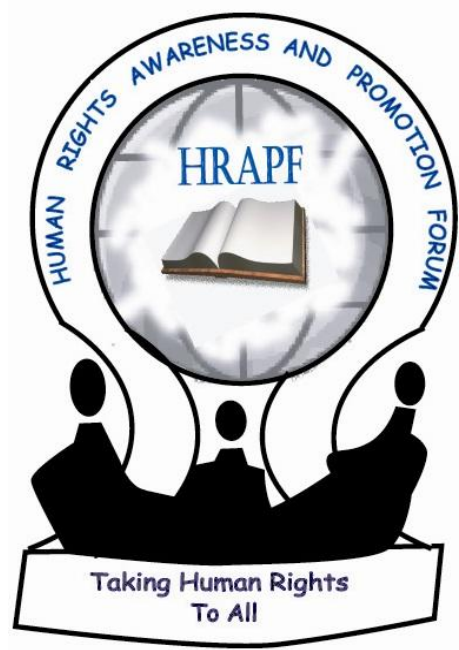


Taking Human Rights To All



ANNUAL REPORT 2010

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ACKNOWLEDGMENTS

HRAPF would like to point out and acknowledge organizations, individuals, coalitions and partners without whose support, financial or otherwise, all that was done in 2010 at HRAPF would not have been possible. These are classified as follows;

Donor partners

East African Health and Sexual Rights Initiative (UHAI)

AkibaUhaki Foundation

Humanistic Institute for Cooperation with Developing Countries (HIVOS)

Local Partners

Refugee Law Project (RLP)

Civil Society Coalition on Human Rights and Constitutional Law (CSCHRCL)

East and Horn of Africa Human Rights Defenders (EHARDP)

Foundation for Human Rights Initiative (FHRI)

Legal Aid Service Providers Network (LASPNET)

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ABBREVIATIONS AND ACRONYMS

ACHPR	African Commission on Human and Peoples' Rights
CSCHRCL	Civil Society Coalition on Human Rights and Constitutional Law
CSO	Civil Society Organizations
EHAHRDP	East and Horn of Africa Human Rights Defenders' Project
FHRI	Foundation of Human Rights Initiative
FIDA	Uganda Association of Women Lawyers
HIVOS	Humanistic Institute for Cooperation with Developing Countries
HRAPF	Human Rights Awareness and Promotion Forum
LASPNET	Legal Aid Service Providers Network (LASPNET)
NGO	Non Governmental Organizations
NTV	Nation Television Station
PLA	Platform for Labour Action
RLP	Refugee Law Project
UDHR	Universal Declaration on Human Rights
UN	United Nations
UHAI	East African Health and Sexual Rights Initiative

MESSAGE FROM THE CHAIRPERSON



2010 was a pivotal year in the history of HRAPF. It would be safe to say that it is the year HRAPF transformed from an upstart organisation to one of the fastest growing human rights organisations in Uganda.

The year began with HRAPF facing many institutional challenges ranging from financial constraints, inadequate staffing, poor staff welfare, and unresolved legal status.

By the end of the year, HRAPF had received its first substantial donor grant, had adequate staff for its projects, improved staff welfare and a clear legal status. Thus, despite all the challenges, the organization emerged stronger and well recognized in the field of human rights defenders and promotion.

I am very proud to have been Chairperson of the Interim Board of Directors during this period. The interim Board started guiding HRAPF in February 2010 immediately after the organisation had registered as a company limited by guarantee. The Board was acting until a substantive board was elected.

It is thus with great pleasure that I present to you the 2nd Annual Report of Human Rights Awareness and Promotion Forum (HRAPF). Under the laws governing companies and NGOs in Uganda, and under the Organisation's Articles of Association, HRAPF is obliged to annually report to its members, donors, beneficiaries of its programs and the general public through the Annual Report.

This report summarizes the activities that were undertaken during the year, achievements of the organization, challenges and resource utilization for the period.

Taking Human Rights To All

Notwithstanding, the numerous challenges, HRAPF went through a number of changes and a lot was achieved during the year. In January, the organization was registered as a company limited by guarantee which significantly guaranteed the organization legal existence, instituted a Board of Directors and Board of Trustees to monitor and oversee the property of the organization.

A number of project activities were successfully implemented. The year saw HRAPF significantly improving staff welfare and comfortably maintained the secretariat as well as expanding office space. Notable projects during the year were the strategic litigation on Section 15 (6) D of the Equal Opportunities Act 2007, Research on the Levels of Awareness and Promotion of Human Rights in Uganda and establishment of the Legal Aid Clinic.

All the above were achieved through commitment of members, Staff and donors. I take this opportunity to applaud HRAPF Members, staff, donors and partner organizations for this great work. Special appreciations go to the Executive Director for tirelessly fundraising for the organization and providing strategic leadership to the secretariat and the organisation in general.

I also wish to commend my fellow Directors on the Interim Board for remaining committed to the work.

Thank you all for your contributions and HRAPF promises a better performance in the coming year.

Taking Human Rights to All

Mutimba Anthony,

Chairperson, Interim Board of Directors

INTRODUCTION



The year 2010 marked 62 years of the Universal Declaration of Human Rights (UDHR), that all important document from which human rights work draws its inspiration. The same year also marked the end of HRAPF's second year of operations and ushered in the third year. It is also the year in which HRAPF opened its wings and soared high.

In 2010 HRAPF unveiled its 1st strategic plan. Developed with the input of all stakeholders, the strategic plan defined HRAPF's agenda for the next three years. It covers the period 2010-2012. The strategic plan firmly focuses HRAPF's work on human rights awareness and the legal protection of the rights of minorities.

Following this process, HRAPF's operations were directed towards the promotion of rights for minorities. Human Rights awareness remained our ultimate goal. The law was the means through which the goals and objectives of HRAPF were to be achieved.

HRAPF opened its legal aid clinic specialised for minorities in January 2011 and since then the clinic has undergone phases of expansion and diversity of services. The legal aid clinic provides legal services to the indigent at no cost. It however specially focuses on minorities who face special problems and thus may not otherwise have access to justice through other mechanisms. The clinic employs awareness campaigns and outreaches to reach out to its target population.

In the same year, HRAPF successfully concluded its first fully funded donor project- the campaign on section 15(6)(d) of the Equal Opportunities Commission Act. The project which was aimed at promoting awareness of the dangers embedded in Section 15(6)(d)

of the Equal Opportunities Commission Act was an astounding success.

In the meantime the research on the levels of human rights awareness in Uganda was underway, and the report was launched in early 2011. HRAPF also continued with radio and TV campaigns aimed at promoting human rights awareness in the year 2010.

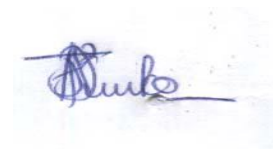
Strategic partnerships were created in the course of the year with among others; The Legal Aid Service Providers Network (LASPNET) and the Civil Society Coalition on Human Rights and Constitutional Law (CSCHRCL). HRAPF is a very active member in these networks sitting on LASPNET's Steering Committee and also providing the Coordinator of the CSCHRCL, and actively engaging with the Coalition's work.

HRAPF carried out advocacy campaigns both at the regional level- African Commission on Human and Peoples Rights (ACHPR) and at the United Nations level, participating in the May session of the UN Human Rights Council in Geneva and the November session of the African commission on Human and People's Rights in Banjul.

In terms of structure, the membership body continued growing and organisational structures were redefined all aimed towards more progressive and modern corporate management. HRAPF is currently registered as a company limited by guarantee and its structures are those of a company limited by guarantee. HRAPF is licensed by the NGO Board to operate as non Governmental organisation.

By the end of the year both in terms of structure and programs, HRAPF was ready and was already riding the murky waters of human rights advocacy in Uganda.

This report gives the details of HRAPF's work in the year 2010.



Adrian Jjuuko

Executive Director

PROGRAM ACTIVITIES

INTRODUCTION

HRAPF's program activities for the year 2010 were implemented under the Strategic plan 2010-2012. The strategic plan has three major focus areas namely;

1. Law Reform (Minority rights)
2. Human Rights Education
3. Organisational development

All HRAPF's programmatic work is thus covered under these three programmatic areas. 2010 was the first year of implementation of the strategic plan.

Activities for the year 2010 were implemented through an Annual workplan developed by the secretariat and approved by the then Executive Committee (now the Board of Directors). The work plan which was backed up by a budget governed the day to day implementation of project activities.

THE LAW REFORM (WOMEN AND MINORITIES) PROGRAM

This program is aimed at enhancing access to justice for women and minorities.

The strategic goals of this programmatic area are;

1. To influence a change in the law to reflect the values of human rights that promote the rights of women and minorities
2. To promote access to justice for women, sexual and other minorities

Objectives

The strategic objectives of the program are;

1. To advocate for legal reform in legislations that violate human rights principles

2. To work with government and parliament to see that laws being proposed reflect human rights principles
3. To use strategic litigation to reform the law
4. To develop a group of paralegals among the target groups

The programmatic area employs legal aid service provision, legislative analysis, petitions, strategic litigation, strategic partnerships, research, monitoring and documentation and awareness campaigns to achieve its objectives.

Projects

The Law Reform (Women and Minority Rights) program is HRAPF's main programmatic area. Implementation is done through specially designed projects. The main project under this area during the year 2010 was the legal aid project.

1. Legal aid project
2. Promoting strategic litigation over section 15(6)(d) of the Equal Opportunities Commission Act

Legal aid project

This project started running in January 2010. It was aimed at extending access to justice to the poor and underprivileged.

The project underwent a strategic change in July 2010 in order to specifically cater for sexual minorities as very few service providers reached out to this category of people. The project was funded by The East African Sexual and Health Rights Initiative (UHAI).

During the year the following activities were carried out;

- i) Legal aid service provision;**
Free legal services were extended to the target groups. The clinic handled over 500 clients in 2010 alone both physically and over the phone. Most of the cases handled were land wrangles, succession issues, property issues, and criminal offences.
- ii) Expansion of the clinic;** A fully functioning Legal Aid Clinic was established at HRAPF secretariat. The Clinic has its own offices or Chambers within HRAPF premises. This comprises of separate offices for the legal team leader, the Legal Officer and the Legal Clerk/ Associate. These were furnished with a computer each, daily access to the internet, file folders and filing cabinets. In

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in addition to office compartments, there is enough space for the waiting clients. The clinic also has a fairly stocked library with crucial resource materials on Human Rights. The Clinic is staffed with three (3) full time lawyers.



One of
HRAPF's
lawyers
in her
office

- iii) **Legal advice over the phone;** In addition to the clients who walk into the clinic, HRAPF also has a phone hotline which is widely distributed. A lot of legal advice is dispensed over the telephone daily. This service was mainly used by clients who stay out of Kampala. The hotline served an average of 3 clients a day. It saved many clients costs as regards to transport to HRAPF offices. Most of the questions asked require interpretation and advice. The only challenge is that the call service is not free, but plans are underway to make it so.
- iv) **Radio Programs;** The legal aid clinic conducted regular radio programs in Kampala. These regular radio programs were hosted by Impact FM, Mama FM and Prime Radio. At least one radio talk show was held per week. The radio programs were conducted on a weekly basis. A key feature of the programs was giving the clients the contact numbers of HRAPF for legal advice over the phone. This program thus fed into the legal advice over the phone activity.
- v) **Strategic collaborations and referrals;** The HRAPF legal aid clinic works in collaboration with other legal aid service providers. It is a fully registered member of the Legal Aid Service Providers' Network (LASPNET), a national

umbrella of all legal aid service providers. The network is hosted by the Law Development Centre. Currently the HRAPF Executive Director and Legal Team leader Mr. Adrian Jjuuko is a member of the LASPNET steering committee. HRAPF also works closely with Refugee Law Project, FIDA Uganda, and Platform for Labour Action who are all legal aid service providers. Referrals are common within the network and HRAPF refers cases to other service providers and they also do the same.

vi) Strategic litigation

In 2010, HRAPF continued with strategic litigation. The case of Jjuuko Adrian v. Attorney General, Constitutional petition No.1 of 2009 continued to be actively followed and monitored. The case challenges section 15(6)(d) of the Equal Opportunities Commission Act 2009. Section 15(6)(d) excludes minorities on the pretext that the commission shall not investigate matters which are regarded as immoral or socially unacceptable by the majority of cultural groupings in Uganda. A Commission set up to provide equal opportunities is thus prevented from doing so by this provision. The Act was challenged in the constitutional Court as being unconstitutional, as it contravened Articles 20(1), 21(1), 21(2), 28(1) and 32 of Uganda's constitution.

The case is yet to be heard as the constitutional court is clogged with issues of quorum.

vii) Monitoring and documentation

HRAPF constantly monitors the media and follows the developments in the human rights field. HRAPF monitors newspapers, radio stations and TV programs, and key issues concerning our focus areas identified and documented. Those that require legal intervention are brought to the attention of the legal team.

2. Equal Opportunities Commission project

With financial support from UHAI, HRAPF implemented a six months project aimed at promoting awareness on section 15(6) (d) of the Equal Opportunities Commission Act, 2007. This project was implemented between December 2009 and May 2010.

The major objective of this project was to promote awareness on the injustices inherent in section 15(6)(d) and the awareness on the existence of the Equal Opportunities Commission Act, 2007 to Ugandans. Implementation of this project was through the following activities;

i) **The Civil Society Organization (CSO) Meeting**

HRAPF in partnership with the Civil Society Coalition on Human Rights and Constitutional Law organized a Civil Society Organization (CSO) meeting on the 24th March 2010. This meeting was attended by 80 civil society participants, which took place at Grand Imperial hotel in Kampala.

The meeting was intended to introduce members of the civil society to the dangers inherent on Section 15(6)(d) of the Equal Opportunities Commission Act, 2007, and to conduct joint advocacy against this provision.

At the meeting section 15(6)(d) was widely debated and discussed, its implications and the petition challenging it studied and analysed.

Dr. Sylvia Tamale of the Faculty of Law Makerere University delivered the key note address in which she highlighted the dangers of the provision and the need for action.

At the end of the meeting a loose coalition had been formed under the auspices of the Civil Society Coalition on Human Rights and Constitutional Law (CSCHRCL).



A cross section of Participants during the Civil Society Organisations Meeting at Grand Imperial Hotel Kampala

ii) **Students' Baraza**

A baraza with students of Makerere University was held on 28th May 2010 at the Food Science and Technology Conference Hall, Makerere University. The baraza targeted students' leaders in order to be able to use them as ambassadors to carry the message with them and spread it to students.

At the baraza students discussed the implications of section 15(6) (d) of the Act. They were also briefed on how as students leaders can participate in protection and promotion of minority rights.

From this meeting, a students' leader base was built on issues of law and policy. Copies of the Equal Opportunities Commission Act and were given to the university students alongside other advocacy materials including T-shirts, stickers and posters with messages about the unfairness of the equal opportunities Commission act.

Mr. Kabumba Busingye, a lecturer at the Faculty of Law Makerere University delivered the key note address and presented a paper entitled; All Animals are equal.

iii) The Public Dialogue

Another of the activities was a public dialogue on Section 15(6)(d). This was successfully conducted on Thursday 24th July 2010 at Emerald Hotel. The dialogue brought together members of Civil Society Organizations notably HIV/AIDS services providers, members of the public, scholars and common people to engage in debate about the provision and the Commission in general.

During the discussions the panel method of discussion was adopted. There were four panelists; Ms. Patricia Atim, lecturer Faculty of law, Makerere University, Mr. James Nkuubi a human rights lawyer, Mr. Edward Balaba, a student at the Law Development Centre, and Mr. Adrian Jjuuko, HRAPF Executive Director .

After the panel presentation in which the panelists weighed the merits and demerits of the provision, participants were given a chance to air out their views. Though some of the views expressed were homophobic, the majority of the views reflected human rights and a need to have the Equal Opportunities Commission all inclusive.

iv) IEC Materials.

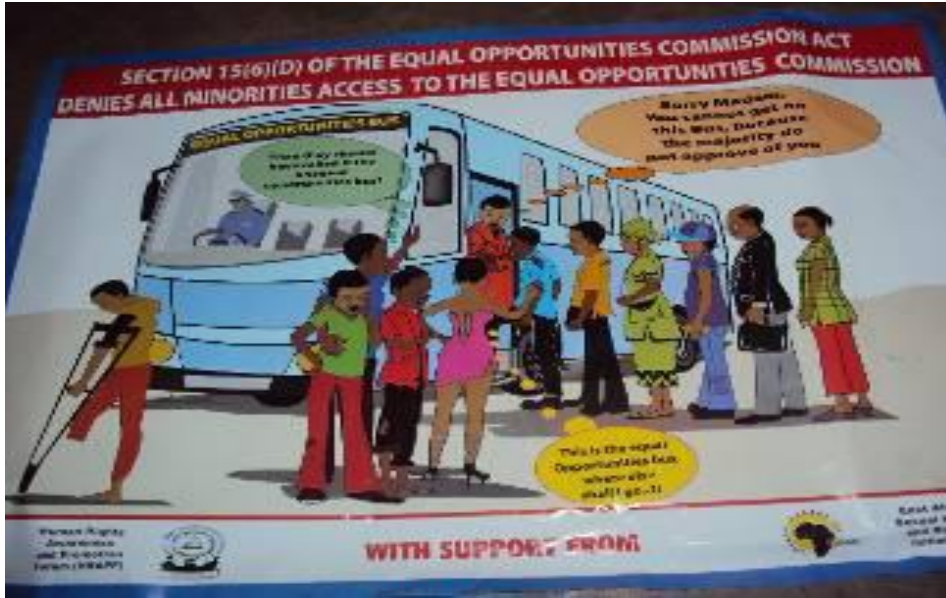
IEC materials were developed and distributed during the various meetings listed above. The materials developed carried information about section 15(6)(d) and its flaws. They also contained general information on the Equal opportunities commission.

HRAPF developed, designed, printed and distributed brochures, stickers and posters with the message about the unfairness of the Equal Opportunities Commission Act displayed. 150 collar t-shirts and 75 round neck T-shirts were designed with the words at the back; **“The Equal Opportunities Commission Act is unfair to the minorities”**. These were distributed to participants at the different fora.



A person wearing one of HRAPF's advocacy T shirts

500 full colour posters were designed titled **“THE EQUAL OPPORTUNITIES BUS”** depicting persons representative of minority groups being prevented from boarding the bus, as shown in the photograph below;



500 stickers were also produced and distributed. These could be put on cars, offices, notebooks and other modes of displaying them in visible places. They had the message, **“The Equal Opportunities Act 2007 denies all minorities’ access to Equal Opportunities Commission”**.

In addition, 500 brochures were printed, they had facts about the Equal Opportunities Commission Act and they were entitled; **“THE EQUAL OPPORTUNITIES COMMISSION; KNOW IT, EMBRACE IT AND FIGHT AGAINST SECTION 15 6(D) OF THE EQUAL OPPORTUNITIES ACT”**. They provided a brief overview of the project

HUMAN RIGHTS AWARENESS PROGRAM

Human Rights Awareness and Promotion Forum (HRAPF) was founded with the main objective of using the law to promote and protect human rights in Uganda. Human rights awareness and education were identified as some of the main avenues for achieving this objective.

The strategic goal of the awareness program is to have a more enlightened population on human rights issues. Its strategic objectives are;

1. Promoting awareness through direct teaching of human rights to specific groups
2. Develop a media strategy to teach human rights especially using the radio.
3. Advocate for the adoption of human rights based development strategies/ policies.

The promotion of human rights awareness is one the key objectives of HRAPF. This program is aimed at enhancing the awareness of human rights by the general population. The idea is to reach out and directly make people aware of their rights.

Activities under this program were;

1. Study on the levels of human rights awareness in Uganda.
2. Radio talks shows
3. TV Talk shows
4. Community outreach program
5. Publications
6. Human Rights Resource Centre
7. Education sector outreach program

Implementation of program activities;

1. Study on the levels of human rights awareness in Uganda

HRAPF with the generous support from Akiba Uhaki Foundation conducted a study on the levels of Human Rights Awareness and Promotion in Uganda. The research was aimed at finding out the levels of human Rights awareness in Uganda, so as to guide specific interventions to promote Human Rights awareness.

The specific objectives were;

1. To establish the general level of awareness and understanding of human rights in Uganda.
2. To identify which specific rights are known to the people and which ones are less known.
3. To establish and assess the effectiveness of the different human rights awareness initiatives.

The study employed both qualitative and quantitative means of data collection and a mixed model methodology.

By the end of 2010, HRAPF had completed field research, data cleaning and the draft report. Preliminary results show that there alarmingly low levels of human rights awareness in the country.

2. Radiotalk shows

HRAPF has been conducting regular radio talk shows on radio stations in Kampala. At least two radio talk shows were conducted per week in 2010, making a total of 104 radio talk shows in 2010.

The radio stations that HRAPF has been partnering with in these regard are;

1. Impact FM
2. Mama FM
3. Prime Radio
4. Ddembe FM
5. Radio Sapientia
6. Kingdom FM

The main topics of discussion are;

1. The significance of the constitution
2. The concept of human rights

3. 2011 elections
4. Women's rights
5. Landlord-tenant relations
6. Rights of suspects and prisoners
7. Inheritance
8. Land rights
9. Children's rights
10. Rights of passengers in public transport
11. Child sacrifice
12. Freedom of religion
13. General human rights

Format of radio talk shows

The radio talk shows are usually one or two hour shows. They consist of a presentation moderated by a talk show host. 2 live call in slots are availed in the middle of the show and towards the end. The callers provide their names and the place where they are calling from. Questions are then responded to by the staff presenting. The HRAPF staff provide the contact information for the organisationa and also inform the listeners that HRAPF provides legal aid servioeces to the poor at no cost. The HRAPF hotline is also provided to the listeners.

Most of the callers are in and around Kampala, but also a sizeable percentage calls in from the Estern distrctits of Mbale, Namutumba, Budaka, Jinja, Iganga and Bugiri.

The Awareness Officer is in charge of organising these radio talk shows and the Executive Director, the Awareness Officer, and the Legal Officer alternate as guests on the talkshows.



Mr. Adrian Jjuuko, HRAPF Executive Director during a Talk show on Prime Radio

3. TV Talkshows

Although not very regular, HRAPF has also been conducting Television shows. This has largely been on Uganda Broadcasting Corporation television. On 29th December 2009, the Executive Director of HRAPF, Mr. Adrian Jjuuko was hosted on the Matters of Policy show to summarise the human rights situation in the year 2009. The show was hosted by Mr. Gawayia Tegulle.

Mr. Adrian Jjuuko, the HRAPF Executive Director also participated in the Agenda Uganda series of Talk shows telecast on NTV. He appeared on the Land Rights talkshow with Hon. Elias Lukwago the MP for Kampala Central, Hon. Barnabus Tinkasimire the MP for Buyaga County in Kibale and Mr. Kintu Nyago. A DVD of the show was kept and is archived at HRAPF.

4. Community Outreach

HRAPF has been reaching out to the community near the HRAPF offices. The offices are located in a commercial area that mainly has mechanics, church staff and church goers, carpenters, hawkers, bodaboda cyclists and a school.

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HRAPF has on various occasions engaged these community persons in human rights discussions and debates relating to mainly to their work environment, domestic violence and sexual rights.

The Area LC 1 chairmen have been regularly met and ideas sought from them about the key human rights concerns in the area.

5. Publications

HRAPF also produced a number of publications in 2010. These were designed to inform people of their rights. The publications include;

1. 500 copies of the Section 15 (6) (d) of the Equal Opportunities Commission Act, 2007 information booklet
2. 500 copies of the Section 15 (6) (d) of the Equal Opportunities Commission Act, 2007 information brochure
3. 500 copies of the Section 15(6)(d) sticker
4. 50 copies of the Annual Report 2009



A sticker on Section 15(6) D of the Equal Opportunities Commission Act 2007 displayed on a car found parked at one of the Hotels in Kampala

5. Resource centre

HRAPF established a Minority rights Resource Centre. The Resource Centre had a total of 1452 books and publications by the end of 2009. The majority of these books and publications are on human rights and the law.

The Resource Centre was open to HRAPF members and staff. Plans are underway to open it to the general public.

6. HRAPF website

HRAPF maintained a website throughout the year 2010. The website was regularly updated with new information and new publications. A regular internet connection was maintained. Through this website, HRAPF has gotten an opportunity to showcase her activities to everyone everywhere for accountability and fundraising purposes, and also to send a message of hope to those whose rights are being violated

**CAPACITY BUILDING AND ORGANISATIONAL
DEVELOPMENT PROGRAM**

Objective

To have a fully functional organisation able to carry out its mandate. 2010 was the year that HRAPF fully developed all its different organizational structures.

The strategic objectives are;

1. To hire adequate professional and competent staff to execute the organization's program activities
2. To build the capacity of the staff to carry out the organization's mandate.
3. To fundraise for the organisation's programs and projects
4. To procure facilities for the execution of the organization's work.
5. To operationalise all offices stipulated in the organization's founding documents
6. To improve on the organization's public image.

Activities

In order to achieve the above stated strategic objectives, the following activities were carried out;

1. Staff training on institutional and development

HRAPF staff members were constantly gaining and obtaining skills. Partner organisations played an important role in this too. In July 2010 two members of staff received training on how to monitor and document human rights violations in Uganda. The training was conducted by FHRI.

In July 2010, The HRAPF Executive Director, Mr. Adrian Jjuuko together with 4 other Ugandan civil society activists and academics participated in the International Summer School on Pluralism and Development held at Gadjah Marda University, Yogyakarta Indonesia.

The Legal Officer participated in a training aimed at defending minorities in courts of law. It was conducted by Interights UK, in Mombasa Kenya.

HRAPF also conducted a human rights training sessions for its staff every last Friday of the month in 2010. The trainings were intended to keep the staff aware of current developments in human rights and also to understand and appreciate the key concepts of human rights.

As a practice, different staff members were tasked with attending the different partner workshops and meetings throughout the year.

2. Governance Bodies

i) Membership Development

In 2010 HRAPF admitted 25 new members to the general Assembly. All the new members were properly vetted and the main basis was sharing the interests of HRAPF.

ii) General Meetings

HRAPF's held an extra ordinary general meeting during the year 2010. This meeting was necessary for putting in place structures under the newly registered company. An Interim Board of Directors was elected at this meeting.

iii) The Board of Directors

An interim Board of Directors was elected at the first general meeting after the organisation had been registered as a company limited by guarantee. The interim board is made up of 4 members with the Executive Director being Ex officio.

The Board of Directors duly met in quarterly meetings throughout 2010, and continued to provide strategic and policy guidance to the secretariat.



Mr. Anthony Mutimba, Board
Chairperson, FINCA Uganda



Ms. Fridah Mutesi, Lawyer



Stuart Kanya, Kasirye- Byaruhanga
& Co. Advocates



Patricia Atim, Faculty of Law, Refugee Law Project

iv) Trustees

HRAPF's Articles of Association require trustees to be elected. The following persons were elected as HRAPF's trustees;

1. Mr. Jacob Bukenya
2. Ms. Fridah Kewodi
3. Mr. Biryomumaisho B. Kafuruka
4. Mr Adrian Jjuuko

v) Policy Development

In 2010 HRAPF developed the following policy documents;

1. Financial Procedures manual
2. Staff Handbook
3. Monitoring and Evaluation policy

vi) Office Administration

HRAPF regularly and timely paid its utility bills in 2010 and sufficiently covered costs concerned with daily consumables.

vii) Investments

Office acquisitions in 2010 included; 4 desk top computers, 2 laptop computers, 4 staff tables, 8 staff chairs, an internet connection, a telephone line.

viii) Staffing

During the year, HRAPF worked with a total number of twenty (20) staff members that included Volunteers, Paralegals and Interns. Some left while others are still working with the Organization. By the end of the year, the following staff members were still working with the Organization:

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Adrian Jjuuko, Executive Director



Flavia Zalwango, Programs Officer



Judith Nakalembe, Legal Officer



Christine Nakamatte, Research Officer



Julius Ssentamu, Awareness Officer



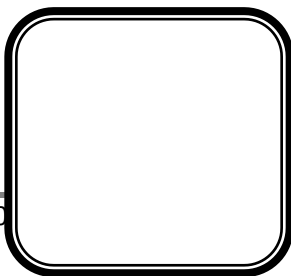
Gerald Isabirye, Finance Assistant



Francis Tumwesige, Legal Associate/clerk



Fridah Kewodi, Administrative Assistant



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Annita Nkwenge, Intern

FINANCIAL OVERVIEW

INTRODUCTION

HRAPF is proud to report that there has been a significant relief of financial constraints in implementing the activities in the strategic plan. Though not yet adequate, the organisation has made tremendous strides towards fundraising. The financial statements for 2010 are displayed below.

INCOME AND EXPENDITURE STATEMENT

	Note	2010
Income		Shs
Grants	3	63,269,105
Donations from HRAPF Directors	4	15,998,600
Other incomes	5	6,433,500
Total income received during the year		85,701,205

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Expenditure

Administration	6	25,234,800
Equal opportunities commission	7	19,471,000
Research project	8	7,040,800
Legal Aid clinic project	9	32,174,305
Total expenditure for the year		83,920,905
Surplus of income over expenditure		1,780,300

Balance Sheet as at 31 December 2010

	Note	2010 Shs
Assets		
Cash and bank	10	4,981,100
Total Assets		4,981,100

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Represented by:

Reserves	11	3,200,800
Surplus for the year		1,780,300
		<hr/> 4,981,100 <hr/>

CONCLUSION

2010 has come and gone. The year played a pivotal role in defining HRAPF. The foundation laid in this year will go a long way in making HRAPF realise its objectives. HRAPF pledges to build on this foundation to reach further heights in protecting the rights of minorities.

TAKING HUMAN RIGHTS TO ALL