

5TH ANNUAL GLOBAL SOCIAL SERVICE WORKFORCE STRENGTHENING SYMPOSIUM

May 8, 2018

Washington DC
and
Live Webcast



PANEL 1 - UGANDA COUNTRY-LEVEL EFFORTS IN STRENGTHENING THE WORKFORCE TO PROTECT CHILDREN

Moderator:

Patrick Onyango Mangen, Country Director, TPO Uganda

Speakers:

- 1. Civil Society Collaboration with Government in Addressing VAC in Uganda**
Timothy Opobo, Child Protection Manager, ChildFund
- 2. The Need for Policies to Regulate the Social Service Workforce**
Presentation prepared by: Dr. Taib Azah, Technical Advisor, National Association of Social Workers Uganda (NASWU)
- 3. The Role of Government in Building a Multi-Sectoral Response to VAC**
Lydia Joyce Najjemba, National Coordinator, Orphans and Other Vulnerable Children, Ministry of Gender, Labour and Development, Uganda



UGANDA COUNTRY LEVEL EFFORTS IN STRENGTHENING THE
SOCIAL SERVICE WORKFORCE TO END VIOLENCE AGAINST
CHILDREN

THE ROLE OF GOVERNMENT IN BUILDING A
MULTISECTORAL RESPONSE TO VAC

The role of government in strengthening the social service workforce and ending VAC

- Regulation of the social service workforce - *with NASWU and in-service training programs with tertiary institutions.*
- Direct Service delivery (establish a comprehensive case management workforce, structures, information systems) – *with Bantwana and 4Children*
- Policy and strategic direction
- Research and innovation - *Research collaboration with AFRICHILD*
- Program/Project development and capacity building – *Specific programs targeting OVC Youth Fund, WEP*
- Advocacy and lobbying for programs to end violence against children
- Coordination of stakeholders including government agencies, development partners and CSOs – *through the CPWG*
- Create partnerships and collaborations to end VAC (VAC is everyone's business)

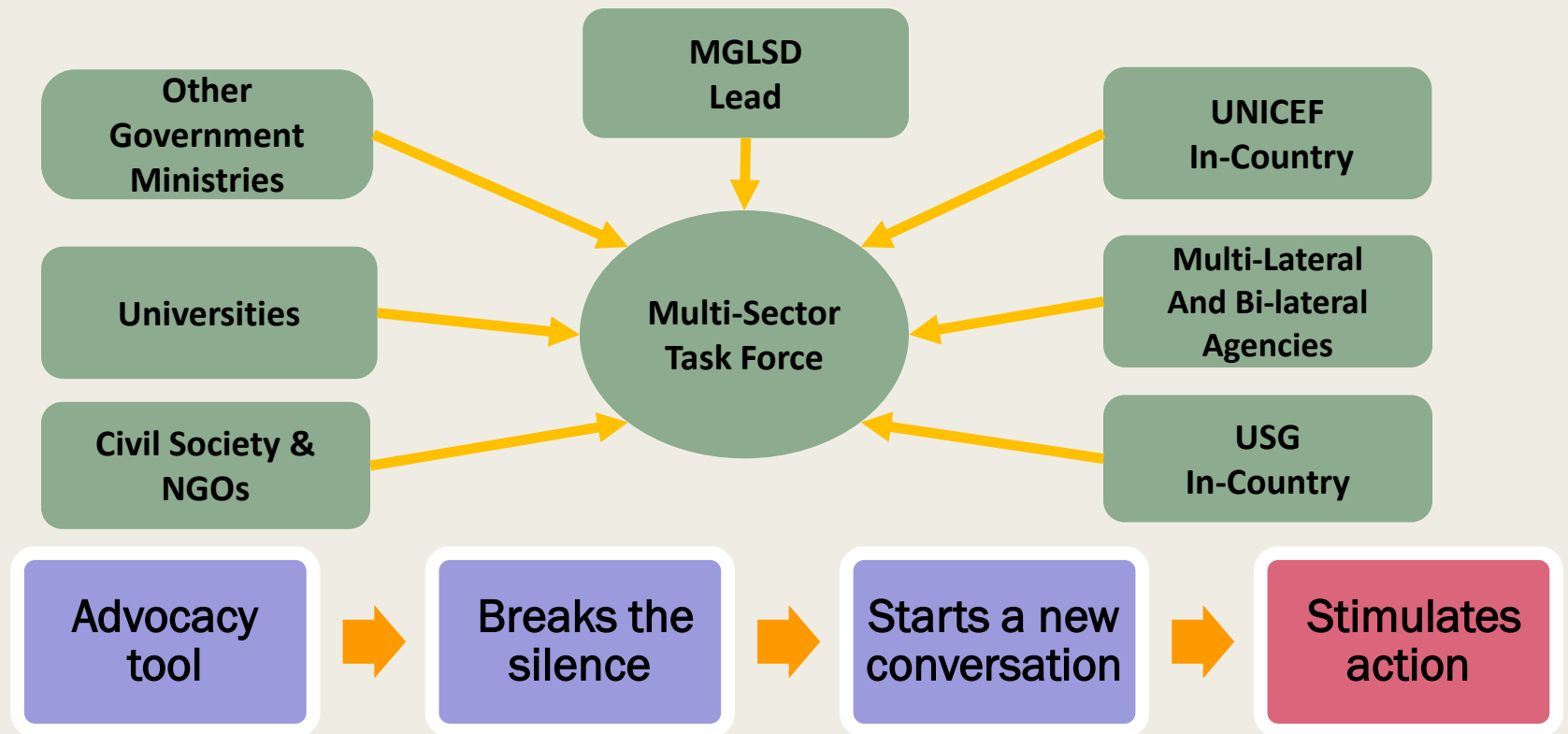
Providing Leadership and Coordination

- Uganda's efforts to end VAC are centrally coordinated by MGLSD
- Through a Multi-sectoral Approach comprised of Line Ministries, Govt Agencies, Development Partners and CSOs.
- These include MOES, MOIA, MOH, JLOS, Ug Police Force, USAID, UNICEF, CDC, UBOS, MUK, TPO Uganda, Childfund, UCRNN, NASWU, Africhild Center etc
- Meeting convene quarterly to review progress in implementation and also develop workplans for the subsequent quarter
- The MSTF is chaired by the Permanent Secretary of MGLSD

Uganda's Achievements So Far

- **Attained** Pathfinder status
- Children Amendment Act (2016) and **new Child Policy under review**
- National Association of Social Workers **has developed a competency framework for para social workers**
- Child Policy (VAC response integrated in the National Implementation Plan of the Child Policy)
- Uganda Child Help Line 116 Established (the only helpline operated by Government in partnership with CSOs). The helpline is evidence-based and ***prevention focused*** but with a strong response system in place to rehabilitate survivors of violence that is not prevented.
- Using data for transformation (Reliable data through the VAC survey including regional blocks for the four main regions of Uganda. The VACs Report is ready awaiting launch and dissemination)
- The TWG that oversaw the VACs process is **now working on dissemination activities, rolling out INSPIRE and implementing the Action Plan for Children**

The 2015 VACS Findings Catalyze Action



Ongoing Work

- Implementation of the INSPIRE Framework with support from WHO (World Vision Grant)
- VACs dissemination ongoing with support from TPO Uganda and UNICEF
- Strengthening policies and legislation (Developing and strengthening legal protection and policies for children and ensuring their effective enforcement is key to prevention and elimination of VAC)
- Strengthening social protection systems to overcome the weak socio-economic status of families which is a key underlying cause of VAC
- Mapping of available interventions on violence against children to enable planning and targeted deployment of resources
- Improving data and information management system to effectively track cases of children entering the child protection system and strengthen accountability for results



THE NEED FOR POLICIES TO REGULATE SOCIAL SERVICE WORKFORCE

UGANDAN CONTEXT

Presentation prepared by Dr. Taib Azah, Technical Advisor to the National Association Of Social Workers Of Uganda

ABOUT NASWU

- Founded in 1972
- Over 2000 Individual Members
- 40 Institutional Members and key partners

Ministry of Gender Labour and Social Development

National Child Protection Working Group

National Social Care Task Force

International Federation of Social Workers

International Association of Schools of Social Work

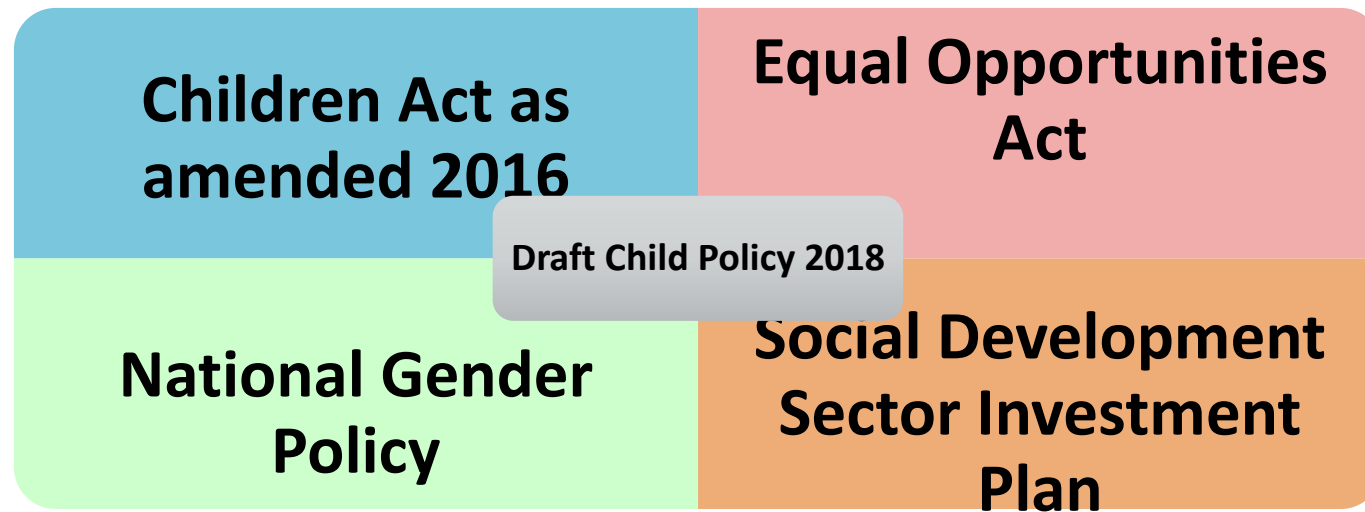
Global Social Service Workforce Alliance

- Enhances the professional growth and development of its members
- Sets standards for SW Training and Practice
- Advances sound social policies
- Promotes social change and enhance people's wellbeing

The NEC and BECs are the functional organs that are charged by the constitution to run NASWU

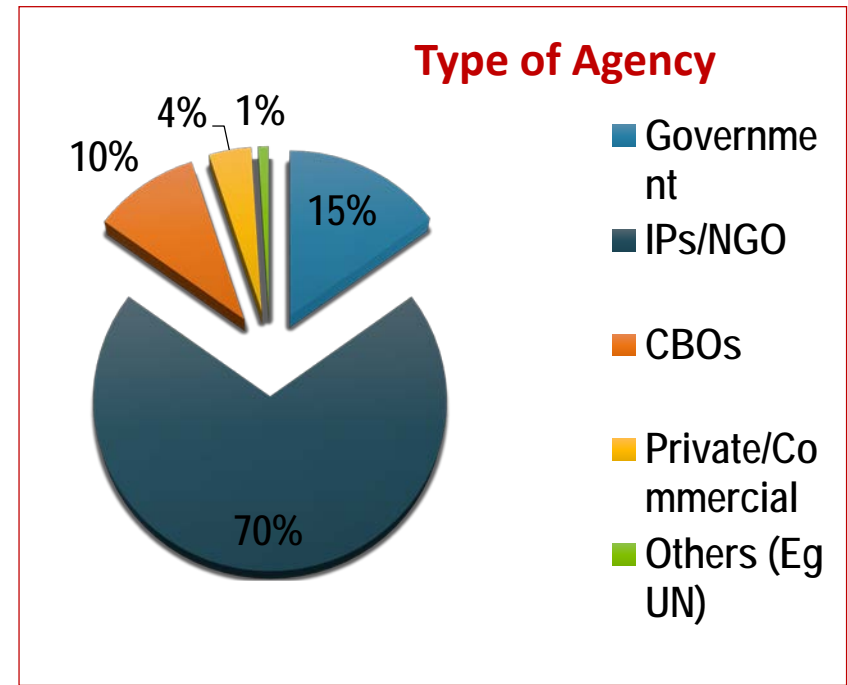
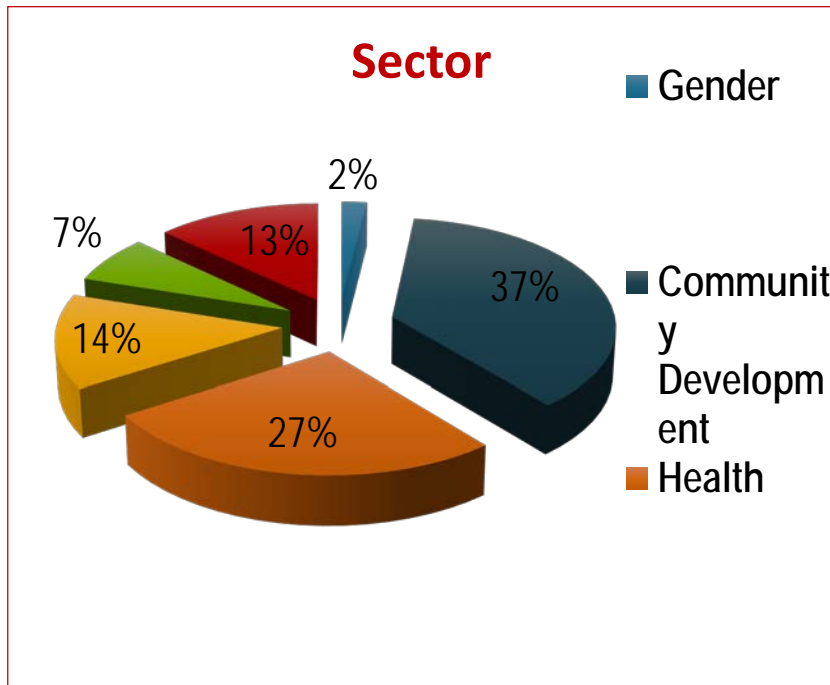
Policy and Legal Context for Social Work and Social Welfare Practice in Uganda

Social Work practice remains unregulated and there is no legislation to support its establishment and modus operandi.



The National Development Plan is the overarching framework within which services are provided.

Status of the Social Welfare Workforce in Uganda



66% work at community level 16% at national level 18% with individuals and families

Gaps in the Social Welfare Workforce

Lack of policies to regulate the social welfare workforce

Ratio of social workers to clients = 1:6000

Few social service positions in government and only 57% are filled

Not all SW positions are filled by qualified SW

Implications for Non-Regulation of Service Delivery



Low professional service uptake

Abuse of client
Mismanagement (Sexual abuse, child trafficking etc)

Poor and unregulated service

Poorly trained workforce

Unqualified and uncertified workforce

Unethical Professional code of conduct

Free entry and exit..
"any one can do social work"

Poorly coordinated workforce

Benefits of Regulating Social Work Workforce

Establishment of a SW Professionals' Council will:

- Regulate conduct
- Assure quality in training and practice of Social Workers professionals in Uganda

Coordinated comprehensive services

Delivery of quality service

Strengthens interdisciplinary collaboration and networking

Safety of the clientele



Enhance the lives of Vulnerable Children in Uganda

NASWU Intervention

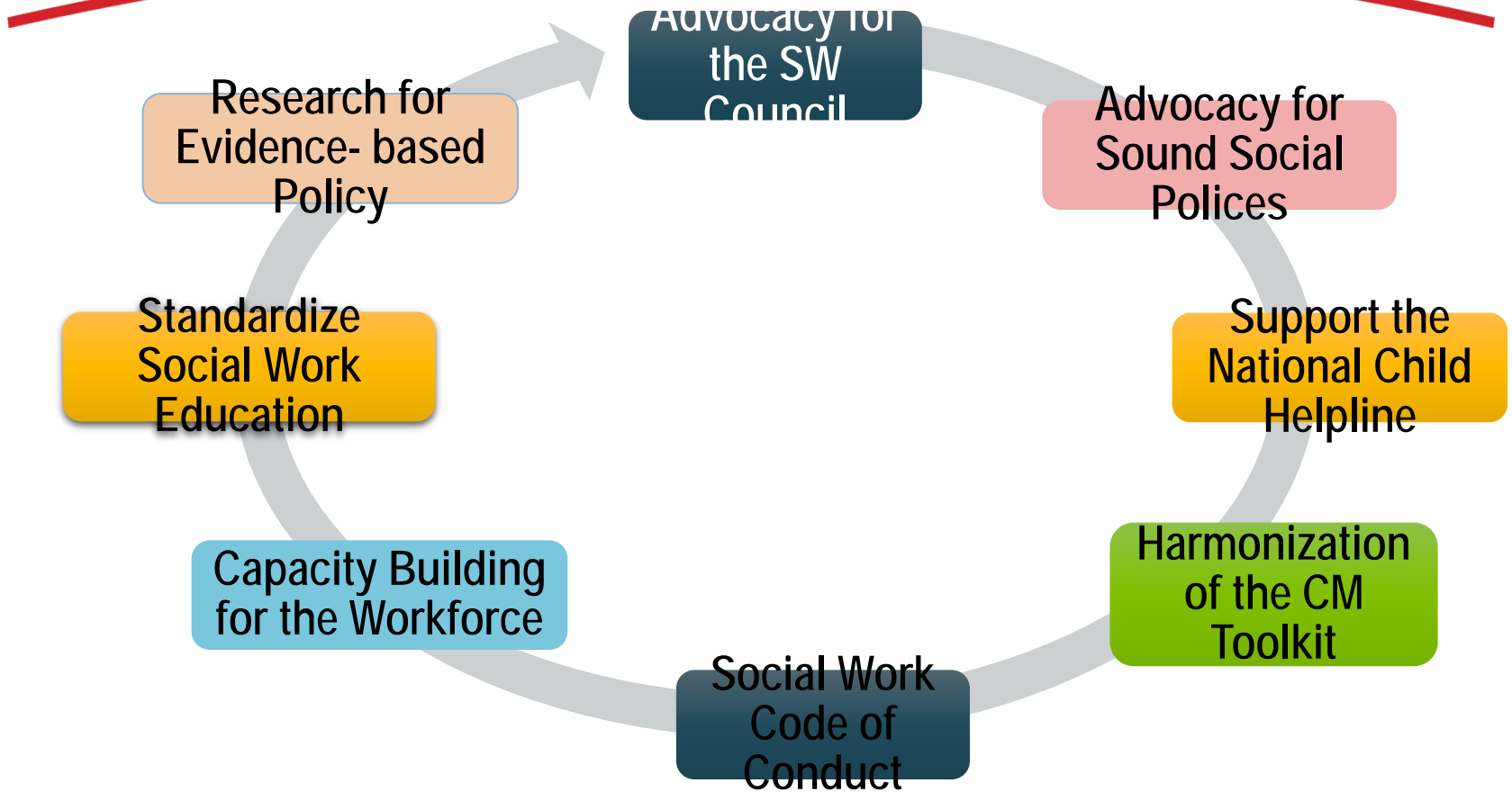
- Benchmarked on the Alliance's Competency Framework for PSWs and conducted a para social worker skills audit
- Reviewed the National PSW training curriculum approved by MGLSD
- Continuously train master trainers for the PSW curriculum
- Developed a PSW CDO supervision guide
- Field-based consultations on the role of PSWs in case management
- An assessment of all establish gaps
- Documented contributions of PSWs in delivery of services to OVCs

These are aimed at informing MGLSD efforts

Mainstream PSWs in the local government structure

- Policy and guidelines on the operations of PSWs
- National PSW Competency Framework
- Standardize PSW training
- Establish standard caseload thresholds

NASWU Interventions





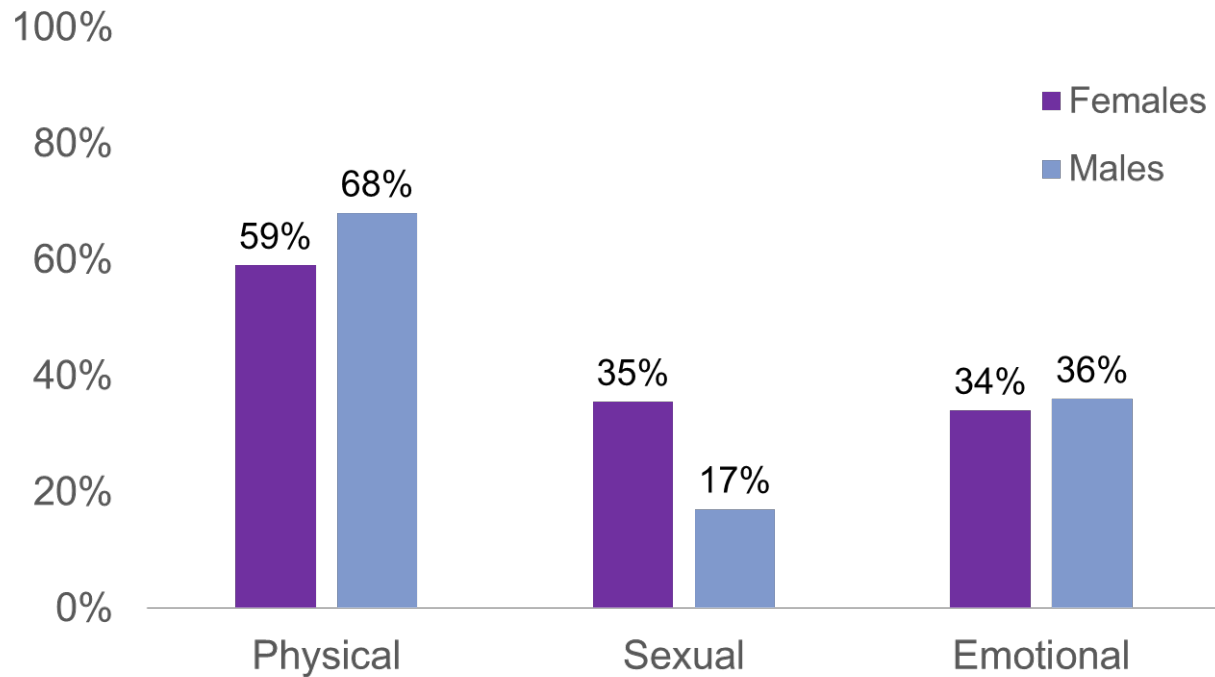
Thank you!

Government and Civil Society Collaboration in Addressing Violence Against Children in Uganda

Timothy Opobo, Child Protection Manager, ChildFund Uganda
5th Annual Social Service Workforce Strengthening Symposium
May 8, 2018, Washington, DC



Approximately 2.7 million orphans of which 1.2 million were orphaned by AIDS.	Secondary school enrolment at 25% and 21% for girls
An estimated 29.6% of children in Uganda have disabilities.	Commercial sex exploitation- 12,000-18,000 children.
Birth Registration- 30% of all children	Child Neglect-An average of 9,000 cases reported annually.
Child labour- 25% of all children(with 97% being unpaid labour)	Access to Justice- 2%
Child marriages-12% married by age 15; 46% married by age 18	Adverse and harmful traditional practices; FGM & Child Sacrifice
Primary school drop out rate of 70%	Estimated 45,000 children in residential care institutions
Corporal punishment 81%	About 10,000 children on the streets



Source: Uganda VAC survey Report

2015

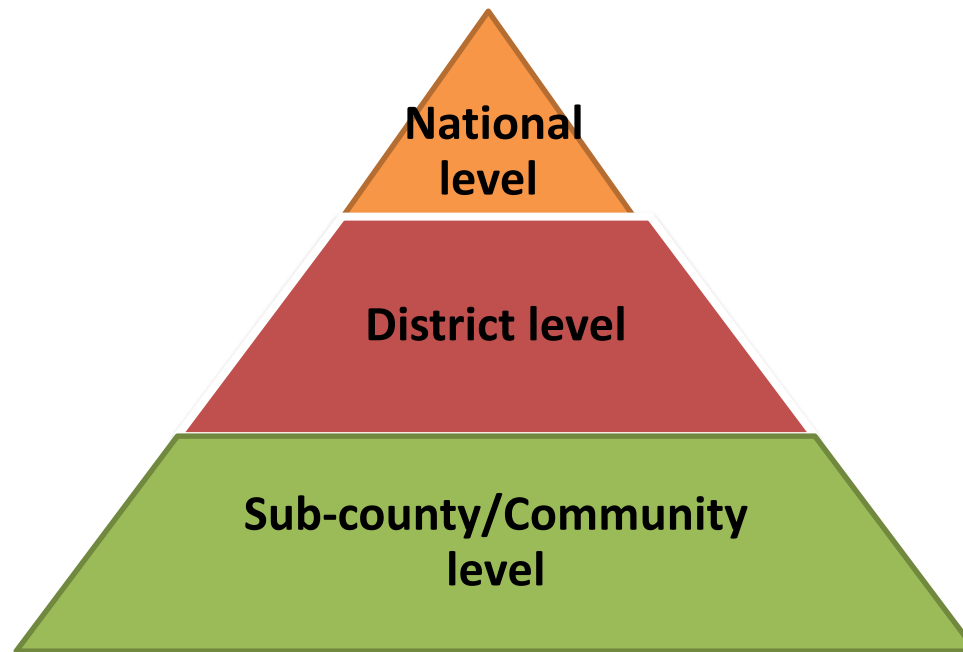
“Most victims of violence do not know where to go for help and when they do just a handful get helped”


Source: Uganda VAC survey Report 2015



- International NGOs
- Local NGOs
- Faith Based Organizations
- Community Based Organizations





- 
- Advocacy: Policy and Legislative
 - Capacity Building
 - Funding
 - Research
 - Program/Project Implementation
 - Direct Service delivery- Case management
 - Accountability



National level:

- Developing of strategies, policies and legislation:
 - National Action Plan
 - Road map on SDG 16.2
 - National Children's Policy
- Research: National Study on VAC
- Dissemination and simplification of policies, laws and strategies



District level:

- Capacity building for social welfare workforce
- Support to Action Centers for the national Child Helpline
- Enactment of district ordinances
- Dissemination of the VAC findings and developing of district specific plans



Sub-county and Community level:

Prevention activities

- Awareness campaigns (multi-media)
- Mapping and capacity building for community-based CP structures
- Promoting of safer schools
- Life skills training and child empowerment initiatives
- Community mobilization/dialogues

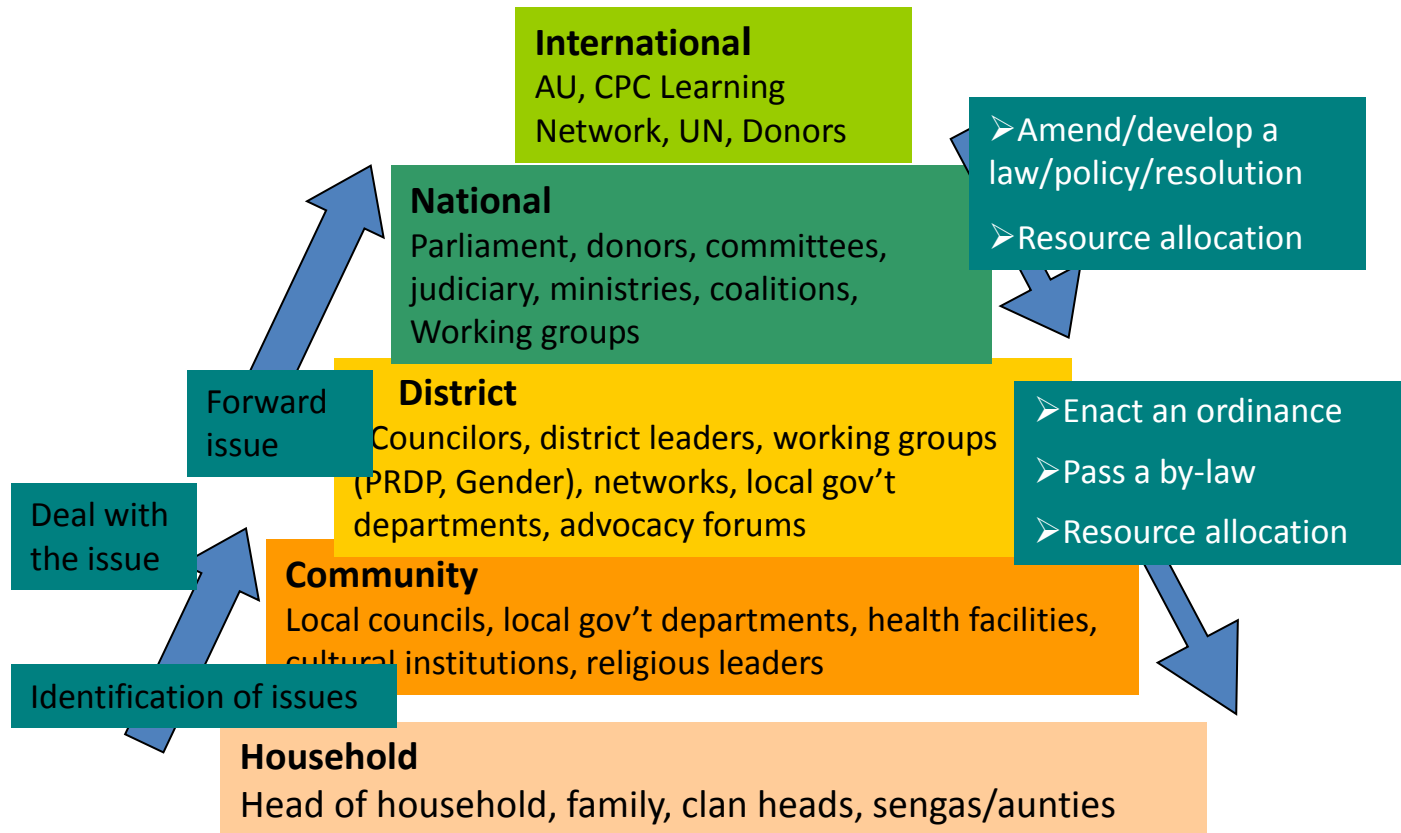


Sub-county and community level:

□ Response activities- Case Management


- Report and register cases
- Psychosocial support
- Referral of cases of abuse
- Case follow-up
- Home visits


How do we actually do it?... With whom?



1. The amorphous nature of social services
2. Limited or no regulation of the social work profession
3. Insufficient recognition of the role of the social service workforce
4. Limited specialized skills



- 
- Training and supervising para social workers
 - Setting standards and supervision structures for para social workers
 - Organizing annual learning events at national level
 - NGOs have integrated workforce development into their projects



Uganda VAC survey Report 2015

UNICEF State of the World's Children 2016

UBOS 2016: Uganda Demographic and Health survey

Uganda National Household Survey 2016/17

National Population and Housing Census Final Report 2014

Situation analysis of Children in Uganda 2015

Status of Uganda Child Protection System 2013

Social Work in Africa: Issues and Challenges: Journal of Social Development in Africa (1996), II, 2, 5-19