



***Land and  
Equity Movement  
in Uganda (LEMU)***

***Our customary land, our heritage, our pride, our identity***

# Annual Report 2020



Community Activists during the celebration of 16 days of activism against gender based violence in Kanarwa Sub County in Bukedea Distric (photo by Owino Doreen Anyango – December 2020)



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# ACRONYMS

<b>ADR</b>	Alternative Dispute Resolution
<b>CA</b>	Community Activists
<b>CAO</b>	Chief Administrative Office
<b>CDO</b>	Community Development Officer
<b>CLA</b>	Communal Land Association
<b>DCA</b>	Danchurch Aid
<b>GBV</b>	Gender based violence
<b>GPS</b>	Global Positioning System
<b>ILC</b>	International Land coalition
<b>IP</b>	Implementing Partner
<b>KDF</b>	Karamoja Development Foundation
<b>LASPNET</b>	Legal Aid Service Providers Network
<b>LC</b>	Local Council
<b>LDDM</b>	Land Documentation and Demarcation Manual
<b>MISR</b>	Makerere Institute of Social Research
<b>MoU</b>	Memorandum of Understanding
<b>MYGPS</b>	(A Global Positioning System Google App)
<b>NES</b>	National Engagement Strategy
<b>NUSAF</b>	Northern Uganda Social Action Fund
<b>OPM</b>	Office of the Prime Minister
<b>RISE</b>	Resilient, Inclusive, & Sustainable Environments
<b>SLEDGE</b>	Secure Land Rights, End Gender Exclusion
<b>SOCADIDO</b>	Soroti Catholic Diocese Development Organization
<b>SOPs</b>	Standard Operating Procedures
<b>ULA</b>	Uganda Land Alliance
<b>USAID</b>	United States Agency for International Development
<b>UWA</b>	Uganda Wildlife Authority.



# MESSAGE

## FROM THE OUTGOING DIRECTOR OF PROGRAMMES/ ACTING EXECUTIVE DIRECTOR



I would like to appreciate the board for their technical and policy support and all the LEMU staff who were driven by passion, remained resilient and reached target communities in creative ways amidst covid19 related challenges.



The year 2020 was no ordinary year especially because of the covid19 pandemic and its far-reaching effects world over. 2020 gave LEMU an opportunity to become more innovative in our programming in order to promote continuity and ensure safe and sustainable interventions for all target communities

We were able to raise some funds and increased LEMU income by nearly 50% compared to 2019 and strengthened collaboration with other land actors. LEMU was selected as the International Land Coalition (ILC) host for Uganda and was able to work closely with the steering committee members to recruit a National Engagement Strategy (NES) facilitator for Uganda

Through our joint work under the Securing Land Rights and Ending Gender Exclusion Project, we developed an Alternative Dispute Resolution (ADR) toolkit to standardize ADR processes in Teso and upgraded LEMU demarcation guide into a Land Demarcation and Documentation Manual (LDDM) now used by all Trocaire partners working on customary land in Teso to promote inclusive and participatory land demarcation. As was the case in 2019, we also continued our collaboration with the Ministry of Lands leading to the registration of nine (9) communal land associations in Napak and Amudat Districts in Karamoja.

I would like to appreciate the board for their technical and policy support and all the LEMU staff who were driven by passion, remained resilient and reached target communities in creative ways amidst covid19 related challenges. I also thank our partners; Trocaire, USAIDRISE, Danchurchaid and International Land Coalition for their support to LEMU programme. I am sure their motivation comes from the change they see in the communities we serve and in the policy arena.

Finally, I welcome Theresa Auma Eilu, who was appointed by the board and joined LEMU in October 2020 as the Executive Director replacing Judy Adoko who exited LEMU in July 2019. She brings with her a lot of experience in land work having worked with LEMU before enrolling for her PhD studies. I am sure LEMU will continue to grow under her able leadership.



**Suzane Irau**

**Outgoing Director of Programmes/Acting Executive Director**

**Introduction;** This progress report presents a summary overview of LEMU's work from January to December 2020 and a brief description of activities implemented under each strategic objective, indicating the outputs and outcomes of the activities. The report shows that, in spite of the challenges that COVID19 posed, LEMU staff progressively worked to implement their 2020 plans by working out ways around the challenges.

Among the challenges that COVID19 posed was an anticipated decline in funding. To respond to this challenge, LEMU carried out an assessment of the funding situation and needs and undertook vigorous fundraising efforts, with support from the LEMU Board. Overall, in comparison to the year 2019, LEMU registered a 48% increase in funding during 2020 compared to 2019.

Another challenge that COVID19 posed was the lockdown that it brought about. This led to slowing of activities and slight changes in the programme. The changes included integrating COVID19 prevention education and measures in planned LEMU work. This necessitated some budget revision and some partners accepted to fund the activities.

In Teso Sub-Region, LEMU implemented two projects with support from Irishaid/Trocaire and USAID RISE in consortium with SOCADIDO and Trociare. Irishaid funding covered Katakwi (Palam Sub-County), Bukedea (Kabarwa Sub County) and Kalaki (Bululu & Otuboi sub-counties) whereas the RISE project was implemented in Bukedea (Kabarwa & Kangole sub-counties). The RISE project focused on securing land rights and addressing gender-based violence (GBV) in land. In Karamoja, with funding from Danchurchaid, LEMU facilitated the formation and incorporation of 9 Communal Land Associations (5 in Napak and 4 in Amudat) and worked with Napak district local government to refine and pass the Napak District Local government communal land management ordinance.

At national level, LEMU engaged with NES steering committee members to streamline NES activities in Uganda. LEMU was selected as the International Land Coalition (ILC) host. The National Engagement Strategy Facilitator was recruited to coordinate all ILC related activities under NES Uganda.



LEMU conducted a CSO mapping for GIZCPS in Acholi sub region to establish the existing networks handling land related conflicts and assess their individual capacities. LEMU also presented a paper on women's land rights in the Karamoja context at the Joint Multi stakeholder meeting organized under the auspices of GIZ/CPS in Moroto.

In response to the pandemic and the established standard operating procedures (SOPs), LEMU procured face masks for community men and women and provided hand washing facilities and sanitizers. To adapt to the situation, LEMU project teams concentrated on receiving community lists of land owners, developing manuals and toolkits for Alternative Dispute Resolution (ADR) and preparing awareness raising materials for the projects during the lockdown period. The teams also adopted the use of virtual meetings.



# SUMMARY OF HOW LEMU PROGRAMME PERFORMED IN 2020

## 1. A better informed stakeholders convinced of the comparative benefits of customary tenure and prepared to promote it.

**Community education;** LEMU conducted community education on laws and policies on land, their implication on customary tenure and on women's land rights with integrated covid19 messaging in Teso (Kalaki and Katakwi) reaching 13 villages and conducted 15 community meetings in Karamoja (Napak and Amudat) in 9 communities. In Karamoja, the community education focused on laws on land especially on CLA formation, benefits and risks and other issues under customary tenure. In total 714 Male and 513 Female participants were reached in Teso while 672 Male and 331 Female communal landowners were reached in Karamoja.

It was however difficult to operate in conformity with all the covid19 guidelines because the local communities especially in Karamoja did not believe that covid19 was a real threat. LEMU activities were however not gravely affected by these difficulties and did not lead to exclusion due to strict guidelines especially in respect to community meetings. All communities reached demonstrated low understanding of laws and policies on land prior to the community education.

Because of the community education, in Teso, 11 land disputes were reported to LEMU and 81 households (67M, 14F) requested to be supported to mark their boundaries. In Karamoja, nine communities resolved to constitute themselves into communal land associations and LEMU later conducted community assessments that determined that there was change in knowledge with 60% of the community leaders interviewed being able to mention at least two or more provisions in law, policy and from their constitutions.



LEMU Community Facilitator engaging with communities in Lorengecora sub county, Napak District and OC police Bululu sub county briefing the community of Omirimiri and Oyalem on covid19 guidelines during community education meetings (photos by Peter Ojangole - March 2020 and Ms Suzane Irau - July 2020).

**Radio spot messages and other media;** In Teso LEMU aired 147 spot messages with integrated covid19 messages on Etop radio in both Ateso and Kumam encouraging men and women to document their land in order to safeguard it for the future generations. In Karamoja, LEMU aired 250 spot messages on Akica FM in Moroto promoting rent rather than land sales and promoting land use

for production in collaboration with Napak District Local Government. This was meant to reduce irresponsible land sales especially in Poron and Apeitolim sub counties in Napak District.

In Teso, there is evidence that more men and women have appreciated the need for boundary marking judging from the number reaching out to LEMU to be supported to mark their boundaries. There is also increased visibility of LEMU work in Karamoja and collaboration with Napak District Local Government.

**Distribution of publications;** In Teso 183F, 148M received publications on “From which family do land rights come?” and “Is your clan good?” The publication, “From which family do land rights come?” was translated into Ateso and Kumam. Also as requested by Karamoja Development Forum, LEMU publications were also delivered to the Karamoja Pastoralist Land Rights Centre based in Rupa Sub County in Moroto District. The centre provides access to land rights information for local communities, academia, Policy Makers, etc.

This led to increased access to information in both teso and Karamoja as more information became available for community men and women. The translated publication provided easy content that triggered debate on land rights at community level.

**Building alliances;** LEMU renewed its memberships with LASPNET, ULA and International Land coalition (ILC). LEMU participated in the joint multi-stakeholder meeting in Moroto and presented a paper on Women’s Land rights in the Karamoja context. LEMU also conducted a CSO mapping for GIZ Civil Peace Service in Acholi sub region to establish the existing networks working on land conflict resolution. LEMU organized activities during 16 Days of activism against gender-based violence under the theme ‘safety and wellbeing, creating new realities for women’ during which LEMU conducted community dialogues in Kabarwa and Kangole Sub Counties on GBV prevention and reaching 241 men and 283 women.

LEMU was confirmed as the ILC host in Uganda and is spearheading the National Engagement Strategy (NES) for Uganda. There is also increased recognition and appreciation of LEMU work on customary tenure as more consulting firms,





CSOs, members of academia and researchers reached out to LEMU in 2020 seeking information and collaboration on customary tenure.



LEMU Director of Programmes Ms Suzane Irau presenting a paper on women's land rights in the Karamoja context at the Joint Multi Stakeholder meeting in Moroto (photo by Peter Ojangole – March 2020).



## 2. A fairer, more effective and responsive management of customary tenure by local and national government authorities, cultural institutions and concerned communities

**Facilitating mediation;** in total, 11 land disputes were reported in Teso and 6 male and 3 female rights holders were supported by LEMU to access ADR. 1 case did not meet the mediation criteria as it was found to be a domestic conflict not linked to land but LEMU documented the case details and linked the parties to the Child and Family Protection Unit (CFPU) and the Community Development Officer (CDO). The other case was mediated by the clan successfully and later LEMU supported the clan to undertake boundary marking and draw a map using MyGPS App. For all the mediated cases, LEMU collected facts from parties and drew the Family Land Rights and Lineage Tree (FLR&LT). LEMU met the respective clans of the parties and agreed a strategy for resolution of the dispute. The clans were then supported to mediate the cases, consent agreements were signed, the land boundaries were demarcated and maps were drawn. 4 households were also supported to access ADR by the clans of imugunya me Ogura from oyalem, Atikokin clan from Abola in Bululu, Kalaki and iceroi ikarebwok clan from Palam in Katakwi after LEMU took them through an information material “From which Family do land rights come from?”

10 cases mediated with support from LEMU were successfully resolved thus increasing access to ADR and to land for both men and women in targeted communities and restored peace between conflicting parties as seen in the picture below;







*Parties shake hands after several years of threatening violence during a successful mediation in Otin Village, Ocelakur Parish, Bululu Sub County, Kalaki District (photo by Ms Irau, March 2020).*



**ADR training;** In Teso LEMU trained 4M, 4F implementing partner (IP) staff on ADR and the use of the Gender sensitive ADR toolkit. LEMU also trained 10 LCs (all male), 10 males and 10 female Community Activists, 53 male and 35 female clan leaders on how to use the Gender sensitive ADR toolkit. Those trained preferred mediation to other ADR methods mainly because it is tied to the clan system and is cheaper. The use of the tool kit by targeted groups will standardize ADR processes and integrate gender sensitive approaches to land dispute resolution at community level. The targeted groups demonstrated change in knowledge on the existing legal gaps, process to be followed during ADR and on the interaction between GBV and land.

Facilitate proactive boundary marking; LEMU supported 79 male-headed households and 46 female-headed households to mark their boundaries using GPS mapping. The mapping was done in collaboration with the clan leadership, LCI chairperson, neighbours and the Area land committee representative. In





Teso 5 male and 3 female Implementing Partner (IP) staff, 81 male and 44 female Community Activists (CAs), LCs and Clan leaders from Kangole and Kabarwa Sub Counties were trained on how to undertake customary land documentation and demarcation using the Land Demarcation and Documentation Manual (LDDM). In total 1,019.6 acres were marked in Teso. LEMU also distributed 50 pieces of heavy duty measuring tape to clans as support to their land allocation activities.

The 125 households supported to mark their boundaries acquired maps for their land thus improved evidence of land rights. IP staff, CAs, LCs and Clan leaders have a better understanding of process of boundary marking and have adopted the use of MYGPS App



*Members of opilitok clan facilitating boundary demarcation among households in Opilitok village, Opilitok parish, Otuboi sub county in Kalaki district (photo by Andrew Ewinya – August 2020) .*

**Facilitating boundaries harmonization;** LEMU facilitated mapping of three communal grazing lands (Morungole, Arimonyang and Lokitela Ngidoke communal grazing land) shared by 24 villages in Amudat and Napak Districts. The mapping was done jointly with ALC members, sub county leaders, land officers and elders from the 24 villages and the neighboring Sub-counties of Moruita in Nakapiripirit and Poron in Napak. These activities led to drawing of community maps and determining actual land size which information was not available at community, Sub County and district level. In total 13,729.97 acres were mapped.

The boundaries of three communal grazing lands have been marked/harmonized thus reducing suspicion and enhancing peaceful coexistence among owners and with neighbors.

**Initiating communal land protection in new communities in Karamoja;** LEMU conducted community inception meetings in 19 villages where lessons learnt over the past three years of communal land protection in Karamoja and documented rules for communal land management were disseminated and community buy in was sought. The target for the year was eight new communities; however, communal land protection was initiated in nine new communities surpassing the target for the year. The targeted communities appreciated the initiative and welcomed the idea of protecting their land through the formation of CLAs.

**Facilitate community meetings to generate and popularize community constitutions for CLAs;** LEMU supported 9 communities to generate and develop their constitutions for managing their CLAs. Using the constitution format developed by the Ministry of lands, these constitutions integrated traditional rules for managing communal grazing land in the provisions in order to avoid a complete departure from their way of life. LEMU further popularized the written constitutions among communal landowners in order to enhance community wide acceptance and promote ownership.

This led to overwhelming acceptance and adoption of the written constitutions by the communal landowners. The constitutions were also submitted to the Ministry of Lands Registrar of Titles and were each issued a certificate of compliance.



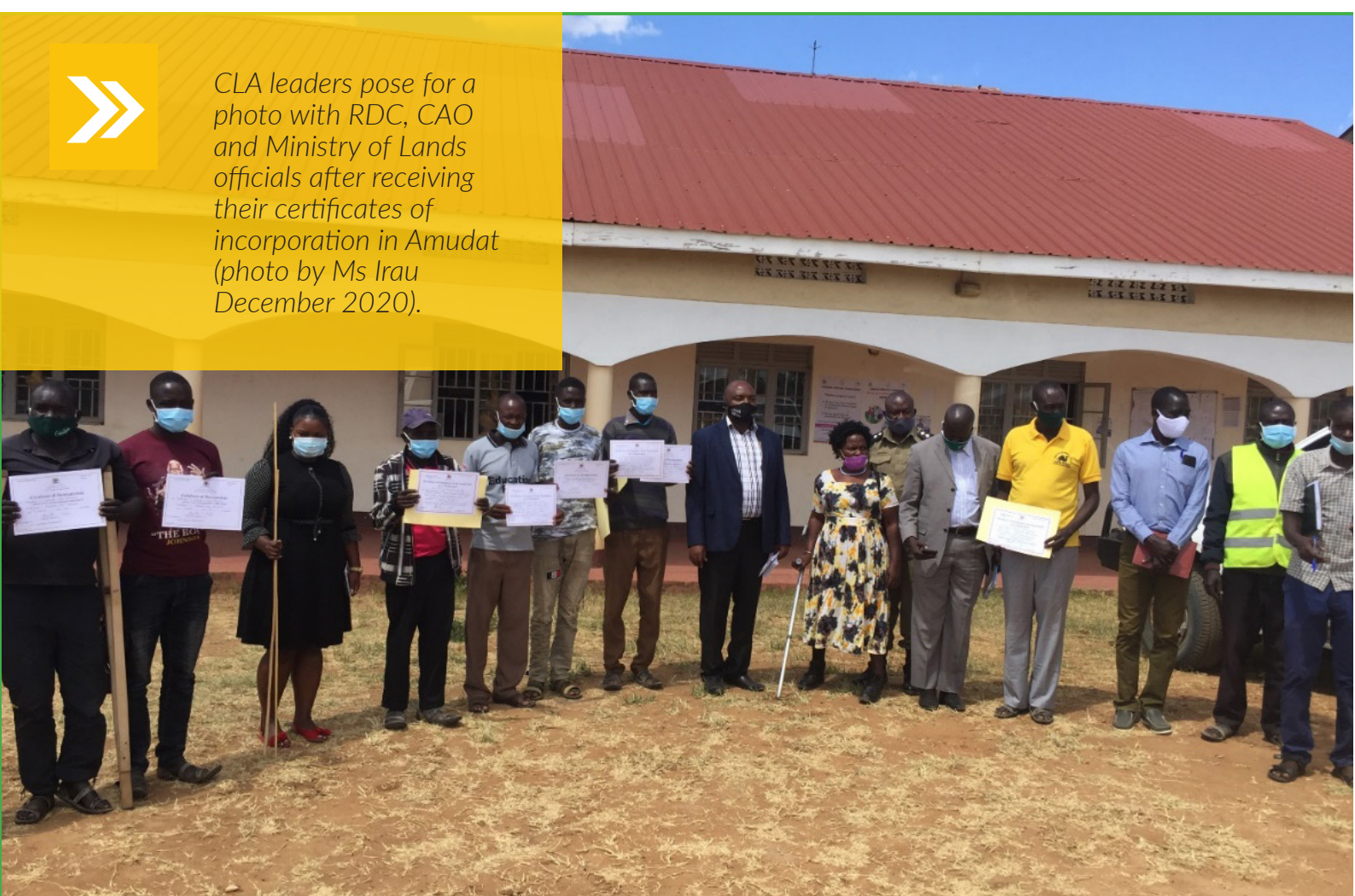


Facilitate registration of CLAs to become legal entities; LEMU facilitated the ministry of lands officials to undertake community visits where they verified community willingness to incorporate and registration documents which included the household lists, minutes, signed constitutions and application forms and undertook incorporation of 9 communal land associations (4 in amudat and 5 in Napak). 9 communities were incorporated as communal land associations and issued with certificates of incorporation.

All 9 communities were incorporated as communal land associations and issued with certificates of incorporation.



*CLA leaders pose for a photo with RDC, CAO and Ministry of Lands officials after receiving their certificates of incorporation in Amudat (photo by Ms Irau December 2020).*



**Facilitate community by-annual dialogue/feedback meetings;** in a bid to operationalize and strengthen the community based monitoring and evaluation system, LEMU planned to hold community meetings to discuss issues arising from the management and use of Arimonyang A, B, C and D communal land

associations. Initially failed meetings due to disagreement over a proposed change in land use characterized this activity. Out of four meetings planned, only two were held and were characterized by low attendance hence not fully realizing the intended objective

**Facilitate election of Communal land governance Committees;** LEMU facilitated all nine communities to elect management committees and community based monitors. In total 81 communal land managers (53 male and 28 female) were elected. This took into consideration a third women representation in land management committees. Instituting management committees which are responsible for CLA operational issues including an accountability system of 12 volunteer community monitors (8 male and 4 female) that checks bad governance will promote good leadership

Election of the management committees improved governance and has integrated women in land management

**Support communities implement their agreed action points on resolving communal land conflicts;** this year, LEMU supported 9 communities to resolve conflict over their communal grazing land. LEMU held meetings with 50 elders and LC1 Chairpersons from Kokipurat parish in Lorengcora Sub County and facilitated dialogues at community level to promote peaceful coexistence and harmony involving the communal landowners and the district land board members. In Amudat, LEMU held meetings with District leaders to discuss increasing tensions and escalating conflict among communal land owners due to a proposed change in land use

**Because of these initiatives,** two villages resisting the land protection efforts understood the benefits and resolved to constitute themselves into a CLA while the meeting with district and sub county leaders resolved to engage the ALC in mapping of arimonyang communal land and not stall land protection activities

**Facilitate follow up meetings with communal land leaders to discuss roles and challenges faced in the management of the communal land associations;** LEMU met 30 male and 5 female communal land managers for arimonyang A, B, C and D communal land associations. During the meeting, the leaders indicated



that there was some cultivation on the communal grazing land and there was need to erect the pillars in order to stop the encroachment. LEMU will continue to operationalize a community monitoring and evaluation system in order to promote dialogue, encourage consensus building and ensure enforcement of agreed actions in order to avoid escalating conflict. The planting of physical and more visible marks will be done in 2021.

**Meetings with JLOS to promote adoption of best practice in Land Dispute resolution;** LEMU participated in the court open day in Soroti where JLOS members were invited to inform the public of what they are doing in the area of access to justice, and share information materials. According to the Resident Judge, this is one of the strategies court is using to address the issue of case backlog as some of the cases would be handled by CSOs only if the public were aware of their services. The Resident Judge attributed the increased litigation in court to increased public awareness on the rights but encouraged CSOs to apply ADR methods like mediation as well as sensitization of the public. LEMU set up a stand to share information on what LEMU does and disseminate information materials to the public.





LEMU Project Officer Marian Aladot sharing information on what LEMU does with the Resident Judge and other participants during court open day in Soroti (photo by Ogwang Sam – February 2020).



### 3. Reduced policy and legal gaps and enhanced harmonization between customary laws and statutory provisions related to customary land tenure

**Print and widely distribute the PPRR copies and other publications;** In Teso, 143 copies were distributed to 56 female and 87 male landowners and leaders. During distribution, there was a deliberate attempt to reach more women compared to the past. Another Organization supporting women's land rights (Teso Women's Peace Activists - TEWPA) procured 164 PPRR books for their community work. There is evidence of increased usage of PPRR in land dispute resolution by other land actors in Teso and the GIZ supported interest groups.

**Facilitate Ordinance process in Kalaki and Napak Districts;** Napak District Council passed the Napak District Local Government Communal Land Management Ordinance 2020 with amendment. A select committee was put in place to receive and respond to feedback from the Ministry of constitutional affairs where the ordinance was submitted for approval. LEMU also worked with Kalaki District Local Government to pass an ordinance for protection of customary land. The ordinance was tabled before Kalaki District council and has progressed to third draft. The ordinance has increased popularity of customary principles especially on protection of women's land rights embedded in the ordinance and promoted a better understanding of customary principles among state authorities.

**Update the boundary-marking guide;** LEMU's boundary marking guide was upgraded into a Land Demarcation and Documentation Manual. The manual sets standard procedures for boundary marking cognizant of the fact that legal provisions are general and not tailored to customary tenure. The Land Demarcation and Documentation Manual was developed in collaboration with Trocaire and SOCADIDO to promote inclusive and participatory land demarcation in Teso. The Land Demarcation and Documentation Manual has been adopted for use by all Trocaire Partners in Teso.





## 4. LEMU's institutional capacity to fulfil its mission significantly enhanced

**Change in leadership;** the board asked the Director of programmes to take charge of LEMU in acting capacity in July 2019 after LEMU's long term Executive Director and founder retired. Although the position was advertised, the recruitment was halted due to financial challenges. The DoP was able to mobilize some funds in 2020 and the board took a decision to recruit Theresa Auma Eilu as the substantive replacement for Judy Adoko. The new Executive Director commenced work in October 2020

**Ensuring adherence to policies;** to ensure that policies are a point of reference for day to day operations within the organization, LEMU policies were shared with the field staff and every staff contract has an annex signed on adherence to all policies. New Policy on sexual exploitation and abuse/harassment was approved by the board and disseminated to all staff. LEMU staff were trained by one of the donors on how to handle procurement in the organization in line with their procurement policy.

**Board and staff meetings;** Restrictions arising from COVID-19 did not permit the Board to meet physically. However, the board held three virtual meetings using zoom. The board approved annual plans and budget, reviewed progress reports and made resolutions in recruitment. Due to the change in mode of meetings, participation of some board members was affected. The board chairperson also had an interaction with staff during LEMU M&E meeting

**Human resource recruitment and management;** this year, LEMU recruited 6 new staff (the Executive Director, NES Facilitator, 2 Project Officers for the Teso Programme and 2 office Administrators for Moroto and Soroti). The Director of Programmes remained Acting for the greater part of 2020 until the new Executive Director joined in October. All new staff were inducted and confirmed while all old staff were appraised however, there was a slight reduction in staffing levels compared to 2019. In addition, three Kampala based staff (DoP, Finance Officer and Office Administrator) resigned at the end of the year. The NES Facilitator will commence work in January 2021.



**Table 1; showing staffing levels for 2020**

Category	Female	Male	Total	Category	Female	Male	Total
Programme	4	5	9	Office support staff	1	0	1
Administrative	3	0	3	Security staff	0	3	3
Finance	1	1	2	Drivers	0	1	1
Staff support persons	1	1	2	<b>Total staff</b>	<b>10</b>	<b>11</b>	<b>21</b>

The Director of Programmes conducted in house staff training for both new and old staff in Teso and Karamoja while the Finance Manager supported staff with challenges on drafting budgets, concept writing, accountability and use of grant balances. LEMU staff were also trained by Trocaire on Social norms i.e. causes of GBV, prevention & referral pathways. Some staff were trained on fraud prevention, anti-corruption and complaints handling by DCA

**Finance mobilisation and management;** As a result, of fundraising efforts that were intensified during 2019, some new funding sources were available during 2020. LEMU received funding from Danchurchaid (DCA one year interim extension), USAID-RISE/Trocaire (new two year funding), International Land Coalition (ILC new funding for NES Uganda) and Trocaire/Irishaid (two year project). Funds expected from MISR for a research on the role of customary land leaders in customary land registration were not disbursed to LEMU. There are ongoing funding application processes.

The Finance Manager ensured that all staff were familiar with financial and other resource management systems and shared with staff grant balances on a monthly basis. In compliance with policy, an annual financial audit for 2019 was carried out and LEMU received a good audit report with a few managerial issues that have been addressed in 2020.

**Monitoring, evaluation and learning;** to ensure effective monitoring and evaluation, LEMU adopted the practice of conducting a baseline study for all new projects. During 2020, baseline studies were carried out on communal land



protection in Karamoja and RISE project. In Teso, the baseline survey was conducted to understand power relations in GBV matters relating to the land conflicts. The survey indicated that GBV is high in land matters and gender norms remain a hindrance to prevention. In Karamoja, the baseline confirmed that management of the communal grazing land was based on oral rules and that there was no formal management structure. Majority perceived no threats both internal and external to their land although they noted that there was possibility of land grabbing.

Field staff continued LEMU's practice of integrating monitoring and evaluation in field activities by conducting pre and post-tests, documenting aggregated information with male and female breakdown and assessing change in knowledge resulting from the activities. Through those and other practices, LEMU staff worked with an evaluative outlook to identify and document impact and learning.

Due to the COVID-19 challenges, LEMU held only one staff monitoring and evaluation meeting during 2020 instead of the planned quarterly meetings.

**Activities planned but not implemented;** some activities initially planned were suspended with donor approval and funds used to procure items required for covid19 guidelines compliance as laid down by the Ministry of Health. Others were pushed to 2021 due to delays caused by covid19 pandemic. These include;

1. Train cultural leaders on the relevant provisions of the national land policy in favour of customary land tenure system to evolve
2. Facilitate influencers and traditional leaders to attend national advocacy meetings on customary registry
3. Train faith based leaders on the relevant provisions of the national land policy in favour of customary land tenure system to evolve
4. Train sub county councillors on women's land rights as provided for under the formal state law and customary tenure
5. Train clan leaders and influencers on how to draw family land rights tree when determining from which family land rights come and on customary tenure
6. Facilitate participation of the media in community meetings





7. Train community monitors and elected leaders on communal land protection and resource management; this activity was pushed to 2021 due to delays caused by covid19.
8. Translate, Publish and disseminate information materials about customary land ownership and communal land management; was pushed 2021

### Impact of LEMU work observed during 2020

1. For purposes of strengthening communal land management and ensuring sustainable land use, the Napak District Local Government communal land management ordinance 2020 initiated by LEMU was passed by Napak district council
2. There is change in attitude in Karamoja communities which were previously concerned only about security of their livestock and persons and underestimated the risks of land grabbing to focus on land and security of tenure
3. Because of the community trust LEMU has built over the years, the level of enthusiasm was high in almost all new communities engaged in 2020 and LEMU supported projects progressed faster than expected in spite of the setbacks caused by covid19
4. Through our communal land protection work, LEMU has created opportunities for women to challenge local practices that discriminate against them and promote changes that strengthen their land rights and in decision-making. Traditionally, the role of women in land management and decision making in Karamoja was not conspicuous. Out of 81 communal land Managers elected, 28 are women
5. LEMU boundary marking guide was updated into a Land Demarcation and Documentation Manual and adopted for use by all partners under the USAID Resilient Inclusive Sustainable Environments Project. LEMU and its Partners also developed an ADR toolkit for Teso
6. As an institution, LEMU was able to recruit a substantive Executive Director filling the position after 15 months of Acting by the Director of Programmes.



## Challenges that affected implementation of planned activities

1. There were some delays caused due to the covid19 lockdown restrictions that led to banning of community gatherings and hence slowing down community education efforts in all targeted communities. This however did not significantly affect the programme as these activities were eventually implemented when the restrictions were eased.
2. The covid19 guidelines required changes in the mode of implementation introducing use of masks, hand sanitizers, social distancing among others. This affected planned venues opting for more spacious ones and budget revisions to provide for masks and procure other requirements. Some activities had to be cancelled and/or budgets reduced to cater for the need.
3. Some meetings were affected by elections and open campaigns leading to rescheduling of meetings sometimes more than once hence affecting timelines to some extent but not significantly.
4. Prolonged rainy season in the second and third quarter also affected some activities mainly in Napak. Some roads were impassable due to water levels and the LEMU staff had to wait until the roads were passable

## BOARD OF DIRECTORS

The following directors served on the Board during the year under review and up to the time of signing this report:

SN	NAME	GENDER	ROLE	OCCUPATION
1	Dr. John Jaramogi Oloya	Male	Chairperson	Consultant with over 30 years of field based and hands on experience in Development
2	His Worship Gabriel Nyipir	Male	Member	Retired Chief Magistrate-Lira
3	Ms Karen Lillian Naluyimbazi Atamba	Female	Treasurer	Chartered Accountant with ACCA and CPA,MBA from Heriot Watt University, United Kingdom with over 8 years' experience in accountancy, audit & Finance
4	Prof. Mamdani Mahmood	Male	Member	Professor and Executive Director at Makerere Institute of Social Research at Makerere University and the Herbert Lehman professor of Government and professor of Anthropology, African Studies and Political Science at Columbia University. New York

SN	NAME	GENDER	ROLE	OCCUPATION
5	Mr. John De Connick	Male	Member	An economist by Training and worked as a director for ACORD in Uganda, Lecturer at Makerere University and currently works at Cross Cultural Foundation of Uganda
6	Mr Anthony Okech	Male	Member	Free Lance Consultant and former Senior Lecturer Makerere University School of Adult and Continuing Education
7	Magdaline Adhiambo Kasuku	Female	Member	16 years of professional media reporting with prominent media houses with a celebrated track record of achievements. CurrentlyWorking as the Managing Director of Radio Waa 89.8 FM, a community radio station in Northern Uganda.



## 2020 PARTNERS

NO	PROJECT NAME	PARTNER
1	Securing Land Rights and Ending Gender Exclusion – 1 <sup>st</sup> March 2020 – 28 <sup>th</sup> February 2022	USAIDRISE/ Trocaire
2	Improving livelihoods by Securing Communal Lands Rights in Napak and Amudat Districts of Karamoja – Interim funding. 1 <sup>st</sup> January 2020 – 31 <sup>st</sup> December 2020 period	Danchurchaid
3	Promotion of evolution of customary tenure in teso. 1 <sup>st</sup> March 2020 – 31 <sup>st</sup> December 2021	Trocaire/Irishaid
4	Promote people centered land governance through policy and practice change. 1 <sup>st</sup> September 2020 – 31 <sup>st</sup> December 2021	International Land Coalition







***Land and  
Equity Movement  
in Uganda (LEMU)***

***Our customary land, our heritage, our pride, our identity***

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