



# FORUM FOR AFRICAN WOMEN EDUCATIONALISTS(FAWE) UGANDA CHAPTER

*"Breaking Barriers to Girls' Future through Education"*



ANNUAL  
**REPORT**  
2024

# LIST OF ACRONYMS

|                     |  |
|---------------------|--|
| <b>ASRHR</b>        | Adolescent Sexual and Reproductive Health and Rights |
| <b>CAO</b>          | Chief Administrative Officer                         |
| <b>CDO</b>          | Community Development Officer                        |
| <b>CSOs</b>         | Civil Society Organizations                          |
| <b>DCDO</b>         | District Community Development Officer               |
| <b>EOP</b>          | Extended Orientation Program                         |
| <b>FAWE</b>         | Forum for African Women Educationalists              |
| <b>GBV</b>          | Gender Based Violence                                |
| <b>GE</b>           | Gender Equality                                      |
| <b>GRP</b>          | Gender Responsive Pedagogy                           |
| <b>GSK</b>          | Good Schools Kit                                     |
| <b>HEAC</b>         | Higher Education Access Certificate                  |
| <b>HEAP</b>         | Higher Education Access Program                      |
| <b>IIDC</b>         | Impact and Innovations Development Centre            |
| <b>IPV</b>          | Intimate Partner Violence                            |
| <b>LEAP</b>         | Leadership, Empowerment, Access, and Protection      |
| <b>M&amp;E</b>      | Monitoring and Evaluation                            |
| <b>MEL</b>          | Monitoring, Evaluation and Learning                  |
| <b>MOU</b>          | Memorandum of Understanding                          |
| <b>MoES</b>         | Ministry of Education and Sports                     |
| <b>MoH</b>          | Ministry of Health                                   |
| <b>MGLSD</b>        | Ministry of Gender, Labour and Social Development    |
| <b>NCHE</b>         | National Council for Higher Education                |
| <b>NGO</b>          | Non-Governmental Organization                        |
| <b>PSEA</b>         | Prevention of Sexual Exploitation and Abuse          |
| <b>PWD</b>          | Person with disabilities                             |
| <b>REAL Fathers</b> | Responsible Engaged And Loving Fathers               |
| <b>SHARE</b>        | Sexual Health and Reproductive Education             |
| <b>SIEG</b>         | Social Initiative, Educate Girls                     |
| <b>SNE</b>          | Social Norms Exploration                             |
| <b>ToTs</b>         | Trainer of Trainers                                  |
| <b>VAC</b>          | Violence Against Children                            |
| <b>VACiS</b>        | Violence Against Children in Schools                 |

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## FOREWORD FROM THE EXECUTIVE DIRECTOR



**F**AWE Uganda remains focused on delivering quality programs and services that impact and transform lives of girls and boys amidst the numerous challenges whilst navigating through socio-economic uncertainties including poverty, climate change and natural disasters.

As we strive to deliver on our promise to consistently support vulnerable girls and young women, FAWE Uganda continues to embrace a facilitatory approach in working towards realizing her mission.

I am delighted to report that FAWE Uganda has made tremendous progress in improving the wellbeing of girls, women, and boys in Uganda with a focus on reaching the most vulnerable through its core programs, education, protection, research, and advocacy.

It takes an incredibly courageous, competent, and committed staff to drive the types of results and achievements registered by FAWE Uganda in 2024. The results presented in this report were also achieved and made possible due to the strength of our partnerships both at the national level and with development partners. Thank you for giving girls, women and boys hope through your heroic support. During the year, our learners completed their university education, with some attaining first class and upper second degrees. We are proud of them. Some began enterprises that is providing fulfilment and dignity to them, while those at secondary level, supported through fundraising funds all attained good grades. In communities, parenting efforts have enhanced better support for children and reduced violence.

We are therefore inspired to sustain the attainments and keep delivering on our vision to transform the lives of many more vulnerable girls, women, and communities as they realize their full potential through our contribution while seeking for potential partnerships to sustain the efforts gained.

Noteworthy, responding strategically to the challenges and opportunities facing the girl child is a priority for all of us and I am confident that together we can achieve what we set out to do in the years ahead.

FAWE Uganda has zero tolerance to safeguarding misconducts and expects all its staff, partners, beneficiaries, and stakeholders to share this commitment.

My sincere appreciation to you all for the efforts devoted during this reporting period and wish you a happy reading.

**Susan Opok Tumusiime**  
Executive Director

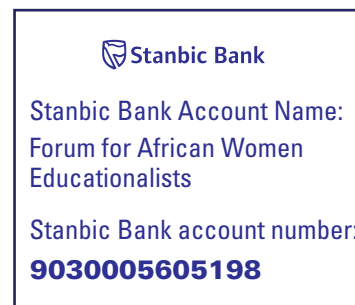
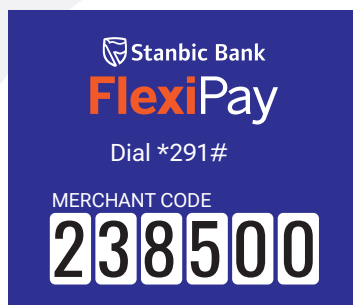
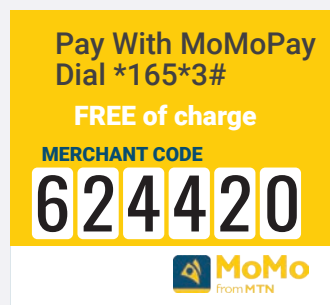
## MEMBERSHIP

FAWE Uganda is a membership organization and is open to all organizations and corporate companies, institutions, individuals and students who are passionate about girl child education.

### Categories and membership fees

| Membership category                 | Registration fees (once off) | Annual subscription (paid every year) |
|-------------------------------------|------------------------------|---------------------------------------|
| Individuals                         | 50,000/=                     | 100,000/=                             |
| Students                            | 20,000/=                     | 10,000/=                              |
| Schools                             | 50,000/=                     | 200,000/=                             |
| Vocational institutions             | 50,000/=                     | 200,000/=                             |
| Universities & other institutions   | 50,000/=                     | 500,000/=                             |
| Corporate companies & organizations | 50,000/=                     | 500,000/=                             |

## PAYMENT CHANNELS



TO REPORT SEXUAL EXPLOITATION AND ABUSE (SEA): ☎ 0778 807 885 ✉ [complaints@faweuganda.org](mailto:complaints@faweuganda.org)

# PART 1: WHO WE ARE

A Pan African non-governmental organization founded in 1992 by five African women ministers of education, with 34 chapters across Africa with its regional secretariat in Nairobi, Kenya.

Forum for African Women Educationalists Uganda (FAWE Uganda) was established in 1997 with the goal of accelerating

female participation in education and closing the gender gap within the education system at all levels in Uganda.

FAWE Uganda currently operates in the regions of Toro Kingdom, Rwenzori, Southwest, West Nile, Acholi, Karamoja, Teso, Bukedi, Busoga and Central Uganda.



## 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



## Respect

We treat all people with equality, humility, dignity, and value the collective power of teamwork.



## Professionalism

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



## 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.



## Results oriented

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



## Accountability

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

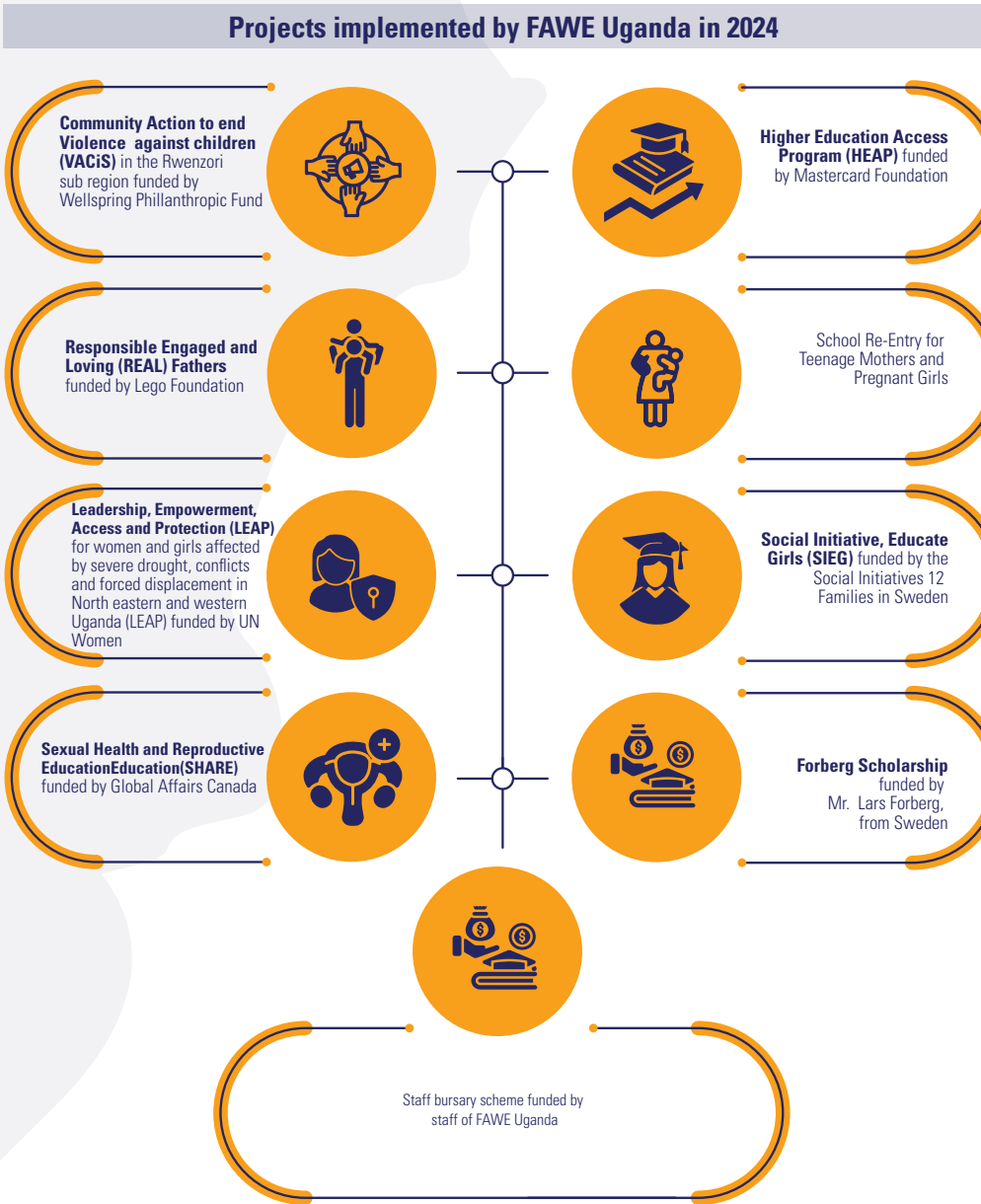


# PROGRAMME AREAS



## INTRODUCTION

This report provides updates, and key achievements registered by FAWE Uganda in 2024 through implementation of its objectives, specified in the strategic plan 2019-2026. It includes information on project activities implemented by FAWE Uganda in 2024 indicating key achievements, challenges, lessons learnt and recommendations.



## PART 2: STRATEGIC DIRECTION

FAWE Uganda's strategic direction is fostered by four strategic objectives

1. Partnerships & working relations
2. Programmes and services
3. Organisational functioning
4. Financing

**Strategic objective 1:** FAWE Uganda with relevant and committed partnerships and working relations.

6 New funding agreements were signed by FAWE Uganda in 2024 amounting to 1,494,464,453 USD this is out of the total projects cost of 31,569,482 USD for the period 2024-2030 as indicated in the graph below.

### New Grants Agreements signed in 2024



### COORDINATION AND NETWORKING

Partnerships and networking were strengthened with partners at national and district level, up to 139 coordination meetings were held at national and district levels to introduce new projects, create visibility about its interventions as well as seeking new partnerships and networks.

A project on Innovation Strategies for Achieving Gender

Equality and Social Inclusion in Refugee and Internally Displaced Communities was introduced to the district leaders in Kamwenge, Yumbe and Adjumani districts.

FAWE/ Mastercard Foundation Phase II project was launched in Uganda on 12th April 2024.



Signed MOUs with 17 learning institutions for the implementation of the Phase II, Social Initiatives and Forberg scholarship program. These included 9 universities (Busitema, Cavendish, Gulu, Kabale, Kumi, Lira, Muni, MUST, and Ndejje) and 8 tertiary institutions (Bukalasa Agricultural College, Elgon Technical College, Jinja School of Nursing and Midwifery, Kichwamba Technical College, Lira Technical College, Medical Laboratory Training School - Jinja, Mulago Paramedical, and Uganda Petroleum Institute).

The Board Chair- Associate Professor Christine Oryema, and the Executive Director- Susan Opok Tumusiime attended the FAWE/- Mastercard Foundation Phase II project launch of FAWE Ethiopia.

The Executive Director with funding from WPF attended the First Global Ministerial Conference on Ending Violence Against Children in Bogota, Colombia. The meeting was attended by representatives from line ministries of MGLSD, MoES and MoH, among whom were the State Minister for Youth and Children Affairs MGLSD Hon. Balaam, the Permanent Secretary MGLSD Mr. Kibenge, officers and CSO representatives. Key achievements, lessons learned, and impact stories from FAWE Uganda’s work in preventing violence against children was shared during the conference.



**Strategic objective 2: FAWE Uganda with programmes and services that are relevant and enable quality education and skilling of girls in Uganda.**

**EDUCATION**

**GIRLS ATTENDING AND COMPLETING SCHOOL AND TRAININGS (SCHOLARSHIPS AND BURSARIES)**

97(62 Female and 35 Male) program participants graduated with degrees from Busitema University, Gulu University and Mbarara University of Science and Technology and diplomas from Jinja School of Nursing and Midwifery.

| INSTITUTION                         | F         | M         | COURSES   |
|-------------------------------------|-----------|-----------|---|
| Busitema University                 | 24        | 28        | Bachelor of Nursing, Bachelor of Water Resources Engineering, Bachelor of Science in Agriculture, Bachelor of Science in Education, Bachelor of Art(English and Literature) and Agro Processing Engineering   |
| Gulu University                     | 14        | 4         | Bachelor of Arts Education (English and Literature), Bachelor of Science Education (Maths/ Economics), BA Food Science & Agri Business, Bachelor of Science in Agriculture & BA. Agri-Entrepreneurship and Communication Management, Bachelor of Science Education (Math Economics) |
| MUST                                | 9         | 3         | Degrees in Nursing Science and Medical Laboratory Science, Bachelor of Science in Physiotherapy and Bachelor of Science in Agricultural Livelihood and Farm Production  |
| Jinja School of Nursing & Midwifery | 15        |           | Diploma in Nursing  |
| <b>Total</b>                        | <b>62</b> | <b>35</b> |   |



Graduands cut a cake with Dr Martha Muhwezi, the Executive Director- FAWE Africa, during the graduation party at Busitema University on 29th November 2024. Photo Credit: Gertrude Emojong

With support from FAWE Uganda, NCHE approved the HEAC curriculum for Uganda Pentecostal University (UPU) and Kumi University for the academic year 2024-2025.

500 (313 Female, 187 Male) learners were enrolled on to the scholarship under Phase II by the Mastercard Foundation through FAWE Regional Secretariat.


|                 | Female | Male | Total |
|-----------------|--------|------|-------|
| <b>HEAC</b>     | 183    | 117  | 300   |
| <b>TVET</b>     | 130    | 70   | 200   |
| <b>PWD</b>      | 11     | 5    | 16    |
| <b>Refugees</b> | 11     | 5    | 16    |



The selection team visiting an applicant in Karenga district



35 Students were enrolled onto scholarships under SIEG (Only female). Of these, 10 slots were for degrees, 8 for diploma in medical courses, 10 in certificate in Midwifery and 8 certificate in Medical Laboratory.



35

Students were Enrolled onto scholarships under SIEG (Only female)

10

slots were for degrees

8

for diploma in medical courses

10

for certificate in Midwifery

8

for certificate in Medical Laboratory.

CHAMPIONING SECOND CHANCE EDUCATION

100 Young mothers and pregnant girls from Yumbe and Obongi districts underwent 3-month vocational training in various skills including welding, electrical installation, and poultry keeping with funding from UN Food and Agricultural Organization (FAO)

through UN Women, the students received training in areas of Solar Installation (20), Welding and Metal Fabrication (22), Carpentry and Joinery (5), Building and Concrete Practice (16), Plumbing (13), Poultry (23) and Horticulture (1)



20K

FOR TRANSFORMATION

"Together Educating Girls for a Better Uganda"

In Uganda, financial barriers often hinder access to secondary education for many girls. But we believe that education is the key to unlocking endless possibilities and building a brighter future for all.

Join us in the FAWE Uganda's 20k for Transformation campaign to ensure that every girl gets the opportunity to complete her secondary education.

Donate as little as UGX 20,000 to keep her in school.

Send Airtel Money to 0752422791 in the names of Kafumu Samuel or use the MTN MOMO Merchant code 624420.

Flexi Pay merchant code: 238500

Bank name: Stanbic bank  
Account name: 903008069343  
Account name: FAWE UGANDA



#20kforTransformation #Togetherness #EducationForAll #BreakingBarriers

20K FOR TRANSFORMATION CAMPAIGN

FAWE Uganda run a nationwide campaign to raise funds to support vulnerable girls to complete candidate classes, a total of UGX 16,714,947 was raised during the campaign which enabled fees payment for 15 students who completed their senior four and six national examinations in 2024.

UGX 16,714,947

was raised during the campaign





Students who received bursary award letters at FAWE Uganda office in October 2024 during the 20k for Transformation Campaign



## SOCIAL PROTECTION

Addressing violence against children in schools and communities



Masikella Patience, an advocate at Justice Center Uganda creating awareness on legal provisions during the legal aid outreach on violence against children redress mechanisms at Nyakalingigyo Trading Centre in Ibanda-Kyanya Town Council, Kasese district on 24th April 2024. Photo Credit: Bwambale Phanuel

20,098 (Adults: 10,960 Female, 7,468 Male and Children: 710 girls, 960 boys) community members were sensitized on parenting, referral, VAC and back to school in Kasese, Bundibugyo and Ntoroko districts.

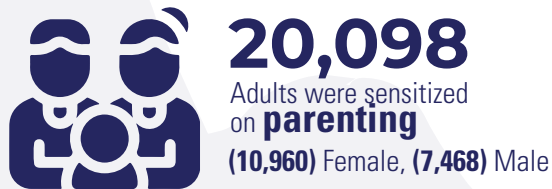
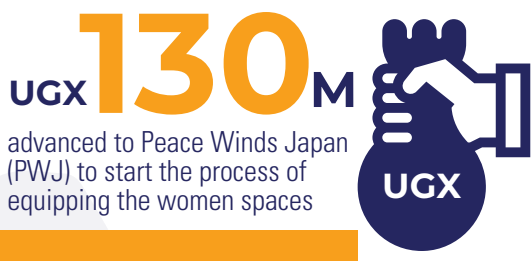
Two women's safe spaces were equipped with solar panels, Information, Communication and Technology (ICT) equipment such as computers, and internet services in Kaabong district and Nakivale Refugee Settlement under the Leadership Empowerment, Access and Protection (LEAP) Project. The installed infrastructure increased access to integrated skills services, services for conflict and drought affected women and men in Kaabong and Isingiro-Nakivale refugee settlement.

FAWE Uganda advanced UGX 130,000,000 to Peace Winds Japan (PWJ) to start the process of equipping the women spaces in Kaabong and Isingiro districts. PWJ team visited the two locations to assess the status of the spaces provided by Kaabong district Local Government and Office of the Prime Minister (OPM) at Nakivale Refugee Settlement.

750 Women from 30 VSLA groups in the four districts of Moroto, Kaabong, Isingiro and Kisoro gained knowledge and skills on financial literacy and are now able to save part of their earnings



A women's Safe Space in Kaabong District



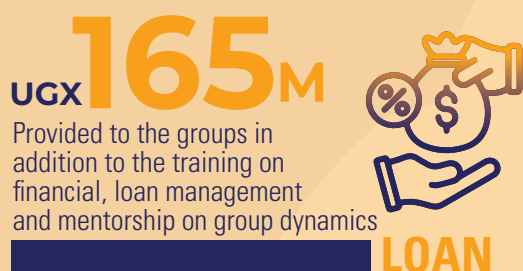
and access loans to boost their business. Fawe Uganda provided a grant of UGX 165,000,000 provided to the groups in addition to the training on financial, loan management and mentorship on group dynamics.

Family relations were strengthened under the LEAP Project through training on sexual reproductive health rights, provision of psychosocial support, spousal engagement and financial literacy. 524 Participants (497 Female, 27 Male) received



psychosocial support provided by project staff and district stakeholders who were trained by Transcultural Psychosocial Organization (TPO).

Two safe spaces were renovated, equipped with desktop computers, solar system and internet, in addition to the space being fenced and staff assigned to provide psychosocial services to affected persons.



**UN Women, FWE Uganda and Oxfam Teams handing over sanitary kits to OPM and UNCHR representatives at Nyakabande transit centre in Kisoro in February 2024.**

**Photo credit:**  
*Dinovence Kyomugisha*



## STRENGTHENING PARENTING SKILLS AND ECONOMIC EMPOWERMENT AMONG FAMILIES

3557 Households received psychosocial support and mentorship on parenting in Kasese, Bundibugyo and Ntoroko districts.

UGX 202,791,200 was saved by 60 VSLA groups in Kasese, Bundibugyo and Ntoroko districts. This is in addition to a grant of UGX 66,000,000 which was provided to the groups by FAWE Uganda members to implement various business enterprises such as selling second hand clothes, poultry farming, restaurants, mobile money, vegetable farming among others

A total of UGX 209,924,990 was loaned out to members. As a result of the parenting session, 95% of the parents (1800) provide midday meals for their children after attending the skilful parenting sessions while at school while 5% do not.

59% of group members who borrowed money from VSLAs used

the profits to pay school fees, 19% reinvested in their business, 4% cleared medical bills while 18% used profits to meet other basic needs such as purchase of scholastic materials and meals etc.

1800 parents received mentorship in skilful parenting through 45 (18 female, 27 male) parenting coaches trained on Skilful Parenting (SP) in Kasese, Ntoroko and Bundibugyo districts.

502 Children (137 female, 87 male) were supported with meals and transport to participate in international days that focused on prevention of violence against children.

**UGX 202,791,200**

was saved by **60 VSLA groups** in Kasese, Bundibugyo and Ntoroko districts



**SAVINGS**



**LOANS**

**UGX 209,924,990**

was loaned out to members

## CATALYZING RESPONSIBLE ENGAGED AND LOVING (REAL) FATHERS

Four MOUs were signed by Chief Administrative Officers from the four districts enabling FAWE Uganda to implement REAL Fathers Project in Mbarara, Isingiro, Ibanda and Rubirizi. 110 (36 Female, 74 Male) stakeholders attended the meetings

2745 Young Fathers were enrolled for mentorship under the REAL Fathers project. 1151 Mentors were identified to support in the mentorship sessions in the four targeted districts of

Mbarara, Isingiro, Rubirizi and Ibanda. Young fathers were mentored in making local play materials such as balls and toys for their children.

Mentors were trained on the REAL Fathers model, Safeguarding and MEL tools to use during the mentoring process of Young Fathers while 28 sessions were handled by the TOTs which included a practicum on play, home and group visits.



**Young Fathers being trained on how to make play materials using local materials in Isingiro district.**

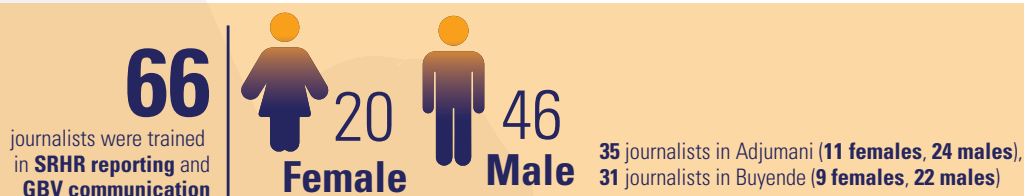
**Photo Credit.**  
Lydia Kazooba



## ADOLESCENT SEXUAL REPRODUCTIVE HEALTH AND RIGHTS (ASRHR) EFFORTS IN SCHOOLS AND COMMUNITIES

Journalists were trained in ASRHR reporting and Gender Responsive communication. This training enhanced their ability to effectively influence public perceptions and drive societal change towards more gender-equitable practices. 66 journalists (20 females, 46 males) were trained: 35 journalists in Adjumani (11 females, 24 males), 31 journalists in Buyende (9 females, 22 males).

A girl's dormitory was constructed at Buyende Seed Secondary School after one of the trained journalists wrote an article on the state of girls' accommodation at the school and its implication on their wellbeing.



Grass thatched house that was housing the girls



New hostel under construction. Photo Credit Opio Caleb

Capacity of two Community Based Organizations (CBOs) was strengthened in Buyende and Adjumani districts as local advocates for sexual reproductive health rights (SRHR). Selected staff of Mother Against Misuse and Abuse (MAMA) Africa located in Buyende district and Overcomers Women Activists (OWA) based in Adjumani district received training on SRHR, leadership and accountability. In addition, each received

UGX 10,000,000 to conductive policy advocacy on access to SRHR and participation of women in leadership.

A bye-law on prevention of child participation in night markets and fishing was passed in Kagulu Subcounty, enabled by a grant to MAMA AFRICA and after being trained on Policy Gap Analysis and Advocacy.



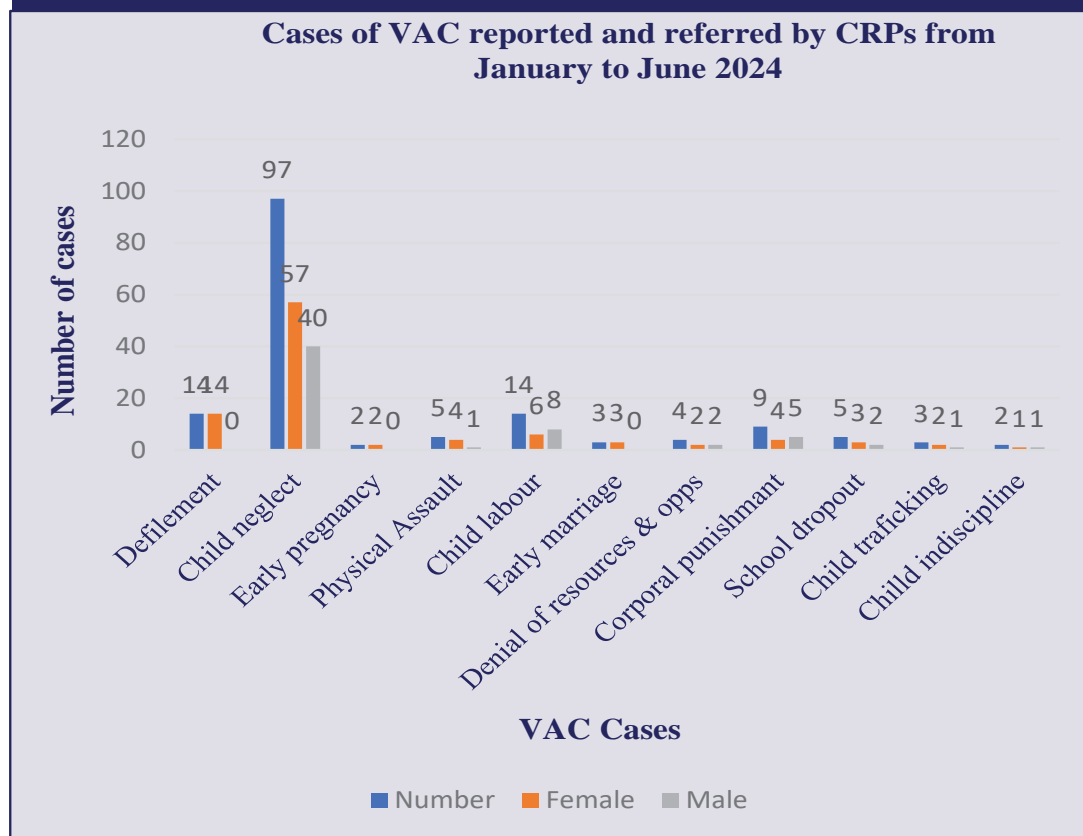
**UGX 10M**

Was given to 2 CBOs each in Buyende and Adjumani Districts as local advocates for sexual reproductive health rights (SRHR)

## STRENGTHENING ACCESS TO JUSTICE FOR CHILDREN, WOMEN, GIRLS, AND OTHER VULNERABLE COMMUNITIES

159 (98 Female, 61 Male) VAC cases, were reported, and referred for redress in courts of law through the Community Development Officers (CDOs), and Probation Officers. In Kasese, Bundibugyo and Ntoroko 17 cases including defilement, physical assault, early marriage and early pregnancy were tried in court and suspects remanded pending further trials.

Graph 1: shows cases of VAC reported and referred by CRPs January to June 2024



**39 (33 Female, 6 Male)** cases of gender-based violence were referred for further management in Moroto, Kaabong, and Nakivale refugee settlement under the LEAP Project. Of these, 30 were referred to police and probation for justice and

protection support in Nakivale, one case of gender-based violence was referred to the Moroto Regional Referral Hospital while 8 cases of mental health were referred to Kaabong District General Hospital for mental health support.

**39 Cases** of gender-based violence were referred for further management in **Moroto, Kaabong and Nakivale** refugee settlement under LEAP Project

**33 Female** **6 Male**

Of these, **30** were referred to police and probation, **01** to Moroto Regional Referral Hospital **08** cases of mental health were referred to Kaabong District General Hospital

## APPLICATION OF SCHOOL RE- ENTRY GUIDELINES FOR TEENAGE MOTHERS AND PREGNANT GIRLS

Research findings on the application of the school re-entry guidelines was disseminated to stakeholders in Adjumani district. The research focused on the implication on implementation of policy guidelines and implications for pregnant girls and young women completion of school and wellbeing. 30 (12 Female, 18 Male) participants attended the dissemination meeting, these included the district executive members, district technical officers, Resident District Commissioner (RDC), religious leaders and civil society partners.

733 Girls who had dropped out of school due to teenage pregnancy, child neglect and child labour were successfully reintegrated back to school following advocacy and community engagements by FAWE Uganda and other partners in education in Buyende and Adjumani district. This was a result of psychosocial support and school re-entry training provided to the Principal Education Officer (PEO), Community Development Officers and school managers and community resource persons.



*Executive Director, FAWE Uganda, Mrs. Susan. Opok Tumusiime, (extreme left) hands over a copy of the re-entry guidelines to Adjumani district stakeholders during dissemination of research findings on application of Re-Entry guidelines, 8th August 2024.*

## STRENGTHENING COMMUNICATION, LEARNING, RESEARCH AND ADVOCACY LEARNING AND RESEARCH

### FAWE Uganda Learnings in 2024

Utilization of other existing project structures built by FAWE Uganda such as parent/caregiver groups provided a strong platform for project implementation.

Social norm change requires longer and consistent engagement, the attitude of the religious and cultural leaders towards re-entry of teenage mothers.

Male engagement is critical in enhancing school re-entry of teenage mothers and pregnant girls, 80% of the girls who returned to school had the support of males including fathers, husbands etc.

High level of illiteracy in communities especially amongst parents affects the quality of their record keeping which in the long run might hurt the sustainability of the VSLAs as well as schooling for girls and young women.

#### SHARE Project:

Inclusive engagement of teachers, male youth, and community-based organizations strengthened community buy-in and advocacy for SRHR interventions.

#### HEAP Phase II:

Lower female participation in STEM and scholarships underscores the need for early mentorship and targeted communication strategies for girls. Gender-responsive programming and advocacy are essential to address existing inequalities and ensure equitable access to opportunities, particularly for girls, children with disabilities, and refugee youth.

Rigid age eligibility criteria limited refugee participation, highlighting the need for context-sensitive and flexible application requirements.

#### VACIS Project:

Involving community leaders in violence prevention efforts significantly influences social norm shifts and promotes behavior change.

Ongoing technical support to schools enhances implementation quality, fosters accountability, and ensures timely identification of gaps.

#### REAL Fathers:

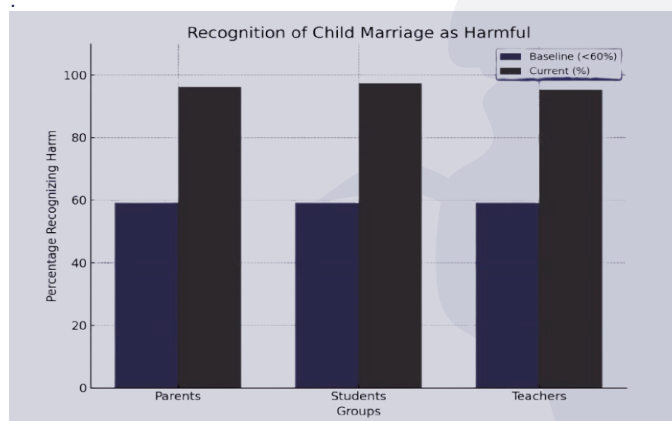
To improve enrolment rates of young fathers in sparsely populated regions like Isingiro district, it is essential to implement strategies that account for geographic and demographic challenges. This is because the hilly and mountainous areas of Isingiro district are sparsely populated, which has resulted in a low enrolment of young fathers. This low participation has affected the mentor-to-young-father ratio within the program.

Acknowledging community priorities and offering fair compensation for their time and effort are crucial for successful collaboration with organizations like FAWE Uganda. This approach fosters mutual respect and ensures sustainable community involvement in program initiatives.

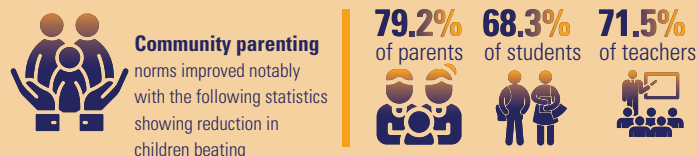
## OUR RESEARCH WORK IN 2024

The Endline Evaluation for the Community Action to End Violence Against Children

The project recorded significant achievements across its four key outcome areas. Firstly, there was a remarkable positive shift in beliefs and attitudes towards child protection, with 96.3% of parents, 97.3% of students, and 95.3% of teachers recognizing child marriage as harmful from baseline figures below 60%



Secondly, community parenting norms improved notably, with 79.2% of parents, 68.3% of students, and 71.5% of teachers reporting that parents no longer beat children, a considerable increase from baseline levels.



Thirdly, legal responsiveness improved, evidenced by a 29% reduction in child-related crime cases across Kasese, Bundibugyo, and Ntoroko.

Lastly, the project strengthened evidence-based programming through research and learning, including national studies on post-COVID school retention, gender-responsive pedagogy, and skilful parenting, as well as Social Norms Exploration (SNE) and participation in regional learning convenings. These efforts informed interventions and led to improved practices in child protection, parenting, and gender-sensitive education.

## FAWE Uganda, in collaboration with Echidna-Rockefeller, conducted a 2024 study on the efficacy of implementing the school re-entry policy for refugee and host communities in border districts of Uganda, in Adjumani district.

Awareness of school re-entry guidelines is limited, with 65% of respondents expressing some familiarity but lacking comprehensive understanding of the guidelines' content and practical application.

Primary sources of information on school re-entry guidelines, such as radio stations, NGOs, health workers, and peers, have shortcomings in content and reach.

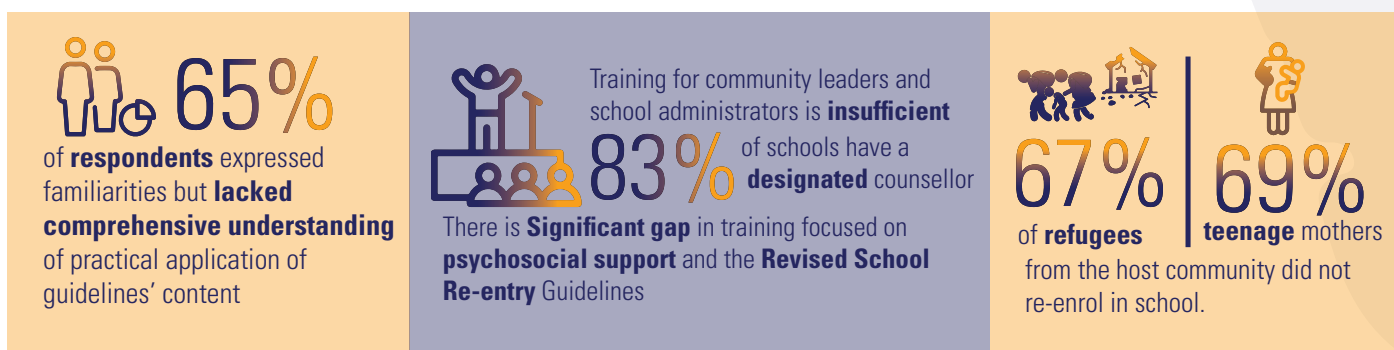
Young mothers face challenges including limited knowledge of childcare, financial constraints, stigmatization, isolation, health complications, and inconsistent application of re-entry guidelines.

Training for community leaders and school administrators is insufficient, with 83% of schools having a designated counsellor but a significant gap in training focused on psychosocial support

and the Revised School Re-entry Guidelines.

Barriers to guideline dissemination and implementation include safety concerns, resource constraints, lack of a robust implementation framework, inconsistent messaging, and prioritization of curative measures over preventative actions

A policy brief on school re-entry for pregnant girls and young mothers in Uganda's West Nile region was developed and disseminated highlighting the key facts affecting education in Adjumani district, this includes only 15-19% of girls completing primary school with main barriers being poverty and inability to pay school fees, socio-cultural practices, such as early marriage and household responsibilities and childcare duties. 67% of refugees and 69% of teenage mothers from the host community did not re-enrol in school.





## COMMUNICATION AND ADVOCACY AGENDA

An advocacy and leadership manual was developed for in and out of school category in Buyende and Adjumani district. Additionally, an advocacy strategy was developed for the SHARE project.

A bye-law on night markets and child fishing was passed in Kagulu Subcounty Buyende district, enabled by a grant to MAMA AFRICA and after being trained on Policy Gap Analysis and Advocacy.

### Strategic objective 3: FAWE Uganda functioning efficiently and effectively.

#### Efficient and effective functioning board.

FAWE Uganda held an online Annual General Meeting on 15th June 2024. The AGM approved the Annual Program and Financial Reports for the year 2023. The External Auditors were approved for year 2024.

9 Board members and 4 Senior Management Team members of

FAWE Uganda attended training on Risk and Fraud which took place on 12th July 2024 at Essela County Hotel. A total of 13 members attended: 11 female, 2 male. A Risk Management Policy has been developed and draft submitted to the board for review.

#### FAWE Uganda with structure and organs suitable for proper functioning (adequate, competent, efficient, and well-motivated staff)

Organization Capacity Assessment (OCA) was conducted for FAWE Uganda with support of Impact Innovations and Development Center (IIDC) to assess the critical elements for effective organization management and identifying areas that need strengthening. The areas assessed included:

- Governance,
- Financial Management,
- Administration/Procurement,
- Human Resource Management,
- Communication,
- Project Performance Management.
- Safeguarding
- FAWE Uganda organized several trainings for its staff including:
  - Taxation,
  - Budgeting,
  - Monitoring,
  - Evaluation
  - Reporting,
  - Safeguarding,

Basics of Procurement and Cybersecurity, following an Organizational Capacity Assessment (OCA) and other training

needs assessments conducted. Staff were also supported to participate in continuous development programs conducted by their respective professional bodies.

Mid-year and end year review sessions were held with the aim of measuring the progress being made towards the achievement of organizational plans and targets. The reviews brought on board all. Such engagements enable staff to have an all-round understanding and appreciation of organizational programmes and enhance unity of purpose.

The organization is continuously interested in the well-being of her staff. In addition to the medical care services provided for staff, two medical camps were organized in which staff underwent health checks and those who needed further management for the various ailments identified were supported to receive it.

43 (21 Female, 22 Male) FAWE Uganda staff participated in the end of year 2024 staff retreat at Collin Hotel, Mukono district to assess performance in relation to the set targets for the year and develop strategies for effective program implementation in 2025. Different team building sessions and activities were held to keep the staff reenergized in the upcoming year.



## 43 STAFF

21 Female and 22 Male FAWE Uganda staff met to assess performance in relation to the set targets for the year and develop strategies for effective program implementation in 2025



Staff playing a group game during the retreat at Colline Hotel, Mukono in December 2024.

21 Full time project staff were recruited to implement the REAL Fathers Project in Ankole sub-region and UN Women Project in West Nile. These included, 1 Regional Projects Coordinator, 2 Project Officers, 7 Projects Assistants, 4 Community Facilitators, 1 MEAL Officer, 1 Documentation and Communication Assistant, 2 Administrative Assistants, 1 Project Accountant and 1 Project Officer for Research



**21 STAFF**  
Were recruited to implement  
**REAL Fathers Project**  
in Ankole sub-region and UN Women  
Project in West Nile

## PART 3: CHALLENGES AND CORRESPONDING MANAGEMENT APPROACHES TO ADDRESS THE CHALLENGES

There's still resistance of the HEAC program from some professional bodies such as Uganda Nurses and Midwives Council and Uganda Business and Technical Examinations Board (UBTEB). The National Council for Higher Education (NCHE), National Curriculum Development Centre (NCDC) and the HEAC technical subject specialists reviewed the HEAC to address the issues raised by some professional bodies.

Failure to meet 80% target for female students for the HEAC program only 60% reached instead of 80% expected. In 2025 intake, FAWE Uganda plans to take on at least 90% female to

cover up the female gap in 2024.

Frequent transfer of teachers from the targeted primary schools affected the implementation of the activities such as Good School Kit and GRP. In Kamasasa Primary School in Kasese district, 90% of the teachers in the school were transferred just after they were trained. This concern was raised to the district leaders, however, no remedy has been put in place by the district leaders. A refresher training was provided to all the new teachers in the schools.



Short projects (less than one year) create expectations among communities and stakeholders, ending before the desired goals have been achieved. FAWE Uganda plans on strengthening negotiations with donors to fund longer projects that allow attainment of the desired goals.

Failure to get the targeted young fathers in Ankole districts of

operation has greatly affected the achievement of the planned targets for year 1 (Only 2475 young fathers were mapped out of 18,000 expected). The project targets shall be reviewed at the end of year 1, taking into account the challenge of getting young fathers between the ages of 18 and 25 in the region.

## Change Stories



### OLIVIA'S STORY

Olivia Nakayima, a 25-year-old woman from Buyende District, an underrepresented area in Eastern Uganda turned a life of financial struggle and educational setbacks into a success story. In 2019, she joined the Higher Education Access Certificate (HEAC) program at Busitema University. She successfully graduated from the HEAC program and enrolled for Bachelor of Science in Nursing at Busitema University. With support from Forum for African Women Educationalists (FAWE) Uganda, she has overcome financial challenges, societal perceptions, and personal setbacks to achieve her childhood dream of becoming a health professional.



*When I was doing my HEAC programme  
FAWE Uganda really provided for me...*

### A Journey of Resilience and Excellence

Olivia was one of the pioneer students to be enrolled under the HEAC program at Busitema University. She recalls being met with scepticism and intimidation by other students but kept her focus and excelled. "In the beginning, the comments from other students was hard to hear. When we started doing tests, I performed better than some of the direct entry students. This

won their respect and changed their thoughts about HEAC students," she said.

FAWE Uganda provided not only tuition but also psychosocial support. She was guided and encouraged by her mentors who also doubled as lecturers.

"Also, Fawe Uganda provided us with so much counselling, they kept on encouraging us. They provided really good things, like laptops. The lecturers who were teaching HEAC kept on encouraging and supporting us. They even shared their personal stories on how they became the successes they are. I am so grateful to Madam Helen and Dr Egor, my mentors and lecturers," said Olivia.

Outside of academics, Olivia used part of her pocket money to start a piggery business that has since become one of the sources of income for her family. She shared: "When I was doing my HEAC program, Fawe Uganda really provided for me in that I was able to buy some things from my upkeep. I bought cattle and pigs. I have even generated income from the piggery business which supports my mother."

## JOY'S TESTIMONY

My name is Biira Joy, in the past I was a subsistence farmer aiming at cultivating for home consumption only. I had no source of income and only concentrated on taking care of my children as I waited for my husband to bring other essential household requirements. When I was reached by a Community Resource Person to join a parenting group in 2022, I did not hesitate. Fortunately,

along the way we were introduced to business ideas including purposive savings through the VSLA.

My priority business idea had always been selling cassava flour which required at least UGX 400,000 for me to get started, I managed to save UGX 200,000 in our group and borrowed UGX 400,000 to start my business. My business accumulated some profits which I used to pay fees and support my husband to meet other educational needs of our children. Unlike in the past when my children would break with debts of school fees at school, currently my children

are in P.3 & Nursery class respectively and I pay to nil before the end of term and even ensure that my children decently put on their uniforms.

The knowledge I acquired from parenting sessions remains more significant to me



*The knowledge I acquired from parenting sessions remains more significant to me...*

because it has built a good reputation for my family and children, I was also able to get a well-wisher who gave me more capital to add in my business and I am able to generate up-to 35,000/= profits every week. My business is for my children's education. I therefore, thank Fawe Uganda for introducing skilful parenting that has changed my life.

# PART 4: FINANCIAL REPORTS

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## 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 2024

|                                    | Note | 2024<br>Ushs.        | 2023<br>Ushs.        |
|------------------------------------|------|----------------------|----------------------|
| <b>ASSETS</b>                      |      |                      |                      |
| <b>NON-CURRENT ASSETS</b>          |      |                      |                      |
| Property and Equipment             | 3    | 1,942,840,849        | 1,531,738,070        |
| <b>CURRENT ASSETS</b>              |      |                      |                      |
| Cash and Bank Balances             | 4    | 4,993,936,030        | 1,034,896,900        |
| Receivables                        | 5    | 780,880,033          | 592,800,973          |
|                                    |      | 5,774,816,063        | 1,627,697,873        |
| <b>TOTAL ASSETS</b>                |      | <b>7,717,656,912</b> | <b>3,159,435,943</b> |
| <b>FUNDS AND LIABILITIES</b>       |      |                      |                      |
| <b>FUNDS</b>                       |      |                      |                      |
| <b>CAPITAL FUND</b>                | 6    | 1,942,840,849        | 1,531,738,070        |
| <b>GENERAL FUND</b>                | 7    | (472,196,733)        | (497,104,456)        |
| <b>RESTRICTED FUNDS</b>            | 8    | 3,585,945,240        | 1,648,554,032        |
|                                    |      | 5,056,589,356        | 2,683,187,646        |
| <b>LIABILITIES</b>                 |      |                      |                      |
| Payables                           | 9    | 2,661,067,556        | 476,248,297          |
| <b>TOTAL FUNDS AND LIABILITIES</b> |      | <b>7,717,656,912</b> | <b>3,159,435,943</b> |

These financial statements were approved by the Board of Directors on 24/May/2025 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 2024**

|                                      | Note | 2024<br>Actual<br>Ushs. | 2024<br>Budget<br>Ushs. | 2023<br>Actual<br>Ushs. |
|--------------------------------------|------|-------------------------|-------------------------|-------------------------|
| <b>INCOME</b>                        |      |                         |                         |                         |
| Grants                               | 10   | 16,625,249,458          | 20,422,865,494          | 7,858,330,717           |
| Other Income                         | 11   | 101,603,427             | 212,718,082             | 76,462,914              |
| <b>Total Income</b>                  |      | <b>16,726,852,885</b>   | <b>20,635,583,576</b>   | <b>7,934,793,631</b>    |
| <b>EXPENDITURE</b>                   |      |                         |                         |                         |
| Personnel Costs                      | 12   | 3,111,379,870           | 3,687,078,593           | 2,117,811,953           |
| Administration Costs                 | 13   | 675,124,064             | 1,068,309,699           | 724,258,526             |
| Partnerships & Working Relationships | 14   | 42,168,555              | 218,423,500             | 35,275,504              |
| Programmes and Services              | 15   | 10,168,983,493          | 14,560,379,484          | 4,227,664,649           |
| Organisational Functioning           | 16   | 99,588,957              | 342,006,300             | 117,084,711             |
| Financing                            | 17   | 56,564,611              | 189,374,000             | 23,651,237              |
| Capital Expenditure                  | 18   | 508,242,867             | 570,012,000             | 116,568,916             |
| <b>Total Expenditure</b>             |      | <b>14,662,052,417</b>   | <b>20,635,583,576</b>   | <b>7,362,315,496</b>    |
| <b>Surplus for the year</b>          |      | <b>2,064,800,468</b>    | <b>-</b>                | <b>572,478,135</b>      |
| Exchange gain / (loss)               |      | (103,044,896)           | -                       | (3,188,669)             |
| Refund to Donor                      |      | (16,472,241)            | -                       | (306,000)               |
| Write back unrecoverable balance     |      | 17,015,600              | -                       | -                       |
| Disallowed Expenses                  |      | -                       | -                       | 1,200,000               |
| Balance at 1 January                 |      | 1,151,449,576           | -                       | 581,266,110             |
| <b>Balance at 31 December</b>        |      | <b>3,113,748,507</b>    | <b>-</b>                | <b>1,151,449,576</b>    |

## OUR SAFEGUARDING MESSAGE

FAWE Uganda considers the welfare and protection of children, young people and adults to be an organizational mandate with dominance over the success of programmes or strategic objectives. We recognize that safeguarding is

everyone's responsibility and we expect all of our staff, volunteers and partners to ensure we protect the communities in which we operate from harm and abide by our Safeguarding Policy

**ALL SERVICES ARE PROVIDED FREE OF CHARGE**

## OUR DONORS AND PARTNERS



mastercard  
foundation

Mr. Lars  
Forberg

Social  
Initiatives



Individual  
contributions



The  
**LEGO**  
Foundation



FAWE  
Uganda  
staff





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