



BREAKING BARRIERS TO GIRLS' FUTURES THROUGH EDUCATION



**ANNUAL
REPORT
2025**



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Acronyms

ART	Anti-Retroviral Therapy
BOG	Board of Governors
CBO	Community-Based Organization
ECD	Early Childhood Development
EOP	Extended Orientation Programme
FAWE	Forum for African Women Educationalists
F	Female
GBV	Gender-Based Violence
GPE-KIX	Global Partnership for Education – Knowledge and Innovation Exchange
GRP	Gender-Responsive Pedagogy
GST	Good School Toolkit
HEAC	Higher Education Access Certificate
HEAP	Higher Education Access Program
HEI	Higher Education Institution
HIV	Human Immunodeficiency Virus
IPV	Intimate Partner Violence
M	Male
MHM	Menstrual Hygiene Management
MoES	Ministry of Education and Sports
MoU	Memorandum of Understanding
NCHE	National Council for Higher Education
PDM	Parish Development Model
PTA	Parent-Teacher Association
SGBV	Sexual and Gender-Based Violence
SRHR	Sexual and Reproductive Health and Rights
STEM	Science, Technology, Engineering, and Mathematics
TUSEME	“Let Us Speak Out” (Empowerment Model)
TVET	Technical and Vocational Education and Training
UCRNN	Uganda Child Rights NGO Network
UNESCO	United Nations Educational, Scientific and Cultural Organization
VAC	Violence Against Children
VACiS	Violence Against Children in Schools
WPF	Wellspring Philanthropic Fund
YLF	Youth Livelihood Fund



Board Chairperson's Statement



Mrs. Margaret Mugeni Atim
Board Chairperson, FAW Uganda

Dear Members, Partners, and Friends
of FAW Uganda,

It is my pleasure, on behalf of the Board of Directors, to present FAW Uganda's Annual Report for 2025. Where the Executive Director's message speaks to what we did on the ground, mine speaks to how we governed ourselves while doing it.

2025 was a year of active governance for our Board. In September, we welcomed the incoming 2025-2028 Board and thanked the outgoing 2023-2025 Board for their years of stewardship. At our Annual General Meeting in June 2025, we reappointed our external audit firm to serve its last year. Beyond these transitions, the Board took deliberate steps to secure FAW Uganda's long-term future: we engaged a consultant to guide our strategic planning process and help shape the organization's direction going forward, visited our properties in Mukono and Busitema to consider options for their development, and moved forward with the purchase of land at Nagongera Town Council in Tororo, for a proposed hostel development, with surveying, a feasibility assessment, architectural planning, and titling all underway. To steward these initiatives, we also established an Investment Working Group of two Board members, two representatives from the membership and one FAW Uganda staff to explore investment opportunities and sustainability strategies, the working group already reviewed its terms of reference and begun its work



The Board's task is clear: to keep FAWE Uganda accountable, well-governed, and anchored to its vision of a Ugandan society where girls and women lead dignified lives.



On financial oversight, the Board is pleased to report that FAWE Uganda mobilized UGX 27.26 billion against a planned budget of UGX 22.6 billion, and that the year's financial statements, approved in April 2026, reflect sound stewardship of donor funds. This reflects a diversification strategy the Board pursued based on the dwindling donor base, the closure of USAID and the announcement by one of our longest donor partners—the Wellspring Philanthropic Fund to close its operations by 2028. I am delighted to note that the membership grew from 60 in 2024 to 104 in 2025 because of active mobilization by both the board, membership and FAWE Uganda staff.

We appreciate and acknowledge our government partners and donors, including the Mastercard Foundation, IDRC-CRDI, the Wellspring Philanthropic Fund, The LEGO Foundation, the Government of Canada, Echidna Giving, Social Initiative, and Mr. Lars Forberg, Partner Universities, the membership and staff of FAWE Uganda as well as the communities and families who open their doors to our work. On behalf of the Board, I thank each of you.

As we enter 2026, the final year of our 2019–2026 Strategic Plan, the Board's task is clear: to keep FAWE Uganda accountable, well-governed, and anchored to its vision of a Ugandan society where girls and women lead dignified lives.

Executive Director's Message



Susan Opok Tumusiime
Executive Director

Dear Friends of FAWE Uganda,

2025 has been a year of profound impact and strategic evolution. As I reflect on the journey documented in these pages, I am filled with gratitude for the thousands of girls, women, fathers, teachers, and community leaders who have embraced our vision of educational equity.

Our strategic achievements this year extend beyond individual beneficiaries to systemic change, we continue to sharpen our working relationship with partners such as the Ministry of Education and Sports, Ministry of Gender Labour Social Development, Ministry of Health and the Office of the Prime Minister- Department of Refugees. FAWE Uganda has signed Memorandum of Understanding (MOUs) with all the local government where activities are being we implemented, through these, updates were shared with local leaders on projects implemented. FAWE Uganda is the current chair of the education working group under the Uganda Child Rights NGO Net Work, enabling us to coordinate and share experiences and best practices with partners involved in education interventions.

We held engagements at national and institutional level with the Ministry of Education and Sports, National Council for Higher Education (NCHE), Partner Universities and professional bodies to popularize the Higher Education Access Program and streamline policy issues around HEAC and its importance to national development.

“

I am filled with gratitude for the thousands of girls, women, fathers, teachers, and community leaders who have embraced our vision of educational equity...

”

In terms of education support, 294 (197 Female, 97 Male) out of 300 students enrolled onto the HEAC program in August 2024/25 completed the one year program and transitioned to degree programs. As a result of our advocacy on school re-entry 1,889 (1,588 Female, 301 Male) students re-entered school at both primary and secondary levels in the Adjumani, Buyende and Rwenzori districts, 130 of these being young mothers.

As part of support to school re-enty for adolescent girls and young women, FAWE Uganda built a daycare centre at Maaji Seed Secondary School in Adjumani. 25 child mothers were supported to continue with their education as a nanny took care of their children while they were in class.

The REAL Fathers Programme in Ankole region exemplifies our holistic approach to mentoring, enabling young fathers to be role models in their families to care and nurture their children, linking to economic opportunities through the Youth Livelihood Fund and Parish Development Model, we are not only keeping girls in school we are rebuilding the social fabric of entire communities which support in reducing, intimate partner violence, and redefining masculinity in ways that honor both women and men.

We will continue to generate rigorous evidence, advocate fearlessly, and center the voices of girls and women in every decision we make.

Thank you for standing with us in breaking barriers to girls' futures.

Executive Summary

The Forum for African Women Educationalists (FAWE) Uganda Chapter remains a primary driver in bridging the gender gap within Uganda's education landscape. Guided by a vision of dignity and equity for girls and women, the 2025 reporting period marks high-impact milestones across Education, Social Protection, Research, and Advocacy. Despite regional instability and economic barriers, FAWE Uganda successfully deployed life-changing interventions across the Acholi, Bukedi, Busoga, Central, Karamoja, Rwenzori, Teso, Toro, and West Nile regions.

Through our various interventions, we are proud to have reached 126,761 program participants, these include 23,808 directly targeted participants through the various scholarships, young people in and out of school reached through our various programs, such as community action to end violence against children, REAL Fathers, Sexual Health and Reproductive Education, Higher Education, Echidna Giving, Mr Lars Forberg, Social Initiatives. 102,953 indirect participants were reached through various interventions, these included parents, local leaders, policy makers, religious and cultural leaders and other learners in schools.

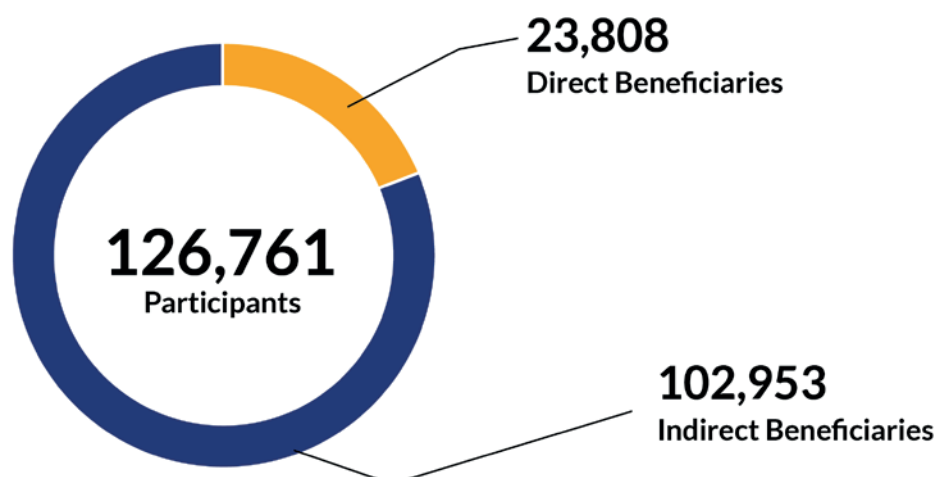
294 students out of 300 enrolled in August 2024/2025 academic year transitioned to the next academic level after graduating from

the HEAC program. To support enrollment, retention and completion at higher education, students received mentorship from the mentors trained by FAWE Uganda, each mentor is allocated 5 to 7 students

Focusing adaptation of the Higher Education Access Certificate (HEAC), 11 Universities received financial support in the form of technical experts towards the orientation of the university staff on the development of the curriculum, these include Valley University of Science and Technology, Uganda Pentecostal University, Ibanda University, Ebenezer University, University of Sacred Heart, Nkumba University, Bugema University, Equator University, Kisubi University, St. Joseph University and Kampala University. The universities submitted their draft curriculum to National Council of Higher Education for (NCHE) Accreditation

In the bid to empower young women with employable skills 100 female students from Yumbe and Obongi districts completed a 3-month informal skills training in male dominated trades such as Welding and Metal Fabrication, Electrical Installation, Building and Concrete Practice and Agriculture held at Lokopio Technical School in Yumbe (50) and St Martin Comboni Vocational Institute in Obongi (50). The trainees received start up kits in line with their trades.

Total Reach for 2025



To increase opportunities for school re-entry especially for child mothers and pregnant girls, FAWE Uganda focused on creating a safe school environment through dissemination of school re-entry guidelines, sensitizing parents school re-entry and parenting, training learners on making reusable sanitary pads while at Maaji Seed Secondary School in Adjumani, FAWE Uganda built a daycare to support child mothers who were at the verge of drop out due to lack of support for their children while they attend classes. 1,889 children returned to school in Kasese, Bundibugyo, Ntoroko, Adjumani and Buyende districts. 589 Tuseme club members were trained as advocates for better learning environments in Adjumani, Buyende and Kamwenge districts.

A focus was placed on parenting as a measure on ensuring that children receive parental care and support which is key in sustaining retention. A total of 1,985 parents were trained in positive parenting practices in same districts, this follows a training of 460 teachers as TOTs on Good School Toolkit (GST) in Kasese, and Bundibugyo districts.

To increase access to household incomes, 90 Village Savings and Loan Associations (VSLA) of 1,985 members in Kasese, Bundibugyo and Ntoroko were trained in VSLA methodology, each received UGX 500,000 as an addition to their own savings. These groups were able to save up to UGX 213,263,231 and lent out UGX 255,717,900 to its members through their savings and grants from FAWE Uganda.

A total of 1,409 businesses were started and still operational in areas of agriculture, mobile money, restaurants, tailoring, selling clothes among others. The parents use the profits gained to pay school fees, mid-day meals at school, scholastic materials and other family needs

In Ankole sub region, FAWE Uganda focussed on addressing parenting gaps by targeting men using the Responsible, Engaged and Loving (REAL Fathers) model which engages young fathers between the ages of 18 and 25 who are first time fathers and living with their wives. The project mentors fathers on responsible

fatherhood, care and support for their children and family. A total of 2,847 young fathers graduated after completing seven months of mentorship on responsible fatherhood, this is out of 3,559 enrolled in 2024 in Isingiro, Mbarara, Rubirizi and Ibanda districts.

To empower young people on Sexual Reproductive Health and Rights (SRHR), FAWE Uganda reached young people in Adjumani and Buyende districts with support of the SHARE Project. Young people were trained and mentored in SRHR, gender equality and advocacy. A total of 15 community-based organizations received tailored training on leadership and advocacy while 15 secondary schools received music instruments to support child centered advocacy through the Tuseme (Lets Speak) methodology.

Through the GPE-KIX TUSEME Project, FAWE Uganda conducted vital action research in refugee settlements. The GBV Safety Audit in Rwamwanja mapped critical protection risks, and providing a data-driven blueprint for creating safer learning environments in humanitarian settings.

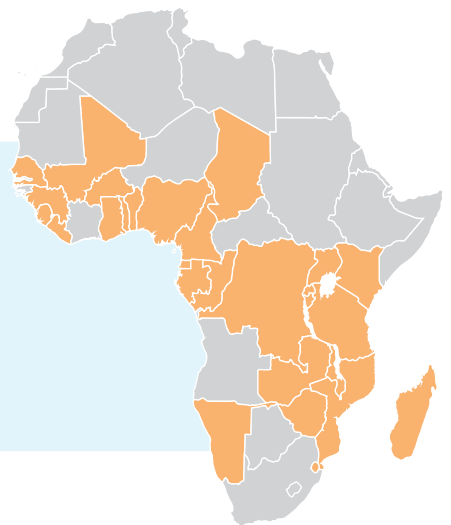
Safeguarding: To ensure safety and security of program participants, FAWE Uganda engaged a Safeguarding Officer, tasked with the responsibility of mainstreaming safeguarding into all programs of FAWE Uganda, staff, program participants and all those working on behalf of FAWE Uganda were oriented on Do's and Don't such as putting the best interest of the child first, adhering to code of conduct when working with rights holders, conducting risk assessments before and during the program design, implementation and monitoring of programs, disseminating forms and channels for receiving and responding to complaints from rights holder.

FAWE Uganda has a safeguarding committee and a focal person responsible for managing safeguarding issues. An e-mail and a telephone number is in place for receiving and responding to complaints.



WHO WE ARE

Forum for African Women Educationalists (FAWE) Uganda was established in 1997 to advance gender equity in education. It is part of the continental network of Forum for African Women Educationalists operating in 34 African countries.





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

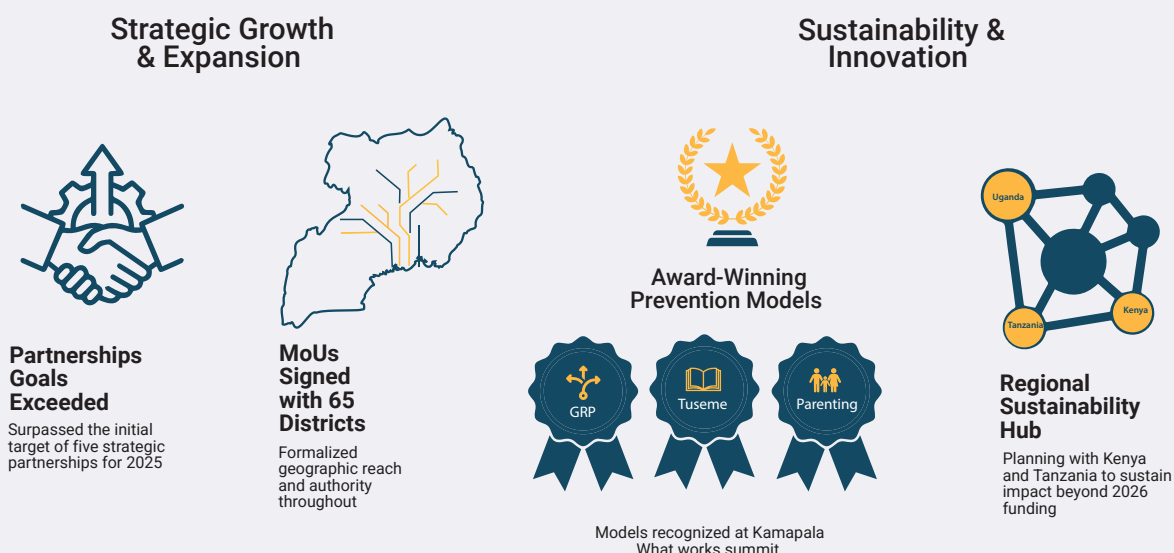
- Respect
- Professionalism
- Continuous learning
- Results Oriented
- Accountability



Key Result Area: 1.

Adequate framework for partnership and working relations management

FAWE Uganda 2025 Partnership and Strategic Action

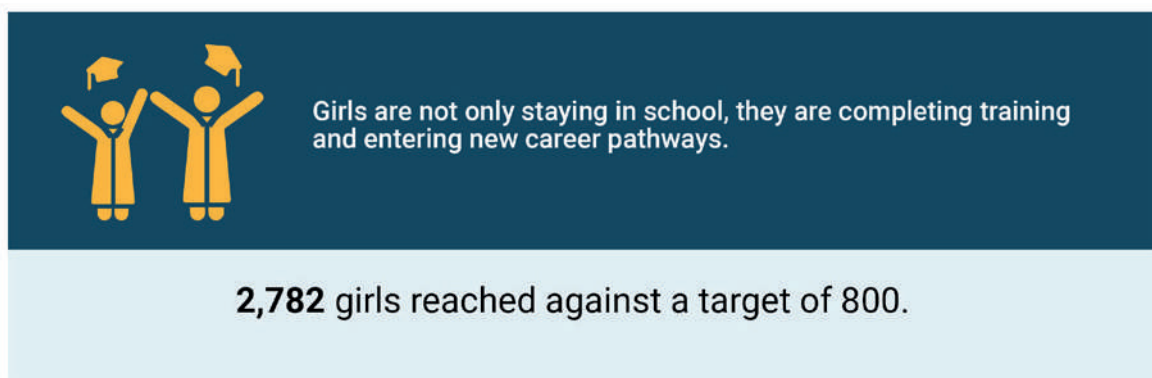
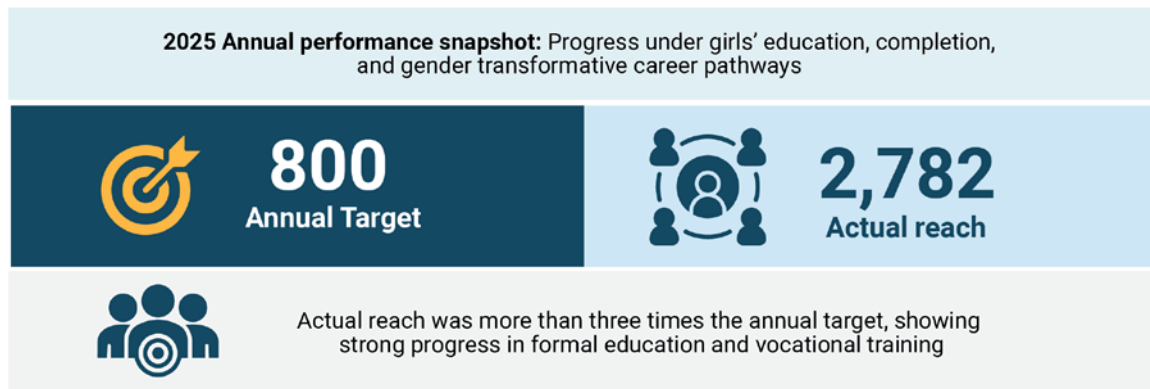


Summary of Key Engagements

- 1 **Policy Influence:** Successful integration of Gender Responsive Pedagogy into national frameworks via Uganda Child Rights NGO Network (UCRNN) and the Education Policy Review Commission.
- 2 **Geographic Reach:** Formalized authority in 65 districts through MoU.
- 3 **Sustainability Hub:** Collaborative regional planning with Kenya and Tanzania to ensure best practices continue beyond the 2028 funding cliff.
- 4 **Award-Winning Models:** Recognition for GRP, Tuseme, and Parenting models at the “What Works” prevention summit in Kampala.

Key Result Area: 2

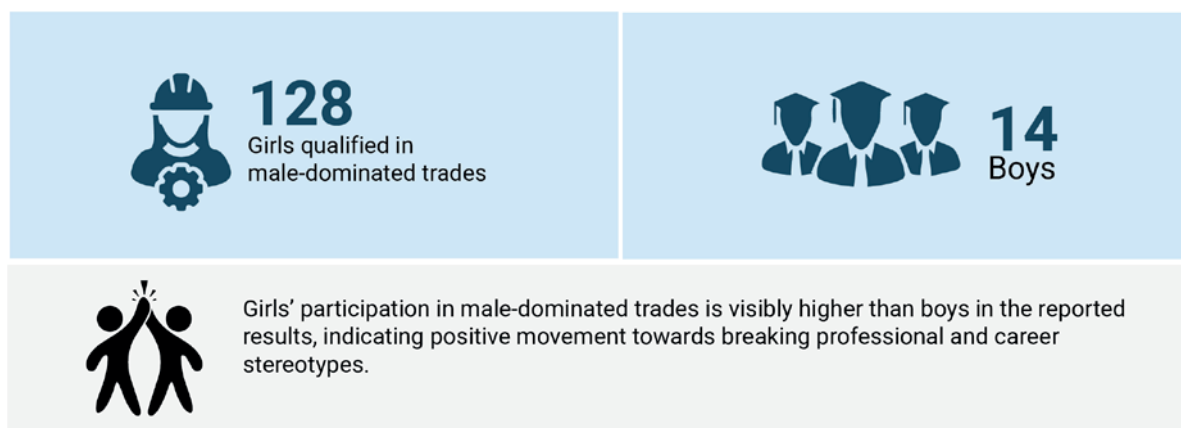
Girls attending and completing school and training



Key Result Area:3

Change in professional and career stereotypes for girls.

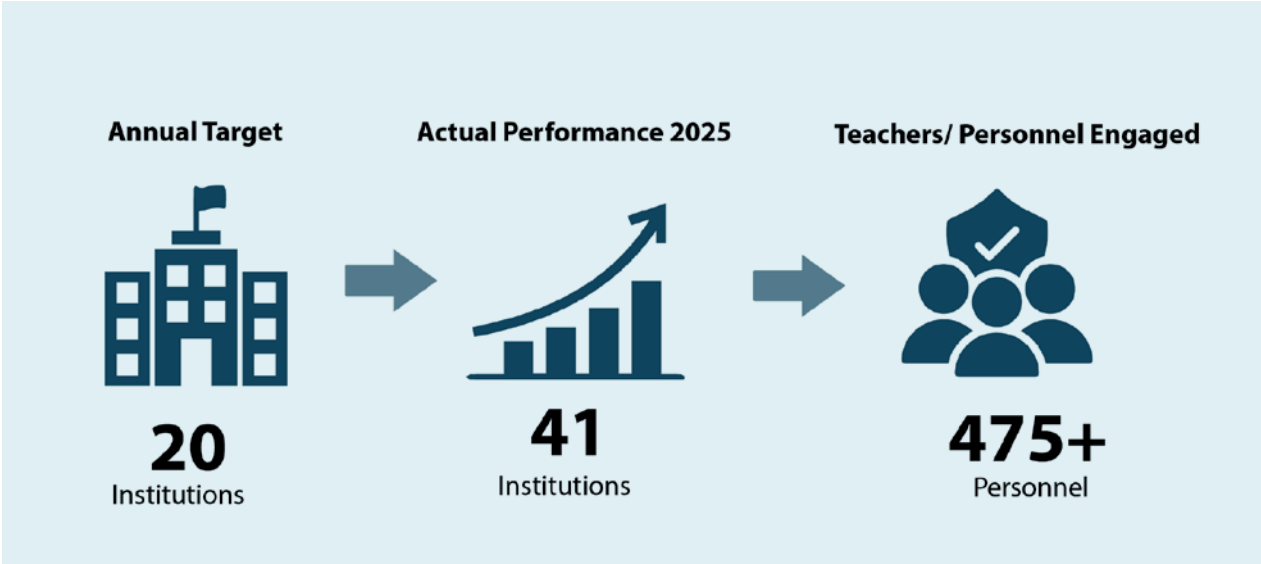
Annual Performance Tracker for Female participation in Male-Dominated profession



Key Result Area: 4

Gender responsiveness in education sector policies for girls in Uganda

Strategic Result: GRP Mainstreaming & Institutional Capacity (Combined)



Key Result Area: 5

Community awareness and basic understanding of the rights, social protection mechanisms and related legislation for girls.

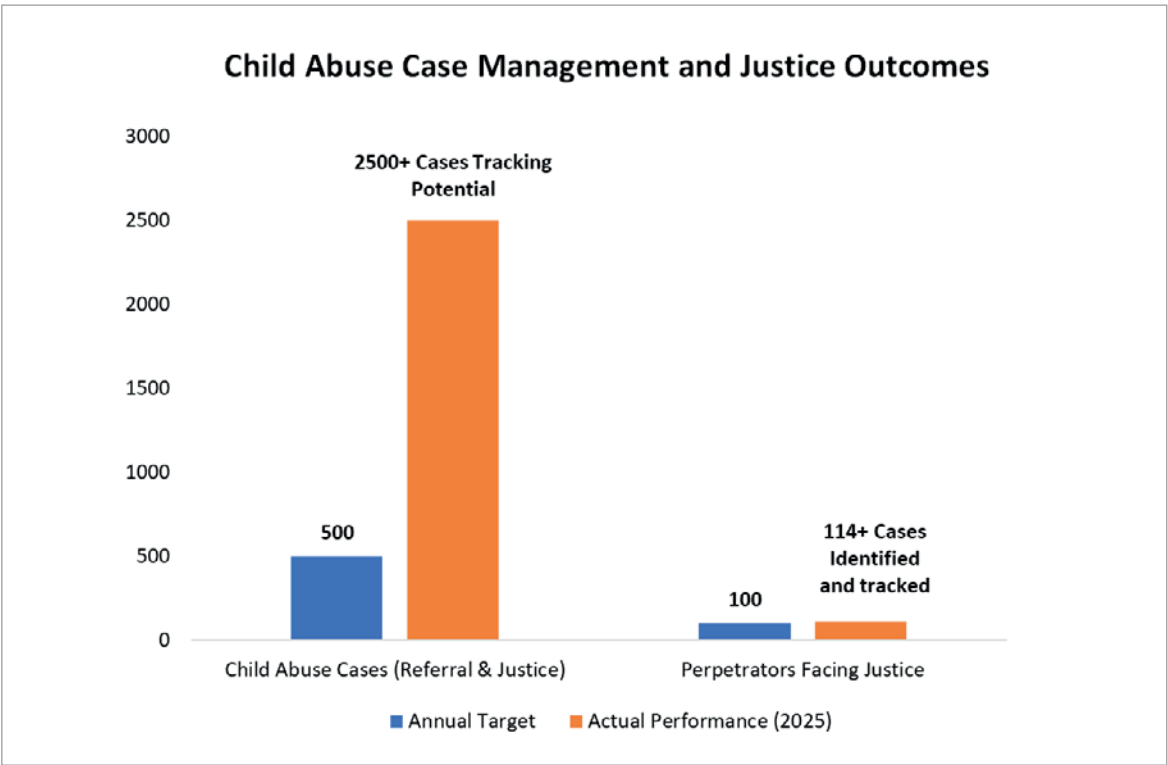
Strategic Result: Community Protection & Rehabilitation Systems



Key Result Area: 6

Strengthened enforcement of laws and protection mechanisms to prevent violence against children in the community.

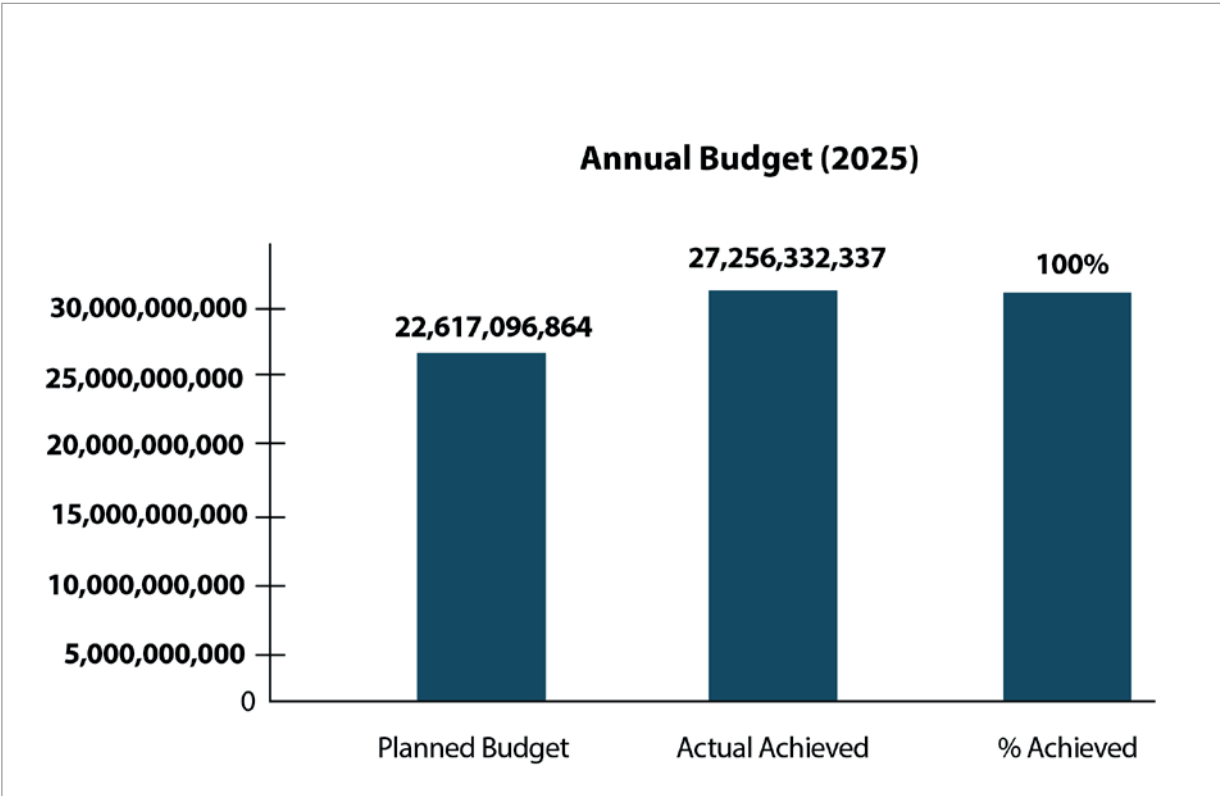
Strategic Result: Justice, Accountability & Perpetrator Prosecution



Over 2,500 child abuse cases were handled through FAWE Uganda’s referral system, surpassing the annual target fivefold. Additionally, 114 perpetrators faced justice, exceeding the target of 100 and reflecting progress in child protection and accountability.

Key Result Area: 7

Financial Performance Summary: FY 2025





Strategic Objective

STRATEGIC PERFORMANCE 2025

Strategic Objective 1

Strengthened Partnerships and Working Relations

In 2025, Fawe Uganda transitioned from project-based interventions to a robust model of systems influence. By focusing on resource mobilization and multi-sectoral collaboration, we ensured that gender equity remains a central pillar of the national education agenda. This objective is the “engine room” of our sustainability, allowing us to strengthen the systems that protect and educate the girl child long-term.

Strategic Engagement at National and International Level



Louise Johansson Programme Manager – Social Initiatives (far right) with 3 students and a mentor during a visit at Mulago Paramedical School Kampala in May 2025

At International Level

FAWE Uganda provided technical support to five FAWE Chapters implementing the Phase II program, which included training on the implementation of the Extended Orientation Program (EOP) in Malawi and Ethiopia, stakeholder engagements on adoption of the Higher Education Access Certificate (HEAC) in Ghana, Zambia, Zimbabwe and Malawi. The Executive Director and Education Coordinator took part in the meetings alongside the technical teams from Busitema, Kabale and Gulu University and NCHE.

FAWE Uganda also took part in the international dialogue organized by UNICEF under Arise Africa in Addis Ababa, Ethiopia to review the national commitments made by partners in Bogota, Colombia in 2024 towards prevention of sexual abuse against women and children.

FAWE Uganda participated in a regional meeting in Nairobi with partners being funded by Wellsprings Philanthropic Fund (WPF). This follows a communication from the funder that

it will be closing its operations globally in 2028. Participants from Uganda, Kenya and Tanzania agreed among other items to continue organizing, regional convening to share learnings, and best practices beyond 2028. Impact, Innovations and Development Centre (IIDC) which convened the meetings was proposed to continue leading the process.

Strategic engagements were held with donors including Social Initiatives, Mastercard Foundation, Echidna, Global Affairs Canada and Wellsprings Philanthropic Fund. The interactions provided an opportunity to share with donors, the progress of implementation, best practices, challenges and recommendations for better programs.

FAWE Uganda was delighted to be visited by Ms. Pernilla Bard the Co-Founder of Social Initiatives and Louise Johansson, Programme Manager, Social Initiatives.



Students awarded bursaries by FAWE Uganda pose for a group photo with the CEO FAWE Africa and ED FAWE Uganda after the EOP that took place at Uganda Technical College Elgon



Susan Opok Tumusiime, FAWE Uganda Executive Director, addresses HEAP participants at EOP at Uganda Technical College Elgon in Mbale.



Collin Ogara the Resource Mobilization Officer explains to participants the FAWE poster of prevention of Violence Against Children.

National Level Engagements

FAWE Uganda provided technical guidance to Education Policy Review commission on mainstreaming gender responsive pedagogy into teaching and learning and rendered critical insights to the National Council for Higher Education (NCHE) regarding minimum standards for the Higher Education Access Certificate (HEAC). FAWE Uganda is the current chair of the Education Working Group under Uganda Child Rights NGO Network (UCRNN) and as well as a member of National Early Child Development (ECD) and Parenting Clusters.

We successfully integrated gender responsive pedagogy into national child rights frameworks.

FAWE Uganda won an award at the “What Works in Girls’ Education” conference, for its work on the prevention of violence against women and girls.

The conference took place at Hilton Garden Hotel in Kampala from 1st–3rd October 2025, this follows a presentation of three models: Gender Responsive Pedagogy (GRP), Tuseme and Parenting. The Executive Director, Protection Coordinator, Resource Mobilization Officer and a Program Officer from the Regional Secretariat represented FAWE Uganda.

At district level, MoUs were signed with all the 65 districts where activities are being implemented. Inception meetings were held with the local government leadership and civil society partners in all districts to orient them on programs being implemented in their districts and seek technical and political support towards the implementation.





Strategic Objective

Programmes and Services



Dr. Jackie Epila—one of the Regional Selection Committee members conducting home validation in Adjumani district (Photo Credit: Ken Rogers)

FAWE Uganda's approach to education focuses on the entire lifecycle of a student's academic journey to ensure a high rate of completion. To facilitate this, FAWE Uganda ensures support supervision and undertakes timely payment of tuition, mentorship including extended orientation as well as institutional capacity building in FAWE models such as Tuseme, GRP, and Good Schools Kit. These models support students to enroll, settle and complete their courses.

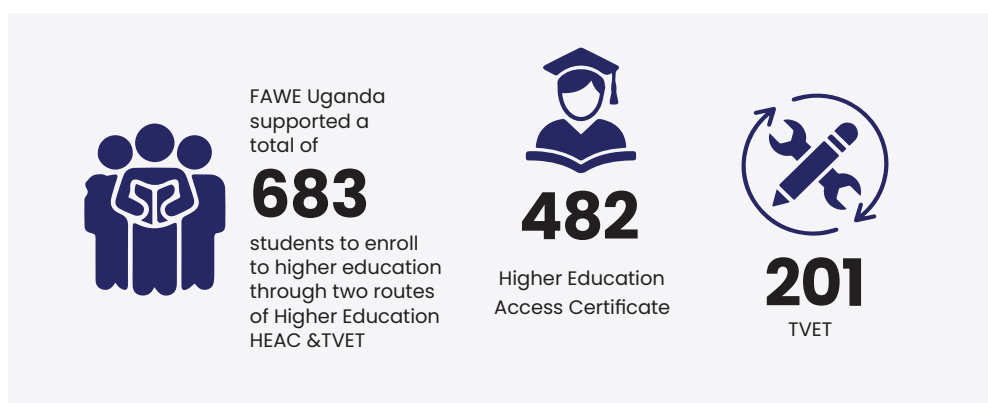
Education Access and Transition

The 2025 reporting period highlights a robust progression pipeline. The HEAC/ Bridging pathway serves as a vital entry point to university for marginalized learners who might otherwise be excluded from higher education. HEAC program provided an opportunity for such students to enroll into higher education.

- 683 (630 Female, 53 Male) were enrolled in TVET and HEAC/Bridging programme for the academic year 2025/2026
- 482 (446 Female, 36 Male) students were enrolled for HEAC while
- 201 (184 Female, 17 Male) were enrolled on TVET Program



Dr. Martha Muhwezi, Executive Director of FAWE Uganda, (holding microphone) hands over bursary award letter at Uganda Technical College (UTC) Elgon, on 14 August 2025. Mrs Susan Opok Tumusiime (light blue print dress), Dr Pamela Eludu (red print dress) and Prof. J.R. Ikoja Odongo, Vice Chancellor, Soroti University, also attended the awarding ceremony.



Vulnerability & Inclusion Breakdown

This section highlights how the 683 enrolled students are distributed across marginalized groups.

Vulnerability & Inclusion Breakdown : Enrolled Students (2025)

Inclusion Group	Total Application	Total Enrolled	Female	Male
 Refugees	373	67	49	18
 PWDs	263	31	23	8
 General Population	7,983	585	558	27
Grand Total	8,619	683	630	53



Students awarded bursaries by FAWE Uganda pose for a group photo with the CEO FAWE Africa and ED FAWE Uganda after the EOP that took place at Uganda Technical College Elgon

To combat the high “drop-out” rates often seen in transitional years an Extended Orientation Programme (EOP) was organized for students joining the program to enhance their ability to enroll, stay and complete their studies. The EOP provides students with skills around higher education environment, mental health and psychosocial support, financial literacy, basics in computer use and giving back to their communities. A total of 661 (608 Female, 53 Male) students attended the orientation.



From left to right; in dark blue Kitenge, is the Executive Director FAWE Africa, Dr. Martha Muhwezi, VC Soroti University Prof. Ikoju Odongo, the Executive Director FAWE Uganda- Mrs Susan Opok Tumusiime and Mrs. Pamela Elubu an EOP Facilitator at the award and closing ceremony of the 2025 EOP in UTC Elgon on 12th August 2025.

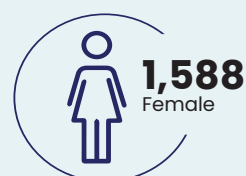
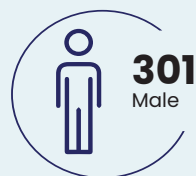
- The 10 (4 Female, 6 Male) of 75 diploma students under Forberg completed their courses at Uganda Technical College (UTC) Elgon. The students pursued engineering courses such as electrical, civil and mechanics, engineering.
- 11 Universities adapted HEAC with financial support from FAWE Uganda. These include Valley University of Science and Technology, Uganda Pentecostal University, Ibanda University, Ebenezer University, University of Sacred Heart, Nkumba University, Bugema University, Equator University, Kisubi University, St. Joseph University and Kampala University.
- 677 (478 Female, 199 Male) students for Cohort I HEAC and TVET, Forberg and Social Initiatives received mentorship and career guidance during 2-day annual convening held at Uganda Technical College Lira for HEAC and at Seroma High School in Mukono for TVET respectively in June 2025. Participants were mentored in areas of preventing pregnancy, ASRHR, financial literacy and employability skills.

Creating Safe School Environment

1,889 (1,588 Female, 301 Male) children returned to school following community outreach on school re-entry in Kasese, Bundibugyo, Ntoroko, Adjumani and Buyende districts. 589 Tuseme club members were trained as advocates for better learning environments in Adjumani, Buyende and Kamwenge districts

1,889

Children returned to school



Parenting and Mentorship

- 1,985 Parents were trained in positive parenting practices in Kasese, Bundibugyo districts by 460 teachers trained by Raising Voices as TOTs on Good School Toolkit (GST).
- 2,847 young fathers graduated after completing seven months of mentorship on responsible fatherhood, this is out of 3,559 enrolled in 2,924 in Isingiro, Mbarara, Rubirizi and Ibanda districts.
- 1,385 students under Mastercard Foundation, Foberg and Social Initiatives received mentorship through the mentors trained by FAWE Uganda, each mentor is allocated 5 to 7 students.
- 661 (608 Female, 53 Male) out of the 1,385 attended the Extended Orientation Program as part of the mentorship in July 2025.



A Young Father and his family during a mentoring session in Ibanda district.

- 8 (2 Female, 6 Male) Diploma students under Forberg from Medical Laboratory Training School Jinja gained practical hands-on experience during the hospital/ community placement at Bwera General Hospital in Kasese district.

- All the 8 demonstrated improved practical skills in laboratory testing and result analysis. Fawe Uganda provided financial support for their meals transport and accommodation during the two months placement.



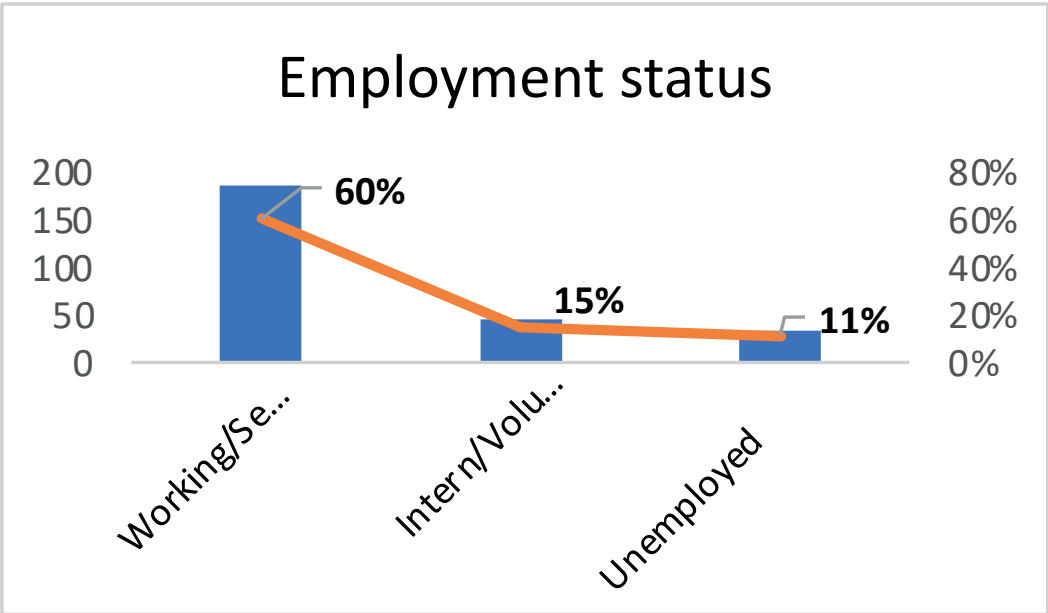
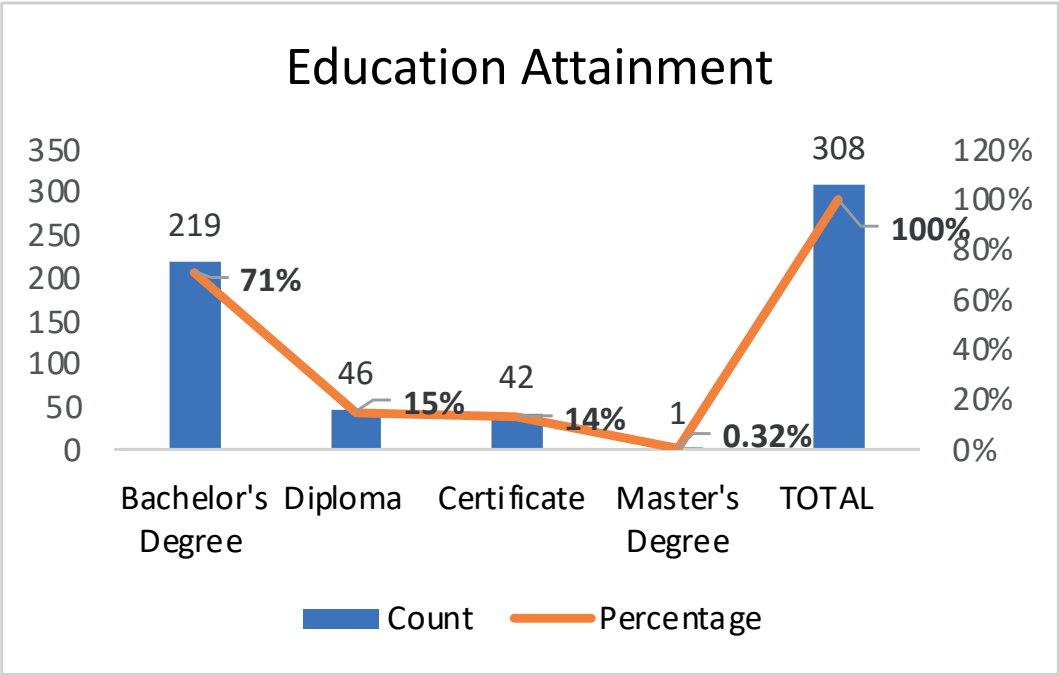
Students who completed their certificate in Midwifery exams on 12th December 2025 pose for a photo with Rebecca Byamukama- Program Officer during the catch-up meeting at Jinja school of Nursing and Midwifery

Employment Status of Alumni

FAWE Uganda with technical support from Social Initiatives conducted a survey to generate robust, evidence-based insights into the extent to which FAWE Uganda's Scholarship Programme has contributed to the long-term empowerment and wellbeing of its alumni. The assessment sought to determine whether the programme's investments in education have translated into meaningful improvements in alumni lives across professional, financial, social, and civic dimensions.

308 alumni participated in the survey following data cleaning. The sample reflects a strong female majority, with 192 female respondents (62%) and 119 male respondents (38%), directly mirroring FAWE Uganda's core mission to promote girls' education and reduce gender disparities in access to higher learning, sample was taken across various scholarships such as Mastercard Foundation (HEAP), Forberg and Social Initiatives who graduated with certificates, diplomas and degrees.

Most respondents – 219 alumni, representing 71% of the sample – attained Bachelor’s Degrees through FAWE’s support. A further 46 alumni (15%) completed Diplomas, while 42 alumni (14%) completed Certificate programmes. Only one respondent reported holding a master’s degree as their highest FAWE-supported qualification. These figures reflect the programme’s strong investment in degree-level education as the primary pathway to employment and social mobility.



2.1 Social Protection and Safer Learning Environments

2.2.1: Sexual Health and Reproductive Education (SHARE) Project in Buyende and Adjumani Districts

The SHARE Project focused on institutionalizing gender-responsive systems and multi-sectoral advocacy, being the final year of the 4-year project, the attention was towards bridging the gap between school-based empowerment and district-level policy enforcement to build sustainability mechanisms. This saw a shift from community awareness to institutionalized enforcement, contributing to a 6% drop in teenage pregnancy (from 28% to 22%) in Buyende District.

2.2.2. The Tuseme Model (Girls' Voice and Leadership) achievements from Advocacy

FAWE Uganda uses Tuseme model as a tool for empowering learners to advocate for their rights, and holding their leaders accountable in fulfilling their commitments. The model uses theatre as a means of conveying messages. During the reporting period, Tuseme members in Adjumani and Buyende held their school leaders accountable leading to key milestones as indicated below:

15 schools in Adjumani and Buyende established Menstrual Hygiene Management (MHM) Corners following advocacy by the Tuseme club members:

- 8 out of 15 schools are now producing their own reusable pads, leading to reduced absenteeism.
- Inclusion: 300+ boys joined MHM advocacy, actively denouncing menstrual stigma.
- All the 15 target schools in Buyende and Adjumani districts received musical instruments to aid in the implementation of the school-based advocacy activities especially by the Tuseme clubs.

At Kidera Secondary School—the Tuseme club engaged their leadership resulting in:

- A School Nurse recruited
- A modern kitchen built
- Piped water connected to the school
- 200 classroom desks procured at Kagulu Secondary School



The Deputy Resident Commissioner (RDC), Adjumani, Emmanuel Okware (middle), launching the Referral Pathway in Adjumani on 1st December 2025. Photo Credit: Nancy Asibazoyo

2.2.3 Health and Social Protection

646 adolescents were reached through outreaches on Adolescent Sexual Reproductive Health Rights (ASRHR) HIV testing, malaria screening, and family planning.

Parenting: 30 caregivers in Maaji Settlement trained in supportive communication to facilitate the school re-entry of child mothers.

Media Reach: A high-level radio campaign reached 6,000 listeners, harmonizing district-wide messaging on SRHR and mental health.



Policy & Governance

The referral pathway for GBV was disseminated and launched in Adjumani district. Stakeholders in attendance included Office of the Prime Minister (OPM), Resident District Commissioner (RDC), UNHCR, Local Government technical staff and partners involved in protection interventions.

Women in Leadership 35 women in Adjumani and Buyende districts took on positions of head teachers after advocacy engagements between FAWE Uganda, community of practice and the district appointing authorities on the role of women in leadership.

SGBV Referrals:

277 health workers were trained on survivor-centered reporting; 37 referral posters displayed in public hubs to improve case tracking.

The Madi Traditional leadership in Adjumani district adopted the Madi Traditional Marriage Byelaw to curb child marriage; this followed training from FAWE Uganda on Sexual Reproductive Health Rights (SRHR) for traditional leaders the Madi Council of Elders was commissioned to enforce child marriage prevention.

In Buyende district, Kagulu Sub County Council passed a byelaw banning night markets in the sub county following a cry from community on the negative effects of such markets on education of children especially the girls.

Sustainability: 15 local CBOs trained in advocacy; partner MAMA Africa successfully secured independent project funding; each received 20,000,000 UGX to support formulation and dissemination at district level.





2.3 REAL Fathers Programme

Operating in Mbarara, Isingiro, Rubirizi, and Ibanda, the REAL Fathers Programme imparts positive parenting skills to improve children's education, health, and overall well-being, while fostering harmonious and safe family relationships. This is achieved through a community-based mentoring model targeting young fathers.

2,847 out of 3,559 young fathers enrolled in 2024 graduated after completing seven months of mentorship on responsible fatherhood, parenting, my family dreams among others. A total of 792 mentors were trained to provide mentorship to the young fathers.

To empower the families, a total of 964 fathers were linked to Youth Livelihood Fund (YLF) & Parish Development Model (PDM).



*Young Fathers, Mentors, Political and Local government leaders sign pledge board on how to sustain the Young Fathers groups during the community celebrations in Kikagata TC HQs on 1st July 2025.
Photo credit. Robert*

2.4 Community Action to End Violence Against Children (VACiS)

In the Rwenzori region, FAWE Uganda utilized the Good School Toolkit and Parenting Groups to create safe learning environments and supportive homes by mentoring learners, teachers and parents on prevention and management of corporal punishment and forced marriage through social norm transformation.

847 (587 Female, 260 Male) parents and caregivers attended sessions on, family relations, roles and responsibilities of a skilful parent, family communication, child protection, family budgeting and nutrition in Kasese, Bundibugyo and Ntoroko districts.

2.4.1 Normative Transformation & Institutional Change

Negative Social Norms including corporal punishment and forced marriages were mapped as major contributors to child abuse in Kasese, Bundibugyo and Ntoroko districts.

Deliberation meetings were conducted to challenge the “unspoken rules” that accelerate violence, these include beliefs that teachers must use corporal punishment and that learners must remain silent, participants developed actionable frameworks to replace these norms with a culture of protection and accountability.

2.4.2. Scaling the “Good School” Ecosystem

The project successfully professionalized the learning environment by training 460 (153 Female, 307 Male) teachers across 30 schools in the Good School Toolkit (GST). Approximately 30,000 learners were reached by the trained teachers in 30 primary and secondary schools with messages on prevention and management sexual abuse, reporting and referral of abuse and school reentry of mothers.

A team of 26 Master Trainers (comprised of FAWE staff and district officials) was established by FAWE Uganda and Raising Voices to ensure the sustainability of the GST agile model. The training centered on the three pillars of a “Good School”: healthy relationships, safe learning environments, and transparent administration.



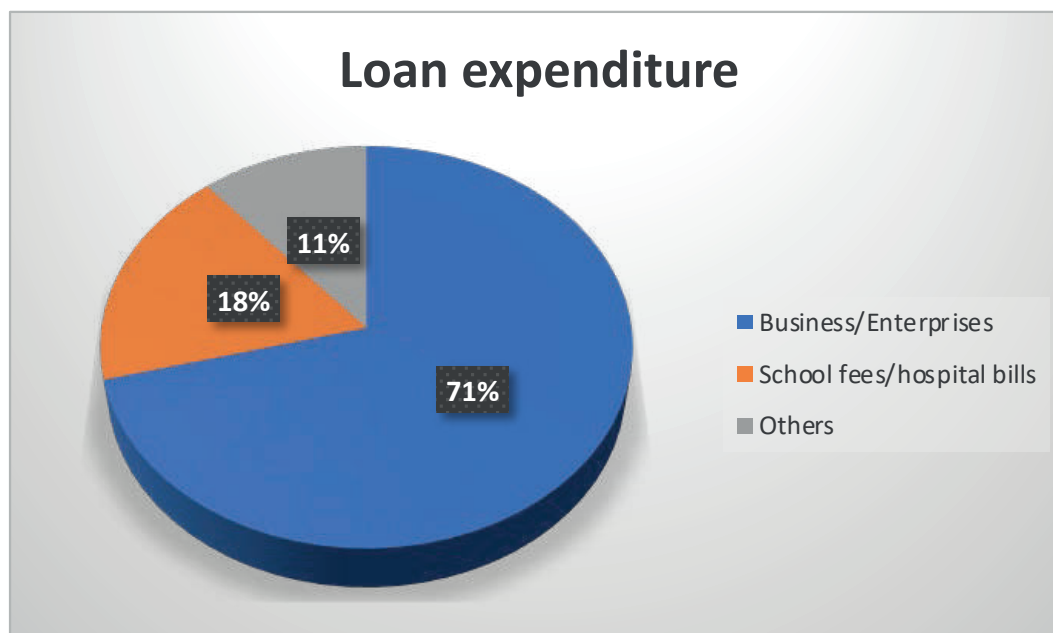
A group photo of FAWE Uganda and district staff during the GST Agile training at Fort Breeze hotel in Fort Portal City on 20th June 2025. Photo by Bwambale Phanuel, FAWE Uganda staff

2.4.3. Behavioral Change through Skillful Parenting

90 parenting groups were established as an engine for community-level change, enrolling 1,985 parents and caregivers focusing on sessions such as family budget, child protection and effective communication in the family. Village Savings and Loan Association (VSLA) was incorporated as a strategy in providing access to low interest loans to households for both income generation and provision of school need for their children.

1,985 (1,424 Female, 561 Male) parents from the 90 parenting groups were reached through Village Savings and Loans Associations (VSLAs) in Kasese, Bundibugyo and Ntoroko. The VSLAs saved UGX: 213,263,231/= (two hundred thirteen million, two hundred sixty-three thousand, two hundred thirty-one shillings) and lent out UGX 255,717,900 (two hundred fifty-five million, seven hundred seventeen thousand, nine hundred shillings) to its members through their savings and grants from FAWE Uganda. 71 % (1,409) parents spent the loans on business ventures , 18% (357) spent on school fees, medical bills and 11% (219) spent on other family needs

Loan Expenditure



2.4.4. The Ultimate Metric: Re-enrollment

The success of these combined interventions is best measured by the return of 1,889 (1,588 Female, 301 Male) to the classroom. This re-entry was a direct result of improved parenting messages reaching the household level in Kasese, Bundibugyo, Ntoroko, Adjumani and Buyende districts.

2.4.5. Humanitarian Adaptation

Research in Rwamwanja and Adjumani provided evidence to adapt the Tuseme model for displaced populations. Four schools have had the Tuseme Clubs established and functional, Awareness to over 2,000 learners and teachers, non-teaching and PTA, BOG in 4 schools 4 in Kamwenge and 2 in Adjumani districts.

GBV Safety Audit: An audit involving 208 club members helped identify hidden risks and strengthen mitigation strategies in Rwamwanja refugee settlement, these include:

FAWE Uganda launched the Tuseme model in Ntenungi SS and Rwamwanja SS in Kamwenge district as measure to build girl's agency towards reporting and management of VAC while engaging with Office of the Prime Minister and protection partners in the settlement for a coordinated response of incidences of violence.

Strategic Objective

3

Organizational Functioning

FAWE Uganda strengthened its institutional backbone to ensure compliance and resilience, several actions were executed to ensure compliance to the institutional standards, ranging from board capacity enhancement, staff development and system strengthening



Incoming and outgoing members of FAWE Uganda board at the transition meeting held at Esella County Hotel on 13th September 2025 (Photo Credit: Eddie Okila)



An Annual General meeting (AGM) was held online on 28th June 2025, Members were updated on performance of FAWE Uganda including program and financial on the performance for the year 2024/2025. AGM installed the new board, audit firm and the legal firm for the period 2025-2027. The meeting was attended by 105 members.

The new Board of Directors and the members of Senior Management received training in the roles and responsibilities of the board on 12th and 13th September 2025 at Esella Country Home. The training was attended by 11 participants (10 Female, 1 Male).

The new board received the instrument of power from the outgoing board; the handover was attended by members of the outgoing 2023-2025 and incoming 2025-2028 board.

The Human Resource and Administration Manager completed a training on Chartered Governance Professional from the Chartered Governance Institute UK and Ireland.

4 (3 Female, 1 Male) finance staff attended a training on Certified Public Accounts. FAWE Uganda staff attended trainings on mental health, Communication and Conflict Resolution, basics on artificial intelligence which were organized by FAWE Uganda in partnership with Success Africa.

A woman with dark skin and long dreadlocks is shown in profile, looking down at several young plants in a nursery. The plants are in various containers, some of which are repurposed plastic bottles. The woman is wearing a blue shirt and a green jacket. The background is slightly blurred, showing more plants and a natural setting.

Strategic Objective

4

Financial Sustainability

To ensure longevity beyond current grant cycles, FAWE Uganda adopted a multi-faceted approach to sustainability.

Membership: FAWE Uganda strengthened its mobilization of members who make annual contribution, membership increased from 60 in 2024 to 104 in 2025 and 3 partner institutions which are members, these include Busitema University, Wanyange Girls School and Jinja School of Nursing and Midwifery

20k campaign, this was launched to generate local resources towards supporting girls' education. FAWE Uganda utilized the initial tranche by supporting girls and boys in candidate classes to sit their final exams. A total of 16,137,750 UGX was generated through the campaign. 25 female students completed their candidate classes with the funds raised from the campaign.

Local Reserve Investments, FAWE Uganda invests its own locally generated money in UAP to earn interest for development and sustainability initiatives.

Famous Mileage: This is business arm of FAWE Uganda launched in 2024 general incomes through service services in areas such as transport hire and consultancy. As of 2025 the organization generated 59,542,250 UGX through hire is its own vehicles to projects within the organizations

Staff Fund: This was initiated by staff of FAWE Uganda to generate local resource to support vulnerable students to complete candidate classes. 11, 570,000 UGX was generated in 2025

Bilateral engagements to position FAWE Uganda, these strategic meetings were held with donor partners such as Mastercard Foundation Uganda, Echidna Giving, Foreign, Commonwealth and Development Office (FCDO), British Council, British High Commission, Danish Royal Embassy, World Bank and Commonwealth Association of Uganda, These meetings provided an opportunity to share about the work of FAWE Uganda and seek their support towards girl's education.

LESSONS LEARNED (STRATEGIC LENS)

During the year of implementation, FAWE Uganda recorded several lessons arising from direct program implementation as well as engagements with the stakeholders at national, district and community level.

- 1 **School clubs strengthen child participation:** Giving students a voice leads to safer schools.
- 2 **VAC normalization requires sustained norm change:** Quick fixes do not work against deep-seated cultural norms.
- 3 **Community structures reduce operational cost:** Utilizing existing local structures ensures sustainability.
- 4 **Sub-county case management improves service access:** Decentralization works for protection services.
- 5 **HEAC needs a legal framework to enhance its implementation:** Advocacy must continue to formalize bridging certificates.

Strategic Challenges and Adaptive Management

Challenge	Strategic Response
Closure of Wellsprings Philanthropic Fund (WPF)	Diversification strategy and new partner engagement including local philanthropy development
HEAC acceptability by stakeholders	Direct engagement with regulatory bodies and advocacy at policy level
Prolonged election period, from October 2025 to February 2026 delayed implementation	Catch-up plans for student-based engagement programs including but not limited to mentorship programs for students
Gender infrastructure gaps	GRP (Gender Responsive Pedagogy) capacity building, establishment and rollout Tuseme Clubs at schools and institutions of Higher Learning (MHM)
Cultural stigma (MHM)	• PTA engagement and community sensitization • Positive social norms marketing • Parenting

**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 2025

ASSETS	Note	2025 Ushs.	2024 Ushs.
NON-CURRENT ASSETS			
Property and Equipment	3	1,931,464,678	1,942,840,849
CURRENT ASSETS			
Cash and Bank Balances	4	7,443,950,420	4,993,936,030
UAP Investment		1,303,526,613	585,477,217
Receivables	5	195,885,903	195,402,816
		8,943,362,936	5,774,816,063
TOTAL ASSETS		10,874,827,616	7,717,656,912
		=====	=====
FUNDS AND LIABILITIES			
FUNDS			
CAPITAL FUND	6	1,931,464,678	1,942,840,849
GENERAL FUND	7	592,041,267	(472,196,733)
RESTRICTED FUNDS	8	8,033,914,460	3,585,945,240
		10,557,420,405	5,056,589,356
LIABILITIES			
Payables	9	317,407,211	2,661,067,556
TOTAL FUNDS AND LIABILITIES		10,874,827,616	7,717,656,912
		=====	=====

These financial statements were approved by the Board of Directors on 18/April 2026 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 2025

	Note	2025		2024
		Actual Ushs.	Budget Ushs.	Actual Ushs.
INCOME				
Grants	10	26,980,698,706	22,447,096,864	16,625,249,458
Other Income	11	275,633,671	170,000,000	101,603,427
Total Income		27,256,332,377	22,617,096,864	16,726,852,885
EXPENDITURE				
Personnel Costs	12	3,227,507,407	3,508,330,061	3,111,379,870
Administration Costs	13	396,134,738	793,237,913	675,124,064
Partnerships & Working Relationships	14	11,099,862	146,912,500	42,168,555
Programmes and Services	15	17,920,244,025	17,950,758,317	10,168,983,493
Organisational Functioning	16	86,895,685	169,177,098	99,588,957
Financing	17	4,465,206	40,505,975	56,564,611
Capital Expenditure	18	63,199,000	8,175,000	508,242,867
Total Expenditure		21,709,545,923	22,617,096,864	14,662,052,417
Surplus for the year		5,546,786,454	-	2,064,800,468
Exchange gain / (loss)		(11,427,821)	-	(103,044,896)
Refund (to) / from Donor		(23,151,412)	-	(16,472,241)
Write back unrecoverable balance		-	-	17,015,600
Balance at 1 January		3,113,748,507	-	1,151,449,576
Balance at 31 December		8,625,955,728	-	3,113,748,507

Donors & Partners

We extend our deepest gratitude to our partners who make this work possible:



IDRC · CRDI

Wellspring
Philanthropic Fund

The **LEGO** Foundation

Canada



Social Initiative

Mr. Lars Forberg

CONCLUSION

In 2025, FAWE Uganda strategically strengthened access pathways, gender-responsive systems, protection ecosystems, norm transformation, and institutional sustainability.

The organization remains firmly aligned to its Strategic Plan (2019–2026) and continental mandate to eliminate barriers to girls' education. As we look toward 2026, we remain committed to a Uganda where every girl can learn, lead, and thrive.





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