Drop-in Centre: This is a responsive friendly services facility located in the community where female sex workers drop by to relax, share personal stories/experiences access basic health information including PrEP, PEP, Family Planning, and commodities such as HTS, SRH services, condoms, lubricants and ART

7.3 Community Human rights & Sustainable Development Goals Accelerators (CHuSA); The model seeks to empower grassroots Rural and Peri urban FSWs as Champions of Human Rights & SDGs Acceleration to initiate & implement well-coordinated, innovative rights-based interventions that fast-track SDGs in their respective communities, using the SDG Squeeze Dance concept. The 'Squeeze Dance' evokes visions of partners dancing in perfect synchronization, their bodies moving together every step of the way, in harmony with the music.

The "**SDGs Squeeze Dance Campaign**" through the **CHuSAs** spreads the vibe of working in unison cross all levels leaving no one behind in quest for hastening of the SDGs. CHuSAs are challenged to contribute to acceleration of 2030 targets including Good Health and Wellbeing, reduced poverty, hunger and inequalities, quality education, peaceful and inclusive societies, sustainable and resilient environment. The above are achieved through the following; mentorship and feminist transformation leadership trainings for emerging & grassroots for FSW leaders; National Annual Sex Workers Dialogue (NASWD) and National SDGs Squeeze Dance Campaigns Review Meetings; Safe Space dialogues or inception meetings with strategic stakeholders; research & documentation, developing and disseminating assorted IEC materials. Aware that creating an enabling environment is critical to acceleration of SDGs, priority is equally given to challenging criminalization which fuel stigma, discrimination and human rights violations among female sex workers, sexual partners and third parties; tackle gender inequalities and all forms of gender-based violence; advocate for comprehensive sexuality educations and decriminalization of Sex Work in Uganda.

7.4. Girls Action Clubs (GACs); These are tailored safe spaces where adolescent girls & young women in high burden areas such as slums, landing sites, transit routes and boarder areas commune to share challenges, opportunities, family planning including safe sex, consent, choice and pleasure; positive behaviour change practices such as socio-economic empowerment schemes including life skills, business start-up, life and entrepreneurship, innovation and creative arts, apprenticeship, leadership, grassroots advocacy & movement building initiative and human rights trainings; talent development such as music, dance and drama to challenge SGBV and reduce health and socio-economic risks and vulnerabilities. These spaces also provide them with peer led psychosocial support and counselling services.

7.5 The Her Legacy Fund Initiative: In a bid to strategically sustain and accelerate investments towards fulfilling AWAC's mandate even after donor funding is no more, AWAC established the Her Legacy Fund (HLF) initiative with a holistic transformation approach. HLF initiative is aimed at financing the construction and furnishing of **AWAC -Institute of Holistic Transformation (IHT)** that will be comprised of a Wellness Centre; Economic Empowerment Centre; Research and Innovation Centre of Excellency, Microfinance Institution for a sustainable and holistic development, Accommodation facilities for Trainees & Volunteers and Shelter for survivors of Gender Based Violence (GBV). The initiative sets to champion innovation and to economically empower FSWs to diversify their income, since female sex workers do not have opportunities to access Government social protection benefits.

More activities

At the National level, AWAC was part of the Global Fund Concept Development process in Uganda. They were part of the earlier caucusing processes to generate consensus (list of ASKs to the CCM and Government of Uganda) on several issues and continued with the writing process at national level. Our 'Wins' will be reported-on after the final concept is approved by Global Fund Secretariat in Geneva.

AWAC has been part of PEPFAR COP 2020 Development processes that ended with the Regional Planning meeting that was held in Johannesburg beginning of March 2020. This process started with Community Led Monitoring¹ to generate issues for engagement with PEPFAR team and Ministry of Health in Kampala. UNYPA and ICWEA represented people living with HIV at the Regional PEPFAR COP Planning Meeting in Johannesburg - South Africa. ICWEA leads PEPFAR COP – CSO Engagement Processes in Uganda and one of the greatest achievements is that PEPFAR is going to invest financial resources in community-led-monitoring starting April 2020. Other 'Wins' include;

- PEPFAR will expand the SPECTRUM toll-free line and set up regional response centres to support referral and linkages for various services including IPV, and GBV cases. PEPFAR has begun assessing legal assistance mechanisms through the GBV QA Assessment tool. These data can be used to advocate for improvements in forensic and legal services.
- The PEPFAR team will work with MOH and other stakeholders to expeditiously develop a framework and guidelines for streamlining index testing; and implement OGAC recommendations for service delivery improvement. Key actions include ensuring: IPV is promptly reported to trigger immediate and timely remediation; all individuals are screened for IPV as one of the precursors to index testing;
- COP20 PEPFAR will scaled up PrEP services to include AGYW, pregnant and lactating mothers
- COP20 PEPFAR will improve commodity security through aligned investments i.e. 1st time ever 6-month ARV buffer.
- At national level AWAC held consultative meetings with marginalized women specifically female sex workers, women and girls living with HIV in 6 districts-2 regions of the country in preparations for engagement with leaders in Global Fund Concept Development process and PEPFAR COP 2020 Development. The interactions were with people who benefited from PEPFAR and Global Fund Processes. We also used findings from the scorecard processes supported by UN Women and TASO (U) Ltd to engage at national level engagements and advocacy.
- AWAC ED was honored to participate in the Regional Consultation on Beijing+25; 12-14 August 2019, which took place in October 2019, Addis Ababa Ethiopia. The biggest achievement of the consultation was when sex worker priorities and other KP were accepted to be included into the youth statement since, sex workers had been given a platform to air out their views,

LIST OF AWAC STAFF AND THEIR CONTACT DETAILS

¹ Community led monitoring is a systematic data collection process owned and led by those affected by an issue. Community led monitoring empowers and facilitates service users to routinely monitor quality and comprehensiveness of services in their community. It involves collecting both qualitative and quantitative data through observing the status of services at service delivery points, at sub national and national level by the affected community. Data collected generates evidence that is later used to influence people with power at different levels to make sustainable change in practices, policies, laws, programs, budget allocations services, social norms, and values for the betterment of those affected by the issues.

No.	Name	Gender	Role	Occupation		Staff
1	Kyomya Macklean	F	Executive Director	Social Worker		awac kmac
2	Mukwaya Robert	M	Research and Knowledge Management Coordinator	Social Worker		awac rkmu
3	Brenda Nakanwagi	F	Programs Manager	Social Worker		awac gera
5	Mukubba Bosco	M	M&E Officer –Masaka Region	Data Clerk		awac bosco
6	Tushabe Natukunda Jennifer	F	Community Engagement Officer	Social Worker		awac tush
7	Kiiza Jenifer	F	Finance & Admin, HR Manager	Accounts		awac maria
8	Kabugho Janet	F	UN WOMEN Data Clerk Officer	Social Worker		awac kabu
9	Nalubega Sumaya	F	Counselor Masaka Region	Guidance & Counseling		awac nalub
10	Baguma Ronald Kenneth	M	Accounts Assistant	Accounts		awac kenn
11	Simiyu Melb	F	Project Coordinators Kampala Region	Community Psychologist		awac / me
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