



PAMOJA Africa Reflect Network

PAMOJA E-Newsletter-2004 (Vol. 1, Issue 1)

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Word from PAMOJA Facilitator

Dear esteemed readers,

It fills me with great pleasure to announce the 'arrival' of PAMOJA E- Newsletter, the first in the series. The PAMOJA E-Newsletter is a quarterly publication produced by the PAMOJA Secretariat with an aim of enhancing effective information sharing among Reflect practitioners and well-wishers in the Africa Region and beyond.

Starting electronic, it is planned that with time other forms of publications will be produced; ensuring that news of what is happening in the PAMOJA circles reaches everyone, everywhere. Meanwhile we shall ensure wide distribution of the E-Newsletter, sending it out to all PAMOJA members, partners and well wishers but also post it to the Reflect website – www.reflect_action.org.

In this first series we have tried to capture the major events that have happened in the last one quarter (Jan – April 2004). This we have relied mainly on feedback coming in from different PAMOJA members and staff who have been involved in such events. We are aware that there are many other key events that have taken place during the quarter but we are constrained by the limited information flow to the secretariat from some of the National PAMOJAs (NPs). We have designed a Feedback format to ease reporting on activities that are happening in the different locations, I would therefore want to urge all members to make use of that format to let the secretariat know of what is going on in your NPs; that way we shall be able to paint a representative picture of what is happening Regionally. A section on upcoming events has also been created, letting you know of what is planned so that you can also plan accordingly. This we believe will go a long way in limiting the duplication of activities guaranteeing effective use of the limited resources. For instance if you got to know in time that the neighboring NP is planning a TOT then you may not need to do another soon for only few people, you would just plan to send your people to the one planned by the neighbouring NP.

We hope to develop the E- Newsletter further and I do call upon you dear readers to make suggestions on how and where to improve. We will therefore be expecting comments, feedback and suggestions from each of you. Please send your comments to the Communications Coordinator, Samuel Mikenga at pamoja@infocom.co.ug or s.mikenga@paris.com.

In conclusion I would like to extend a thousand apologies to our French and Portuguese Readers, due to some logistical problems, we are unable to produce the French and Portuguese versions of this first series. We do promise that the second one will be written in the three official PAMOJA languages. We do bank on your support to write up the pages, please send us the information to include.

Looking forward to interacting with you once again in the second series that will come out in July. Make sure that your NP does not miss out in the next one, for it is going to be hot, Isn't it???? With all your input, there is no doubt it is going to be hot, with valuable experiences, lessons, case studies, key questions for people to ponder, news and jokes if you like!

ENJOY YOUR READING!!!!

A handwritten signature in black ink, appearing to be 'Nandago Maria Goreth', with a long horizontal line extending to the right.

Nandago Maria Goreth
PAMOJA Facilitator

School Governance And Budget Tracking Workshop Takes Place

The school governance and budget tracking workshop took place 21 March –1 April 2004 at Mwanza, Tanzania. About 30 participants from Ghana, Kenya, Tanzania, Zambia, UK, Uganda, Nepal, Burundi, Togo and Malawi attended the workshop, which was organized by PAMOJA in collaboration with Aide et Action, Tanzania with funding support from Commonwealth Education Fund (CEF). Through this workshop and follow up processes, PAMOJA undertook to build a resources base of practitioners who would be central in propagating the Reflect approach by sharing and putting to work skills acquired; ensuring that communities are more involved in the management of schools and also able to monitor school budgets and expenditure for the proper functioning of those schools.

PAMOJA organised this workshop, as the first step to building a team that will take the mentioned processes forward. Follow up activities, which include materials development workshops, regular review and learning meetings, will be supported both at national and sub regional levels.

Workshop Objectives:

- Share and reflect on experiences generated from implementation of school governance and budget tracking programmes
- Analyse the existing school/education governance systems and discuss ways of facilitating more effective processes/ systems
- Acquire skills and knowledge in participatory budget tracking processes and formulate tools of passing on similar skills and knowledge to others (School Management Committees (SMC's)/Parents Teachers Association (PTAs), etc)
- Develop resources materials on education governance and budget tracking that would be used in capacity building of PTAs/SMC's/ wider community during the follow up processes.

Workshop outcome

- A cadre of trainers capable of training and making follow up on the implementation of participatory school governance and budget tracking processes in the community
- Budget tracking analysis strengthened in reflect circles, other organisation and with the community at large
- Enhance accountability of school to the local communities.
- Increase involvement of community in the affair of schools – academic and management.

Expected output

- Practical resource materials on education governance and budget tracking, adaptable to different contexts, which can be used for capacity building of PTAs/SMC's/wider community
- Comprehensive action plan giving a clear sense of direction.

Proceedings

The workshop was highly participatory and both practical and theoretical. Participants had a chance to visit the field and have first hand experience on participatory school governance and budget tracking in various community schools in Mwanza Province. During field visit, participants looked at reporting structures of SMCs, democratic space given to stakeholders, challenges of school governance, infrastructure, literacy issues, and community awareness. Most participants were struck by the operation of the education forum in the visited communities. The theoretical part involved critically looking at school governance and budget tracking. Under school governance, participants started by analysing what school governance meant. School governance was further looked into such details as elements, power relations, stakeholders, etc. In budget tracking, participants closely compared policy, budget, plans, advocacy, monitoring and tracking. They looked at budget linkages, principals of budget tracking, budget systems, and budget policy and budget outcomes. The role of Civil Society Organisations (CSOs) in influencing the school governance and the budget process and public expenditure monitoring was also discussed. The issue of how to achieve quality education for all was also deliberated upon.

Various countries also shared innovations in their countries, thus:

- Budget monitoring initiatives by CSO by Southern African Countries and advocacy for increased budget allocation to education
- Community sensitisation on Policy issues
- Well organized CSO's advocating/lobbying on behalf of communities
- Education forum in Tanzania a good avenue for Community involvement
- Parents sign for TLM that their Children receive in School
- REFLECT/MIDREF initiative set up revolving fund in reflect communities in Tanzania
- Formation of EFA Committees
- Mobilization of Chiefs to address cultural barriers that affect girls' education
- Piloting budget /resource tracking in 5 districts in Ghana
- Reflect Programs with the youth.
- Training Manual (capacity Building initiative) produced to improve school governance in community school management, fundraising, leadership skills

Then finally, participants looked at how Reflect approach and Reflect tools can be used in school governance and budget tracking issues, and empowering SMCs. Some of tools used included flow diagrams, time lines, chapati diagrams, mapping, ranking, etc. The participants later developed work plans, which they will use in their respective countries.

Tanzania Forms National PAMOJA

Tanzania Reflect practitioners inaugurated their National PAMOJA on 3 April 2004. Mr Ntillema Anthony, Coordinator-Reflect was unanimously elected Tanzania National PAMOJA Representative to the Council. The main objective of the meeting was to exchange ideas among Reflect practitioners on national networking, linkages to the Regional PAMOJA, progress made and mapping way forward.

Mr A. Sakara, representing Director for Adult Education chaired the meeting that took place at Ministry of Education Conference Hall. Others present at the meeting included Mr Ntillema Anthony, Coordinator-Reflect; Mr Patrick Ngowi, National Reflect Forum Secretary and Coordinator, CEF; and Mr Tumsifu William Mmari, Education Sector Advisor, AA-TZ. Others from up-country Tanzania included Mr Mafanga of Sengerema and Francis Shadrack of Morogoro. About 15 people participated at the meeting.

PAMOJA Secretariat staff presented their overviews on various areas. Ms Maria Nandago, Facilitator presented an overview of PAMOJA vision, objectives, activities and achievements to date. Mr James Kanyesigye presented on how networks are formed and rationale for formation of networks; while Samuel Mikenga, the Communications Coordinator presented communications/information sharing strategies with the newly formed TZ National PAMOJA, and other.

Actions agreed upon

- Mapping out organisations doing Reflect
- Call national meeting-PAMOJA meet

Developments on Reflect in Tanzania to-date

- Reflect methodology has been institutionalised in the Ministry of Education, to be used in education activities across the country.
- More and more communities are asking for support to formulate their Reflect circles through which their problems can be identified, analysed, to come up with workable solutions
- Various organisations willing to use Reflect have been asking for training support.
- Tanzania Ministry of Education has:
 - Trained trainers on Reflect
 - Produced a Guideline on Reflect approach for the trained TOTs
 - Produced Sector specific guidelines on health, political science, agriculture and economics. These guidelines have been used in pilot districts, and will later be scaled up to include the whole country.
 - Recently, some Reflect practitioners had a two day workshop whose objective was to discuss successes, failures, challenges and way forward in Reflect.

Latest information from Tanzania

Mr Ntillema Anthony, the new PAMOJA Tanzania representative has already embarked on nation-wide survey about Reflect activities in Tanzania. He has already mapped out areas and organisations practising Reflect. More on this will be avalied in coming issues.

For more information, please contact: Mr Anthony Ntilema at Email: antilema@yahoo.com

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Burkina Faso Forms National Pamoja Network

At a Reflect Stakeholders meeting held in March 2004 at Aide et Action offices in Ougadougou, Burkina Farso, a national PAMOJA was formed. Justin Yamwemba was elected Executive Secretary. Other posts filled included: Communication, Treasurer, and members. Many other organizations were also represented at this meeting.

Activities planned for the first quarter, 2004

- Establishment of internal regulatory instruments
- Working on PAMOJA Financial strategy
- Scrutinising and making recommendations on Communication policy
- PAMOJA constitution and communication policy amendment
- Creation of Facilitators forum in Burkina Farso
- Creation of database of all Reflect organizations and activities in Burkina Farso

For more information, contact:

Burkina Farso National PAMOJA office

Situated at Aide et Action, Ouagadougou

(Att: Yamwemba Justin; Email: yamwembaj@yahoo.fr; or aea.aa@fasonet.bf)

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South Africa/Southern Africa Initiate Networks

Representatives from Southern Africa countries gathered, 23-26 January 2004 at Shumba Valley Lodge, Johannesburg, South Africa and resolved to form the Southern Africa Reflect Network (PASARNET). The sub-regional meeting was facilitated by IIZ/DVV and PAMOJA.

The participants comprised a mixed group in terms of their work roles, ethnic background and gender. Participants representing the following Southern African countries attended the meeting: Angola, Lesotho, Malawi, South Africa and Zambia. In addition, PAMOJA Facilitator in Uganda also participated. The meeting was conducted in the English language, with simultaneous translation to/from Portuguese. Participants shared responsibility for facilitating the meeting sessions.

Objectives

These included:

- i. to establish the current and future position of how REFLECT is being implemented within South Africa and Southern Africa
- ii. to define the structure and future of a REFLECT network in South Africa /southern Africa
- iii. to identify the challenges and opportunities arising from the outcomes of both the PAMOJA regional meeting and CIRAC IV (held In November 2003 & January 2004 respectively)
- iv. to define the structure and future of a REFLECT network in Southern Africa

The southern Africa countries expect the network to: ensure exchange of information and experiences; advocacy and fundraising; quality and effectiveness; norms and standards; research and documentation; creating a democratic space for all; and promoting the Reflect practice and new innovations.



Some of Southern Africa Reflect Network members pose for photograph with PAMOJA Facilitator, Ms Maria Nandago (middle-standing), after the workshop in which they formed their network

To facilitate networking within south Africa and in southern Africa at large, two core teams were constituted; made up of the following persons:

South Africa core team: a) Lin, b) Snoeks, c) Louise

Southern Africa Team: a) Yoemna Saint, b) Chizule Fred, c) Vittor Barbosa, Council representatives for South Africa, Malawi and Angola, respectively.

For effective communication within southern Africa Network, a list serve was instituted and all practitioners in the sub-region can now be reached at: pasarnet@aldsa.org. The specific one for South Africa Reflect practitioners is sarnet@aldsa.org. Administrative support is provided by IIZ/DVV courtesy of Director, Wolfgang Leumer.

Some of the immediate future activities include: Training Workshop for facilitators; Workshop Refresher Training ToT with a focus on HIV/AIDS (for advanced facilitators, fieldworkers and coordinators); writing Fundraising Proposal. This is in addition to documentation, M and E and electronic communication activities.

A task force was constituted to prepare proposal for the Dept. of Adult Education, University of Botswana/UNESCO Department of Adult Education/DVV text book series bringing out the case for Reflect. The Series will be titled: "African Perspectives on Adult Learning"

For more information, please contact: pasarnet@aldsa.org

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Global Reflect Communication Team Formed

Communication specialists working around promotion of Reflect formed the global Reflect Communication team during a meeting held, 2-4 February 2004, at ActionAid International offices in London, UK. The team's brief will include ensuring information sharing of Reflect activities and knowledge globally. Samuel Mikenga (Communication Coordinator, PAMOJA), Edilberto Portugal (Spanish Reflect website/communication coordinator), Kate Metcalf (Reflect network coordinator, IEU) and Hannah Beardon (Reflect and ICT coordinator, IEU) reached the agreement after a three days meeting, whose objective was to look at how to encourage more information sharing among Reflect networks internationally. The CIRAC Coordination team will be used as a key reference point. The Communication team, which is expected to grow as more networks are formed, will meet once a year to discuss strategies and systems to improve information sharing.

Objectives of the meeting included:

- Agree on strategies for information sharing at different levels;
- Exchange ideas on information sharing within and among Reflect networks-national, regional and international; and
- Promote a culture of sharing and documentation at different levels

Samuel Mikenga will be responsible for the development of Africa Reflect website and information sharing at that level. He will liaise with Diarra of Mali for translation activities. All information concerning Reflect should be sent to Sam at Email: pamoja@infocom.co.ug or s.mikenga@paris.com

Edilberto Portugal will coordinate the Spanish website, which will involve gathering, collating, editing and uploading information onto the Spanish website. All information about Reflect in Latin America should be sent to Edilberto on Email: edportu@yahoo.com

Overall liaison will be handled by Kate Metcalf of IEU or (Hannah Beardon from April-October 2004). Kate will be responsible for the overall coordination of the different websites, ensuring that appropriate information is shared internationally. She will also translate information from English to Spanish, where appropriate. She will then liaise with key contact people in the different regions to ensure that information is widely shared and translated.

The above communication people will be in regular contact to ensure effective communication amongst national, regional and international networks. Those without access to Internet will get information via Email, which will be used as a regular communication means amongst Reflect practitioners globally. Any general information about Reflect can be got on Email: katem@actionaid.org.uk or hannahb@actionaid.org.uk (between April-October, 2004).

CIRAC and information Sharing among Reflect practitioners internationally

The international Reflect Circle (CIRAC) was set up to develop and encourage good communication and networking among Reflect practitioners worldwide. After extensive consultations, and in order to get more clarity on practical issues relating to good communication, including web-based information, and develop a good multi-regional communication team within CIRAC, a meeting of key information focus people was called in London, UK. The focus of the meeting was to see how regional networks, including Pamoja and the Latin America network, can work together and learn from each other to plan effective regional and global communications and networking on Reflect. It was the first meeting of its kind.

The Reflect website has been up and running for 2 ½ years. The Spanish Reflect website is also up and running but not all of the site has been translated. The French Reflect website is in the process of being translated and will be going live soon. The International Education Unit (IEU), ActionAid UK, would like to encourage more information sharing from Reflect networks internationally, through developing the different Reflect websites with up to date and relevant information. The IEU has been playing a central role and it is keen to de-centralise and develop more regional capacity.

Information Sharing within PAMOJA

PAMOJA has the strategy of decentralised information management with each region having contact people or focal points. Their brief will be to gather, document and disseminate information. The PAMOJA Secretariat will then link up with these information focal points. PAMOJA focus will be information sharing within Africa and also internationally. During the year 2004, PAMOJA will edit the Africa section of the Reflect website. PAMOJA hopes to have its own independent website which will have links to the International Reflect website. The details of how this will work in practice will be discussed in further detail later in the year.

More about Reflect worldwide can be got on website: www.reflect-action.org.

More about Global Reflect Communication team meeting can be got from: pamoja@infocom.co.ug (Att: Samuel Mikenga) or katem@actionaid.org.uk or edportu@yahoo.com

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Global Reflect Meeting Held; emphasis on networking and information sharing

The Circle for International Reflect and Communication or International Reflect Circle (CIRAC) meeting was held in Dhaka, Bangladesh, 23-29 January 2004. At the end of the meeting, participants emphasized the need for networking as way to go internationally, by calling on formation of national, sub-regional and regional networks. Other areas recommended included fundraising, documentation, and communication, among others. They also called for a stronger CIRAC, with roles and responsibilities. A coordinating team, representing all regions was put in place to develop profile of and give policy guidance to CIRAC, and generally coordinate and oversee global Reflect activities. Africa region (PAMOJA) is represented by its Council Chair, Ms Julie Adu Gyamfi; and Facilitator, Ms Maria Goreth Nandago.

The meeting, sponsored by IEU, AA International, AA Bangladesh and others, was attended by 30 participants from Asia, Africa, Latin America, Europe and International Education Unit (IEU) of Action Aid International. Participants included Reflect practitioners, facilitators and development partners.



Participants of the Global CIRAC meeting held in Bangladesh

The objectives of the meeting were:

- To exchange experiences between practitioners in participatory approaches and Reflect, to promote the spread of innovations and develop common resources
- To explore and build on our distinct human identities and deepen the human connection between us
- To promote critical reflection and analysis, respecting diversity and building a shared sense of solidarity around the key elements of Reflect.
- To relate and link Reflect / CIRAC principles, ideas and concepts to global challenges and social change.
- To review CIRAC as a network and a networking mechanism in order to design and accompany our future practice.

The meeting took place in BRAC Community Development Management Training Centre, Rajendrapur, Gazir, Bangladesh. Places visited for fieldwork – Netrokona, Singair, Munshigonj, Modhupur, Dhaka, Tangail. In this, different groups working with Reflect were visited- Urban poor, Early childhood learning groups, Reflect in the Brothels (sex workers), Reflect with working children, Reflect with the Gypsies, safe and secure Adolescent movement campaign, community in Modhupur threatened by displacement as a result of the District policy to introduce an Eco park in their living environment and the spouse forum.

Recommendations

These included:

- Learn at least one other International / CIRAC language
- Use of various ICTs to establish/maintain regular contact among the coordination team and with other members.
- Strengthen documentation (for all the Regions) and ensure websites are regularly fed into and updated
- Strengthen regional and national networks, where they are not regions resolved to forming one before CIRAC V (case in point – Asia)
- Double efforts to raise funds for Regional and National network activities (especially for PAMOJA)
- Ensure CIRAC representation at all International and Regional advocacy/ lobby meetings/events. However it was agreed that the Region where such events are taking place should take lead in organizing for and representing CIRAC only call for support where deemed very necessary.
- Deepen the way we use participatory approaches in our processes – CIRAC meeting
- Need to review and deepen our understanding and commitment to the work on the thematic areas – HIV/AIDS, Communication and power, Disabilities, Children, Youth, etc
- Interval of CIRAC meetings will be between 12 to 18 months. The next meeting will take place in the Basque country (in Europe) in June/July 2004.

About CIRAC

The International Reflect Circle (CIRAC) is a “circle” that seeks to promote solidarity amongst Reflect practitioners around the world in order to strengthen an international Reflect movement. It is a space to ensure a continual process of exchange and learning amongst Reflect practitioners globally and includes those people best positioned to be able to link to others at other levels. The first CIRAC meeting was held in Oxford, UK, in March 2000 and the second in South Africa in May 2001. The third CIRAC meeting was held in Recife, Brazil, the birthplace of Paulo Freire, during June 2002. The CIRAC IV meeting was held in Bangladesh during January 2004, one of the places where Reflect was piloted in 1995.

More about CIRAC can be got on www.reflect-action.org

For more information about the CIRAC meeting, please contact PAMOJA at pamoja@infocom.co.ug , IEU at Email: kmetcalf@actionaid.org.uk or CIRAC Coordination Team (CCT) members in your regions below:

Asia

1. Mr. Teeka Bhattarai (Nepal) Email: teeka@info.com.np
2. Mr. Shafiqul Islam (Bangladesh) Email: shafique@actionaid-bd.org

Latin America

1. Ms. Maritza Zelaya Argueta – (El Salvador) Email: dirciaio@telesal.net / fundaciaz@telesal.net
2. Ms. Luiza Cavalcante Santos Email : redera_pe@hotmail.com

Africa

1. Ms. Nandago Maria Goreth (PAMOJA) Email: pamoja@infocom.co.ug
2. Ms. Juliana Adu-Gyamfi (Ghana) Email: julianaa@actionaid-ghana.org

Europe

Ms. Anne Loontjens Email: anneloontjens@belgacom.net , and another person, who will be determined after a meeting of European committee

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Banyan Tree Foundation Boss Hails PAMOJA

At a meeting with PAMOJA staff on 19 March 2004, The Banyan Tree Foundation Boss, Dr Michael Gibbons hailed PAMOJA as “one of the most special initiatives in more than 20 years in non-formal education”. Gibbons had visited PAMOJA to update himself on the new network and discuss PAMOJA priority areas for intervention.

Gibbons said PAMOJA had a lot in common with Banyan Tree Foundation as it was dealing with non-formal education. He said that Banyan Tree Foundation supports capacity building, school governance and budget tracking, ICTs, institutional building, conflict resolution and improving livelihoods of pastoralists. “Africa is our main focal region and collaborating with PAMOJA is a priority” said Gibbons. He encouraged PAMOJA to cement the partnership with Banyan Tree Foundation. In his words, “Banyan Tree Foundation feels very close to Reflect and PAMOJA.

Earlier, PAMOJA staff had informed Gibbons about PAMOJA history, vision, mission, objectives, values, policies and achievements to-date. They had also told him about challenges and opportunities. PAMOJA staff informed Gibbons that PAMOJA was now an independent network, with own policies and procedures, address, Council, Board, and staff. They also told him that areas of interest for PAMOJA were: capacity building, pastoral communication and education, conflict resolution and peace building, children education, ICTs, gender and power relations.

Present at the meeting were Maria Goreth Nandago, Facilitator; James Kanyesigye, Fundraiser/Advisor; Samuel Mikenga, Communications Coordinator; and Elizabeth Nangonzi, Administration/Finance Officer.

For more information, please contact PAMOJA Fundraiser at Email: jameskk@infocom.co.ug

PAMOJA Participates in GCE Week

PAMOJA joined the rest of the world in commemorating the Global Campaign on Education (GCE) week of activities, 19-25 April 2004, that attracted many community based, national, regional and international organizations. Among the activities were: Radio and television talk shows; school march; press relations; publicity in print; public dialogue; and exhibitions on materials and books related to the theme. The activities took place in various places of the country. PAMOJA, represented by The Facilitator, Ms Nandago Maria, mainly joined in talk shows and public dialogue.

The global theme of GCE action week was "missing out". Uganda's theme focused mainly on quality of the education system, and other issues involving children physically missing out and the categories of children missing out. Specifically, Uganda's theme looked at Children: in conflict areas; with special learning needs; in transit communities; affected and infected with AIDS; involved in child labor; and living on the streets. The theme also looked at the girl child and inappropriate learning environment.

Elsewhere in Africa, Education coalitions and National PAMOJAs undertook different activities. Prominently, NPs were involved in mapping exercises-developing "missing out maps" with Reflect groups. Reports with details are expected in mid-May. Stay connected for details.

About GCE

The Global Campaign for Education (GCE) is a worldwide coalition made up of campaigners, NGOs, civil society organizations and teaching unions who want to see everyone in the world to have the chance to get education. Though they are not part of GCE, many international agencies and governments around the world support the Week of Action including UNESCO and UNICEF. The main aim of GCE is to pressure politicians to provide more money and political leadership in order to get all the children, everywhere, into school. To do this, GCE organized the big lobby for children by children, which formed the basis for the activities. More information about GCE can be got on website: www.campaignforeducation.org

For more information about GCE Week activities, please contact the Facilitator, Ms Maria Nandago at: pamoja@infocom.co.ug

PAMOJA Supports ICT project

PAMOJA has actively participated in the ICT pilot project in Fort Portal, funded by DFID and supervised by Literacy and Empowerment community based organisation situated in Bukuku sub-county. This is part of the global pilot project made up of three countries, Uganda, Burundi and India.

PAMOJA representatives (Samuel Mikenga, Communications Coordinator; and Maria Nandago, Facilitator), first went to the field with the Program Manager, Mr Maiso Grace, to acquaint themselves with the project and share their experiences. They then helped in the project planning. This was followed by participation by the PAMOJA Communications Coordinator, in the training of Facilitators in information and communications technologies and skills transformation workshop that took place in Fort Portal.

The objectives of this workshop were:

- Enhance information sharing among facilitators
- Equip facilitators with relevant skills and knowledge to enable them facilitate the process of identification of community ICT needs/issues
- Facilitate participants to appreciate the linkage between Reflect and ICTs
- Develop guidelines on how to facilitate the process

PAMOJA's Communications Co-ordinator, Mikenga Samuel also participated in the recruitment of the IT and Communications Officers, who have already taken up their posts. More news will come up soon following the international meeting for the pilot projects review.

PAMOJA intends to scale up this project to a regional level, where it will cover many countries.



Kabarole Reflect/ICT practitioners and opinion leaders prioritizing their communication needs and channels in Fort Portal, Uganda

About ICT/Reflect Project

This is a 3 year action Research project 'linking ICTs to sustainable livelihoods through the Reflect approach' supported by DFID. The pilot project covers three partners: Uganda, Burundi and India. The International Coordination of the project is carried out by Hannah Beardon and David Archer of International Education Unit (IEU), AA-UK.

The project has come a long way, involving a set of activities such as baseline survey, training of facilitators, community dialogue, developing a communication system to inform the ICT proposal, writing and presenting the ICT proposal, recruitment of personnel, procurement of ICT equipment, capacity building, etc. Currently, Project stakeholders are in India carrying out a review of the project.

For more information, please contact Hannah Beardon at Email: hannahb@actionaid.org.uk or Mr Maiso Grace, ICT/Reflect Project Manager at Email: gracewmaisoy@yahoo.com or contact website: www.reflect-action.org

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PAMOJA Councilor Visits Secretariat

Ms Regina Kapa, Council member representative from The Sudan paid a surprise visit to PAMOJA secretariat, where she discussed a wide range of issues with PAMOJA staff. Regina, who is also member of PAMOJA Human Resources Committee, works with ADRAA in Sudan. She had come to see PAMOJA office premises, and acquaint herself with the staff, their activities, challenges and way forward. PAMOJA Secretariat used this opportunity to also appraise Mr Samuel Mikenga, Communications Coordinator and Ms Elizabeth Nangonzi, Finance/Administration Officer.

The meeting started with staff briefing of PAMOJA status since PAMOJA Council meeting in November 2003, by the Facilitator, Ms Maria Nandago. This was then followed by discussions. The discussions, together with appraisals, touched on a number of issues, including communications, fundraising, networking, finance, internal relations, human resources, etc. Regina appreciated work so far done by PAMOJA staff and pledged continued support as a member of PAMOJA Council. "You are working so hard within your limitations", said Regina. She promised to share deliberations of the meeting with fellow council members.

The Councilor also had opportunity to visit one of the Reflect programmes in Uganda. The organization she visited focuses its work on using Reflect to address HIV/AIDS and the related issues. Sharing her impressions from the field, Regina summed it saying, "it was really good, I got all that I set out to learn".

About PAMOJA Organization

PAMOJA now operates in more than 22 African countries. The PAMOJA Council, which is composed of representatives from each country practicing Reflect methodology, is the policy maker. The Council works with committees on various thematic areas, such as planning, communications, human resources, and finance. PAMOJA Secretariat reports to The Council. The PAMOJA Board, composed of experts in various fields, gives technical assistance to the Secretariat and also reports to Council. Regina was the first Council member to visit PAMOJA Secretariat offices since establishment.

For more information, please contact: PAMOJA at Email: pamoja@infocom.co.ug

The Way to Full Autonomy

Operational issues at the Secretariat

Key policies and systems have been set up and are operational. PAMOJA now operates two Bank accounts-a Uganda Shilling Account and a Pound Account. The Finance Policy was approved and continues to guide the operations of the Secretariat. Plans for year 2004 have been approved and are operational.

Pending

- a) Program Strategy - waiting to get final input from the committee members. Please, may the concerned get back to us as soon as possible.
- b) Human Resource Policy - plans are underway to hire a resource person (consultant) to work with the Secretariat to further develop the HR Policy draft. This will later be circulated to the Council members for input and eventual approval.

Major Forth-coming REFLECT Events

PAMOJA Secretariat

No	Event	Est. Dates	Venue
1	PAMOJA Board meeting	May	PAMOJA-Sec
2	Reflect TOT Workshop	June	Uganda
3	Research on link between adult education and children's basic education	June	PAMOJA-Sec and partners
4	CIRAC Coordination Team meeting	June 28-30	London, UK
Western/Francophone Africa			
1	Reflect TOT	May 2004	Burundi
	Training of District EFA committees	May 2004	Ghana
1	Reflect TOT in Madagascar/Senegal	June 2004	Madagascar/Senegal
2	<ul style="list-style-type: none"> Creation of Facilitators forum in Burkina Farso Creation of database of all Reflect organizations and activities in Burkina Farso 	May/June 2004	Burkina Farso
3	West Africa sub-region Reflect Forum meeting	November 2004	Senegal
4	TOT on school governance and budget tracking	June 2004	Togo
5	Training of Facilitators on School governance and budget tracking	Jan 2005	Togo
6	Ghana STAR workshop	To be determined	Ghana
7	Partnership meeting on a project "Project Real", to bring new life into Adult Literacy in Sierra Leone	To be determined	Sierra Leone
Southern Africa			
1	CSCQBE to train District Coalition Networks on School governance and budget tracking	May-July 2004	MAREFO, Malawi
2	Writing proposal for "Africa Perspectives Series Book – Focus on Reflect"	May/June	PAMOJA-SEC/South Africa
3	Reflect TOT workshop with focus on HIV/AIDS and M&E	June	South Africa
Eastern Africa			
1	Training on school governance and budget tracking	June 2004	TZ
2	Training on Advocacy	August 2004	TZ
3	Launching of PAMOJA Network Kenya	Mid May 2004	Kenya
4	Training of REFLECT Facilitators in school governance (pilot training in Mombasa)	June 2004	Mombasa, Kenya
5	Rolling out PAMOJA Action plan	July-Dec 2004	Kenya
6	Conduct District level School governance and Budget tracking training for implementing organizations (Masindi, Bundibugyo, Central Region)	End July 2004	Uganda PAMOJA
6	Compact data/develop training manual on School governance and budget tracking	End May	Uganda PAMOJA
7	Uganda National PAMOJA meeting	May	Uganda
8	Process formulation of PAMOJA Sudan	On-going	Sudan

From the Editorial Desk

Dear all,

Communication is central to PAMOJA objectives, and efforts to ensure efficient and effective exchange of information, ideas and knowledge among Reflect practitioners has just began. The PAMOJA communications strategy, which reflects PAMOJA diversity and uniqueness, has a wide range of communication tools and methods to be used, involving carefully selected media-mix to suit particular PAMOJA constituents. Thus, in addition to volumes of communication you will receive through such initiatives as this, there will very soon be the PAMOJA website, which is intended to be a one-stop-shop for all about PAMOJA. This will link you to other exciting Reflect activities and innovations around the world. Other appropriate tools and methods will be availed to those who cannot access Internet. Of course oral communication or face-face communication will be central to PAMOJAs communication efforts. Suitable and appropriate information and communications technologies will be used to suit particular situations.

The question frequently asked when a newsletter has just started is what articles to send to Editor. Brief, send all what you think is interesting to your Reflect practitioners around the world. Your dedicated crew of Editors will do the rest for you. This can be proceeding of meetings, workshops, ToTs, forthcoming events, death announcements, training courses, etc. Articles also include innovations, Reflect status in your country/organization, case studies, testimonies, challenges, etc. We also welcome digitised photos taken during Reflect activities to enrich your text. As you read this, some of you have already sent articles for the next issue, which will only be better. The audience for this bulletin is all Reflect practitioners worldwide, although the primary audience is Reflect practitioners within Africa.

We send this newsletter to you to share with your colleagues and collaborating partners. We shall ensure it comes out frequently with quality content. At the end of the day, however, this is your newsletter and it is only you who can ensure its success by providing continuous supply of articles. We call upon you to inform us how best we can improve our newsletter. Many thanks to those that have contributed to this issue and those that have already sent articles for the next issue.

Please send your articles, suggestions to: pamoja@infocom.co.ug (Att: Communications Coordinator) OR s.mikenga@paris.com

Warm greetings to all of you and wish you the very best in our Reflect undertakings.



Samuel Mikenga
Communications Coordinator