



# **HURINET - UGANDA**

Human Rights Network - Uganda

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## **Communication on Progress Report (COP)**

**PERIOD COVERED:** 24<sup>th</sup> of May 2014-23<sup>rd</sup> of May 2015

**AGENCY:** Human Rights Network Uganda

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## **Statement of continued support by the Chief Executive Officer (CEO)**

It is my pleasure to reaffirm Human Rights Network Uganda (HURINET)'s support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

In 2013/14 our second annual communication on progress, we describe our actions to integrate the Global Compact and its principles into our business strategy, culture and daily operations. We also express our commitment to share this information with our stakeholders using our primary channels of communication.

Yours sincerely

Mr. Ndifuna Mohammed

Chief Executive Officer

## **Over view of Human Rights Network Uganda**

The Human Rights Network Uganda (HURINET-U) was established in 1993 by a group of eight human rights organizations and was formally registered as an independent, non-partisan and not for profit organization in 1994. The identity of HURINET-U lies with its diverse membership of over 40NGOs. Membership is drawn from organizations that are committed to a wide range of human rights issues which are complementary in terms of areas of focus including; civil and political rights, economic social and political rights, child rights, gender and women's issues peace building and conflict resolution, prisoner's rights, refugee rights and labor rights. Members range from purely Ugandan NGOs to International organizations.

**Vision:** "A society free from human rights abuse"

**Mission:** "To foster the promotion, protection and respect of human rights in Uganda."

### **HURINET-U's work is guided by the following objectives:**

1. To promote and protect human rights as provided for in the regional and International instruments that Uganda is party to and as provided for in the Constitution of Uganda;
2. To encourage close collaboration and networking among human rights organizations in Uganda;
3. To encourage optimum sharing of information and resources both human and material among human rights organizations in Uganda;
4. To continually assess a collective impact on the Ugandan society occasioned by several programs of human rights organizations in Uganda;
5. To build the professional capacity of human rights organizations through training, research and technical skills acquisition;
6. To adopt strategies necessary for an effective and coordinated human rights advocacy in the country;
7. To develop policy guidelines for the effective, proper, transparent and accountable conduct of human rights organizations in Uganda; and
8. To provide a frame work for regional collaboration and exchange- for the sharing of experiences and strategies and the analysis of specific needed advocacy skills thus making human rights organizations more effective in the on-going human rights education and information.

## Implementation

Human Rights Network-Uganda under its project on Economic, Social and Cultural rights framework, implements activities on UN Global Compact Principles with emphasis on Human rights pillar. It was observed that, human rights is one of the areas of soft assessment under the UN Global Compact mechanism, the challenge was that many organizations or institutions that have acceded or otherwise taken on interest in this mechanism had not received sufficient exposition to rights based framework and tools to be used not only to mainstream human rights in the corporate practices but also to monitor and track the human rights indicators. Below are the activities HURINET-U implements in collaboration with the existing UN Global Compact local network.

<p><b>Principle 1.</b> Businesses should support and respect the protection of internationally proclaimed human rights and</p> <p><b>Principle 2 :</b> make sure that they are not complicit human rights abusers</p>	<p><b>Assessment policy and goal</b></p> <ul style="list-style-type: none"><li>• Human Rights Network Uganda exists to foster the promotion, protection, observance and respect of human rights in Uganda</li></ul> <p><b>Implementation</b></p> <ul style="list-style-type: none"><li>• HURINET through law reform campaigns such as campaign on the Public Order Management Act, 2014. There has been an effort to challenge certain provisions of the Act.</li><li>• Training of Community Liaison Officers (CLOs) on policing and human rights.</li><li>• Capacity building of regional working groups targeting regions Rwenzori, Teso, Lango and Acholi sub-regions hinged on civilian oversight with an embedment of documenting human rights violations by security agencies.</li><li>• HURINET also responded to the emerging human rights issues through media. Media advocacy acted as a forum for sharing information and highlighting human rights concerns with stakeholders and the public. The messages also called upon the state to fulfill its obligations towards realizing human rights.</li></ul>
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	<ul style="list-style-type: none"> <li>• Human Rights Education training.</li> <li>• Monitoring, documentation and reporting of human rights.</li> <li>• Universal Periodic Review Mechanism.</li> <li>• National Dialogue on human rights and democracy creating spaces for people to discuss the issues relating to governance and human rights thus enhancing citizen participation.</li> <li>• External communication was also worked upon which made it efficient to keep partners, network members among others updated. In 2014, HURINET U redeveloped its webpage to have it more informative thus people visit it and find it useful.</li> </ul> <p><b>Measurement of outcome</b></p> <ul style="list-style-type: none"> <li>• HURINET-U developed a code of conduct, gender equality policy, operational manuals, and articles of association, human rights training manuals and many other human rights publications. These are all aimed at harmonizing the relationship at the working place. The publications can be accessed at HURINET-U website: <a href="http://www.hurinet.or.ug">www.hurinet.or.ug</a></li> <li>• Improved capacity among the CSOs, Government organs and Government officials on human rights matters through human rights education training.</li> <li>• There is improved involvement of the population in the process of development of the bills, laws and policies that address human rights issues.</li> <li>• There is improved respect for human rights as a result of the campaigns.</li> <li>• As a result of this publication a number of institutions have joined the local network.</li> </ul>
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	<ul style="list-style-type: none"> <li>• HURINET-U has been in constant consultation with the International and regional bodies dealing with human rights issues.</li> <li>• For the easy monitoring of human rights violations, HURINET-U has mobilized and hosted a number of coalitions, i.e. Coalition on Economic, Social and Cultural Rights, freedom of information, police accountability, civil and political rights.</li> <li>• HURINET-U has conducted a number of researches to get evidence used for the advocacy purposes.</li> <li>• All the employees of HURINET-U have medical insurance and this is formally communicated on the staff contracts.</li> <li>• HURINET-U staff gets annual fully paid leaves.</li> <li>• The existence of the UNGC committee has improved the coordination of the network hence strengthening the members and their various activities</li> <li>• Periodic review of results by senior management</li> <li>• External audits of Human Rights performance.</li> </ul> <p><b>Assessment policy and goal</b></p> <p>HURINET's mandate is building the capacity of its member organisations as well as other relevant stakeholders to improve their knowledge for effective and efficient human rights promotion in Uganda.</p> <p><b>Implementation</b></p> <ul style="list-style-type: none"> <li>• Training of duty bearers (District officials) and right holders (community) which enhanced them with skills and</li> </ul>
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<p><b>Labor</b></p> <p><b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining,</p> <p><b>Principle 4 :</b> the elimination of all forms of forced and compulsory labor;</p>	<p>knowledge on sexual gender based violence.</p> <ul style="list-style-type: none"> <li>• Strategic advocacy meetings where by issues emerged such as prevalence of physical violence against women, hard labor by women, social violence through acts that undermine the women's self-esteem, denying girls' education, widow inheritance, genital cutting, denial of property ownership.</li> <li>• Media campaigns were also undertaken to address the above issue as regards discrimination based on gender.</li> <li>• Gender mainstreaming whereby a gender action plan has been developed, it will inform the subsequent gender mainstreaming efforts at the organization.</li> <li>• HURINET carried out training of human rights activists on various human rights aspects.</li> <li>• Capacity building on legal compliance and physical safety and security.</li> <li>• Midterm review process was embarked on of the strategic plan 2012-2016. The process seeks to assess progress, achievements; lessons learnt and set priorities for the remaining part of the strategic period.</li> <li>• The organization takes gender earnestly and is conscious about women participation in its activities. Women participate actively on average 1/3 of the beneficiaries in the trainings and workshops are women.</li> <li>• The organization has put in place security mechanism, such as cameras and medical insurance to ensure security and welfare of the institution and employees.</li> <li>• The organization has gender equality policy, rights based approach to programming, which prevents discrimination in the organization</li> <li>• At the institutional level, there are a number of labor laws being</li> </ul>
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	<ul style="list-style-type: none"><li>• HURINET-U has conducted a number of capacity building trainings for its staff and the member organizations including coalition members.</li><li>• The organization has been able to provide trainings on diversity and pluralism for both its staff and members organizations.</li><li>• HURINET-U conducts external audits of its member organizations, and the global audit of its self.</li></ul> <p><b>Assessment policy and goal</b></p> <p>HURINET-U exists to protect, promote and respect human rights in Uganda in accordance to international instruments.</p> <p>HURINET-U is a non-governmental organization, existing to promote and protect human rights in the country. HURINET-U is not involved in production. Its activities do not pollute the environment. The company has no written policy on environment, but can only address the issues of the environment through its project on Economic, Social and Cultural rights.</p> <p><b>Implementation</b></p> <ul style="list-style-type: none"><li>• HURINET-U has continued to participate in law reform campaigns whereby they analyzed The National Biotechnology and Bio safety Bill 2012 was undertaken whereby key concerns were highlighted such as right to access information, labelling of genetically modified products, a right to human and environmental health among others.</li></ul>
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<p><b>Environment:</b></p> <ul style="list-style-type: none"> <li>• <b>Principle 7:</b> Businesses should support a precautionary approach to environmental</li> </ul>	<ul style="list-style-type: none"> <li>• The organization has conducted a campaign on oil and gas through training sessions on voluntary principles for security agencies, oil companies and CSOs whose work centers on the promotion and protection of human rights in the Albertine region.</li> <li>• Training on Innovative and Catalytic Tools and Methods for fighting corruption and mismanagement of public funds through campaign on freedom of information. Through developing stakeholders' ability to access, assess and communicate information about government budgets and spending in order to minimize capture of public funds.</li> <li>• Media training whereby there was capacity building for journalists thus equipping them with knowledge on civic education on citizen participation in government affairs.</li> <li>• Externally, the organization has intervened in the areas of resource based conflicts, where the frontline communities have been involved in activities that damage sustainability of the environment, and in response a number of trainings have been conducted on the importance of conservation.</li> <li>• There has also been a campaign on Biotechnology and Bio safety Bill 2012.</li> <li>• The organization has also embarked on labelling of genetically modified products</li> <li>• It has also gone ahead to uphold the right to human and environmental health.</li> <li>• Through the existing UN Global Compact Network, Human Rights Network Uganda has been able to gather the</li> </ul>
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<p>challenges;</p> <ul style="list-style-type: none"> <li>• <b>Principle 8:</b> undertake initiatives to promote greater environmental responsibility and</li> <li>• <b>Principle 9:</b> Encourage the development and diffusion of environmentally friendly technologies.</li> </ul>	<p>information and share with other companies on the good practices that are used by the companies internally and externally.</p> <ul style="list-style-type: none"> <li>• The organization also conducts trainings on the mushrooming government activities such as oil which has been discovered in different areas in the country. The intervention is aimed at avoiding future pollution and destruction of the environment.</li> </ul> <p><b>Measurement of outcomes:</b></p> <ul style="list-style-type: none"> <li>• HURINET-U owns a policy on disposal of records</li> <li>• The institution has installed dustbins in the compound where all the waste materials are disposed</li> <li>• Other progresses include the existence of the disposal and recycling policy, planting of trees in the compound, installation of the solar systems</li> <li>• Senior management always meet once a month to discuss progress in the environment</li> <li>• Audit reports are in place</li> </ul> <p><b>Assessment policy and goal</b></p> <p>One major area of continued concern is the scourge of corruption which has severely permeated the current government bureaucracy. Measures have been put in place by government to deal with corruption but they have not addressed the problem. However, there</p>
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	<p>is a collective fight against corruption and HURINET-U implements a number of activities geared towards fighting corruption in the country.</p> <p><b>Implementation</b></p> <ul style="list-style-type: none"><li>• HURINET-U has continued advocacy campaigns as regards police accountability and security sector reform through CSOs –Police Dialogues intended to discuss how to enhance police reform and accountability. It also went ahead to hold Media-Police dialogues to increase coordination and constructive engagement with the police in the region to address human rights issues</li><li>• HURINET-U is engaged in working group meetings which help to identify key area of intervention to further support enhancement of police reform and accountability. Such as development of Human Rights policy for Uganda Police Force.</li><li>• A strategic planning meeting with Uganda Police Force leadership, as a result, new areas of intervention were identified which included a human rights checklist and an audit of community policing programme and nationwide assessment of police stations.</li><li>• There was also launch of the report on policing in East Africa; as regards Uganda, basing on lessons from Kenya, there has to be improvement of the Uganda Police independence by establishing an Independent Oversight Authority.</li><li>• HURINET bears accountability forums, during the period under review, various planning and review meetings as well</li></ul>
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<p><b>Anti-corruption</b></p> <ul style="list-style-type: none"> <li>• <b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery.</li> </ul>	<p>a forums were convened to facilitate accountability to different stakeholders both internally and externally.</p> <ul style="list-style-type: none"> <li>• External legitimacy and accountability.</li> <li>• Monitoring, evaluation and reporting whereby HURINET established a Monitoring and Evaluation Department that enhances intervention's effectiveness by establishing clear links.</li> <li>• Documenting and reporting anti-corruption cases</li> <li>• Development of anti-fraud laws and policies</li> <li>• HURINET-U follows up court cases, to ascertain their status</li> <li>• At the institutional level, the organization has put in place policy manuals that are followed by the staff to avoid corruption cases</li> <li>• The organization has transparent structure ranging from the General Assembly, Board of Directors, Chief Executive Officer, programme manager and administration and finance manager, programme officers, project officers, project assistants, volunteers and interns.</li> </ul> <p><b>Measurement of outcomes:</b></p> <ul style="list-style-type: none"> <li>• HURINET-U has anti-corruption fraud committee</li> <li>• Annual report and audits</li> <li>• Evaluation reports on anti-corruption</li> <li>• Well-built structure.</li> </ul>
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