

# ICWEA NEWSLETTER

International Community  
of Women Living with  
HIV & AIDS Eastern Africa

AWAC  
Alliance of Women  
Advocating for Change

UNVPA  
United Nations Population Authority

UN  
WOMEN

Help us end HIV stigma  
and discrimination at the  
workplace, in the homes,  
schools & Communities;

Raise your voice and  
stand up to be counted,  
join the campaign  
to end violence against  
women and girls

UGANDA: 16 DAYS OF  
ACTIVISM

TANZANIA: CREATING  
AN IMPACT THROUGH  
SUPPORTING EACH  
OTHER

RWANDA: A CALL FOR  
WOMEN TO STAND  
STRONG TOGETHER

KENYA: SECURING A  
GLOBAL FUND GRANT

BURUNDI: FIGHTING  
VIOLENCE AGAINST  
WOMEN LIVING WITH  
HIV

INTERNATIONAL  
WOMEN'S DAY

CORONAVIRUS:  
A LITMUS TEST ON  
GLOBAL LEADERSHIP

ICASA 2019

KNOW-YOUR-TEAM  
CAMPAIGN: COVID-19

April 2020 - Volume 1

# FOREWARD

*The official newsletter of ICWEA*

WE ARE  
GRATEFUL TO  
THE FINANCIAL  
AND TECHNICAL  
SUPPORT  
VARIOUS  
DEVELOPMENT  
PARTNERS THAT  
HAVE MADE ALL  
THE ABOVE  
ENGAGEMENTS  
POSSIBLE.  
WE THANK ALL  
OUR PARTNERS  
THAT KEEP  
WALKING  
JOURNEYS WITH  
US. THANKS TO  
ALL STAFF AND  
VOLUNTEERS

## INTRODUCING OUR NEWSLETTER

WRITTEN BY **LILIAN MWOREKO**

I take this opportunity to introduce to you this edition of our Newsletter that covers a period of 6 months. During this period, the region actively participated in the Women Networking Zone (WNZ) during the 20th International Conference on AIDS and STI's in Africa (ICASA 2019) held between 3rd and 7th Dec 2019 in Kigali- Rwanda. We refer you to our website ([www.icwea.org](http://www.icwea.org)) for achievements registered and more on what the region has been up to. Great thanks to the ICW Rwanda Chapter for hosting us. We look forward to another yet forthcoming ICASA opportunity to be hosted in Uganda 2021. We call upon all chapters and other stakeholders to prepare ahead of time and show case our unique contribution to the response. During the period, we also received good news of the appointment of Eng. Winnie Byanyima as an Executive Director-UNAIDS. We welcome her and wish her the best during her tenure at UNAIDS.



ICWEA made unique engagements in various countries. In Tanzania, the Chapter made significant engagements with policy makers on various issues such as Dignity and Well-being of Women living with HIV in Tanzania (DWWT) campaign for the changes of HIV&AIDS law to lower the age of HIV testing without parental consent to be 15 years old including stigma and discrimination campaigns. In Rwanda, the Rwanda community of women living with HIV (RCW+) documented and underlined her impact on women living with HIV and Isabella, the ICW-Rwanda Country Chapter Coordinator was among the women that received awards for their outstanding contributions. In Kenya, the ICW-Kenya Chapter was privileged to secure a global fund grant an opportunity to advance the human rights of women living with HIV. Additionally, the chapter made collective engagements against HIV related stigma and discrimination. In Burundi, the Chapter meaningfully engaged against gender-based violence among women living with HIV. The chapter also documented good practices that have been undertaken to protect human rights among women living with HIV. In Uganda, the secretariat engaged high profile duty bearers in the 16 days of activism who made commitments to end violence against women and girls. A very strong call to action to end VAW/G was also made.

Over the period, ICWEA secretariat embarked on the process of developing a new strategic plan-2020-2024. The plan seeks to confront new and complex issues affecting women and girls in their diversity –its business un-usual.

Over this period, the world witnessed an outbreak of COVID-19 pandemic that locked down the world. East Africa not exceptional. ICWEA has made several calls to action from Global leaders on this pandemic in order not to lose gains in the HIV response over decades. We call upon all stakeholders to collectively fight the pandemic. We thank all leaders at different levels in all countries to stand up against COVID-19. Their efforts to prevent the pubic are commendable. We thank civil society for working together to support government efforts on COVID through appropriate messaging and advocacy. However, more needs to be done to protect human rights of vulnerable populations such as people living with HIV who may be hit most by the COVID -19 impact. The response to COVID-19 should not undermine rights of such populations! Stay safe; together we will subdue the pandemic.



We welcome you to this edition of our Newsletter and we hope it keeps you company as you are in the COVID-19 lockdown. Please send us your comments, questions and suggestions through

[Facebook/ICWEasternAfrica](#)  
or email them at  
[admin@icwea.org](mailto:admin@icwea.org)

Sincerely,

**Lillian Mworeko**

Executive Director-ICWEA



# UGANDA

The official newsletter of ICWEA



## 16 Days' of Activism - ICWEA Campaign Launch

On 27th November, 2019, The International Community of Women Living with HIV Eastern Africa (ICWEA), joined the rest of the world to commemorate the 16 Days of activism to End Violence against Women & Girls with a theme, 'TOGETHER WE RISE TO END VIOLENCE AGAINST WOMEN AND GIRLS'.

The event started with a 30 Minutes press conference at the Centenary Park, Kampala Uganda where a statement was read to the Fourth Estate represented by over 30 multimedia houses and these included Radio, Television, Print and Online channels. At the press Conference, ICWEA was joined by Partners, Alliance of Women Advocating for Change (WAC) and Uganda Network of Young People living with HIV&AIDS (UNYPA) and other CSO's.





## THE PRESS STATEMENT CALL TO ACTION

- Action plan on Ending Violence against Women & Girls: Decreasing violence against women and girls requires a community-based, multi-pronged approach, and sustained engagement with multiple stakeholders. ICWEA called upon all stakeholders in the August house to own and commit to the action plan on Ending Violence against Women & Girls presented to them.
- Funding: ICWEA called upon all development partners to commit more resources to Ending Violence against Women & Girls
- Enabling environment: ICWEA called upon all policy makers to work together to improve the legal and policy environment and be accountable on Ending Violence against Women & Girls  
Implementation: ICWEA further called upon all implementers to implement relevant policies, laws and programs including generation of evidence on Ending Violence Women & Girls.
- Reporting: ICWEA called upon all stakeholders at all level to be vigilant and report cases of Ending Violence against Women & Girls.

After the Press conference, the team joined a procession and marched from Centenary Park Garden's to Grand Imperial Hotel in the Central Business District of Kampala where the main event was held. At the main event, ICWEA made a commitment to join hands with other likeminded Civil Society Organizations to work towards Ending Violence against Women & Girls. This event was among other dignitaries attended by Ambassador of the Kingdom of the Netherlands to Uganda, Institutions such as Ministry of Gender, Labour & Social Development (MoGLSD), UN Women, Uganda AIDS Commission, The Alur Kingdom, The Tieng Adhola & Obwa Ikumbania Bwa Bugwere cultural institutions, Uganda Police, The Ugandan Civil Society organisations were all represented.





## ACTIONS PROPOSED

- Increased reporting on cases of Elimination of Violence Against Women; and programs for Elimination of Violence Against Women & Girls Participate in campaigns to Elimination of Violence Against Women & Girls.
- Create an enabling environment (including legislations on Elimination of Violence Against Women & Girls Increase budget allocation for implementation of policies, laws and programs on Elimination of Violence Against Women.
- Ensure availability of human resources to deliver quality programmes.
- Detect and prevent Elimination of Violence Against Women.
- Implement policies & laws to end Elimination of Violence Against Women.
- Creating awareness in communities.
- Document, report and follow up on cases.
- Support implementation of policies, laws and programme on Elimination of Violence Against Women & Girls.
- Where necessary develop ordinances and by-laws for Elimination of Violence Against Women & Girls.
- Establish accountability mechanisms for programmes to Elimination of Violence Against Women & Girls.



# TANZANIA

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## IN THIS ISSUE

### OUR STORY

### ICASA 2019 - ICWEA WOMEN NETWORKING ZONE

### "STRONGER TOGETHER" IS OUR THEME!

### CORONAVIRUS AND HOW ICWEA FIGHTS IT

## Creating an Impact by Supporting Each Other

As for Dignity and Well-being of Women living with HIV in Tanzania (DWWT), an affiliate of ICWEA together with National Council for People Living with HIV (NACOPHA) has been involved in advocating to Parliament to change of the HIV/AIDS law regarding lowering the age of HIV testing without parental consent to be 15 years old. At first it has been that until one got the parental consent for HIV testing but on 12th Nov. 2019, the Parliament of Tanzania has passed a bill to allow HIV self-testing and lowering the age of consent to 15 years old. This amendment will significantly accelerate our intentions to meet the 90-90-90 goals. Please check the link: (<https://twitter.com/DocFaustine/status/1194204259908231168?s=08>)





The bill was passed on Nov. 12th, 2019. Again we participated in sharing the priorities for women living with HIV in Tanzania in PrEP summit which was done at UNAIDS office in Dar es Salaam, and we came up with the priorities for women living with HIV which was done in Jan 27th, 2020. The host were KVP Forum.

## Stigma and Discrimination Campaign

Last but not least DWWT was engaged in a stigma and discrimination campaign which happened in the society. The campaign was led by women living with HIV and AGYW to support one of our staff members. She shared her own testimony on how her own mother after knowing that three of her girls are HIV positive, she sold the family house and left them homeless; by then she has not been married yet.

That shows how stigma can affect the family and separate them from their loved one. Link for the story:  
[http:opr.news/3f5fe6a0200116sw\\_tz](http:opr.news/3f5fe6a0200116sw_tz)



# RWANDA

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## The Impact of The RCW+ on Women Living with HIV

The Rwandan community of women living with HIV (RCW+) is an advocacy network and membership-based organization. It is an organization created to help women, young women and adolescents living with HIV. It is part of the international community of women living with HIV in eastern Africa (ICWEA). The ICWEA exists to give visibility to women living with HIV in Eastern Africa.

In the past, it has been recognized that women had less rights to the processes where decisions are made on HIV policies, programs and laws. This had an impact on the lives of women and their well-being. Women in Rwanda who are infected were particularly missing, and often denied space which prevented them from accessing knowledge and information. This was the reason why the RCW+ was created with an aim of connecting, unifying and helping women, young women and adolescents living with HIV throughout the country.



### **STRONGER TOGETHER:**

A call for young women and adolescent girls living with HIV to join their journey to development, and inform others on the perks of the unity and collaboration for themselves.



## Mrs. Isabelle Nizeyimana



Throughout the years the RCW+ has strived so that Rwandan women, young women and adolescents living with HIV have access to information, medication and psychological counseling and help. This was indeed provided thanks to the efforts of brave people especially women who rose up and devoted themselves to helping other women, young women and adolescents living with HIV. Mrs. Isabelle Nizeyimana is a very good example of women who devoted themselves to the well-being of other women, young women and adolescents living with HIV.

In 2003, Isabelle Nizeyimana was one of the founders of Rwanda network of people living with HIV&AIDS.

Holding the position of General Secretary in this organization helped Isabelle to move throughout the country connecting, helping and providing support to women, young women and adolescents who are living with HIV in all provinces of the country. Later on, Mrs. Isabelle joined the RCW+ after it was created.

Mrs. Isabelle contributed a lot to most important achievement of the RCW+ to cite the creation of cooperatives for women, young women and adolescents living with HIV to improve their living standards, provision of medication, counselling for the prevention of new infections that are linked with HIV, preventing self-stigma through therapeutic counseling, and group testimony sharing therapy.

Furthermore, along with the RCW+ Mrs. Isabelle contributed a big role in the reduction of gender-based violence among HIV sero-discordant couples by creating advocacy for the victims thereof. She helped incorporating the children of women living with HIV into organizations that provide financial help for their education, through Global Fund. She also provided advocacy for secondary students living with HIV for the privacy of their medication while they are living in their respective boarding schools, for them not to be victims of stigma and discrimination.



## Isabella Nizeyimana accepting the award by WOMEN NOW

Isabelle went far from just helping women, young women and adolescents living with HIV and created advocacy in legislation authorities in the country. This advocacy led to the creation of a new law that punishes people who are willing to infect others with incurable diseases and epidemics. In December 2019, Mrs. Isabelle was awarded by WOMEN NOW for twenty years of helping and leading women living with HIV. This award was given during the international conference of AIDS and STIs in Africa (ICASA 2019).



The contribution of Isabelle twenty years helping women, young women and adolescent girls had a very outstanding and radical impact on their lives. Above 80% of women, young women and adolescent girls living with HIV found integrity and inclusion in the society through therapeutic counseling and cooperatives. They overcame self-stigma, and through cooperatives, came up with enough confidence and inclusion which gave them ideas to come up with new business ideas and creation of business ventures thereof. The increase of life expectancy of these ones led to a huge decrease of the death rate related to HIV in the past years.

“

*The women who found integrity through the RCW+ believe that their unity allows them to achieve everything they set their minds to!*

# KENYA

The Official Newsletter of ICWEA



## Securing a Global Fund Grant

Through capacity building by ICWEA, ICW-Kenya Chapter was privileged to secure a global fund grant in March 2019 running through June 2021 to implement activities in two counties namely Kiambu and Elgeyo Marakwet. The fund is mainly meant for institutional strengthening of networks of PLHIV, and Communities' engagement and participation which has enabled ICWK to have three working stations/secretariats (Kiambu, Elgeyo Markwet and the national offices operational). With this strength, ICWK participated in the 2019 Elgeyo Marakwet and Kiambu county World AIDS Day in partnership with the County government and the National AIDS Control Council among other partners.

*"The community we are all entitled to our human rights irrespective of our HIV status."*

ICWK Executive Director



ICWK Executive Director was among the key note speakers at Elgeyo Markwet County. She spoke about stigma and discrimination, gender-based violence affecting women more as a human right violation, HIV criminalization, and the need to seek redress. She argued that women should not fear reporting violence to the respective authorities. She also mentioned the challenges of taking medication. “People are so quick to tell others to take medication, but if you have never been on this medication you have no idea the hardship that comes with it. The best you can do is ensuring you remain HIV negative;” She said. She also urged women to love themselves because the best way to end stigma is by being confident and holding their heads high.

## FIGHT AGAINST STIGMA AND DISCRIMINATION BY STANDING TOGETHER!



# BURUNDI

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## HUMAN RIGHTS: COMMUNAUTÉ BURUNDAISE DES FEMMES SÉROPOSITIVES +/ICW-BURUNDI CONFRONTS GENDER-BASED VIOLENCE

Within the framework of human rights, some CBF+'s are among those who are energetically campaigning for gender-based violence eradication. The majority of members are working daily to combat this more painful practice on the same level as HIV.

According to the World Health Organization, about one third of women worldwide have experienced violence ("WHO", 2018). In some regions, women who have experienced physical or sexual intimate partner violence. Those are more likely to acquire HIV than women who have not experienced such violence. Among marginalized populations, such as sex workers or transgender women, a high prevalence of violence is linked with higher rates of HIV infection.



**VIOLENCE  
AGAINST  
WOMEN  
INCREASES  
THEIR  
VULNERABILITY  
TO HIV  
INFECTION.**

In Burundi, HIV, like any other parts of the world, is feminized. The causes for greater vulnerability of girls and women to HIV infection are both biological and socio-cultural.

When sexual intercourse is forced, abrasions and cuts are more likely to appear. In addition, condom use in such situations is unlikely. There is a need for discussion on the reality of a range of sexually coerced behaviors-including statutory rape. The role of forced or coerced sex in HIV transmission deserves greater attention.



"THE MAJORITY OF BURUNDIAN WOMEN LIVING WITH HIV ARE VICTIMS OF GENDER-BASED VIOLENCE. THEY ARE FORCED INTO HAVE UNPROTECTED SEX. WOMEN LIVING WITH HIV ARE RAPED FOR TREACHEROUS FACTS, IMPLYING THAT IF SOMEONE RAPES SOMEONE WHO IS HIV POSITIVE, THERE ARE NO LAWSUITS."

Burundian women living with HIV are targets of different violence forms as a result of their health situation. We cannot list them all but the striking case is HIV-positive women are raped for treacherous facts.



## VIOLENCE AGAINST WOMEN LIVING WITH HIV

Violence is not only a risk factor for HIV infection. It also is becoming increasingly clear that violence is also a result of the epidemic. Just as women are more vulnerable to interpersonal violence than men, it is likely that they are also more vulnerable to violence following disclosure than men are. Interventions linking VAW and HIV, in thinking through how to respond to the issue of violence against women and HIV infection, are important to build upon existing initiatives.

*Among a lot of recorded violence, the most striking case was noted.*

*"A woman living with HIV is the victim of violence by her uncle, the latter recommended a group of young boys so that they could whip, rape and incorporate spice into the victim's genitals. "*





# GOOD PRACTICES OF BURUNDIAN WOMEN LIVING WITH HIV



Burundian women are territorial leaders successively elected in the districts of Buterere and Kinama, and are among the members trained as champions for ending violence against women and girls and protection of human rights. For example, one of them, once, accompanied a woman living with HIV, who is also a widow to the criminal investigation department for a legal filing against theft of her plot on land. For the moment, the file is following a good course while taking into account the Burundian legal procedure.

another woman provided accommodation and food for a woman and her children who had just been turned away by the head of the household, and she also played an important role in the reintegration of the victims into their original homes.

One woman from Kanyosha visits several families including a mother followed by a national organization known as SWAA Burundi. This courageous woman is the victim of total discrimination on a daily basis by those around her. It was after realizing this unfortunate situation that Thérèse, the Community Leader, gave herself the mission to contact the families of the victim and her children to follow up with the situation which she achieved successfully.

And finally, a woman from the Musaga area lodged a repressed and pregnant girl after having several sexual violence incidents. She did not just stop at the point of accommodation but she pushed far in order to find with the country coordinator an organization for the victim's integration, the thing which they succeeded.

# INTERNATIONAL WOMEN'S DAY

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CAROL

The government of Uganda should strengthen the legal protection for women living with HIV in all their diversities.

MARIDADI K BERNARD  
GIFT

The government of Uganda should strengthen the legal protection for women living with HIV in all their diversities.



DAISY NAGUDI

An equal world is an enabled world. The world is a better place because you live in it; WOMAN!





# LINDA ATWINE

An equal world where women living with HIV have full access to quality HIV treatment and testing services without violation of the fundamental human rights.

# NESMA ELSEHMAWY

Gender equality wouldn't be socially incorporated unless there's an equal access to resources, opportunity, and standard of living.



# ANGEL NTEGE

Women Leadership is when we take charge with a positive mind and support each other for better health.

# CORONAVIRUS: A LITMUS TEST ON GLOBAL LEADERSHIP

The official newsletter of ICWEA



by **Lilian Mworeko**

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*Confined. Children, the elderly, the marginalized and vulnerable people are going to be made more vulnerable, the reason I think global leaders cannot just shy away by shutting down the system but they need to convene to give us hope.*

The year was 2000 when the world was expected to end, we were shocked and wrong! We could have mistaken 2000 for 2020. When the UN Secretary General cancelled the Commission on the Status of Women (CSW) last week, I thought and said women again are out, I hadn't realized the magnitude of the problem.

The Queen of England, if not social media hearsay, has cancelled the Commonwealth Heads of Government Meeting (CHOGM) that was meant to happen in June in Kigali. As a community of woman, I would have expected her to bring CHOGM closer so that her cream – the Commonwealth Heads of State – sit together to find a solution for their citizens.

On Wednesday, the Annual Conference on Retroviruses and Opportunistic Infections (CROI), the biggest scientific conference, ended virtually after the announcement was made last-minute with most delegates already on the way, traveling.

I was very confident and ready to go to the conference by all means and was of the impression that scientists were working around the clock to make sure that they find a solution to the problem and may be this would be an opportunity to together get a solution first - I was still in my dream world!

India is the medical tourist centre, just like Rome, Israel and Mecca are religious tourist centres. India won't allow anybody to travel there even if you have running visas, so where do Africans run to for medical attention? Rome is a no-go zone. Pilgrimages are, I hear, suspended. We are being told to stay put indoors, wash, wash, wash, clean, clean, and clean. The dos and don'ts are too many for anybody and yet there are no do's by our governments and leaders.

This week, I visited one corporate organization and one school, where before entering, one had to be disinfected but without being told why. Why are we disinfecting anyway? This is good, but let it be complemented with information so that people can be sensitized and learn to do it when they go back home.

I have also bought my sanitizer now, but who is talking about sustainability of this behavior change and how and with what resources? If India and China are no-go areas and yet they are the biggest suppliers, where will the refills come from?

If all we are getting is stay indoors and avoid gatherings, what about those whose jobs are in the clouds? Who puts bread on their table until then?

A friend told me that streets in California and New York are dry, stores and supermarkets are empty and people have stocked food in their houses and are not leaving their homes. Who will get us stocks when they run out?

I am not done yet because I worry for the community of women living with HIV and others that have terminal illnesses who even when they want to remain indoors may not be able to as they need medical attention and may have to move. What is the message for such people? What are we saying to them and/or doing in terms of planning for regular stock?

World Health Organization (WHO) before you cancel the World Health Assembly, first convene your expert scientists, talk to the Queen of England to bring back her cream heads of state, let the world giants, USA and China, get their troops to join you and as women we are ready to join you so that we get short-term measures to keep people alive as the long-term solution is secured.

Many are confined and not sure of what next. Children, the elderly, the marginalized and vulnerable people are going to be made more vulnerable, the reason I think global leaders cannot just shy away by shutting down the system but they need to convene to give us hope. There is a lot to learn from other epidemic like HIV. Seize the opportunity as soon as now as that is something that can be lent to coronavirus before they too cancel the Aids conference in July. This also seems the right time for communities, advocates and activists all over the world to join hands and demand for more and action. Together we can win the battle!



# ICASA 2019

## WOMEN NETWORKING ZONE



The International Community of Women Living with HIV Eastern Africa (ICWEA) meaningfully participated at ICASA 2019 that was held in Kigali, Rwanda from 2nd to 7th December 2019. ICWEA coordinated the Women Networking Zone under the Theme; theme of **“BUILDING A STRONG MOVEMENT OF WOMEN AND GIRLS TO MAKE AFRICA FREE OF AIDS”**. Women’s Networking Zones was a unique space for women and gender advocates – in all our diversities created to share experiences, showcase work, move the agenda and create new alliances between those otherwise unlikely to meet.

### CONTENT

WOMEN NETWORKING ZONE THEME

OBJECTIVES

RESULTS





The Women Networking Zone as a vibrant space was officially opened on 3rd Dec. 2019 by the **Executive Director, of UNAIDS Ms. Winnie Byanyima**. She was welcomed by Ms. Lillian Mworeko the Executive Director of ICWEA who also echoed the purpose and importance of the women's networking zone. In her remarks, Ms. Byanyima made a commitment to ensure scaling up of interventions targeting women and girls to address HIV, AIDS, gender disparities and other predisposing factors that make women and girls vulnerable to gender based violence and HIV. She further committed the UNAIDS support towards the cause of women and girls vulnerable to gender-based violence and HIV. She further committed UNAIDS' support towards the cause of women and girls.

## OBJECTIVES

- To build strong partnerships with women-led organizations, networks of women living with HIV and organizations that work on SRHR, gender inequality and human rights at all levels to hold governments, donors, bi-lateral and multi-lateral agencies accountable on the commitments made in FP2020; Achieving epidemic control by 2020; UNAIDS Gender Action Plan (2018/2023); United Nations Strategy for Gender Equality & Women Empowerment (2018 - 2021) and SDGs 2030.
- To create a vibrant safe space where adolescent girls and women in all diversity dialogue, share information, exchange knowledge, skills and experiences, strategize and network without judgment.
- To link evidence to policy and legal standards, practice, funding and advocacy on SRHR, gender and human rights.



# RESULTS

The Women Networking Zone hosted various activities that included but not limited to dialogues, debates, workshops, exhibition, show casing the best practices, giving participants the opportunity to interact with valuable contacts including programme implementers, advocates and focal persons from organizations that work on women's issues, gender, SRHR, Human Rights and HIV among others. Several sessions were held at the WNZ and these included;



“ We must get rid of those laws [against sex workers] because the only thing those laws do is make our fellow women run away from coming to test and get treatment... We must fight for all groups that are marginalized.”

- The Women Networking Zone played an important role in strengthened partnerships among women led networks and organizations for movement building in the HIV response.
- The Women Networking Zone provided a platform for women in their diversity to raise their issues. Eventually, joint plans and strategies to address them were developed moving forward.
- The Women Networking Zone provided opportunity for sharing innovations and unique service delivery models to improve HIV programming and advocacy for women and girls.
- The Women Networking Zone provided the first ever opportunity to the newly appointed UNAIDS Executive Director to address the conference delegates having not been given an opportunity to speak at the opening of the ICASA 2019.
- The leadership of Women Networking Zone was exemplary and accommodative. It attracted all women in their diversity and positively advanced their human rights. This partly contributed to the decision to have ICASA 2021 in Uganda.
- The Women Networking Zone improved knowledge and capacity among women and girls to hold duty bearers accountable for commitments towards ending the HIV epidemic and related stigma, discrimination and GBV among women and girls in their diversity.



# Know-Your-Team Campaign

How ICWEA staff deal with COVID-19 and The Lockdown

LILIAN MWOREKO

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Executive Director of  
ICWEA



**“How does a leader ensure that their organisation doesn't collapse amid COVID-19 break? How do they make sure their team understands the meaning of lockdown and that virtual business is not a holiday?”**

I have persistent questions that will not stop lingering in my mind; how can someone be a Manager, a supervisor, a mother, a partner, an advocate, and a community person while remain up and running? How does someone balance between those social roles? How does a person stay on top of their game and how do they ensure self-care?

Read the rest of Lilian's article on how to cope with COVID-19 and the lockdown on: <https://lmworeko.wordpress.com/2020/04/08/how-to-balance-work-life-and-family-in-the-era-of-covid19/>



# Know-Your-Team Campaign

How ICWEA staff deal with COVID-19 and The Lockdown



**DOROTHY  
NAMUTAMBA**

Programme Manager  
at ICWEA

“

I have stayed at home. I have tried to work from home and commit every morning to my office work. But sometimes I'm distracted by the house chores obviously I go for shopping only twice a week. But I had to get the badminton set for my family which we set up in the compound. We play every evening as a family. I now have time to jog. I jog for 30 minutes at least now everyday up a slope which is close to home. I feel healthier!





**EMPOWERING WOMEN  
THROUGH INNOVATIVE  
APPROACHES TO SOCIAL  
PROTECTION: A PRE-  
REQUISITE FOR INCLUSIVE  
AND SUSTAINABLE  
DEVELOPMENT**