



FORUM FOR AFRICAN WOMEN EDUCATIONALISTS (FAWE) UGANDA CHAPTER

"Breaking Barriers to Girls' Future through Education"



**ANNUAL
REPORT 2022**

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List of abbreviations

FAWE	- Forum for African Women Educationalists
NGO	- Non-Governmental Organization
HEAP	- Higher Education Access Program
SIEG	- Social Initiative Educate Girls
VACIS	- Violence against Children in Schools
PRO-SEVO	- Second Chance Education for Vulnerable and marginalized girls and young women
SHARE	- Sexual Health and Reproductive Education
GAC	- Global Affairs Canada
NCDC	- National Curriculum Development Centre
NCHE	- National Council for Higher Education
CRPS	- Community Resource Persons
CDO	- Community Development Officer
RDC	- Resident District Commissioner
CMDRR	- Community Managed Disaster Risk Reduction
UWONET	- Uganda Women's Network
MGLSD	- Ministry of Gender, Labour and Social Development
CSO	- Civil Society Organization
HEAC	- Higher Education Access Certificate
FENU	- Forum for Education NGOs in Uganda

Message from the Executive Director



It is with great pleasure that I present to you this Annual Report 2022. This edition focuses on FAWE Uganda's activities throughout 2022 as we make certain that girls and women become an integral part of the intellectual resource base in Uganda.

I would like to begin with congratulating FAWE Uganda upon her Silver Jubilee milestone attained last year and to greatly appreciate our stakeholders and funders for their phenomenal support over the years. As a non-profit organization, FAWE Uganda prides itself in ensuring that young people across Uganda are able to access quality education. We are delighted to have registered remarkable progress in 2022 where a total of 456 (301F 155M) students were directly supported with full tuition, upkeep, accommodation and medical insurance to enable them stay and complete school.

Of these, 131 graduated with degrees and diplomas and 77% of them have transitioned into the world of work, embarked on personal businesses and secured voluntary and fulltime employment in and outside their home districts.

The part we play in enabling young girls and boys have an education is a source of pride and purpose for me, our staff, our partners and all stakeholders.

Since the last edition of the annual report, a lot of exciting activities have taken place at both the governance and programme level. FAWE Uganda ushered in a new Board of Directors in July 2022. With the levels of commitment and sacrifice exuded, I am optimistic that their term of office shall indeed be a fruitful one. We look forward to working with them to consolidate our achievements over the next three years.

Through this report, we continue to bring you stories of how FAWE Uganda is reaching out to thousands of needy but bright girls and indeed some boys. They are stories of commitment, passion, dedication and hard work from the various stakeholders. The report presents an opportunity for FAWE Uganda to not only showcase its achievements over the years in empowering the girl child through opportunities in education and advocacy but also a chance to draw attention to the formidable challenge before us as far as education is concerned. It is my conviction that there is better appreciation of the challenges ahead and with greater commitment from all stakeholders, the challenge is surmountable.

While this report is a wonderful opportunity for us to share what we do, it is also a platform for you to look at what we do and see how you can support us. It is our hope that you will enjoy reading the annual report and that it will make you think through how you can be a part of the call to action to support the wellbeing of young people in Uganda while resonating with our mission of: enhancing opportunities for girls to attain quality education and skills through sponsorship, social protection, institutional strengthening and advocacy.

I would like to thank all those that have been instrumental in the production of this issue and to wish you all a wonderful reading.



Executive Director



Executive summary

Forum for African Women Educationalists (FAWE) Uganda Chapter is one of the 35 National Chapters of Forum for African Women Educationalists (FAWE), a pan African Non-Governmental Organization (NGO) founded in 1992 by five women ministers of education to promote girls and women's education in Africa. FAWE Uganda was established in 1997 to accelerate female participation in education and close the gender gap within the education system at all levels in Uganda. In February 2022 marked her Silver Jubilee with the theme "Give Her a Chance." FAWE Uganda appreciates that while access to education is important, it should be of good quality, which underpins what the right to education is all about. FAWE Uganda has thus put greater emphasis on responding to this notable challenge of equity and quality of education in Uganda. Uganda Vision 2040, recognizes the need to assist people who are vulnerable either by age, social class, location, disability, sex, disaster or do not earn any income.

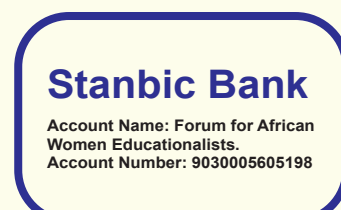
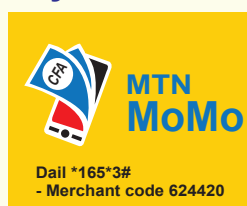
Membership

FAWE Uganda is a membership organisation and is open to all organisations and corporate companies, institutions, individuals and students passionate about girl child education.

Categories and Membership Fees

Membership Category	Registration Fee (paid once on joining)	Annual Subscription Fee (paid every year)
Individual membership	50,000/=	100,000/=
Student membership	20,000/=	10,000/=
Institutions/Organisations		
Schools	50,000/=	200,000/=
Vocational Institutions	50,000/=	200,000/=
Universities & other institutions	50,000/=	500,000/=
Corporate Organisations	50,000/=	500,000/=

Payment channels



Thank you for your continued support



Vision

"A Ugandan Society where Girls and Women Lead Dignified Lives."



Mission

"To Enhance Opportunities for Girls to Attain Quality Education and Skills through Sponsorship, Social Protection, Institutional Strengthening and Advocacy."



Core Values/Principles

The operation of FAWE Uganda shall be guided by the following values;



Professionalism

We strive to do our work with commitment and promote the highest level of professionalism to our stakeholders.



Accountability

We take responsibility for honouring our commitments to our staff and stakeholder by integrating both upward and downward accountability and feedback as well as ensuring the prudent use of accounting for resources entrusted to us.



Results Oriented

A clear focus on the outcomes and impact of our work in everything we do.



Continuous Learning

We take the initiative to improve our knowledge and ways of working through learning and continuously adopting new concepts and technologies or methods.



Respect

FAWE Uganda and all its partners and allies honour and respect the rights and beliefs of our beneficiaries, partners, communities and our staff, diversity, treating others with dignity, equality and mutual trust.

1.0 Introduction

This is a summary of the annual performance report for the year 2022. The main purpose of the report is to update the different stakeholders on the progress of implementation, achievements made based on set goals and objectives as enshrined in the FAWE Uganda strategic plan 2019–2026, challenges faced and solutions identified.

For the year 2022, FAWE Uganda implemented a range of projects and programs as below;

1 Forberg Scholarship Program funded by Mr Lars Forberg from Sweden

2 Social Initiative Educate Girls (SIEG) funded by the Social Initiatives 12 families in Sweden

3 Higher Education Access Program (HEAP), funded by Mastercard Foundation

4 Community Action to End Violence Against Children funded by Wellspring Philanthropic Fund

5 Second Chance Education for Vulnerable and Marginalised girls and young women (Pro-SEVU) funded by UN -Women

6 Program on Women's Empowerment in Sexual, Reproductive, Maternal, Newborn, Child and Adolescent Health Rights in Humanitarian Settings in the Horn of Africa Region (POWER) funded by UN Women.

7 Sexual Health and Reproductive Education (SHARE) funded by Global Affairs Canada

1.1 Current Geographical Coverage

UGANDA



1.2 Target Category

FAWE Uganda targets vulnerable, marginalized young girls and boys, parents, learners, teachers and child mothers.

FAWE UGANDA STRATEGIC DIRECTION



Strategic Objective 1: Partnerships and Working Relations

COORDINATION AND NETWORKING

FAWE Uganda continued to work with partners including Ministry of Education and Sports, Ministry of Gender, Ministry of Health, learning institutions, Civil Society Organizations, and other development partners. FAWE Uganda staff participated in 21 coordination meetings at the national and district level making it easier to share information about FAWE Uganda operations as well as learn from other partners.

Eight memorandum of understanding were signed with 8 districts in Tooro Kingdom which enabled the start of implementation on second chance education targeting 159 female students in primary, secondary and tertiary education.

Working relations were strengthened with Uganda Child Rights NGO Network (UCRNN), Uganda Women's Network (UWONET), and National Association of Women's Organizations in Uganda (NAWOU) as a means of ensuring FAWE Uganda contributes to the national advocacy process for the rights of women and girls.

Four working agreements were signed with Universities which included Mountain of the Moon, Lira, Muni, Ndejje and Soroti for FAWE Uganda to build the capacity of the mentioned universities on HEAC curriculum development.

FAWE Uganda alongside Uganda Women Rights Network (UWONET) submitted the gender position paper to the Education policy review commission. This was to ensure that gender responsiveness is integrated into the new education policy being developed by the Government of Uganda.

FUNDING PARTNERSHIPS

Four funding partnerships were signed with UN Women, Impact Innovation and Development Centre (IIDC)/Lego Foundation, Right to Play/Global Affairs- Canada and Wellspring Philanthropic Fund which enabled upscaling of ongoing programs as well as initiating new ones in regions of Ankole, Rwenzori, Tooro Kingdom, Busoga and West Nile.

Strategic Objective 2: FAWE Uganda with Programmes and Services that are Relevant and Enable Quality Education and Skilling of Girls in Uganda

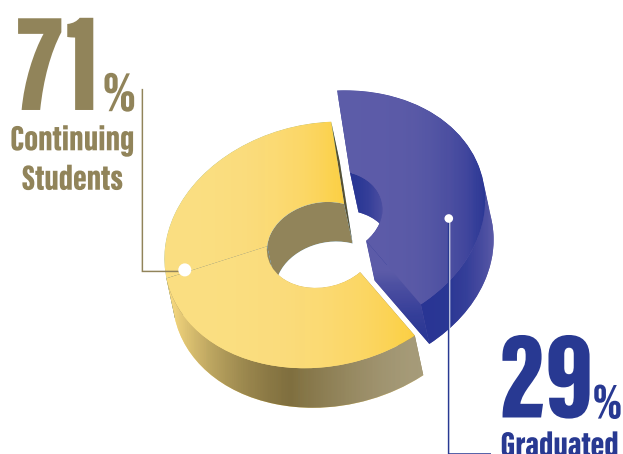
GIRLS ATTENDING AND COMPLETING SCHOOL AND TRAINING

Higher Education

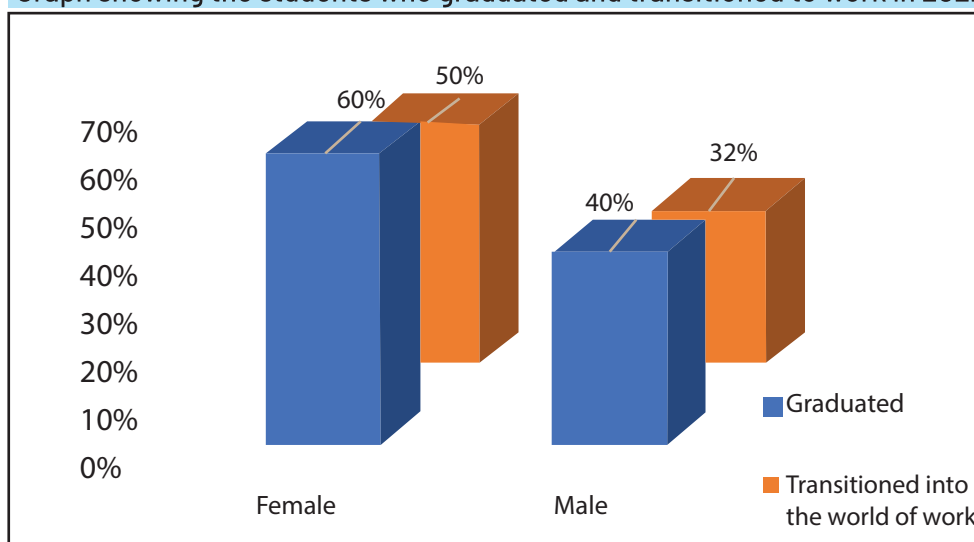
A total of 456 (301 Female, 155 Male) students were supported with full tuition, upkeep, accommodation and medical insurance facilitation to enable them to stay in school, complete, graduate and transition to the world of work. A total of 182 (100 Female, 82 Male) students who have so far graduated from the program since 2017. The scholarship programs were funded under the Higher Education Access Program (HEAP), Forberg,

Social Initiatives Educate Girls (SIEG), Institutional scholarships (Cavendish University, Makerere Business SCHOOL, Nile Vocational Training Institute) and Staff bursary.

Chart showing students enrolled in higher education courses under scholarship in 2022



Graph showing the students who graduated and transitioned to work in 2022



Out of the 131 students who graduated, 77% of them transitioned to work; i.e. 101 (59 Female, 42 Male) graduates ventured into personal business and secured voluntary and full-time employment in and outside their home districts. This is attributed to the mentorship and students' school-to-work transition program.

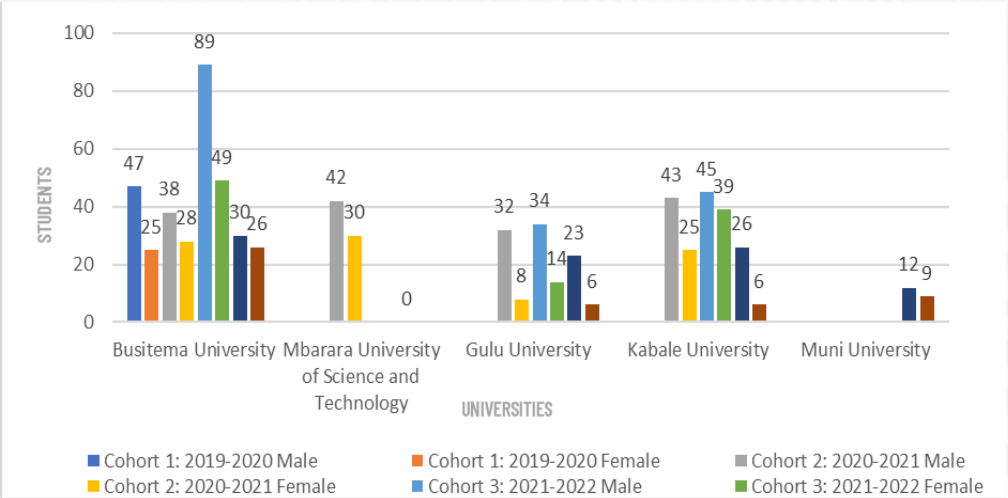


Forberg graduates who completed their certificate courses at Jinja Medical Laboratory Training School pose for a photo with the Executive Director FAWE Uganda Ms Susan Opok Tumusiime (centre) on Friday 18th November 2022 in Jinja.

Higher Education Access Certificate Program (HEAC)

141 (54 Female, 87 Male) staff from 5 partner universities (Ndejje, Soroti, Muni, Mountain of the Moon and Lira) were trained on the development of the HEAC Curriculum by the technical team from Gulu, Busitema and Mbarara University of Science and Technology. 5 universities out of 11 that FAWE Uganda has supported through capacity building have had their curriculum accredited by National Council for Higher Education (NCHE).

Number of students enrolled on HEAC Program from 2019 to 2022 per University



Number of Students Enrolled on HEAC Program from 2019 to 2022

726 (461 Male, 265 Female) students have been enrolled on to the HEAC Program since 2019 to date in the five (5) universities of Busitema, Gulu, Kabale, Muni and Mbarara University of Science and Technology. Lira, Ndejje, Mountain of the Moon, Soroti and Uganda Technology and Management University (UTAMU) submitted their curriculum to NCHE for accreditation and expect to admit students for the academic year 2023-2024.



Prof. Olema David of Busitema University facilitating the HEAC Curriculum Development training at Mountains of the Moon University in Fort Portal City.

Second Chance Education

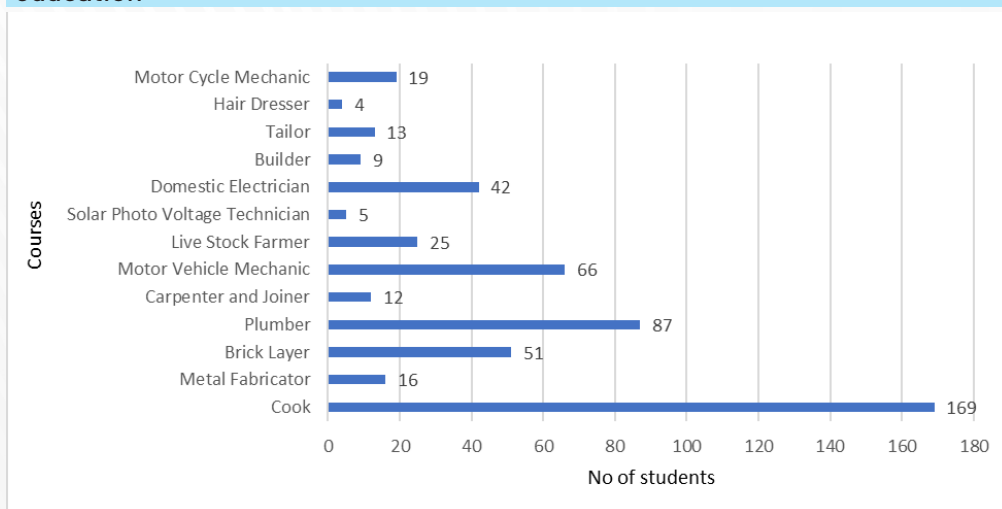
Primary, Secondary and Vocational Education

771 female learners were supported through funding from the UN Women to complete primary, secondary and vocational education in Tooro Kingdom, Acholi, Karamoja, Teso, Bukedi and Rwenzori sub-regions.

No	Level of Education	No of Students	Completion level
1	Primary	87 students	Completed in 2022
2	Secondary (O-Level)	149 students	
3	Secondary (A-Level)	29 students	
4	Secondary (Senior 3)	2 students	Enrolled to Senior 4 in 2023
5	Secondary (senior 5)	1 student	Enrolled to Senior 6 in 2023
6	Vocational education	503 students	Completed, assessed and certified by the Directorate of Industrial Training (DIT)
	Total	771	

A total of 518 students out of 650 who were enrolled for vocational education completed their training and were assessed and certified by the Directorate of Industrial Training (DIT). The students enrolled under the Second Chance Education Program with funding from the UN Women were selected from the targeted districts in Acholi, Karamoja, Teso, Bukedi and Kasese.

Graph showing courses pursued by the students under second chance education



Graph Showing Courses Pursued by the Students under the Second Chance Education

64% of 518 students offered male-dominated courses that included Motor Mechanics, Bricklaying, Farming, Solar Photo Voltaic technicians, Driving, Building and Metal Fabrication and Domestic Electrical Installation. 132 students dropped from the program before completing due to the national lockdown and subsequent closure of learning institutions due to the COVID-19 outbreak in 2020.

Mentorship and student school to work transition

The mentorship program is one of FAWE Uganda's core engagements as part of continuous follow-up and monitoring of learners while in school. It involves a comprehensive operational mentorship manual with each mentor trained and given refresher training on an annual basis. Employable skills that meet the job market demands are also provided to young people to enable them to create their jobs or find employment opportunities to be self-reliant after the completion of their studies.

64%

of **518 students** offered
male-dominated courses

132 students dropped from
the program before completing
due to the national lockdown





The scholarship program beneficiaries give back to the community by donating relief items to Divine Home, an orphanage home in Mbarara City.

Community Giveback Activities:

As part of the silver jubilee celebrations, FAWE Uganda in collaboration with Kampala Capital City Authority (KCCA) conducted community outreaches in Mulimira Zone, Nakawa Division, carrying out hygiene drive campaigns and distribution of scholastic materials, sanitary towels, bars of soap and sugar to the vulnerable children and women.



FAWE Uganda staff and Alumni conducting a hygiene drive in Mulimira zone, Kampala city.

Social Protection

Community Awareness and Basic Understanding of the Rights, Social Protection Mechanisms and Related Legislation for Girls

- 44 primary schools in Bundibugyo and Ntoroko districts initiated school feeding with the support of parents who provide packed lunches or contributed money for schools to prepare food for over 22,000 learners in their schools.
- 130 breastfeeding mothers kept in school and completed their Primary Leaving Examinations due to the washing, changing and breastfeeding rooms constructed by Fawe Uganda for 60 project schools in Kasese, Bundibugyo and Ntoroko. Each school received a grant of 1,750,000 UGX to support the provision of the facilities mentioned.

Strengthening Parenting among Families

- 907 (641 Female, 266 Male) caregivers were trained on skilful parenting in the 3 districts of Kasese, Bundibugyo and Ntoroko aimed at mobilizing parents to care for and support the well-being of their children through measures such as family budgeting, go back to school for teenage mothers, provision of mid-day meals to children in school, supporting reporting, referral and follow up of child abuse cases.
- 669 child mothers and pregnant girls in the districts of Kasese, Bundibugyo and Ntoroko returned to school due to positive parenting engagements held with parents and communities.

Socio-Economic Empowerment in Families

- A grant of 133,000,000 UGX was provided to 26 groups in West Nile and Rwenzori sub-regions to boost the credit capacity of the groups. A total of 1427 (1161 Female, 266 Male) group members in 6 districts of Rwenzori and West Nile sub-regions were reached through the Village Savings and Loan Associations (VSLA).
- UGX 184,546,800/= was loaned out to members to implement enterprises such as agriculture, selling items such as cooking oil, fish, cabbages, second-hand clothes vending and mobile money hence improving livelihoods and nutritional needs met by families which helped in retaining learners in school.

184M UGX

loaned out to members to
implement enterprises hence
improving livelihoods



LOAN



GRANT

133M UGX

to 26 groups in West Nile and
Rwenzori sub-regions to boost the
credit capacity of the groups

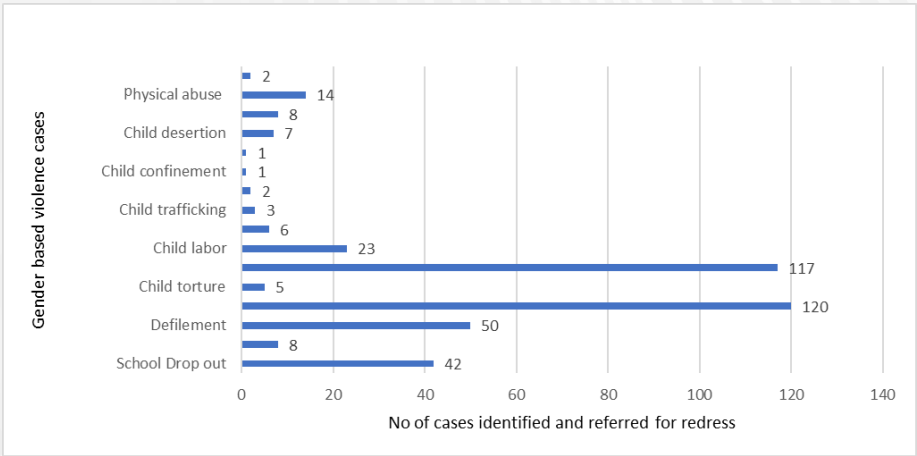


Ms Susan Opok Tumusiime the Executive Director FAWE Uganda (3rd from right) handing over the grants dummy cheque to the Adjumani district Local Government.

Access to Justice through better Referrals and Management of cases of Child Abuse

409 (275 Female, 134 Male) cases of sexual abuse, child neglect, forced marriages child labour, child trafficking and corporal punishment were reported and referred for redress due to awareness created through radio talk shows, public dialogues as well as community meetings on forms of abuse and its effects on child development.

Graph showing gender based violence cases identified and referred for redress



40 out of the 409 cases of criminal nature such as defilement were tried in courts of law with 23 suspects remanded pending their trial. 21 radio talk shows and 1 TV show was conducted to create community awareness on the Go- back to school, Menstrual Hygiene Management and referral pathways in the Rwenzori and West Nile regions on VOT FM in Fort portal city and Arua One FM.

Community-based Advocacy

42 district and community dialogues were conducted in the Rwenzori subregion creating awareness on school re-entry, child marriages, school feeding, drug abuse, child labour, teenage pregnancy and referral pathways. These dialogues were attended by the District's local government leaders, religious and cultural leaders, Tooro Kingdom representatives, heads of schools, health assistants and community members.

In the three districts of Kasese, Bundibugyo and Ntoroko, at least 44 primary schools were able to provide mid-day meals to their learners with the support of parents through packing food, financial contribution or delivering raw food to school while 669 teenage mothers were able to get back to school in the same three districts.



L-R: The chairperson LCV of Ntoroko district, the RDC, Executive Director Fawe Uganda, DPC, CAO and SPSWO receiving a petition from the students of Karugutu SS during the district dialogue to address defilement, teenage pregnancy, child marriage and promote positive parenting on Wednesday 10th August 2022.

In Tooro Kingdom, 159 girls were re-enrolled back to school to complete candidate classes of primary seven, senior four and six as a result of engagement meetings held with the King of Tooro, district leaders of the districts that form Tooro Kingdom, Uganda Aids Commission, UN Women, Fawe Uganda, Ministry of Education and Sports and Ministry of Health.

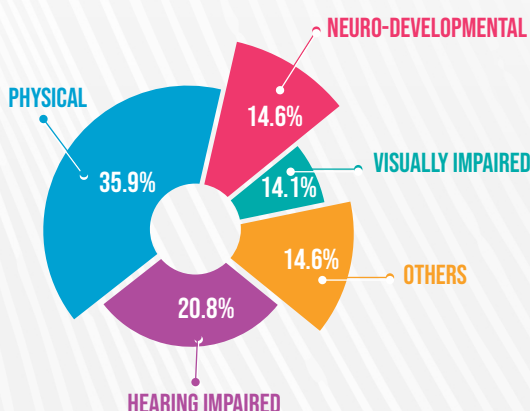


Ms. Paulina Chiwangu UN Women Country Representative holding a microphone, Tooro Kingdom officials, FAWE Uganda staff presenting some project beneficiaries to the King of Tooro at the Kingdom palace on Monday 12th Sept 2022 during the Empango celebrations in Fort portal city.

RESEARCH, MONITORING, EVALUATION AND KNOWLEDGE MANAGEMENT

Research

FAWE Uganda in Partnership with ZiziAfrique a national organization in Kenya disseminated a study report conducted in 2021 on the Impact of COVID-19 on the Education and Employability of Persons with Disabilities in Uganda, Kenya and Tanzania. The report heightened the major categories of disabilities that were affected by the lockdown being Physical 35.9%, hearing impaired 20.8%, Neuro-Developmental 14.6%, Visually impaired 14.1% and others 14.6%.



Findings specific to Uganda

Access to Employment for Persons with Disabilities during COVID-19. The study established that 73% of the persons interviewed lost jobs during the lockdown while 1.8% of those who lost jobs attributed it to their nature of disabilities as the lockdown affected their ability to access employment while 65.6% of the learners interviewed reported not being able to access learning materials which were distributed by government and partners during the lockdown. This was attributed to their nature of disabilities such as vision and hearing impairment.

The reports recommend a review of the Education Act 2013 to take care of access to education for all especially for persons with disabilities during times of emergencies.

FAWE Uganda in partnership with Busitema, Mbarara and Gulu Universities conducted a research study on post-COVID-19 situational Analysis on Access and Retention for Girls in Primary and Secondary Schools of Uganda. The report will be disseminated in the 1st half of the year 2023.

Strategic Objective 3: FAWE Uganda Functioning Efficiently and Effectively

Efficient and effective functioning Board

The Annual General Meeting (AGM)

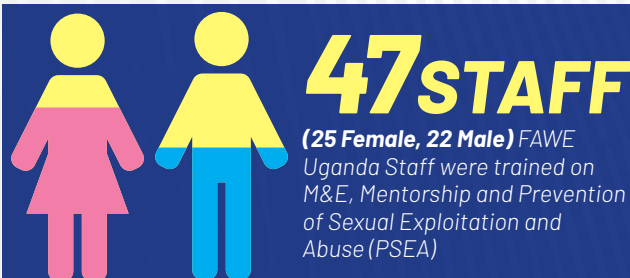
The AGM for the year 2022 was held on Saturday 2nd July at Kati- Kati Restaurant in Kampala to update the members on the achievements of the year, elect the new board, as well as the new audit firm for 2022-2023. The new FAWE Uganda Board of Directors for the period 2022-2025 was constituted and trained on organization strategy and Corporate Governance.

Three (3) operational Board committees on Strategy, Planning and Finance, Governance, Audit and Risk were constituted with well-stipulated terms of Reference to guide them.

Leadership and Management Systems that enable and maximize staff potential

- 47 (25 Female, 22 Male) FAWE Uganda Staff were trained on M&E, Mentorship and Prevention of Sexual Exploitation and Abuse (PSEA). All staff who attended the training signed the commitment to fully uphold the PSEA policy guidelines while working for FAWE Uganda.
- The M&E training was facilitated by a consultant who covered up for the period when FAWE Uganda did not have an M&E specialist. Reporting templates for activity, monthly, quarterly and annual reports were revised and disseminated to staff.
- The training included among others developing the transformation culture, strengthening coordination and learning from other partners, mapping annual signature events such as marathons which can generate internal resources. The mentorship training was facilitated by MEMPROW while the PSEA training was facilitated by Transcultural Psychosocial Organization (TPO).

All staff who attended the training signed the commitment to fully and uphold the PSEA policy guidelines while working for FAWE Uganda.





Staff engaging in an activity during the team building session at Garuga Country Resort.



Mr. Pepe Mnambo the consultant for Motivation Hub engaging participants during the annual strategic plan review session.

47 (25 Female, 22 Male) FAWE Uganda staff attended a retreat in Garuga Country Beach Resort to review the annual performance as well as team building and bonding. The activity was facilitated by Motivation Hub- Uganda Ltd. Staff reviewed the annual performance and came up with the action points for the following years.

Strategic Objective 4: FAWE Uganda with Adequate Finances for Planned Undertakings

FAWE Uganda @25 Silver Jubilee celebrations and fundraising drives

FAWE Uganda celebrated its 25-year Silver Jubilee marked with a drive to raise 4 billion Uganda shillings to take back 2000 girls to school under the theme **"Give Her a Chance"**. The drive was marked with the following activities;

♣ Charity Run

The Charity Run was held in April 2022 at Kitante Primary School with Dr Maggie Kigozi being the chief runner. Over 1,000 participants took part in the 3 and 5 km race which started from Kitante Primary School through the suburbs of Kampala city. The participants procured running kits from FAWE Uganda to contribute to the "Give Her a Chance campaign."

♣ Launch of the FAWE Uganda@25 Silver Jubilee Celebrations

The First Lady and Minister of Education and Sports Hon Janet Kataaha Museveni presided over the launch of the 'Give Her a Chance' campaign at Kololo Independence Grounds to raise resources for second chance education and donated UGX 20 million towards this cause. The event attracted different dignitaries, Ministers, Development partners, Civil Society Organizations, corporate bodies, learning partner institutions, FAWE Uganda members, FAWE Uganda beneficiaries, the media and other individuals.

♣ Fundraising Dinner

FAWE Uganda held a dinner at Imperial Royal Hotel aimed at raising funds to support the "Give Her A Chance drive." Development partners, government representatives, students, alumni, FAWE Uganda members and FAWE Africa regional staff, media and partner Universities took part in the dinner. A total of 156,000,000 UGX was raised in total as part of the FAWE Uganda @25 drive to take back 2,000 girls to school.

♣ Other Fundraising Initiatives

FAWE Uganda signed funding agreements with 5 donor agencies including Wellspring Philanthropic Fund, UN Women, Right To Play, Impact Innovation and Development Centre (IIDC) focusing on the areas of second chance education, parenting, prevention of violence against children.

Lessons learnt in the year

- Paying tuition, accommodation and upkeep to students does not guarantee completion of courses. Students need continuous meaningful engagements through mentorship, convening among others to ensure their retention and successful completion of school.
- Even with good grades in degrees and diplomas, the graduates continue struggling to find employment.
- Providing entrepreneurship skills while on program breeds self-employment opportunities to the graduates hence needing more coaching and mentorship on the transition to work.
- Involving duty bearers in project implementation facilitates better understanding, appreciation and sustainability of the project. This is because it empowers them to monitor, follow up with the progress of implementation and integrate such interventions in district plans and budgets.
- Group-based interventions are useful in promoting shared understanding and values among participants. The parenting groups have provided peer learning and counselling to members during the sessions.
- Varying academic calendars of the learning institutions especially after the national lockdown affected the monitoring of students' performance hence delaying the release of the academic results by the learning institutions.

Challenges encountered during the reporting period

- The attack by the M23 rebels in the communities of Ntoroko districts stalled implementation as staff could not access the intervention areas.
- The Higher Education Access Certificate Program (HEAC) attracted more boys than girls.
- The inability of the schools to cope with and support teenage mothers to stay in school due to the lack of facilities for child care while the mothers are in school.

6.0 Financial Report Summary

FORUM FOR AFRICAN WOMEN EDUCATIONALISTS (FAWE)-UGANDA CHAPTER

(A company Limited by Guarantee and not having a share Capital)

Statement of Financial Position at 31 December 2022

ASSETS	Note	2022 Ushs.	2021 Ushs.
NON-CURRENT ASSETS			
Property and Equipment	3	1,466,535,889	1,166,488,689
CURRENT ASSETS			
Cash and Bank Balances	4	915,658,862	5,183,581,591
Receivables	5	299,092,322	329,906,843
		1,214,751,184	5,513,488,434
TOTAL ASSETS		2,681,287,073	6,679,977,123
		=====	=====
FUNDS AND LIABILITIES			
FUNDS			
CAPITAL FUND	6	1,466,535,889	1,166,488,689
GENERAL FUND	7	(275,508,875)	118,891,848
RESTRICTED FUNDS	8	856,774,985	5,007,316,050
		2,047,801,999	6,292,696,587
LIABILITIES			
Payables	9	633,485,074	387,280,536
TOTAL FUNDS AND LIABILITIES		2,681,287,073	6,679,977,123
		=====	=====

These financial statements were approved by the Board of Directors on 27/12/2023 and were signed on its behalf by:


CHAIRPERSON


EXECUTIVE DIRECTOR


CHAIRPERSON, AUDIT & RISK MANAGEMENT
COMMITTEE

FORUM FOR AFRICAN WOMEN EDUCATIONALISTS (FAWE)-UGANDA CHAPTER

(A company Limited by Guarantee and not having a share Capital)

Consolidated Statement of Income and Expenditure for the year ended 31 December 2022

	Note	2022 Actual Ushs.	2022 Budget Ushs.	2021 Actual Ushs.
INCOME				
Grants	10	3,980,887,348	8,168,917,778	11,629,056,320
Other Income	11	403,723,548	1,123,985,000	233,490,606
Total Income		4,384,610,896	9,292,902,778	11,862,546,926
EXPENDITURE				
Personnel Costs	12	1,697,407,191	1,262,992,878	1,749,264,441
Administration Costs	13	771,318,745	463,493,534	644,421,469
Strategic Objective One	14	135,664,399	148,525,000	120,431,597
Strategic Objective Two	15	5,338,850,675	6,886,698,687	948,183,280
Strategic Objective Three	16	558,934,614	382,667,679	5,634,575,622
Strategic Objective Four	17	27,648,696	72,985,000	668,676,136
Institutional Development	18	409,156,839	75,540,000	76,949,580
Total Expenditure		8,938,981,159	9,292,902,778	9,842,502,125
(Deficit) / Surplus for the year		(4,554,370,263)	-	2,020,044,801
Exchange gain / (loss)		9,428,475	-	-
Balance as at 1 January		5,126,207,898	-	3,106,163,097
Balance as at 31 December		581,266,110	-	5,126,207,898

7.0 List of donors during the year



Mr. Lars
Forberg

Social
Initiatives



The
LEGO
Foundation



Individual
contributions



FAWE
Uganda
members

FAWE
Uganda
staff

We are Committed to Keeping our People Safe

Dignity is at the core of our reason for existence as an organisation and permeates in all aspects of our work. The need for Dignity for girls is at the core of our organization's development and consequently the vision, in which we aspire to see; "A Ugandan society where girls and women lead dignified lives." In our work, in and with communities, and the numerous stakeholders, we anticipate dignity as central for all. We value and respect children and other vulnerable adults and cherish them in their diversity and absolutely emphasize their safety.

Safety for everyone begins with self. As Fawe Uganda, we've defined what safety means to us. It encompasses our body, mind, and soul. We create awareness and constantly monitor our safety at all those levels. We are mindful to seek and promote safety for all, especially the girls and youth in our midst.

Dignity is at the heart of our safeguarding policy. The policy defines what we will and will not do. It re-states our commitment to treat everyone, and especially children and all those most at risk, with dignity and respect. The policy is our expression of commitment to safeguarding in all our processes, programs, procedures, and people. It states how we promote safeguarding and what we do to call ourselves constantly and consistently, to the highest duty of care.

The policy recognizes that we have a duty, while cognizant of the fact that we may fall or fail and sets in place mechanisms both to learn and course correct. It is a living document, which we shall periodically review, to reflect our practice, adaptability, flexibility and growth. We are committed!

Our safeguarding journey begins and ends with dignity.

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