

2019 ANNUAL WORKPLAN-SPOTLIGHT INITIATIVE	
Project Title:	<u>SPOTLIGHT INITIATIVE TO ELIMINATE VIOLENCE AGAINST WOMEN & GIRLS IN UGANDA</u>
Expected Outcomes	<p><u>OUTCOME 1:</u> Legislative and policy frameworks, based on evidence and in line with Uganda's commitments at regional and international levels on the human rights of women, girls, and other vulnerable groups, on all forms of VAWG/HP are in place and translated into plans.</p> <p><u>OUTCOME 2:</u> National and sub-national systems and institutions plan, fund and deliver evidence-based programmes that prevent and respond to violence against women and girls and harmful practices, including in other sectors.</p> <p><u>OUTCOME 3:</u> Gender equitable social norms, attitudes and behavioral change across all levels of the socio-ecological model to prevent violence against women and girls and harmful practices and promote women's and girls' Sexual and Reproductive Health Rights (SRHR)</p> <p><u>OUTCOME 4:</u> Women and girls who experience violence and harmful practices use available, accessible, acceptable, and quality essential services including for long term recovery for violence.</p>
Expected Output(s):	<p>Output 1.1: Strengthened evidence-based knowledge and capacities to draft assess gaps and draft new and/or strengthen existing legislations;</p> <p>Output 2.1: Strengthened capacities of key institutions to deliver evidence-based programmes that prevent and respond to Violence Against Women and Girls (VAWG);</p> <p>Output 2.2: Coordination mechanisms established, strengthened including multi-sectoral representation and groups representing vulnerable women</p> <p>Output 3.2: Community advocacy platforms are established/strengthened to develop strategies and programmes to promote gender-equitable norms, attitudes and behaviors;</p> <p>Output 3.3: Decision makers in relevant non-state institutions¹ are better able to advocate for implementation of legislation and policies on ending VAWG, including SGBV/HP, and for gender-equitable norms, attitudes and behaviors and women and girls' rights (including SRHR);</p> <p>Output 4.1: Knowledge and capacity of National and CSO institutions strengthened to deliver quality, coordinated multi-sector essential services, including SRH services and access to justice, to women and girls' survivors of VAWG.</p>
Implementing Partner:	UNDP, Pulse Lab, Resident Coordination Office (RCO); IOM, OHCHR,
Responsible Parties	Ministry of Gender, Labour and Social Development; Ministry of Justice and JLOS Secretariat; Ministry of Local Government; Judiciary; Uganda Human Rights Commission; Office of the Prime Minister; Ministry of Trade, Industry and Cooperatives; Ministry of ICT and National Guidance; Ministry of Energy and Mineral Development; Selected District Local Governments (DLGs) – Arua, Amudat, Kampala, Kasese, Kitgum, Kyegegwa, Tororo; Uganda Law Reform Commission (ULRC); National Planning Authority; Ministry of Public Service; Equal Opportunities Commission (EOC); Ministry of Finance, Planning and Economic Development; Private Sector Foundation of Uganda (PSFU); Selected CSOs; International Justice Mission; LASPNET; Ministry of Internal Affairs



BRIEF DESCRIPTION

The Uganda Spotlight Initiatives seeks to capitalize on existing programmes and interventions addressing VAWG, HP, and SRHR in Uganda, and falls in line with the objectives of the 2016-2020 UNDAF. The Initiative pilots new innovations and scales-up evidence-based models.

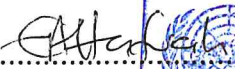
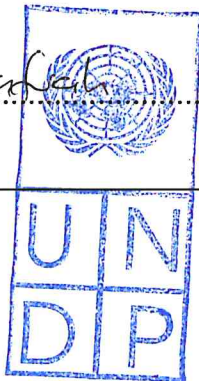
Making tangible progress on combatting VAWG/HP and promoting SRHR requires a whole of society approach. Spotlight recognizes that disparate and uncoordinated interventions with select groups hampers programme effectiveness, overall progress for women and girls, and the sustainability of the interventions. This will include bringing in non-traditional actors such as from the Private Sector; integrating the disparate and unsustainable protection, case management, and referrals mechanisms and data collection systems (VAW and VAC); targeting vulnerable women and girls and mentoring them into the women’s movement and enhancing their voice and access to services; supporting the integration of VAWG/HP into SRHR and service delivery; and promoting the humanitarian-development nexus. Spotlight will utilize two evidenced-based models that are proven in Uganda to reduce the prevalence of violence – one focusing on community mobilization and prevention (SASA!) and another on the justice system’s response (IJM’s Mentoring and Collaborative Casework), and both working to strengthen the capacity of subnational governments to fulfill their mandates to combat VAWG and HP. It is the first time that these two approaches (prevention and response) will be utilized together. It will use innovative Real-time Gender Perceptions Dashboard (Pulse Lab) to better understand and obtain rapid feedback on people’s perceptions of VAWG/HP/SRHR-related topics.

Spotlight will target in and out of school youth, including through scaling-up the Good Schools Model to prevent and respond to VAC in schools; supporting the roll-out of the National Sexuality Education Framework to in and out of school youth; and utilizing relevant technologies to reach isolated youth (GetIn, U-Report). The program was designed through a highly collaborative process with government, civil society partners, and other key actors. The continued involvement of these partners will be critical throughout implementation.

Project Period:	2019-2020	Estimated Annualized budget: (USD)	EU	\$1,465,913	\$1,612,532
			TRAC	\$146,619	

Project Number: 00112214

Agreed by UNDP (Senior Supplier):

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EXPECTED OUTPUTS	Thematic Areas	TIME FRAMES				RESPONSIBLE PARTIES	Planned Activities	PLANNED BUDGET		
		Q1	Q2	Q3	Q4			Budget Description	Non Trac	Trac
OUTCOME 1: Legislative and policy frameworks, based on evidence and in line with Uganda's commitments at regional and international levels on the human rights of women, girls, and other vulnerable groups, on all forms of VAWG/HP are in place and										
Output 1.1: National and subnational partners have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending VAWG, including SGBV/HP, and/or on gender equality and non-discrimination that respond to the rights of vulnerable women and girls and are in line with Uganda's national legal and policy frameworks, as well as the commitments made at regional and	Legal and Policy Frameworks		X			LASNET	1.1.1 CSO to support government to fast track the draft Legal Aid Bill and Policy.	Transfers and Grant to Counterparts	15,000	
				X		UHRC (OHCHR)	1.1.1 Government to fast track the passage and implementation of the Human Rights Enforcement Bill (OHCHR)	Transfers and Grant to Counterparts	20,000	
					X	UHRC	1.1.1 Uganda Human Rights Commission to review bill, ordinances and by-laws drafted by subnational government on alcohol/drug abuse, VAWG and SRHR for compliance with human rights and international standards.	Transfers and Grant to Counterparts	25,000	
OUTCOME 2: National and sub-national systems and institutions plan, fund and deliver evidence-based programmes that prevent and respond to violence against women and girls and harmful practices, including in other sectors.										
Output 2.1: Key officials at national and sub-national levels in all relevant institutions ² are better able to develop and deliver evidence-based programmes that prevent and respond to VAWG, including SGBV/HP,	Support Institutional Strengthening		X	X		NPA, OPM	2.1.1 NPA and OPM to convene strategic multi-sectoral and multi-actor meetings to review the results of the consultancies in 2.1.1 and to secure wider buy-in and support. Three one-day meetings; 70-100 participants in each meeting. Utilize OPM facilities for venue.	Transfers and Grant to Counterparts	42,000	
				X			2.1.2 Individual consultant to conduct a rapid assessment of capacity gaps and training needs for relevant MDA personnel to conduct gender mainstreaming in sector plans and budgets.	Contractual Services	10,000	

especially for groups of vulnerable women and girls including in other sectors.				XX	TBD(with EOC, MoFPED, NPA)	2.1.2 CSO or consultant to design and deliver hands-on training and follow-up mentoring (with EOC, MoF, and NPA) for managers, planners, statisticians, programme staff and other relevant staff on mainstreaming integrated VAW/VAC/HP and SRHR in targeted Sector and Agency plans, and budgets. This will be coordinated with UNWomen GRB training in Output 3.	Contractual Services	25,000		
					MoPS	2.1.2 Government to organize trainings, including venue, participants, etc.	Transfers and Grant to Counterparts	50,000		
					X	Consultant with MoPS, MGLSD, MLG, UPF, ODPP, Judiciary, MOH, IG)	2.1.3 Individual consultant to support Ministry of Public Service/MDAs/MLG/OPM/Inspectorate of Government to develop and operationalize internal accountability mechanisms and performance management systems for effective VAW/VAC/HP prevention and response programming and to provide TS during initial implementation. Focus on MGLS, MLG, UPF, ODPP, Judiciary, MoH)	Contractual Services	30,000	
					XX	Consultant	2.1.3 Consulting firm to provide training and ongoing TS/Mentoring during initial implementation, for strategic managers in priority MDAs and DLGs.	Contractual Services	45,000	
					X	Consultant	2.1.4 Individual consultant to conduct a rapid assessment of capacity gaps and training needs for DLG personnel to conduct gender mainstreaming in sector plans and budgets.	Contractual Services	10,000	
					XX	Consultant	2.1.4 Individual Consultant to design and deliver hands-on training and follow-up mentoring on integration (visioning, advocacy, resource mobilization, oversight) of VAW/VAC/HP and SRHR in district and community level policies, plans and budgets for highest level district leadership	Contractual Services	12,000	
					XX	Ministry of Local Government	2.1.4 MoLG facilitate organization of trainings, provide support supervision, and follow-up inspections.	Transfers and Grant to Counterparts	40,000	
					X	Selected DLGs	2.1.4 DLGs to facilitate a high-level district leadership dialogues, including facilitating teams from relevant MDAs to participate, and IEC materials	Transfers and Grant to Counterparts	63,000	

				2.1.7 MoLG and CSO to Run an extended hands-on training and ongoing mentorship programme for managers, planners, statisticians, community development officers, gender officers, probation officers, programme staff and relevant staff for participatory and gender responsive planning and budgeting, implementation, coordination of cross-sectoral action on VAW/VAC/HP and integrated SRHR, as well as internal accountability mechanisms and performance management systems (postponed 2020)		0	
			Consultant	Individual consultant to develop training and mentoring modules	Contractual Services	10,000	
			XX	Private Sector Foundation of Uganda (PSFU)	2.1.8 Transfer to Private Sector Foundation of Uganda (PSFU) to carryout identification, review and certification of key companies operating in target districts	Transfers and Grant to Counterparts	50,000
			XXX	Private Sector Foundation of Uganda (PSFU)	2.1.8 Private Sector Foundation Uganda to organize training and mentoring of key MSMEs in target districts to promote positive workplace culture, policies, and procedures to address VAW/VAC and SRHR	Transfers and Grant to Counterparts	50,000
			X	Consultant	2.1.10 Consultant to undertake a rapid and comprehensive review of the existing training curricula for in-service and pre-service trainings against established criteria; identify gaps and recommendations. Consider: Judicial Training Institute, Nsamizi Institute for Social Development, Police Training School, Law Development Centre, ODPP, Civil Service College, UPDF, Uganda Management Institute, MGLSD, MLG, MOH, EOC, MOFPED, NPA, MoES.	Contractual Services	15,000
			XX	Consultant	2.1.10 Consultant firm to support the development or revisions of integrated VAW/VAC/HP training curriculum, based on finding of curriculum review and other	Contractual Services	50,000
				CSO	CSOs to support key stakeholder engagements and advocacy meetings to promote the institutionalisation of VAW/VAC/HP and integrated SRHR curriculum in pre-service training for judicial and social development workers. (Postponed to 2020)	Transfers and Grant to Counterparts	0
				OPM, MGLSD	2.1.11 Government to convene stakeholder meeting	Transfers and Grant to Counterparts	15,000

Output 2.2: Multi-stakeholder national and sub-national coordination mechanisms established at the highest level and/or strengthened that are adequately funded and include multi-sectoral representation and groups representing vulnerable women and girls			X	X	Consultant	2.2.2 Individual consultant to evaluate existing coordination and referral mechanisms for prevention and response to VAW/VAC/HP and make proposals on how to integrate existing coordination and referral mechanisms for prevention and response to VAW/VAC/HP in the existing high-level national coordination platform (Short term consultancy)	Contractual Services	15,000		
			X		MGLSD	2.2.2 MGLSD organize strategic technical working group retreats to inform high-level coordination platform	Transfers and Grant to Counterparts	15,000		
			X		Consultant	2.2.3 Individual consultant to support MoIA to conduct joint border assessment and develop SOPs (IOM)	Contractual Services	15,200		
OUTCOME 3: Gender equitable social norms, attitudes and behaviors change across all levels of the socio-ecological model to prevent violence against women and girls and harmful practices and promote women's and girls' SRHR.										
Output 3.2: Community advocacy platforms are established/strengthened to develop strategies and programmes, including community dialogues, public information&advocacy campaigns, to promote gender-equitable norms, attitudes&behaviours, including in relation to women and girls' sexuality and reproduction, self-confidence and self-esteem and transforming harmful masculinities	Support Prevention				Pulse Lab Kampala	3.2.2 Fuel, printing reports, and documentation to support policy and programming through development of real-time Gender Perceptions Dashboard by Pulse Lab Kampala.	Supplies, commodities, materials	4,167		
			X	X	X	Pulse Lab Kampala	3.2.2 Setting up and maintaining of radio streaming equipment for the radio content analysis tool. This includes computer (laptop/raspberry pi), USB Power Hub/Supply, USB to Micro USB power cable and extension cables, Micro SD cards, enclosure (case), RTL SDR Dongle, router, server, batteries, inverter	Equipment, Vehicles and Furniture	14,583	
			X	X	X	Pulse Lab Kampala	3.2.2 Short-term (less than 6 month) contractors to develop real-time gender perceptions dashboard, including data scientist, data engineer, data visualization engineer, local language (Luganda and Acholi) translator for transcription and translation of public radio content.		18,750	
			X	X	X	Pulse Lab Kampala	3.2.2 Travel to field to install and maintain radio equipment. Monthly and as needed.	Travel	4,167	
			X	X		IOM	3.2.3 Individual Consultant to support development of IOM's Displacement Tracking Matrix	Contractual Services	40,000	



				IOM	3.2.8 Transfers to CSO IPs to lead IOM livelihood program: i. Sensitization sessions on CT (15,000); ii. Selection of beneficiaries in collaboration with local authorities (3 missions – 10,000); iii. Identification of IGA/placement scheme with the private sector activities (consultancy/market evaluation – 20,000) iv. Training of direct beneficiaries on business plan, finance planning, savings and marketing (20,000) v. Set up of IGA (120,000)	Transfers and Grant to Counterparts	120,000	
			XX	MTIC; MEMD	3.2.9 Transfer to Ministry of Trade Industry and Cooperatives (MTIC) and Ministry of Energy and Mineral Development (MEMD) in the (i) formation and formalization of women's mining associations in Amudat, Kasese, Kitgum, Tororo; (ii) Provide linkage and access to Inclusive Financing mechanisms for women-led SMEs (iii) Support operationalization of the rights-based approach as embedded in Uganda's Mining Code for economic security strengthening (v) Financial sustainability training and mentorship for women's associations; and (vi) Support integration of mine and quarry-based grievance handling practices with community based reporting pathways for holistic management of GBV incidences.	Transfers and Grant to Counterparts	50,000	
			XX	MTIC; MEMD	3.2.9 Transfer to MTIC and MEMD to facilitate organisation of consultancy including travel, validation engagements, and coordination of national and field level programme activities (\$60,000 funding from ACP-EU Development Minerals Programme) (\$60,000 provided by ACP-EU Development Mineral Programme)	Transfers and Grant to Counterparts	50,000	
			XX	CSOs-TBD	3.2.9 Transfer to CSOs to provide Small Grants to support enterprise development for women mining associations association (to be channeled through a CSO with experience in managing grants to CBOs) (\$60,000 funding from ACP-EU Development Minerals Programme)	Transfers and Grant to Counterparts	70,000	
			XX	PSFU	3.2.13 Transfer to PSFU to provide grants to 3 selected companies that excelled in innovating around GBV prevention and response and promotion of SRHR practices.	Transfers and Grant to Counterparts	58,000	



				XX	PSFU	3.2.13 Transfer to PSFU to organise the innovation challenge and select the excelling company	Transfers and Grant to Counterparts	15,000	
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OUTCOME 4: Women and girls who experience violence and harmful practices use available, accessible, acceptable, and quality essential services including for long term recovery for violence.

Output 4.1: Support Relevant government institutions and CSOs at national and sub-national levels have better knowledge and capacity to deliver quality, coordinated multi-sector essential services, including SRH services and access to justice, to women and girls' survivors of VAWG, including SGBV/HP, especially vulnerable women and girls.	4.1: Support Quality Services			XX	Ministry of Local Government	4.1.12 Transfer to government to provide training and follow-up mentoring to officials at the sub-national levels (including Local Council Courts, Community Development Officers and Probation Officers and Orient legal aid service providers on (i) VAW/VAC/HP and SRHR, (ii) early identification of incidents of VAW/VAC/HP, (iii) scope of mandate in prevention and response to VAW/VAC/HP and promotion of SRHR, (iv) referring and supporting survivors to report violence to police and seek other support and protection services, and (v) use of alternative dispute resolution guidelines. [Estimated 80,000UGX per person per day (for transport and meals). 2 day training. 500 participants per district (~1/4 of LCs in each district)]	Transfers and Grant to Counterparts	40,000	
				XX	Consultant	4.1.12 Individual consultant to develop DLG training materials and to support trainings in 4 districts.	Contractual Services	20,000	
				XX	CSO TBD	4.1.12 Transfer to CSO to provide ongoing follow-up mentoring with LCs (linked with SASA! IPs in Pillar 3)	Transfers and Grant to Counterparts	30,000	
				XX	IJM	4.1.19 Transfer to CSO IP to pilot Mentoring Model in Kasese for two years. Includes TS and mentoring for police, prosecutors, magistrates, and probation and social welfare officers, as well as legal representation and psychosocial support to survivors.	Transfers and Grant to Counterparts	60,000	

PROGRAMME MANAGEMENT COSTS

PROGRAMME MANAGEMENT COSTS	Operational costs			XX	XX	XX	XX	Team Leader, Institutional Effectiveness (Strengthening) (NOC) (30% staff time) - lead on pillar 2 and support pillar 3	Staff and Personnel		30,045
				XX	XX	XX	XX	Programme Officer Rule of Law (NOB) (30% staff time) - support pillars 1 and 4	Staff and Personnel		22,443
				XX	XX	XX	XX	Gender Specialist (P2) (30%) - support across all pillars	Staff and Personnel		49,245
				XX	XX	XX	XX	Programme Officer/County Office Gender Focal Person -In charge Gender Equality Seal (NOB) (30% staff time)	Staff and Personnel		22,443
				XX	XX	XX	XX	Livelihoods Specialist (Programme Coordinator ACP-EU Development Minerals Programme) (NOB) (30% staff time)	Staff and Personnel		22,443

			XX		Gender Specialist/Project Manager (NOB)	Staff and Personnel	30,000	
			XX		Programme Associate/Finance Associate (G6)	Staff and Personnel	19,000	
			XX		Programme Assistant (G5) to support IOM on counter FGM and counter trafficking related activities under Pillar 2 and IOM related livelihoods activities under Pillar 3	Staff and Personnel	14,145	
			XX		Project Driver (G2)	Staff and Personnel	7,000	
			XX		Project Vehicle for Field Coordination, Monitoring and Supervision (UNDP)	Equipment, Vehicles and Furniture	50,000	
			XX		Quarterly Monitoring and Targeted Benchmarking Visits	Travel	10,000	
Total Costs							1,370,012	146,619
General Management							95,900.8	
OVERALL TOTAL							1,465,913	

Workplan has been reviewed and is in line with the Joint UN Spotlight Initiative Workplan activities approved by the Joint Steering Committee.

We seek MSU clearance for R's approval.

Innocent Fred Ejeke

#15- 24/7/2019

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