

FORUM FOR AFRICAN WOMEN EDUCATIONALISTS (FAWE) UGANDA CHAPTER



ANNUAL PROGRAMME REPORT: JANUARY – DECEMBER 2020

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List of acronyms used in the report

ASRHR	Adolescent Sexual Reproductive Health and Rights
AVSI	Association of Volunteers in Service Internationally
BRICE	Building Resilience in Crisis through Education
CDI	Community Development Initiative
CDO	Community Development Officer
CPCs	Child Protection Committees
DCDO	District Community Development Officer
DHO	District Health Officer
DEO	District Education Officer
EU	European Union
FAWE U	Forum for African Women Educationalists Uganda
FM	Frequency Modulation
GoU	Government of Uganda
GRP	Gender Responsive Pedagogy
IDGs	International Day of Girls
IWD	International Women's Day
LCs	Local Council
OPM	Office of the Prime Minister
ICS	Investing in Children and their Societies
TOT	Training of Trainers
MOU	Memorandum of Understanding
PSS	Psychosocial Support
NCHE	National Council for Higher Education
HEAC	Higher Education Access Certificate
HEAP	Higher Education Access Program
NGO	Non Governmental Organization
CSO	Civil Society Organization
IIDC	Impact and Innovations Development Centre
ProSEVU	Promoting Second Chance Education for Vulnerable and Marginalized Adolescent Girls and Young Women

EXECUTIVE SUMMARY

In an effort to fulfill the Organizations mission of enhancing gender equity, equality and inclusion in education by influencing policies, nurturing attitudes and practices, and implementing interventions that positively influence girls' education. FAWE Uganda implemented numerous program activities focused on increasing access, engagement, retention and completion of girls and women in all levels of learning.

To realize its mandate, FAWE Uganda worked closely with the line Government Agencies including the Ministry of Education and Sports, Ministry of Gender, Labour and Social Development and the Ministry of Internal Affairs – the Uganda Police Force. This was made possible by the help of development partners including UN agencies that supported build resilience of education systems and sustainability of education responses in humanitarian and crisis settings including influencing policies to address the drivers of school dropout to increase access, retention and completion rates in schools. Currently FAWE Uganda is implementing 7 projects supported by eight donors including the mastercard foundation, UN Women, Well Springs and Oxfam Uganda among others. The Organization spent an average of UGX. 3 billion to implement different activities during the year.

However, the global outbreak of the Corona virus (COVID-19) and the eventual lock down disrupted many planned activities leading to delay in implementation. We had to wait until the month of July 2020, to commence implementation but on a low scale due to the measures declared by the Government to mitigate the spread and effects of the pandemic. Despite the outbreak, FAWE Uganda was able to implement a number of activities including, Community Sensitizations focused on ending the Negative Social and Cultural Gender Norms fueling all forms of Violence against Women and Girls, Community awareness drives, child protection committee engagements, radio talk shows and spot messages used to sensitize communities against; teenage pregnancy, child marriage, defilement, rape and gender based violence. COVID-19 preventive messages and where to report in case one is infected were disseminated. As a result, 27 radio and 2 TV talk shows were held, and spot messages aired, successfully reaching over 10 million people.

Over the period, FAWE Uganda supported increase access to Justice for children who were abused in the Rwenzori sub region, three districts of Kasese, Bundibugyo and Ntoroko. As a result, 1,206 cases were reported and emergency funds provided to follow-up and track 110 (99F, 11M) cases including; defilement, assault and attempted murder. 30 cases of violence against children were successfully prosecuted in courts of law. FAWE Uganda successfully advocated, participated in the development and influenced the passing of the two policies of; National Guidelines on Re-entry of Child Mother's to School and the Senior Women & Men Teachers that were approved by the Ministry of Education and Sports. The Policies are meant to improve the teaching and learning environment in schools; in addition to enabling thousands of child mother's return to school especially those who conceived during the COVID-19 pandemic. To date, many teenage mothers have successfully returned to school, and thousands sat final UNEB examinations. At the district level, the organization supported partner districts to develop and pass ordinances ending all forms of violence against children and girls including - Ending Child Marriage and Provision of Meals to School going Children in Bundibugyo and Ntoroko.

A number of capacity building sessions were rolled out for different stakeholders including; Patrons, Matrons, Senior Women and Senior Men Teachers in Lamwo district on Adolescent Sexual Reproductive Health and Rights (ASRHR). 141 religious and traditional cultural leaders from Rwenzori; and Refugee Welfare Council (RWC) members in Lamwo, were trained on child protection, parenting and positive norms that enhance child protection and wellbeing. To address the wide spread poverty and the high unemployment levels in the country, several young people were enrolled for different livelihood and vocational training courses including; 19 (11F, 8M) students supported to engage in various enterprises - vegetable growing, Liquid soap making and Saloon for them to earn extra income during the lock down. 400 host community and refugee vulnerable adolescent girls and young women were enrolled for vocational education; 772 learners, 40 mentors and 62 CRPS were mentored, and received psychosocial Support. 28 Vulnerable Children affected by the double tragedy of floods and COVID-19 in Ntoroko district were successfully re-settlement back to school and registered for Primary Leaving Examinations. They were supported with beddings, scholastic materials, food items and solar equipment to light the school and facilitate their studies in the night.

As a way of giving back to the community, the FAWE Uganda Beneficiaries formed part of the COVID-19 district task force committees, where they actively created awareness on the prevention and management of Covid-19. They donated face masks, volunteered in hospitals, taught to support children in candidate classes as they prepared for final examination, planted trees and donated blood.

FAWE Uganda is in the process of reviewing its strategic plan 2019 – 2023 to provide overall guidance and direction to the organizations programming with the objective of improving performance, effectiveness and efficiency, and delivery of the institution. Both the Senior Management Team and Staff underwent a number of trainings including; Supervisory Management, Scenario planning and Business Continuity, Professionalism, Accountability and Report Writing.

Susan Tumusiime Opok

Executive Director

FAWE UGANDA 2020 PROGRAME PERFORMANCE.

FAWE Uganda programs are harmonized to the overall Objective of seeing Girls across Uganda accessing quality education with the aim of improving their livelihood, and wellbeing of both their families and communities. Our strategic direction (2019 to 2022) are guided by 4 thematic areas including; Policy Influence for Girl Child Education, Fostering Positive Practices and Attitudes for Girls' Education, FAWEU Evolves into a One Stop Centre for Girl-Child Education Services, and FAWEU Emerges as a Strong Learning and Gender Responsive Organization. This report spells out the significant contributions of the different projects in realizing these four thematic areas.

CURRENT PROJECTS

NO.	PROJECT	AREA OF FOCUS	SCOPE
1	Higher Education Access Program (HEAP)	Tertiary Education	Northern - Adjumani, Amudat, Amuru, Kaabong and Pader; Eastern - Bukwo, Buyende, Katakwi and Mayuge; and Western -Buliisa, Bundibugyo, Kanungu and Ntoroko
3	Science, Technology, Engineering and Mathematics (STEM)	Promoting Science in Schools	National
4	Violence against Children in and Around Schools (VACIS)	Advocacy on Violence against Children	Kasese, Bundibugyo and Ntoroko
6	Resilient Learners, Teachers and Education Systems in South Sudan and Uganda (BRICE)	Education in Emergencies	Lamwo – Northern Uganda and Emotong State, Greater Kopoeta and Central Equatorial State – South
7	Promoting Second Chance Education for Vulnerable and Marginalized Adolescent Girls and Young Women (Pro-SEVU)	Second Chance Education	Northern, Eastern and Western Uganda
8	Program on Women Empowerment in Sexual, Reproductive, Maternal, Newborn, Child and Adolescent Health Rights in Humanitarian Settings in the Horn of Africa Region (POWER)	Women's Empowerment	West Nile Region
9	Livelihood Enhancement & Enterprise Development for Vulnerable Youth, Women & Girls Project (SDF)	Skilling and Livelihood Development	West Nile Region
10	Forberg Scholarship program	Tertiary Scholarships	Eastern and Northern Uganda

11	MTN	Tertiary Scholarships	National
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STRATEGIC OBJECTIVE 1: TO IMPROVE THE LEVEL OF GENDER RESPONSIVENES IN EDUCATION SECTOR POLICIES FOR GIRLS AND WOMEN IN UGANDA

FAWE Uganda continued to engage policy makers at both district and national level to put in place policies that facilitate an enabling environment for girls and women to access quality education. Efforts were made towards advocating for enactment and formulation of policies and guidelines that strengthen the role of government as a primary duty bearer to protect and promote the rights of women and girls in Uganda with a bearing in education.

Adoption of the Gender Responsive Pedagogy (GRP) Practices by Partner Organizations and Institutions of Learning

Education for life project organised a Gender Responsive Pedagogy (GRP) Refresher Training for Consortium Partner Staff in Uganda and South Sudan. The training was conducted by FAWE Uganda with support of master trainers from FAWE Malawi. Out of the 20 participants trained, only 4(2F & 2M) attended the first training held in 2019. The training was attended by representatives of the 8 partner organizations including; AVSI Uganda & South Sudan, Oxfam Uganda and South Sudan, UNATU, LGIHE, CDI, and FAWE Uganda. The training equipped partners with knowledge, skills and attitudes in GRP, and resulted in each organization drafting GRP action plans to guide implementation of the program at both school and organization level.



Assoc. Prof. Charles Tushabomwe-Kazooba of Mbarara University giving instructions for group work during the GRP Training.

Under the Skilling Project in Adjumani, West Nile region, a two day Gender Responsive Pedagogy training was conducted in July 2020. At least 26 (17M & 9F) participants from the selected partner institutions including Amelo Technical Institute attended the training. Participants included instructors and the administrators of the school.

In order to enhance the capacity of 5 partner institutions of learning; Mbarara University of Science and Technology (MUST), Busitema University, Gulu University, Jinja School of Nursing and Midwifery and Jinja Medical Laboratory Training School in GRP. 29 (13 female & 16 male) students from the partner institutions including 22 lecturers and tutors; 2 representatives from the Ministry of Education and Sports; and 5 administrators attended the 4 day training. They were equipped with skills and knowledge in Gender Responsive Pedagogical teaching and learning methodologies. At the end of the training, they developed action plans for the implementation and adoption of GRP in their respective institutions of learning.

Sensitizing Communities to End Negative Social and Cultural Gender Norms fuelling all forms of Violence against Women and Girls. Community awareness drives, child protection committee engagements, radio talk shows and spot messages were used to sensitize communities against; teenage pregnancy, child marriage and gender based violence issues, and response mechanisms. Duty bearers were called upon to promote and protect rights and welfare of girls; and messages on COVID19 spread, prevention and management disseminated. The shows were held in the four sub regions of Karamoja, Northern Uganda in Acholi, Teso in Eastern Uganda and Rwenzori to influence positive policy change; attitude and practices in communities in addition to improving livelihoods of vulnerable communities through mobilizing them to engage in income generating activities to build their economic resilience; and promotion of second chance education for vulnerable adolescent girls and child mothers.



Students of Mt. Rwenzori Girls High School Sensitizing Communities on Violence Against Children including increasing cases of Teenage Pregnancy and Child Marriage, during a radio talk show at Guide FM, Kasese district.

As a result, 27 radio and 2 TV talk shows were held, and several spot messages aired. 17 radio talk shows and spot messages were aired in the Rwenzori covering Voice of Toro in Fortportal, Kasese Guide Radio, UBC and Development FM in Bundibugyo. The BRICE project in partnership with Lamwo and Kitgum district local governments held 3 radio talk shows and aired spot messages on Tembo FM thus reaching

1.5 million people in Northern Uganda alone. The talk shows amplified the voices of girls during the International Day of the Girl Child (IDG).

The Television shows were held on NBS TV to popularize the Higher Education Access Certificate Programme (HEACP) and featured representative from the National Council for Higher Education (NCHE), Dean Faculty of Education Busitema University and FAWE Uganda Staff. As a result, 4 Universities; Cavendish, Isbat, Victoria and Iira Universities have approached FAWE Uganda to discuss the process of adopting the HEAC at their intuitions. The other focused on creating awareness on Adolescent Sexual Reproductive Health and Rights (ASRHR) as part of the activities to mark the International Women's Day Celebrations. Created awareness on the rights of adolescents and young women, highlighting socio-economic and health issues affecting them, and how they can be addressed in addition to popularizing the National sexuality education framework and calling for its harmonization at national level. Radio and Television channels combined reached over 10 million people.



Mrs. Susan Opok Tumusiime, FAWE Uganda ED (center) & Mrs. Nanyanzi Rosette, Technical Advisor – Gender Unit at Ministry of Education & Sports participating in TV talk show.

Rallying District Authorities to Allocate Funds to End Violence against Children

Under the Community Action to End Violence against Children project, 03 District Orphans and Vulnerable Children Committee (DOVCC) and 10 Sub county Orphans and Vulnerable Children Committee (SOVCC) advocacy engagements were held in the 3 districts of Kasese, Bundibugyo and Ntoroko. A total of 102 (54F, 48M) DOVCC and 162 (117M, 44 F) SOVCC participants attended the meetings and resolved to improve the challenge of poor follow-up of cases of VAC by allocating adequate funds at both district and sub county level. As a result, Bundibugyo district allocated UGX. 2,000,000 annually to the office of the probation officer to facilitate case management and DOVCC meetings to support response mechanisms. Buganikere T/C in Bundibugyo allocated 3,170,000Ugx; Rwebisengo Sub county UGX 700,000 and Bweramule Sub counties both in Ntoroko district 100,000Ugx, and Karambi sub county in Kasese district UGX. 200,000 ugx.

A district symposium to reflect on Strengthening of Community Response and Accessibility to Child Justice during and after the Covid19 pandemic was held in Bundibugyo. The meeting recommended for

budget allocation to support child survivors' access justice. In attendance were 27 participants (18M, 09 F). A Regional Girls Summit was also held in Fort portal City and was attended by the top district leadership from the 8 districts of Kabarole, Kyenjojo, Kyegegwa, Kamwenge, Kasese, Bunyangabu, Ntoroko and Bundibugyo. The event was attended by 113 (38F, 75M) top district officials; the CAO, RDC, LCV Chairperson, District Heads of Departments, Magistrate, State Attorney, District Councillors, CSOs and Children (Boys and Girls). It aimed at ending VAC. At the end resolutions and strategies on ending child marriage and teenage pregnancy during and after the COVID 19 pandemic were drawn.

Increasing Access to Justice and Prosecution of Violence against Children Cases

The increased awareness led to a rise in number of VAC cases reported. 1,177(669f, 510m)¹ cases were reported through community resource persons, local council structures, schools and parents. FAWE Uganda provided emergency funds to follow-up 110 (99f, 11m) cases of criminal nature including defilement, assault and attempted murder to enable culprit's access justice. As a result, 110 criminal cases and 77 defilement were tracked by FAWE Uganda leading to the successful prosecution of 31 perpetrators in the courts of law.

In the Acholi sub region, 29 cases (6 sexual abuse, 5 teenage pregnancies , 2 unsafe abortion and 16 child neglect) were reported in Lamwo district and referred to the Uganda Police Force Child and Family Protection Unit.

Passing of Policy guidelines on Re-entry of Child Mother's to School and the Senior Women & Men Teachers

FAWE Uganda for long has worked closely with the Ministry of Education and Sports to improve the school and learning environment through conducting relevant research studies to inform policy formation. In 2020, we were happy to have contributed towards the development of both the National Guidelines on Prevention & Management of Teenage Pregnancy and re-entry of child mothers in school. The policy comes in handy following thousands of the teenage pregnancy cases registered during the COVID 19 pandemic; hence enabling a majority of child mother's return to school. The guidelines for Senior Women & Men Teachers were also passed and FAWE Uganda made a great contribution to the process. The passing of these policies have improved the policy environment in schools through increasing access to second chance education for vulnerable youth, young mothers and marginalized adolescents.



FAWE Uganda Board Chairperson & Staff, Members of Parliament, Representatives from Ministry of Education and Sports and Uganda Women Parliamentary Association at Validation of Guidelines on Re-entry of Child Mothers

Passing of Ordinances on Ending Child Marriage and Provision of Meals to School going Children

FAWE Uganda worked with partner districts in the Rwenzori sub region to pass the two ordinances. Bundibugyo district passed theirs and submitted to the office of the Solicitor General for approval. Ntoroko district local Government too committed to enact an Ordinance on Ending Child Marriage as a redress measure. The district also committed to fast track the process of establishing a Grade 1 Magistrate Court to address limited access to court services for victims of abuse. Ntoroko further resolved to strengthen capacity of key stakeholders including, Community Development Officers in child protection to improve case management and dissemination of child protection policies at community level.

Schools Passing Guidelines on Corporal Punishment

6 primary schools and 10 secondary schools developed guidelines in line with the national policy on corporal punishment, aimed at stopping occurrence of corporal punishment. This is attributed to the training of partner schools in **“Alternatives to Corporal Punishment”** as one of the building blocks to a good school environment. 5 child mothers were also re-enrolled to Ntandi Primary and Karusandara Seed Secondary schools as a result of the safe school environment created by the roll out of the Good School Kit. One of the child mothers was brought back to school by the child rights club members who advocated for her return.

National Women Leaders Roundtable Conference on Education

The National Women Leaders Roundtable on Education was hosted by the First Lady and the Minister of Education and Sports in Uganda under the theme, **“Our Collective Effort to Promote the Empowerment of the Girl Child.”** The event held at State House Entebbe, featured a number of key note speakers including, the UN Resident Coordinator, UN Women Deputy Representative, FAWE Uganda Executive Director, Kampala Capital City Authority (KCCA) Executive Director, the Minister of State for Youth and Children Affairs and the Resident Judge for Mukono. At the conference, the FAWE Uganda ED, called for increased funding towards education of the girl child. She urged development partners to support

education of vulnerable girls by offering education scholarships. She appreciated the Government of Uganda through the Ministry of Education and Sports for passing National Guidelines on School Re-entry for child mothers to return to school. She further called for the Government and communities to support thousands of girls who conceived during the COVID-19 pandemic lockdown to return to school after delivery, and those in candidate classes permitted to seat final examinations. The education conference was held as part of the activities to mark the International Day of the Girl Child 2020.



STRATEGIC OBJECTIVE 2: TO ENHANCE THE ADOPTION AND INTEGRATION OF POSITIVE GENDER PEDAGOGY PRACTICES AT NATIONAL, COMMUNITY AND SCHOOL LEVEL

Annual Scholars Learning Convening

322 programme participants (200F & 122M) under the Higher Education Access Programme attended the annual students learning and experience sharing convening at Seroma Christian High School in Mukono. The convening was held under the theme, ***“Networking and Collaboration to Address Challenges of the 21st Century.”***

The event provided a networking opportunity for students to share their experiences and knowledge; and inspiring them to work hard, lead fruitful and rewarding lives through ‘life talks’ from seasoned guest speakers and role models. During the sessions, students were counseled, they were encouraged to be disciplined and work harder to make the best use of the opportunity availed to them. Practical leadership and confidence building skills were shared with the learners including the community give back projects. Health and Socio-economic challenges affecting young people were also shared including; the high unemployment issue in the country and what needs to be done to address it, HIV and AIDs, drug abuse and alcoholism, and bad peer influence. The event was attended by 350 students from the different partner institutions of higher learning including Mbarara University of Science and Technology (MUST), Busitema, Gulu Universities; Jinja School of Nursing and Midwifery, and Jinja Medical Laboratory Training School, Makerere University Business School, Kyambogo and Muni Universities.

As a result, a majority of the learners are disciplined, hard working and excelling academically. Many have won different leadership positions at their Universities, “19 (12 female & 7male) participated and won the recently concluded national youth elections in Uganda.



Students posing for a photo at the Annual Learning and Sharing Convening

Career Expo's for Learners

53 students, 23 from Gulu and 30 Busitema Universities were facilitated to participate in the Harvest Expo organized by Vision Group. The expo brought over 100 prominent farmers in one space to exhibit innovative ways of using limited space for urban farming, value chain management, mixed and dairy farming, and post-harvest handling for coffee. This opportunity offered students a practical experience as they drew comparisons of what they had learnt in class and the actual happenings in the farm or working environment hence widening their knowledge base. They also had the opportunity to freely interact with many exhibitors showcasing a variety of products. They drew lessons and best practices in enterprise management in addition to securing contacts for internship, volunteering and job placements upon completion.

Improving Livelihoods of Young People through Enterprise Development

19 (11F, 8M) students were supported to engage in income generating activities during the lock down period. The initiative did not only improve their personal incomes but also provided psychotherapy as they were busy and occupied in various enterprises; vegetable farming, Liquid soap making and Saloon businesses among others. 7 learners (3F,4M) also volunteered at the hospitals within their home districts.



One of the students weeding her groundnuts garden during the COVID19 Lockdown in Amuru district

Engaging District Authorities and Parents to Support Learners during the COVID19 Lockdown

Under the Higher Education Access Program (HEAP), FAWE Uganda held engagement meetings with the local Government Authorities and parents of beneficiaries in the 13 partner districts across Uganda including; Adjumani, Pader, Amuru, Kanungu and Mayuge among others. The meetings provided an opportunity for sharing programme insights, and discuss pathways for students' internship, industrial training and employment opportunities within their home districts. In addition to sharing with parents/guardians and the students lockdown challenges, and seeking support and commitments from them to support their children's wellbeing and continued learning while at home through provision of data for online learning and sparing them time to study.



Pader district officials, parents and students posing for a photo during the stakeholders meeting

As a result, the districts committed to link students to places for internship/ volunteering, school practice or employment opportunities. Students were called upon to form Associations that can help keep them together even after studies; this will help mobilize resources to support other vulnerable children in their communities; parents committed to continue supporting students through providing a conducive learning environment at home, avail enough time and data for continued learning during the lockdown. The beneficiaries were appreciated for giving back to the community in different ways, and called upon to continue inspiring other youth to work hard and become successful.

Learners Giving Back to Communities during the COVID-19 Pandemic

21 (12F, 9M) students under the Higher Education Access Scholarship Program funded by the mastercard foundation were engaged as part of the COVID-19 task force committees in their districts. They were engaged in creating awareness on the spread, prevention and management of Covid-19. The engagement has not only improved their skills but has also strengthened their networking abilities. 12 students volunteered as teachers in communities, supporting children in rural areas especially candidates continue with learning during the lockdown and prepare them for final examinations. The engagement did not only keep learners busy but reduced the possibility of them engaging in bad peer groups. 9 students from Nwoya and Moyo district participated in tree planting, and a total of 22 tree seedlings were planted; 17 students from Nwoya, Amuria and Moyo visited and cleaned health centres in their communities, and also supported the sick with basic necessities like soap and sugar.



The Higher Education Access Program Scholars holding a Blood Donation Campaign as a Way of Giving Back to the Community during the Annual Students Learning Convening at Seroma High School, Mukono.

Capacity Building for Patrons, Matrons, Senior Women and Senior Men Teachers on Adolescent Sexual Reproductive Health and Rights (ASRHR)

A 4 day training for Patrons, Matrons, Senior Women and Senior Men Teachers from the 9 project schools were trained on ASRHR at Lugwar primary school, Lamwo district. The training was conducted in partnership with Reproductive Health Uganda, Naguru Teenage Centre and TASO. The teachers were equipped with knowledge and skills to recognize adolescents' needs and address ASRHR concerns during and after the lock down. As a result, a total of 412(158F/254M) Primary 7 learners from 10 project schools were sensitized by matrons and patrons on ASRHR and the COVID-19 pandemic. A total of 19 girls from Dicwinyi primary school were taken by the Senior Woman Teacher to Palabek Kal health centre for screening on pregnancy, STI and STDS as part of the ASRHR campaign, and none of the learners tested positive for pregnancy and STDs.



Mr. Barnabas Langoya, District Education Officer of Lamwo, addressing patrons and Matrons during the ASRHR training at Lugwar primary school.

Capacity Building for Refugee Welfare Council (RWC)

FAWE Uganda held a bi annual meeting with members of the Refugee Welfare Council (RWC), Child Protection Committee (CPC), Community Development Officers, police, health centre III representatives as well as L.C1 representatives of Ogili Sub County. The meeting discussed the rampant increase in child abuse and effects of COVID-19 on children in Lamwo district. A total of 140 participants attended the meeting (51 female, 89 male). The meetings further discussed the rampant increase in child abuse cases in the district; as over 600 girls were reported to have been impregnated in Lamwo during the lock down. 107 cases were reported and referred; 10 sexual abuse, 5 teenage pregnancy, 2 unsafe abortion, 1 physical abuse, 2 child labour and 87 child neglect.



AIP Adongkare Margeret, OC Child and Family Protection Unit of Lamwo, responding to concerns of CPCs during CPC meeting at Ogili Sub county headquarters.

In partnership with the Ministry of Gender Labour and Social Development (MGLSD), FAWE Uganda trained 75 (19 female & 56 male) Refugee Welfare Councils (RWC) and 103 (13 female & 90 male) Local Councils (LC) on parenting. The training equipped RWCs and LCs with knowledge, and practical skills in parenting, and further enhanced their capacity to effectively guide and sensitize parents /caregivers to nurture children for holistic development.

Trained Child Protection Committees (CPC) and Community Development Officers (CDOs) on case management and psychosocial support (PSS)

The training equipped CPCs and CDOs with knowledge, skills required for effective case management and psychosocial support. A total of 61 participants attended the training (27 female, 34 male). Working in partnership with selected CSOs, the project trained 40 (19 female & 21 male) patrons, matrons, senior women and men teachers on key aspects of Adolescent Sexual Reproductive Health and Rights (ASRHR). The training equipped teachers with knowledge, skills, and tools to recognize early warning signal among adolescents' and how to specifically address ASRH concerns during the lockdown.

Under the Community Action to End Violence against Children, 141 (117M/24F) religious and traditional cultural leaders from the 3 project districts of Bundibugyo, Kasese and Ntoroko were trained on child protection, parenting and positive social norms change. The meeting was attended by the Obukama Bwa Toro, Obudingya Bwa Bwamba, Obusinga Bwa Rwenzururu; representatives from the Anglican, Catholic, Muslim, Seventh Day Adventists and Born Again Christian leaders. As a result, the Interreligious council guidelines that ban child marriage were disseminated in all places of worship within 3 districts. Leaders came up with action points including; Toro kingdom reinforcing provision of certificates for customary marriage to only adults. The Toro cultural chiefdom in Ntoroko district reinforced (ekyooto) - a traditional family gathering process in which children sit with elders for moral guidance and counseling. The practice had been ignored but later reinstated as a measure to foster good family relations and molding good morals among children. The Bwamba Cultural Institution committed to

sensitizing all cultural leaders right from village to Sub county level on child protection. The institution also resolved to mobilize all cultural leaders to stop and report all child marriage incidents.



Cultural and religious leaders pause for a photo after undergoing a 3 days training on child protection, positive parenting and social norm transformation

Mentorship and Psychosocial Support

Mentorship, counseling and psychosocial support sessions were conducted for the learners. 204 learners (139F/65M) and 188 (64M/124F) attended the sessions at Amelo Technical Institute. The training was supported by the District inspector of schools of Adjuman DLG who is an Educationist and psycho therapist. 62 (40M/22F) Community Resource Persons (CRPs) from Bundibugyo, Kasese and Ntoroko were also trained on psychosocial support for 3 days.

40 (21F/19M) mentors were trained to support the mentorship program for beneficiaries. As a result, 330 students under Higher Education Access Program and 50 others under Forberg were provided psychosocial support and life skills to withstand challenges associated with Covid-19; such as over staying at home during the total lock down and the uncertainties associated with reopening of academic institutions.

STRATEGIC OBJECTIVE 3: TO CONTRIBUTE TO INCREASED ACCESS TO QUALITY EDUCATION, RETENTION AND COMPLETION BY GIRLS IN SCHOOL AT ALL LEVELS OF EDUCATION IN UGANDA.

Uptake of the Higher Education Access Certificate (HEAC)

On 25th July, 2019 FAWE Uganda in partnership with the National Council for Higher Education (NCHE) launched the Higher Education Access Certificate (HEAC) Curriculum. The curriculum was designed to build firm foundation in academic knowledge, skills and attitudes of the students through innovative teaching and learning experiences. It is a short intensive course designed to assist students who may not meet the assumed knowledge requirements of a course or who may not be confident with their preparation for university studies; transition gradually and access higher education in Uganda.

To date, the (HEAC) has already been approved at all the 3 partner Universities of Busitema, Gulu and Mbarara University of Science and Technology. So far 60 (26 females, 34 male) students enrolled for HEAC in Busitema University and have sat final examinations, and are waiting for their results to transition to normal university programs. 44 (7 female and 37 male) students have been successfully enrolled into the new program at Gulu University for the academic year 2020/2021.

Access, Retention and Completion of Supported Students

The Higher Education Access Program (HEAP) now in its 4th year of implementation has successfully recruited a total of 334 (208 female & 126 male) students. 2 students all from the 1st cohort graduated in 2019. One is already working with ZOA an NGO operating in Amudat District. 59 (27 Female & 32 male) students have completed final course Examination and are expected to graduate in early 2021. 2 female students supported under the MTN scholarship program, completed their courses at Kyambogo University in December 2020. Both are currently attending a practical skills training program at RAN Engineering solutions. 3 students who were at the verge of dropping out of school were supported under the second chance education project funded by UN women sat their final course examination and are waiting for graduation early this year. The young people were supported with tuition fees and upkeep. They were enrolled at Nsamizi Training Institute for Social Development, pursuing a degree in Social Development and Kyambogo University for a Bachelor of Arts in Education with English & Literature and ST. Lawrence University. They were from Napak & Abim and Amudat districts respectively.

Equipping Vulnerable Youth with Practical Hands on Skills

Under the Skilling Project in Adjumani district, 204 (138F,66M) learners have been enrolled for vocational education. First cohort,121 host community and 83 refugees for vocational skills training in five trades of Electrical Installation(43) hairdressing (54),catering and hotel management(43), welding and metal fabrication (43), agricultural mechanization(30),and the remaining 196 (137F,59M)79 Host community and 137 refugees of the learners are verified and set to be enrolled for the second cohort training on Electrical installation(37), hairdressing(26), catering and hotel management(57), welding and metal fabrication(37)and agricultural mechanization(30).



Dr. Maxime Houinato, the UN Women Country Representative (in half jacket), FAWE Uganda ED (Green Dress), District Officials and CSO Partners posing for a group photo after the district briefing and monitoring visit in Amudat, Karamoja sub region.

Establishment of Child Care Centres

4 temporary child care centres were established in the four training centres, to cater for 36 babies (26 F, 10M). This is meant to provide an opportunity for child mothers to fully concentrate on their studies without any interruptions in all the 04 training centres of Amelo Technical Institute - 11 children (8F, 3 M), Agojo community Centre 8 (5F, 3M). The children are all below one and a half years, necessitating 2 care givers. The other 2 centres of Alere and Mungula child care centres have 9 and 8 children respectively, and are managed by 1 care giver each. The centre's are equipped with basic necessities including; beddings, cooking utensils, saucepans and consumables like sugar and milk to support children's wellbeing.

Placement and Attachment of Learners for Practical Learning and Industrial Training

FAWE Uganda and Enabel conducted the assessment exercise across three districts of Amuru, Gulu and Adjumani to assess and map out private firms to offer internship placement or industrial training for students under the Skills Development Project. 40 private sector firms were mapped and assessed in Northern and West Niles regions. The objective was to ascertain their level of preparedness to offer beneficiaries internship and employment opportunities upon completion. As a result, **26** private sector firms approved to absorb learners, with **12** located in Gulu and **14** Adjumani District.

Distribution of Learning Materials to 1500 Learners

FAWE Uganda supported Lamwo District Education department to print and distribute learning materials to 1,500 learners of primary one to seven in Zone 1,5B, 2,4 and 7 in Palabek refugee settlement. Copies of the materials were made from those originally distributed by the Ministry of Education and Sports. Parents were mobilized at block level to receive the study materials on behalf of the learners. This was done to complement Governments effort of ensuring that learning of students including refugees continues at home during the COVID19 pandemic.

Re-settlement of 28 Vulnerable Children affected by floods back to school and registered for Primary Leaving Examinations

In 2020, communities in the Rwenzori sub region especially Ntoroko district was affected by a double tragedy of COVID19 and natural disasters like flooding. As a result of the floods 28 (14M/ 14F) vulnerable children from two project schools (Umoja and Rwangara) in Kanara S/C were affected by floods. As a result, FAWE Uganda came to their rescue and provided emergency support to facilitate the children report to a new school; Nyakasenyi primary school in Butungama Sub County that was not affected.

A number of basic needs were provided; 28 mattresses, 28 blankets, 28 mosquito nets, 28 pairs of bed sheets 28 dozens of books, 5 boxes of pens, 100 mathematical sets, 50 jerry cans (20 liters), 40 liters of cooking oil, 100kgs of sugar, 2 cartons of salt, 5 boxes of white star soap were donated to learners. The host school was successfully installed with a set of solar equipment and accessories to provide lighting and aid learning.



LC5 Chairperson, Ntoroko district and FAWE Uganda ED (In T-Shirt), handing over scholarstic materials to children displaced by floods during the pandemic.

STRATEGIC OBJECTIVE 4: STRENGTHEN RESEARCH AND KNOWLEDGE MANAGEMENT SYSTEMS TO INFORM POLICIES, NEW APPROACHES AND SET PACE FOR GIRLS' AGENDA IN UGANDA.

Joint Monitoring Visit in the Karamoja Sub Region

In November, 2020 FAWE Uganda and UN women conducted joint monitoring of the Promoting Second Chance Education for Vulnerable and Marginalised Adolescent Girls and Young Women (Pro-SEVU) project in the three districts of Moroto, Amudat and Kotido. The visit focused on assessing the impact realized in changing attitudes and practices of communities against women and girls; ending violence against children & women and emphasizing the importance of children staying in school till completion. It was attended by Dr. Maxime Houinato, the UN Women Country Representative, the FAWE Uganda

Executive Director, top district officials, representatives from the Uganda Police Force and the UN Women implementing partners in the sub region.

During the visit, briefing meetings were held with top district officials; where implementing partners presented on the progress and milestones registered in the region, challenges faced including factors fuelling issues of violence against women like the strong gender cultural norms and what needs to be done to combat the vice. At different engagements, the UN Women Country Representative emphasized the importance of everyone respecting women's rights including right to own land and property inheritance; called for support towards women's empowerment and employment; appointment to positions of leadership and both men and women to respect each other and live in peace and harmony in their homes.



Dr. Maxime Houinato, the UN Women Country Representative, FAWE Uganda ED, District Officials and beneficiaries posing for a group photo after the Community Monitoring Visit in Amudat district, Karamoja sub region.

Supporting Partner Schools Implement the Good Skill Toolkit in the Rwenzori Sub region

FAWE Uganda in partnership with Raising Voices conducted Support Supervision among partner schools in the Rwenzori sub region implementing the Good School Toolkit. 30 old partner schools (18 primary and 12 Secondary) received technical assistance and support supervision. Results from the monitoring showed that, implementation of the Good School kit was at step 2 out of 6 expected steps. 50% of the schools had implemented step 2 out of the annual target of 4. The 1st step is about formation of committees and 2nd step is on orientation of school committees on their roles and responsibilities in the implantation process. By the time schools closed due to the COVID 19 pandemic, 18 primary schools implementing the Good School Kit (GSK) had mobilized parents to contribute food in kind or pay some little money for mid-day meals for their children. This was a positive direction towards increasing school enrolment. For instance; Buganikere primary school enrolment drastically rose from 720 (368f, 352m) in

2019 to 842 (460f, 382m) in 2020 and Bundimbuga primary school from 512 (227f, 285m) in 2019 to 679 (353f, 326m) in 2020.

Research, Learning and Knowledge Management

FAWE Uganda has invested in knowledge generation through research. FAWEU with funding from UN Women, GIZ and Oxfam Uganda hired a consultant to conduct a study on the situation of school going girls and young women during COVID-19 pandemic. The findings of the study will inform post COVID interventions of the Organization. FAWE Uganda with its internal quality control and learning systems monitored all its projects throughout the year. Joint M&E visits with partners and stakeholder were conducted to ensure that projects implemented are track and results generated. Project specific learning's, challenges were documented and discussed to inform corrective actions during implementation. There was reported improvement in project implementation and quality of reporting to FAWE management and to the donor. The trust resulting from quality work won FAWE Uganda POWER a new implemented in west Nile. To further strengthen the implementation of project adaptive programming was embraced to suit the COVID 19 epoch.

STRATEGIC OBJECTIVE 5: TO STRENGTHEN THE INSTITUTIONAL CAPACITY OF FAWE UGANDA FOR EFFICIENT AND EFFECTIVE DELIVERY OF SERVICES TO STAKEHOLDERS

Inter-Agency Coordination Meetings

FAWE Uganda participated in the Education, Protection and Inter Agency Coordination working group meetings at Palabek Settlement Camp. During the meetings partners presented highlights of activities and achievements realized during the period and in the process other partners gave technical advice or feedback on the progress realized so far. This initiative has not only given partners the opportunity to learn from each other's experience but also promote coordination of activities to avoid duplication. The project has maintained and strengthened good working relationship with the Office of the Prime Minister (OPM), UNHCR and Lamwo district local government authorities through direct involvement in different activities.

Building Capacity of Partners and Staff on Skillful Parenting

FAWE Uganda in partnership with Investing in Children and their Societies (ICS) Organization in Kenya conducted a one week Training of Trainers (TOT) workshop on skillful parenting model. The model is aimed at changing attitudes of communities towards education and provision of education needs or support to children at household level. A total of 20 (7F &13M) participants attended the training including; representatives of the district officials from Education and Community Based Services, Project Implementation Team, FAWE Uganda Management staff and Technical Staff from partner organizations.

FAWE Uganda and ICS further agreed on certification and issuance of Skillful Parenting Training Manual. Both partners agreed to work on contextualizing the training content and its effective delivery strategies. The Skillful Parenting Monitoring and Evaluation tools were to be revised to meet the FAWE Uganda data needs. The training took place after signing of the Memorandum of Understanding (MOU) between FAWE-Uganda and Investing in Children and their Societies (ICS).



District Stakeholders, FAWE Uganda Staff, representatives from ICS and IIDC pause for a photo after the Skillful Parenting training in fort portal

Training of the Senior Management Team (SMT) on Supervisory Management

4 (2female, 2 male) staff of the SMT at FAWE Uganda were trained by Success Africa on supervisory management. The training aimed at building the capacity of participants in supervising and managing staff under their dockets. They were equipped with skills in timely performance evaluation, appraisals and support supervision. The training greatly impacted the ability of managers to mentor and support their supervisees.

Training of the Senior Management Team (SMT) on Scenario Planning and Business Continuity

In response to the Covid-19 pandemic, management underwent a training on scenario planning. They were taken through different ways of continuing with activity implementation. As a result, various scenario plans were developed for different projects and were shared with the donors. This enabled the organization to continue implementing the different planned activities, through engaging key stakeholders including peer educators and district officials, even at the peak of the lock down. Reports from different activities were generated and shared with donors.

Training of Staff on Professionalism, Accountability and Team work

26 (12 Female, 14 Male) staff and volunteers at FAWE Uganda were trained on effective communication, accountability, work ethics, conflict management and professional etiquette with the objective of building team cohesion, improve performance and productivity. This resulted into a conducive work environment, as the team is now more supportive to each other and contributing towards fulfillment of the organizations mandate.

Training of Staff on Report Writing

Having identified a general gap in report writing among staff, a four-day training on report writing was conducted. This resulted in improved appreciation of quality timely reporting. This helped improve writing skills of staff and the capacity building process continues through coaching and mentoring.

Staff Retreat

FAWE Uganda organized a team building retreat for the staff. The event took place at Garuga Resort Hotel Entebbe and it was facilitated by Success Africa. The sessions aimed at building cohesion among staff; in order to improve performance. They were focused on addressing issues relating to performance management, personal finance and team work. The event provided an opportunity for staff to interact with each other; share experiences, challenges and how they can be addressed.



Staff engaging in a team building game at the retreat.

Governance

Despite the challenges presented by the Covid-19 pandemic, the Board of Directors continued steering the organization to ensure smooth operations and continuity. A number of meetings were held both physically and online to plan and strategize for the organization during this difficult time. During the year, the Board reviewed a number of documents including operational policy documents, and approved new ones especially those relating to the changing environment.

The Annual General Meeting 2020

On 7th November, 2020 FAWE Uganda held its Annual General Meeting (AGM), at Katikati Restuarant, Kampala. The event was attended by 36 members, comprising of the Board, FAWE Uganda Members and Staff. The AGM brought together the FAWE Uganda membership fraternity to review milestones registered during the year; challenges faced and modalities of improving Girls' Education in Uganda. At the end, plans for the New Year 2021 were presented to the members.



FAWE Uganda Members, the Board, Staff and Alumni posing for a group photo during the Annual General Meeting (AGM) 2020 at Kati Kati Restaurant, Kampala.

Strategic Plan Development

FAWE Uganda is in the process of reviewing its strategic plan 2019 – 2023 to provide overall guidance and direction to the organizations programming with the objective of improving performance, effectiveness and efficiency, and service delivery.

CHALLENGES, LESSONS LEARNT AND RECOMMENDATIONS

Challenges

- **COVID-19 pandemic:** Affected project implementation timelines, budget and the number of participants during activities. As result, there was budget re alignment, and adjustment and introduction of new activities that were not previously planned. For example, more community based activities were introduced because most school based activities had been halted due to strict regulations of engaging learners due to COVID 19.
- The COVID 19 outbreak further Increased costs of project implementation for instance trainings for Community Resource Persons were carried out at district level to meet the requisite numbers. The community sensitization meetings were also broken down into two per Sub County in order to limit numbers of participants. This had budgetary implications as well.
- There was increased cases of beneficiaries who needed medical support and yet there was no approved budget for such cases. This affected mostly the PRO SEVU project. For example two cases of severe GBV were reported involving one beneficiary who almost lost her hand after being attacked by a rapist. PRO-SEVU project also registered one confirmed case of COVID 19, a S.4 finalist at Kobulubulu Secondary School in Kaberamaido district.
- Continued closure of schools due to COVID 19 has led many young girls into risky life styles such as early sex debut for survival, 19 girls and women have abandoned the project for marriage, 3 were married off to Kenya, 16 others to far distant districts. The magnitude of this problem will

further be confirmed by the recent study on the situation of school going girls during COVID 19 pandemic.

- The onset of floods and landslides which affected the Rwenzori region between March and October 2020 displaced more than 9000 households and 15 primary schools as well as causing loss to life and property which affected project implementation. 02 children drowned due to flooding, families were displaced resulting into formation of internally displaced camps in Kasese and Ntoroko districts.
- Delayed amendment of the existing MOU between FAWEU and the selected Partner Amelo Technical Institute has also contributed to the delay in the disbursement of the activity funds by the donor. The need for an addendum on the MOU was after citing loop holes in the already signed MOU with Amelo Technical institute. Partner could not accept the proposed neutral ground that would give the project swift push. To date the partnership between Amelo and Fawe is at the verge of collapse.

Lessons learnt

- The Covid-19 outbreak checked our preparedness to handle emergencies and level of innovation in our programming. The closure of school and 'lockdown, tested our traditional approaches to project implementation. It's therefore a learning that FAWEU should gratify for uncertainties as part of risk assessment and mitigation approaches in its project implementation.
- Contingency planning is a new necessity in order to respond to emergencies including natural disasters, epidemics, drought and flood outbreaks which are now eminent in project areas of operation like Kasese Bundibugyo and Ntoroko.
- Use of government structures by Involving duty bearers in implementation of project activities facilitates better understanding and appreciation of project. I.e. For example our relationship with district local government structures, made it easy to work with district Covid-19 taskforces during the pandemic. Fawe Uganda was able to use government structures to create awareness, reporting and tracking of cases and psychosocial support.
- Being flexible in project implementation enables adaptation to the new and emerging situations. Project budgets, implementation approaches and timelines were adjusted in line with COVID-19 pandemic epoch.
- Reliance on donor funding beats the logic of project sustainability. Emerging issues that were not originally budgeted for at project design almost botched the projects. For example funding for survivors of child abuse to access justice is heavily reliant on non-government organizations. This possess a risk of undoing project achievements as the project ends
- Adapting to new technologies and new work method and approaches requires a lot of preparedness to fit in what is tending. Trends like zoom calls, teleconferencing to facilitate learning, coordination and networking is appreciated during COVID period. However home working without organization policies that regulate such practice possess a risk of providing workers an opportunity of being off duty in the pretext of working on line.

Recommendations

- Adjusting to the 'new normal' requires organisational policy guidelines on home working. In the absence of home and on line working policy to direct and regulate such a trend the organisation stands a risk of losing on time on task offered to the organisation in the long run.
- There is need for an emergency response fund at organizational level in order to respond to emergencies including natural disasters, epidemics, drought and flood outbreaks which are now eminent in project areas of operation like Kasese Bundibugyo and Ntororko.
- Based on the level of implementation of project activities due to outbreak of COVID compared to the timelines proposed at design, all projects are behind schedule and therefore it's recommended that project extensions are proposals are developed with catch strategies and shared with donors.
- FAWEU should strengthen its work relations with government structures especially local government by formalising its engagement through signing and updating its MOUS and other related stakeholders like Office of the Prime Minister (OPM) for the case of work done in refuges response. I.e. For example our relationship with district local government structures, made it easy to work with district Covid-19 taskforces during the pandemic.
- There is need to network and link our beneficiaries to auxiliary services from other service providers. For instance one beneficiary with physical assault was referred to Uganda Law Society, The Sub County Bursary Selection Committee and local council leaders are very vigilant about reporting and following up on cases of forced and early marriages among Project beneficiaries.
- Continuous advocacy meetings in the target district to lobby for budget allocation in the districts we work achieve projects sustainability