

## **CURRICULUM VITAE**

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### **SIDONIA ANGOM OCHIENG, PhD**

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Date of Birth 26<sup>th</sup> September, 1968  
Nationality Ugandan  
District of Origin Abim, Karamoja  
Sex Female  
Marital status Married  
Current address Gulu University Constituent College Taskforce  
P.O Box 161, Moroto, Uganda  
Private Box 7646 Kampala, Uganda  
Cell: 0772 654784  
[sidoniaa@yahoo.co.uk](mailto:sidoniaa@yahoo.co.uk)  
[sidonia.angom@gmail.com](mailto:sidonia.angom@gmail.com)  
Skype: sidonia.angom

### **SUMMARY**

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Sidonia Angom Ochieng (PhD) is Chairperson of the Taskforce of Gulu University Constituent College, lecturer, researcher and a social worker. I have a doctorate in Conflict Resolution and Peace Studies from the University of KwaZulu-Natal, Durban South Africa (2013); an MA in Social Work and Social Welfare with the Distinction from the University of Bradford, England (2004); a BA in Social Sciences Upper Second from Makerere University (2002). I have published in the areas of Pastoral Education, Peace Education in Fragile African Societies, Disarmament, Peacemaking, Peacebuilding, Democracy, Human Rights and Governance. Currently, I am the Principal Investigator on a research project titled “Marginalisation and Vulnerabilities of the Peoples of Karamoja: The Voices from the Ik and Tepeth Indigenous Peoples and Child Trafficking” funded through USAID’s Innovation, Technology and Research Hub. I have wide experience in working with Academic institutions as Associate Dean of Faculty and Head of Department. Worked with NGOs and multi-disciplinary teams on research and intervention implementation. I have supervised a number of graduates and undergraduate students working on a range of social, organisational, policy, programme and the inherent knowledge, attitudes and practices of people. I have been an External Examiner/Supervisor for PhD, graduates and under-graduates programmes. I have served as a board member with Gulu University Council and Action for Development (ACFODE). Administration, Teaching, Research, Team Management, Service above self are more than just a job to me; they represent my passion in life where I am dedicated towards achieving greater levels of personal satisfaction by being highly productive and adding considerable value to the organisations and teams I lead as well as serving the disadvantaged communities by giving them hope.

***My True Statement!***

## **EDUCATION AND QUALIFICATIONS**

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- April 2013 Doctor of Philosophy (Conflict Resolution and Peace Studies)  
University of Kwazulu-Natal, South Africa
- May 2011 Certificate in Peace Research on Qualitative and Quantitative  
Analysis, Addis Ababa, Ethiopia
- Feb 2009 Certificate in Alternatives to Violence Project (AVP), Howard  
Campus, University of Kwazulu-Natal, Durban, South Africa
- July 2007 Certificate in Peacebuilding and Conflict Transformation  
Across Cultures (CONTACT), Vermont, Massachusetts, USA
- Dec 2004 MA (Social Work and Social Welfare) University of Bradford,  
England (Distinction)
- March 2003 BA (Social Sciences) Makerere University, Uganda (Upper  
Second)

## **ACADEMIC POSITIONS HELD**

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- 2011–2016 Lecturer, Department of Sociology and Social Administration,  
Kyambogo University
- 2005-2009 Lecturer, Department of Social Work and Social Administration,  
Kampala International University
- 2005-2006 Lecturer, Department of Social Work and Social Administration,  
Uganda Christian University

## **ACHIEVEMENTS:**

- 2010 Developed a Master's Programme in Conflict Resolution and  
Peacebuilding at Postgraduate School and Institute of Distance Learning  
at Kampala International University.

## **TEACHING AREAS**

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- Human Rights and Conflict Management.  
Social Planning.  
Advanced Social Policy Analysis.  
Human Resource Management.  
Research Methods.

## **ADMINISTRATIVE POSITIONS HELD**

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### **2017-To-date CHAIRPERSON TASKFORCE**

#### **Gulu University Constituent College - Moroto**

##### Description of duties and responsibilities

<b>Goal</b>	<b>Activity</b>
<b>Planning</b>	<ul style="list-style-type: none"> <li>➤ Spear head the physical planning and development of college land (master plan, structural plans and drawings for initial College facilities)</li> </ul>
<b>Management</b>	<ul style="list-style-type: none"> <li>➤ Direct and supervise the Taskforce members responsible for academic, financial and administrative functions and ensure that each performs to expected level of activities</li> </ul>
	<ul style="list-style-type: none"> <li>➤ Oversee the procurement and fair allocation of resources to activities</li> </ul>
	<ul style="list-style-type: none"> <li>➤ Maintaining the efficiency, effective and good Governance in the College</li> </ul>
	<ul style="list-style-type: none"> <li>➤ Provide efficient leadership to the Taskforce through the formulation and implementation of strategic management plans and Policies.</li> </ul>
	<ul style="list-style-type: none"> <li>➤ Promote an understanding among all staff (Taskforce &amp; Support)</li> </ul>
	<ul style="list-style-type: none"> <li>➤ Coordinate the development of policies, plans and programmes based on a strategic overview of the University and its environment to enable it realize its mission</li> </ul>
<b>Finance</b>	<ul style="list-style-type: none"> <li>➤ Oversee and liaise with the Taskforce Accountant on the implementation of systems designed to ensure sound management of fiscal and the promotion of finance systems</li> </ul>
	<ul style="list-style-type: none"> <li>➤ Coordinating the preparation of the University Annual budget and submit to finance Committee and Council for approval</li> </ul>

	<ul style="list-style-type: none"> <li>➤ Develop and implement a policy framework for the development and management of the Taskforce accounting procedure, manuals and other documents relating to fiscal control and management as per approved financial regulations</li> </ul>
	<ul style="list-style-type: none"> <li>➤ Monitor income and expenditure and ensure that they are in compliance with the Taskforce approved plans and budgets</li> </ul>
	<ul style="list-style-type: none"> <li>➤ Ensure the production of final audited accounts of the Taskforce on time</li> </ul>
<b>University Council:</b>	<ul style="list-style-type: none"> <li>➤ Presents the University's positions and recommendation on various issues and problems and proposes major policy initiatives for the council to approve.</li> </ul>
	<ul style="list-style-type: none"> <li>➤ Submit reports to Council during scheduled meetings or as prescribed by the University Act and regulations on the programmes, policies and activities of the University.</li> </ul>
<b>External Liaison</b>	<ul style="list-style-type: none"> <li>➤ Promote awareness and understanding of the vision, mission, objectives, policies and programmes of the Constituent College establishment (Benchmarking)</li> </ul>
<b>Partnership and Collaboration</b>	<ul style="list-style-type: none"> <li>➤ Ensure the implementation of partnerships with AGROMAX (U) Ltd and Ministry of Works and Transport</li> </ul>
	<ul style="list-style-type: none"> <li>➤ Spokesperson of the Taskforce/Constituent College on all matters and programs</li> </ul>

**NOTABLE ACHIEVEMENTS**

- a) Land – 786.41 acres acquired with the land title
- b) 174 out of the 294 Project Affected Persons Compensated
- c) Strategic Plan 2020/21-2024/25 developed and is in place
- d) Master Plan for the College prepared and is in place
- e) Land Valuation conducted successfully
- f) Multipurpose building design on course as per the Master Plan on the College land
- g) Staffing increased from 4 in 2017 to 11 in 2021
- h) High Level Consultations and submissions of Annual Reports: Members of Parliament, Ministry of Education and Sports (Director and Commissioner Higher Education), District Leadership

- i) Funding: Increased from UGX 0.5 Bn in FY 2017 to UGX 2 Bn in 2021 and 8.5BN 2022
- j) Partnership and MOU with AGROMAX (U) Ltd and Ministry of Works and Transport on course
- k) Environmental and Social Impact Assessment (ESIA), Geotechnical and Geophysical on course
- l) Clean Financial Audit since 2018

**2013 – 2017 HEAD OF DEPARTMENT  
Sociology and Social Administration – Kyambogo University**

Description of duties and responsibilities

- The organization and development of the department
- The promotion of knowledge through contribution of original work, teaching, examining and provision of academic leadership and guidance of staff and students
- Soliciting for funds for research and general development of the Department
- Chairperson to the departmental meetings and departmental committees
- Maintain and be accountable for an up-to-date inventory of all equipment and assets movable and immovable
- Initiate and review the departmental curricula from time to time and recommend to the Faculty Board
- Preparation of departmental annual reports
- Participation in the recruitment, selection, promotion and disciplining of department staff in accordance with the established procedures of the university
- Submission of recommendations to personnel office for annual leave and confidential reports on employees in the department and,
- Generally assisting in the operation of the Faculty/School/Institute and the University by serving on committees and performing such other duties as may be assigned by the Dean or the Vice Chancellor

**2012** Several short spells as acting Head of Department of Sociology and Social Administration (Kyambogo) while the Head was on leave or away on conferences both inside and outside Uganda.

**2007-2009 ASSOCIATE DEAN  
Faculty of Social Sciences - Kampala International University**

Description of duties and responsibilities

- Assisting the Faculty Dean in strategic planning; policy and capacity development; fundraising for the faculty through consultancy services; budgeting, financial monitoring and reporting.
- Day to day running of the faculty activities and attending to student's affairs,
- Reviewing the curriculum of various departments with heads of Departments and faculty academic staff.

- In charge of faculty academic affairs and presenting the results of students in Senate and attending other Senate meetings

### **2005-2007 COORDINATOR**

#### **Social Work and Social Administration - Kampala International University/Uganda Christian University**

##### Description of duties and responsibilities

- The organization and development of the department
- The promotion of knowledge through teaching, examining and provision of academic leadership and guidance of staff and students
- Initiate and review the departmental curricula from time to time and recommend to the Faculty Board
- Preparation of departmental annual reports
- Participation in the recruitment, selection, promotion and disciplining of department staff in accordance with the established procedures of the university
- Submission of recommendations to personnel office for annual leave and confidential reports on employees in the department and,

### **1994-2003 ADMINISTRATIVE ASSISTANT**

#### **Makerere University**

##### Description of duties and responsibilities

- Handling administrative issues on behalf of the department
- Managing database on students and handling students' enquiries
- Processing results for students and keeping academic records of students.
- Assisting the department in budget preparations, lesser management (request for funds utilisation as well as accountability)
- Always part of a team while organising a workshop/conference in thematic areas periodically
- Managing finances, especially petty cash in the department

### **PUBLICATIONS**

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#### **BOOKS**

**Angom, S.** (2018) *Women in Peacemaking and Peacebuilding in Northern Uganda, The Anthropocene: Politik-Economics-Society-Science Vol 22*, Springer Publishers Mosbach Germany ISBN978-3-319-75882-4 ISBN 978-3-319-55883-1 (eBook) ISSN 2367-4024 ISSN 2367-4032 (electronic) <https://doi.org/10.1007/978-3-319-75883-1>

Waiswa, C.D., Mugonola B., Kalyango R.S., Opolot S.J., Tebanyang, E., Lomuria V., Kawube G., Aleper D., Ndyomugenyi E.K., Akidi I.L., Opoka J., **Angom S.O**, Amayo F., Asiimwe H., Kungu J., Nalule S., Akol E., Lokol P., and Lomanyang M., (2019) *Pastoralism in Uganda Theory, Practice, and Policy*, Eleazar Business Consults Limited, Kampala Uganda, ISBN 978-9970-9120-0-1

## **BOOK CHAPTERS**

- Angom, S.**, (2016). Guns and Cows: The Role Played by the Government of Uganda and Civil Society Organisations to Disarm the Karimojong in Karamoja, in S.B. Maphosa and A. Keasley, Eds, *Peace Education for Violence Prevention in Fragile African Societies: What's going to make a Difference?* AISA Publishing, ISBN No. 978-0-7983-0496-2, chap. 8, pp.162-190
- Angom, S.**, (2018). Peacemaking and Peacebuilding Efforts by various actors in Northern Uganda, in book: *Women in Peacemaking and Peacebuilding in Northern Uganda* DOI: 10.1007/978-3-319-75883-1, chap.6 pp.121-144
- Angom, S.**, (2018). Study Context in book: *Women in Peacemaking and Peacebuilding in Northern Uganda* DOI: 10.1007/978-3-319-75883-1, chap.4 pp.43-61
- Angom, S.**, (2018). Summary of the Findings in book: *Women in Peacemaking and Peacebuilding in Northern Uganda* DOI: 10.1007/978-3-319-75883-1, chap.9 pp.181-191
- Angom, S.**, (2018). Women's Inputs into Peacemaking and Peacebuilding Processes in book: *Women in Peacemaking and Peacebuilding in Northern Uganda* DOI: 10.1007/978-3-319-75883-1, chap.7 pp.145-170
- Angom, S.**, (2018). Lederach's Peacebuilding Framework in book: *Women in Peacemaking and Peacebuilding in Northern Uganda* DOI: 10.1007/978-3-319-75883-1, chap.5 pp.65-115
- Angom, S.**, (2018). The Northern Uganda Conflict in book: *Women in Peacemaking and Peacebuilding in Northern Uganda* DOI: 10.1007/978-3-319-75883-1, chap.1 pp.3-11
- Angom, S.**, (2018). Explaining Women's Limited Involvement in Peacemaking and peacebuilding in Northern Uganda in book: *Women in Peacemaking and Peacebuilding in Northern Uganda* DOI: 10.1007/978-3-319-75883-1, chap.2 pp.15-31
- Angom, S.**, (2018). Case Studies of Women in Peacemaking and Peacebuilding: Empirical Evidence: in book: *Women in Peacemaking and Peacebuilding in Northern Uganda* DOI: 10.1007/978-3-319-75883-1, chap.3 pp.15-31
- Angom, S.**, (2018). Major Constraints Facing Women as Peacemakers and Peacebuilders in book: *Women in Peacemaking and Peacebuilding in Northern Uganda* DOI: 10.1007/978-3-319-75883-1, chap. 8 pp.171-178.

## **JOURNAL ARTICLES**

Ochieng, Sidonia Angom; Waiswa, David Claeve (2019) Pastoral Education: The Missing Link in Uganda Education System, *Educational Research and Reviews*, v14 n7 p240-253

**Angom, S.**, (2011). Women in Peacemaking and Peacebuilding in Northern Uganda in *Africa Peace and Conflict Journal*, 4(1) pp.74-88

## **BOOK/ARTICLE REVIEWED**

Feb. 2021 *Conflict in Kenya: Drivers of Conflict and Assessing Mitigation Measures* in Decolonising Conflicts, Security, Peace, Gender, Environment and Development in the Anthropocene ISBN: 978-3-030-62315-9, Springer Publishers Germany  
<https://doi.org/10.1007/978-3-030-62316-6>

Feb. 2021 *Human Rights and Sexual Abuse of the Girl-Child in Ngeria: Implications for Development* in Decolonising Conflicts, Security, Peace, Gender, Environment and Development in the Anthropocene ISBN: 978-3-030-62315-9, Springer Publishers Germany  
<https://doi.org/10.1007/978-3-030-62316-6>

Feb. 2020 Review of the Acholi and the Karimojong Cultural Principles and Acholi Case Management Handbook. FIDA Uganda

Aug. 2019 *Of Handshakes and Public Apology Politics: The Media and Post-Election Conflicts in Kenya* Vol. 35 Towards Innovation for Sustainable Peace in the Anthropocene Series Springer Publishers Germany

Aug. 2019 *Active Youth Engagement as a Vehicle for Sustainable Global Peace: South Sudan Development Agency's (SSUDA) Experience in South Sudan* Vol 35 Towards Innovation for sustainable Global Peace in the Anthropocene Series, Springer Publishers Germany

Jul. 2018 *Uganda and the Refugee Problem: Challenges and Opportunities*, African Journal of Political science and International Relations

Apr. 2017 *The peace is not peaceful: Effects of sexual and gender-based violence on harmonious post conflict resettlement in northern Uganda*, Springer Anthropocene Series

## **ONLINE REPORTS**

**Angom, S. et al** (2022) *Marginalisation and Vulnerabilities of the peoples of Karamoja: The Voices from the Ik and Tepeth Indigenous peoples and Child Trafficking*, LASER PULSE USA



<https://laserpulse.org/portfolio/the-voices-of-the-indigenous-people-of-uganda/>

**Angom, S.O, Muhereza, F, Ngoya, J.B, Abura, V.,** (2020) *A desk review report of the Voices and Rights of the Ik, and Tepeth Indigenous Peoples and the Trafficking in People in Karamoja, Uganda* USAID LASER PULSE Washington DC [https://pdf.usaid.gov/pdf\\_docs/PA00X3W5.pdf](https://pdf.usaid.gov/pdf_docs/PA00X3W5.pdf)

**Angom, S.,** (2016) 'Complete Karamoja's Development Cycle', in the New Vision Newspaper, Feature of 7<sup>th</sup> July, pg.15 Kampala: New Vision Publication  
[www.newvision.co.ug/new\\_vision/.../putting-notion-karamoja-region-lost](http://www.newvision.co.ug/new_vision/.../putting-notion-karamoja-region-lost)

## **RESEARCH EXPERIENCE**

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- Jan. 2022 *Principal Investigator:* Gender Analysis, Menstruation Health and Sexual Reproduction Health and Rights Services in Karamoja funded by Welthungerhilfe – German Federal Ministry of Economic Cooperation and Development (BMZ)
- Oct. 2019 *Principal Investigator:* The Voices of the Indigenous Peoples: The Rights and Vulnerabilities of the Ik, Tepeth and Trafficking in People in Karamoja, Purdue University, USAID. 2019-2022
- Jun. 2017 *Principal Investigator:* Pastoral Education: The Missing Link in Uganda Education System, Research paper submitted to Education Research and Reviews Journal
- Aug. 2016 *Co-Researcher:* An analysis of community driven social engineering in acute refugee contexts: A case centred multiple qualitative research of South Sudanese Refugees in Uganda: Human Sciences Research Council, South Africa, 2016-2017
- Sep. 2014 *Principal Investigator:* Guns and Cows: Role played by Government of Uganda and Civil Society Organisations to disarm the Karimojong in Karamoja, AISA/Human Sciences Research Council, South Africa
- Oct. 2012 *Principal Investigator:* Women in Peacemaking and Peacebuilding Process in Northern Uganda. (PhD Thesis), UPEACE/IDRC
- Oct. 2004 *Principal Investigator:* Learning Disability in Children in Primary Education in Uganda: A Survey of Current Practices: An M.A Degree Thesis. African Development Bank/Joint Japan Fellowship

- Jun. 2003 *Principal Investigator: Conflict and HIV/AIDS in Uganda: A Case Study of Northern Uganda, An MA Core Module Reflective Practice (Research Project). African Development Bank/Joint Japan Fellowship*
- Jul. 2001 *Research Assistant: Arms Trafficking in the Border Regions of Uganda: A case Study of Uganda North and North-eastern, USAID*
- Feb. 2001 *Research Assistant: Feasibility, Participatory, Peaceful and Sustainable Disarmament Process in Karamoja, USAID*
- Sep. 1999 *Research Assistant: Evaluation of Functional Adult Literacy Programme in Uganda, World Bank Funded Project, Makerere University*

### **PhD SUPERVISION**

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- Jan. 2022 **PhD Thesis** Titled: Legal Pluralism and Customary Land Dispute Resolution in Post War Northern Uganda Testing the Potential of Plurality in Practice, Gulu University **Status, graduated.**

### **EXTERNAL AND INTERNAL PhD EXAMINED**

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- May 2021 **PhD Thesis** Titled: The Role of African Traditional Institutions in Post-War Land Governance: A Case Study of the Acholi Northern Uganda, Gulu University, **Status, graduated**
- Feb. 2020 **PhD Thesis** Reducing Spectator Violence in Zimbabwe's Premier Soccer League through Social Prevention Methods. Durban University of Technology, South Africa, **Status, graduated**
- Jul. 2018 **PhD Thesis** Titled: Enhancing Capacities for Local Peacebuilding in Bunyoro Sub-region, Western Uganda. Durban University of Technology, South Africa, **Status, graduated**

2017- 2020 **Undergraduate Programs:** Department of Social Work and Social Administration **All Saints University Lira, Uganda**

### **TRAINING CONDUCTED**

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- May 2019 Training of Trainers (TOT) for the Roll-out of Theory, Practice and Policy of Pastoralism in Uganda supported by Tufts University and iied.
- Aug. 2012 Facilitator - Trained UN National Staff in “*Advanced Secretarial and Administration*” organized by the Centre for Lifelong Learning Makerere University at a Capacity Building Training funded by

United Nations Missions in South Sudan (UNMISS) 13-22 August at Malakal State, South Sudan

- Jul. 2012 Facilitator - Trained Local Council III Female Councillors in “*Leadership Skills and Gender Based Violence (GVB)*” at a training workshop organised by ACFODE 7<sup>th</sup> -8<sup>th</sup> July in Pader district, Uganda
- Apr. 2012 Facilitator - Trained the staff of Christian Foundation for Children and Aging an NGO in ‘*Strategic Planning and Management*’ at a workshop organised by Christian Foundation for Children and Aging (CFCA) 3<sup>rd</sup> April in Kampala, Uganda
- Jul. 2011 Facilitator - Trained CSOs in “*Organisational Development and Gender-based Violence*” at a workshop organised by ACFODE and UWONET funded by GoU/UNFPA 12-18 July in Moroto, Kotido and Kaabong districts in Karamoja, Uganda

#### **PAPER PRESENTED**

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- April 2023 Marginalisation and Vulnerabilities of the peoples of Karamoja: The Voices from the Ik and Tepeth Indigenous peoples and Child Trafficking, A paper presented to the “University Research Engagement Capacity Strengthening” Workshop organised by LASER PULSE at Munyonyo Kampala, Uganda; April 12-13, 2023
- Nov. 2019 Women in Peacemaking and Peacebuilding in Northern Uganda a paper present to a Joint Analysis Workshop organised by Austrian Study Centre (ASPR) Nairobi Kenya
- Jul. 2017 Ethics, Integrity and Public Relations a paper presented to the academic staff of Management Training and Advisory Centre (MTAC) Kampala 19<sup>th</sup> July, 2017
- Jan. 2017 Teaching Methodologies a paper presented to the academic staff of Management Training and Advisory Centre (MTAC) Kampala, 22<sup>th</sup> January 2017
- Jun. 2016 *Career Guidance* to Students of Kangole Girls’ Senior Secondary School Napak District 24<sup>th</sup> June, 2017
- Mar. 2014 *Career Guidance* to Students of St. Lwanga Kalungu Girls’ Training Centre Secondary School, Masaka 8<sup>th</sup> March, 2014

- Nov. 2013 *“Guns and Cows: The Role Played by Government of Uganda and Civil Society Organizations to Disarm the Karimojong in Karamoja”* A paper presented at a Colloquy organized by Africa Institute of South Africa from 20-21 November in Pretoria, South Africa.
- Nov. 2012 *Women, Peace and Security* at a regional workshop (EAC Forum), organized by Africa Youth Trust 21-23 November, Mombasa, Kenya
- May 2010 *“Women in Peacemaking and Peacebuilding Process in Northern Uganda”* at a workshop organized by UPEACE-Africa Programme 10-14 May, United Nations Conference Centre, Addis Ababa, Ethiopia
- Apri. 2010 *“Women in Peacemaking and Peacebuilding Process in Northern Uganda”* A paper presented at a Seminar organized by the Department of Conflict Resolution and Peace Studies 17-21 April, Westville Campus, University of KwaZulu-Natal, Durban, South Africa
- Oct. 2009 *“Women in Peacemaking and Peacebuilding Process in Northern Uganda”* at a workshop organized by UPEACE-Africa Programme 26-30<sup>th</sup> October, Hilton Hotel, Addis Ababa, Ethiopia.
- Aug. 2005 *“Life Skills and Personal Advancement of Support Staff”* A paper presented at a workshop organized by the Department of Gender Mainstreaming Division, Makerere University 17<sup>th</sup>-18<sup>th</sup> August, Colline Hotel, Mukono, Kampala, Uganda.

#### **INTERNATIONAL RESEARCH GRANTS/AWARDS RECEIVED**

- Welthungerhilfe – German Federal Ministry of Economic Cooperation and Development (BMZ) 2022
- United State Agency for International Development (USAID) Research Grants (Consortium - Purdue University, Makerere University School of Public Health and Gulu University Constituent College) 2019
- UPEACE/ IDRC Research Grants (Data Collection and Analysis, PhD Programme) 2009-2011
- Government of South Africa, University of Kwazulu-Natal (Fees waiver, PhD Programme) 2009-2011
- African Development Bank and Joint Japan Fellowship Programme (MA Programme) 2003-2004

## **BOARD RESPONSIBILITIES**

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- Council Member, Gulu University Council: 2018 to date
- Schools' Coordinator, Uganda Association of the Sacred Heart Alumni (UASHA): 2014 to date
- Board Member, ACFODE 2014-2017
- A member of ACFODE 2002-to date, Action for Development is an advocacy and lobby NGO for the empowerment of women.
- A member of FAWE: (2008 -2012): Forum for African Women Educationalists - Uganda Chapter: with the aim to Enhance Opportunities for Girls to Attain Quality Education and Skills through Sponsorship, Social protection, Institutional Strengthening and Advocacy.

## **LANGUAGE FLUENCY**

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- Luo Fluent
- English Fluent
- Ngakarimojong Good
- Kiswahili Working Knowledge

## **REFEREES**

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**1.** Prof. G.L Openjuru  
Vice Chancellor  
Gulu University  
Tel. +256 776 540009  
Email: [vc@gu.ac.ug](mailto:vc@gu.ac.ug)  
[George.openjuru@gmail.com](mailto:George.openjuru@gmail.com)

**2.** Prof. Geoff Harris  
PhD Supervisor  
University of Kwazulu-  
Natal  
Private Bag X54001,  
Durban 4000  
Tel. +27 (0) 312 601186  
E-mail:  
[geoffreyh@dut.ac.za](mailto:geoffreyh@dut.ac.za)

**3.** Cuprian Adupa  
(PhD)  
Kyambogo University  
Tel. +256 701 577822  
Email:  
[cadupa@kyu.ac.ug](mailto:cadupa@kyu.ac.ug)  
[cadupa@gmail.com](mailto:cadupa@gmail.com)

I, the undersigned, certify that to the best of my knowledge and belief, these data correctly describe me, my qualifications and experience.



Sidonia ANGOM OCHIENG, PhD  
July, 2023