

Annual Report 2022 of the She Leads Uganda Network

GYW reflections on She Leads in 2022

- **What do the GYW in your network consider the proudest achievement of 2022? Please describe (this can be in any form the GYW prefer) the action/change and explain why.**

Radio stations provided free airtime for GYW to advocate for their rights. Through various engagements with the media, Eastern Voice, a radio station in Bugiri district offered free airtime every Thursday for MUCOBADI's GYW. The girls and young women have utilized this platform to talk about the negative effects of teenage pregnancies and child marriages, and through these radio talk shows, GYW has been able to transform the negative gender norms around child marriage, especially among Muslim communities.

In Karamoja, 2 radio stations (88.7 Ateker fm and 94.7 Karamoja fm) provided GYW free airtime to advance their issues. An MOU was signed due to the orientation workshop conducted on 23/3/2022 on girl-led advocacy in Naitakwe and Loputuk, which generated 61 positive responses. For private radio stations to offer free airtime to the GYW, it means they are not only in agreement with the She Leads message, but are also willing to commit their own resources to the same.

GYW from YADNET have on their initiative engaged police in regards to the monetary requirement during reporting of cases. Much as this was not within the law, police officers always asked for money before a case could be reported, a practice which denied GYW justice as many cases were being unreported. The GYW engagements with police yielded as police officers no longer ask for money when a case is being reported. This is a big sign of attitude change in regards to identification, reporting and follow-up on cases thus a plus for GYW participation.

Increased participation of cultural and religious leaders especially Muslims in elimination of child marriage and other harmful practices. Notable examples include; The District khadi in Kamuli District committed to support GYW empowerment efforts, the Imam of Masjid Takua in Nawaikiki gave the She leads GYW a platform during prayers to talk about girls right, 12 elders in Karamoja (cultural leaders/ chiefs) signed a commitment on 22/9/2022 during the GYW conference to collectively take responsibility to eliminate harmful cultural practices against women and girls in Moroto and Napak, specifically early and forced marriage. Since these leaders command respect and are the custodians of cultural practices, having them publically condemn child marriage is a positive step towards adoption of alternative social norms, values and practices that protect GYW.

GYW influenced the formulation of bye-laws and ordinances on child marriage. Notable examples are, a bye-law on child marriage in Iwemba sub county Bugiri district, the ordinance in Buluguyi Sub County still on elimination of child marriage, the community bye-law to ban strip dancing in Namasagali, this had been a common vice and majority of strip dancers were young girls. As part of their GBV advocacy asks during the 16days of Activism in Namasagali, GYW petitioned the duty bearers and as a result, the sub county is in the process of developing a bi-law to ban strip dancing in cinema halls, clubs and in the meantime, strip dancers have dropped the practice.

Additionally, as part of the 16days of activism the She Leads Uganda consortium collaborated with the Netherlands Embassy in Uganda and Uganda Women Parliamentary Association (UWOPA) and tabled a motion on Elimination of Violence against women and women and Girls and at the floor of parliament. This Motion was tabled by the State Minister of Gender, Labour and Social Development , Honourable Betty Amongi Ongom, and also highlighted the need for decision-making making, especially for GYW, if they are to ably report and form GBV.

Establishment of the Busoga GBV disability rights network where GYW with disabilities are members. These represent the GYW-led groups in all the thematic working groups of the network including livelihood, SRHR, disability inclusion areas as a result of the mentorships and capacity training by She Leads network. GYW have been given opportunity to invite community and district stakeholders in their meetings

GYW advocates have been at the forefront in ensuring that other girls and young women in the community return to school. Examples are; during an advocacy engagement with mothers in Busitema, one of the GYW advocates identified a young girl who was pregnant and the parents wanted to marry her off. Out of the several engagements with the parents and encouragement, she accepted to go back to school, sat Primary leaving examinations while pregnant and when results came back, she had scored 20/36 aggregates.

In the same regard, GYW from Kampala obtained scholarships. Following the post-Covid-19 lockdown, there were high rates of school dropouts due to teenage pregnancies and many families could not afford school fees. She Leads GYW identified 25 girls from the 5 divisions of Kampala who wanted to go back to school and they linked them to Touch a Hand Uganda which sponsored 8 girls at secondary school level, Girl Up Initiative sponsored 9 girls, GLS sponsored 5. Mastula, a GGYWB Representative was able to go back to school after 8 years of not being in school she scored 13/20 points in her Uganda Advanced Certificate of Education emerging top 5 in her school and She will be joining university in September 2023.

The #Go back to school advocacy campaign conducted by GYW in Karamoja in February 2022 resulted in enrolment of 13 girls back to school. These were distributed in classes primary 5, 6, and 7 at Kalokenge West and Lomuno primary schools from where 2 of them sat for Primary Leaving Examinations and scored 23 & 27 aggregates respectively. They were linked to Welthungerhilfe a like-minded CSO in the area which provides school fees and scholastic requirements to ensure that girls and young women stay in school.

GYW have been linked to other CSOs in the community which provides opportunities for more learning. Through the various platforms that She Leads has been able to provide, likeminded CSOs are beginning to notice what the girls are doing and are willing to support them. For instance, Mastula a GYW under YADNET attended a radio talk show, and through that platform she was identified by Uganda Children's Centre a CSO in Makindye division, she was asked to develop her own project that the organisation would fund, a budget of 4,500,000 was allocated for her to implement her project for 6 months #Promoting **ghetto youngsters talents through advocacy**. Miracle from Rubaga was linked to another CSO where she is doing advocacy on inclusion of GYW living with disabilities.

150 safe, secure spaces have been created and through these, GYW have been empowered with the right information, they engage freely and share different success stories which in a way builds their confidence, they are able to make informed decisions. The consortium can capitalise on these to build

a national movement of GYW. In 2023, lobby and advocacy actions will also focus on the need for proper resourcing of the safe, secure spaces to optimise their benefits to the girls and young women.

Two (02) child advocates were elected to the children reference group (CRG) that was launched in November 2022 under the Ministry of Gender, Labour and Social Development (MoGLSD) to represent the views of children at national level.

Context of the programme

In this section you describe the most relevant internal and external forces and dynamics relevant to your programming in 2022. Depending on the focus of your network, this analysis describes the context at international, national, and/or (sub)national level. Try to limit your reflections in this section to max 4 pages.

External context

- ***What does your network consider the top three the major changes/dynamics in the political, economic, social, technological, legal, and/or environmental context of girls and young women in 2022 that affected the implementation and/or outcomes of the She Leads programme, and why? Ensure you reflect on different experiences of GYW e.g. GYW with disabilities, gender-diverse persons, GYW from rural areas, GYW with children etc.***

The persistent insecurity in Karamoja region, especially cattle raids, have diverted the attention of stakeholders as technocrats to consider peace meetings a priority rather than program activities. Parents are now moving with their girls, while some communities became hard to reach due to insecurity. This has in turn made mobilisation hard and also disrupted activity implementation..

Subsequently, the ongoing forced disarmament program in Karamoja region has kept men away and boys away from programme activities because of fear that the government would arrest them hence causing low participation of the men who are the perpetrators of harmful practices and we have had to reschedule planned activities.

To foster implementation, KAWUO has been involving peace committees, local leaders, and district security teams (GISO, DISO) in planning activities so that they offer protection during our activities, and security alerts. Working under such conditions will likely require the teams to train more male champions who would reach out to other men in their hideouts and encourage them to come on board given the circumstances.

Divisions of sub counties in the districts where we work for instance in Buyende district where TMF started with Bugaya Sub County, it was divided into 3 more sub counties which caused financial losses on budgeting. This called for more interventions, increased the number of government officials we had to engage with the same resources and yet the project had budgeted for 1 sub county, and new leaderships coming on board who do not understand our agenda because they were not part of the initial training.

Amendment of the Company Act 2022 by the Parliament of Uganda which was assented to by the President in August 2022. This requires public companies which do not comply with any code of corporate governance to comply, provide for the re-registration of companies limited by guarantee as companies limited by shares and define beneficial owners to provide for beneficial owners register

to empower the minister to make regulations for beneficial ownership. Re-registration of NGOs as companies limited by shares will assume NGOs as profit making organisations which will increase taxes with NGOs, deter other organisations which are planning to register.

High expectations from politicians , they expect so much from CSOs operating in their districts for instance Community Development Officers, Chief Administrative Officers ask for fuel, and allowances if we invite them to our activities and when we do not provide, they do not attend. It becomes challenging because in our budgets, we provide transport refunds of only 5 euros (20,000 UGX) but these leaders find it little compared to what other NGOs operating in the same areas offer. She Leads might have to reconsider the budgets during the next annual planning to ensure meaningful participation of local government staff.

The inter-clan conflicts spearheaded by politicians affected implementation of activities. These tend to support where they come from and when the project is not in their area they sabotage it. A case to note is Moroto where the chairperson of social services comes from Nachele parish and yet our engagements are in Loptuk, getting him to support our work has been a challenge.

Economically,

The global/national wide economic crisis occasioned by post Covid19 pandemic , and the effects of the conflict between Ukraine and Russia. Uganda experienced rising inflation and fluctuating exchange rates. The high rate of inflation hiked commodity prices especially fuel and resultant increase of transport costs. This had an impact especially on the activities of the GYW groups because they could no longer afford basic needs which increased their vulnerability, and so could not transport themselves to implement activities in communities that are far from their locality. The same period experienced low forex rates, this caused exchange losses to partners for instance KAWUO lost about 20 million UGX (about 5,500 Euros) every quarter which had a negative impact on budgets to implement planned activities since funds received were less than what had been budgeted for. The unstable exchange rates called for budget revisions and contingency planning in terms of budgeting for activities. The suggestion was to adopt Plan Uganda's financial system that allows partners to budget in Uganda shillings, this would in a way minimise losses.

Operationalization of the Parish Development Model influenced our advocacy towards ensuring that GYW within communities, districts start benefiting from government livelihood programs because previously, these mostly benefited men and old people. IPs also started supporting girls to register formal groups at districts through which they could advocate and as well access government economic empowerment programs starting with the PDM. A case in point is Bugaya Sub County where Tusobola Youth group qualified for the Parish Development Model funds as a result of She Leads engagement with the Sub county leadership on the importance of girls' economic empowerment, this in away supports their participation in decision making processes.

Socially,

In January 2022, Government of Uganda announced the full reopening of education institutions after two years of closure as a result of the COVID 19 pandemic. This enabled us to continue implementing in-school activities, and also opened way for second change education. In this regard, the influence of cultural and religious leaders is unprecedented as they started using their platforms (pulpits) to encourage GYW to return to school. More than 10 Girls have returned back to mainstream education

. This change of attitude among religious leaders results from the several advocacy engagements conducted with religious leaders in the project districts.

The Ebola outbreak in September 2022 brought with it the threat of a possible country wide lock down as part of measures to curb the spread of the deadly disease. At national level, the government came up with guidelines that included closure of schools a month earlier than planned which impacted in-school activities. This caused a shift in our programming –adaptive programming as some activities were rushed, and others halted.

Post Covid19 paved way for creativity and innovative advocacy strategies, this enabled us to reach a wider audience that would otherwise not be reached physically. These included use of digital media platforms like Whatsapp, twitter, Tiktok and facebook, virtual learnings. The GYW have been able to cope with the technological evolution thus enhancing online activism. However, this required us to be more vigilant and come up with safeguarding guidelines to protect GYW against cyber bullying.

The increasing number of teenage pregnancies and child marriage have proved to lower GYW confidence to rise up and influence decision making. This is attributed to the risk factors associated with post Covid19, and bride price. Some cases have been among our GYW advocates yet as a programme, working with many teenage mothers would send a negative message to the communities that we seek to change. As part of mitigation, GYW advocates have continuously encouraged fellow girls to return to school including child mothers

The high turnover in our GYW groups came to reality when schools opened in January 2022. There were more GYW participating in community events but as schools, most GYW had gone back to school which meant that there were fewer GYW participating in She Leads community engagement activities. As mitigation, the team resolved to reach out to schools within the same communities which widened our scope and more young people were reached in schools

Technological

The advancing technological trends have helped programme advocacy grow, through the use of different social platforms for awareness raising and information sharing. The increased use of twitter, whatsapp and Facebook as a form of advocacy has been a great initiative that has helped us push the She Leads agenda further .The network is tapping into these developments to improve programming through evidence based reporting by the GYW (capture images), and easy communication and planning.

The increased ownership of radio stations gives more spaces for voices to be heard through the various talk shows. The use of internet for social networking and advocacy has increased for instance GUIU, MOCOBADI, IDIWA created social media accounts for online activism, National advocacy on TV shows also increased as partners allocated budgets for such engagements (GUIU)

However the increased exposure to technology (eg use of phones; social media etc) to GYW increases the risk of abuse (eg cyberbullying). As organisations, this calls upon us to come up with safeguarding measures to be able to protect GYW advocates from such abuse and exploitation. In the meantime, we have come up with some measures like content restrictions for the different social media platforms/pages used by GYW to regulate who disseminates information and what is shared.

Environmental

This reporting period, drought and famine continued to have adverse impact on the livelihoods of people in Karamoja with reports of deaths due to hunger/famine especially in Napak and Moroto districts. Culturally, girls and women take the primary responsibility of fending for their families. Hence, there has been increased movement by GYW to other areas in search of food for their households, making them more exposed to exploitation.

- ***Were there any changes in 2022 related to the civic space for civil society organisations, and more specifically related to civic engagement of girls and young women? How do these changes/dynamics affect the implementation and outcomes of the She Leads programme?*** Concerning the

The Public Order Management Bill requires partners operating in Karamoja region to seek clearance from the Inspector General of Police for them to be able to conduct community events e.g. dialogues. These bureaucracies and politics deter GYW, and IPs from organising freely e.g. Peaceful demonstrations against bad laws, and also delay activity implementation.

The review of the NGO Act 2016 into a Company Amendment Act has brought in new regulations which may hinder registration of GYW groups into CBOs, and some may not be able to express themselves as NGOs in case they don't meet some of the requirements.

Revised guidelines on prevention and management of teenage pregnancies in schools, this was launched in 2022 and she leads advocated for its implementation. Having these operationalized will enhance reentry of GYW in schools This was spearheaded by TMF nationally.

The Building Control Act 2014 provides for accessibility standards. IDIWA used this as a guide and conducted an accessibility audit in both primary and secondary schools. As a result, one of the primary schools in Nambirika took up recommendations of the audit and adjusted their construction plan to include access for people living with disabilities

- ***Did your network take any measures to mitigate unexpected negative changes? If yes, please elaborate.***
- Collaboration with immediate authorities within the target communities
- Collaboration with NGO monitoring committees at the district to ensure that our work is recognized
- Contingency planning especially in terms of budgeting for activities
- Being flexible and embracing adaptive planning

Internal context

- ***What were the most important developments or changes in the composition, structure and organisation of the She Leads network and/or within participating organisations in 2022?***

The composition, structure and organisation of the She Leads Network has had a number of developments in 2022. At consortium level, new GYW representatives were selected to the country steering committee (1YW), the country network (2YW), the UN (4: 1G&3YW) and the Human Rights Council (3YW).

There were staff changes within She Leads consortium organisations. The Program Coordinator at TdH NL left for further studies whereas the Project Manager at Plan International was elevated to a higher position. The organisations however acted swiftly and had the positions filled. Similarly, the project officer at Global Learning for Sustainability (GLS) transitioned to a role outside She Leads. A new staff was recruited to implement the project activities henceforth. To amplify the voices of GYW in leadership of the implementing organisations, GUIU and GLS selected GYW representatives to their governance boards. A girls' advisory council was also formed by GUIU.

- ***How did these changes influence the implementation and/or the outcomes of the program?***

Having GYW representatives on the country steering committee and the country network made it easier for the implementing staff to receive feedback on program delivery and thus, adaptations made accordingly to improve program quality. In addition, the views of GYW were presented and integrated in the program plans at regional and international level through the GYW representatives. For instance GYW were part of the outcome harvesting, annual planning workshops and engagements at national level where they relay information from the National level to Regional and International forums sharing best practices and lessons learnt.

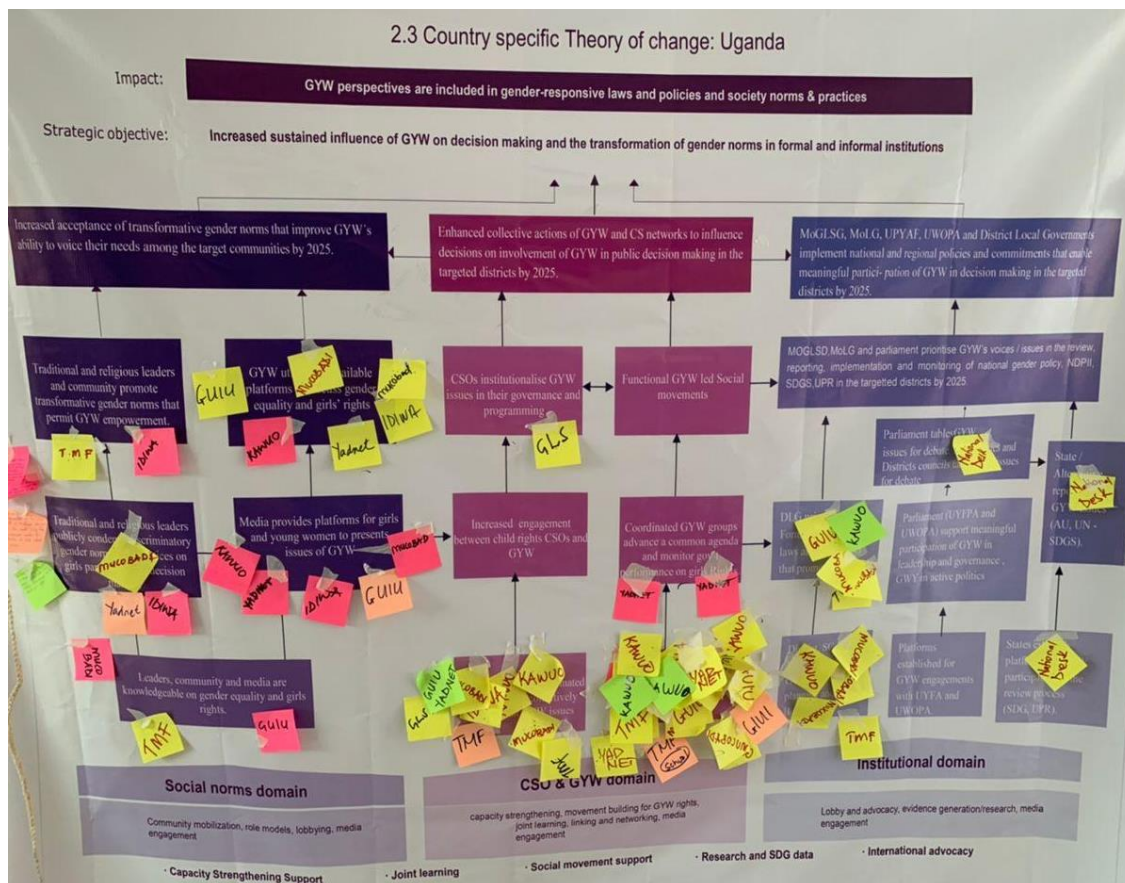
- ***Which measures were taken to mitigate unexpected negative changes?***

To mitigate the effects of staff changes, the organisations (TdH NL; Plan International and GLS) expedited the processes of recruitment/ assigned of new staff to the She Leads program. Henceforth, the consortium coordinator (TdH NL) and the Former Manager, She Leads (Plan International) worked collaboratively to ensure that the new staff are well oriented on the program requirements for seamless delivery.

Progress towards outcomes

- **Submit the network's Outcome Harvest Logbook for the period January – December 2022.**
 - Make sure that the OH logbook includes for each outcome a complete description (e.g. who does what differently, where and when), and classifications for significance, change and contribution, based on the individual Outcome Harvest Logbooks of each network member organisation.
 - As you consolidate the inputs from the different organisations and groups, please make sure to remove any duplicate outcome signs.

In this section we reflect deeper on our progress towards the outcomes as described in our Theory of Change. For each domain in our Theory of Change (i.e. socio-cultural domain, civil-society domain and the institutional domain) the networks give a qualitative reflection of **the top two most important** (i.e. those that score high in significance and contribution) signs of changes. Try to limit your reflections in this section to max 4 pages.



- **What are the most important changes observed in the acceptance of positive social gender norms and why? Which actions of your network contributed to this change?**

Socio-cultural domain

In 2022, She Leads Network in Uganda achieved significant results from the efforts to increase acceptance of transformative gender norms that improve GYW's ability to voice their needs among the targeted locations.

Community mobilisation and Awareness raising: Analysis of the signs collected in 2022 revealed that key stakeholders such as local, religious leaders, parents, and champions of change are knowledgeable about equality, GYW rights, and She Leads programme. This is as a result of the several community engagement activities implemented by She Leads programme..

In 2022, Uganda network attained signs of active involvement of traditional and religious leaders in publicly condemning discriminatory gender norms and practices on GYW participation in decision making. Discriminatory gender norms and practices being addressed were forced marriages, teenage pregnancies, dowry, female genital mutilations (Tepeth in Karamoja region), denial of GYWS to own properties, etc.

The She Leads activities consisted of capacity strengthening in gender transformative approaches, dialogues, advocacy during commemoration of international days (women's day, day of african child, and 16 days of activism), sports tournaments (Kampala). Reports from the GYW indicate meaningful participation in community mobilisation, awareness raising, lobby and advocacy engagements with community leaders. In some Districts such as Kamuli, MOUs have been developed with religious institutions for effective and meaningful participation of girls and young women.

Media engagement, influencing & advocacy: Through application of media engagements, influencing and advocacy strategies, the network in Uganda made significant contributions towards achieving increased acceptance of transformative gender norms that improve girls and young women's ability to voice their needs among the target communities by 2025.

Media, such as TV and Radio have been widely used platforms for advocacy. Girls and young women have utilised the available media platforms such as free radio airtime, and TV to discuss gender equality and girls rights. Media advocacy continues to be a significant force for influencing changes in discriminatory norms such as child marriage, teenage pregnancy, accessibility of the built environment for Persons with Disabilities, and high demand for dowry leading to forced marriages and gender based violence.

Radio stations that have provided free airtime for girls and young women to amplify their voices include Busoga FM, Apex fm, Mama FM, Tiger FM, Ssebo FM, KBS FM and UBC Star (In Busoga region), Ateker FM (in Karamoja sub-region), Sanyu FM, Simba FM, X FM, Bukedde FM, Capital FM, Dembe FM and Tangy FM (in wakiso region).

TV stations such as Delta TV (In Busoga region), NTV, UBC, NBS, civic space FM, Bukedde TV, and Tagy FV were also utilised to amplify the voices of GYW. Notably, Bukede and Tangy TV offered free airtime to GYW to present their issues. Additionally, in December 2022, GYW stories of change and impact of She Leads programme were developed and disseminated in key spaces of influence and via print media platforms such as [Daily monitor newspaper](#).

Use of social media for advocacy gained some momentum in 2022. In Karamoja, 12 GYW groups received smartphones from She Leads programme to aid in their advocacy efforts. GYW advocates from one of the national level partners (GUIU) initiated two GYW owned media platforms (TikTok and twitter accounts) in May 2022 through which GYW shared She Leads information and as well continued promoting online activism). By December 2022, the platform had 808 likes,63 followers, and are following 109 on TikTok. Online media (GYW-led) campaigns are being conducted under the hashtags #SheLeads.

- ***What are the most important changes observed in the strength of collective action & activism by GYW in a gender responsive civil society, and why? Which actions of your network contributed to this change? Consider GYW-led action & activism AND gender responsiveness of CSOs.***

Capacity strengthening, networking & learning

In 2022, through strengthening GYW and civil society organisations, individual and collective capacities, many signs that have been harvested related to 1) strengthened and coordinated CSO networks collectively engaging on GYW issues and 2) empowered GYW led groups which will then lead to a strong diverse GYW-led movement with strong and well resourced GYW-led groups.

She Leads implemented coaching and mentoring sessions with CSO & GYW, stakeholder engagement meetings between GYWs and CSOs to better understand and support issues GYW take action on.

Analysis of the outcome signs revealed more empowered GYW led groups that are collectively taking actions to challenge negative norms, and hold duty bearers accountable and further empower fellow GYW in their communities. To this partners, have created 150 safe spaces across the project districts and these have been a safe platform for girls to engage and to coordinate their activities. Examples include; a construction of a waiting shade at Butansi Health Centre III as a result of several engagements between She Leads GYW and the Sub-county leaders on the need for a youth-friendly

corner at the Health facility to enable young people to access SRHR information and services in a safe environment.

At the same Health Center, due to lobby and advocacy a health practitioner was also assigned to handle youth-specific cases every Saturday. Through mentorships at the various safe spaces created, GYW have been awakened to create a strong voice against social norms that disempower them.

In 2022, signs indicate an emergence of a strong community GYW movement at district levels and if well-coordinated will advance into a strong GYW social movement.

In addition, GYW led groups have been supported to attain registration status as Community Based Organization (CBOs) at district level. E.g. On 5th July 2022, Bugaya She Leads GYW group attained registration status as a Community Based Organization (CBO) licensed to operate within the Sub County and District as a CBO fighting against negative norms and practices hindering GYW from participating in leadership and decision making the CBO named Tusobola Youth group has also qualified for the Parish Development Model funds.

On 17th October and 14th November 2022, the community development departments of Entebbe (Wakiso district) and Lubaga division (Kampala) registered two GYW groups i.e. Entebbe girls foundation and Free girls club respectively. This contributes to outcome two under movement building. The Free Girls Club is supporting their peers to acquire skills in Income generating activities and linking GYW with HIV/AIDS to other support networks/ organisations like Mild may for further tests. This has helped to save lives of children and young mothers, free girls club, Tusobola Youth group, Girls with a vision and many others.

On 22/8/2022, the District Education Officer (DEO) of Kamuli district deployed a science teacher to Kiwungu Primary School in Butansi Sub County after the school did not have a science teacher for a period of 1 year. This came as a result of lobby and advocacy engagements between She Leads advocates from Butansi, the Sub County councillor in charge of health and education and the DEO, including delivering a written petition to the DEO on the need to address the GYW issues at Kiwungu Primary School. This is good progress in regards to having coordinated GYW taking collective action to advance a common agenda

In terms of creating a national GYW movement, not it is still slow progress because most engagements are still at Sub-county compared to district level. However, the creation of many safe spaces for girls and young women, and the community GYW movement is a step towards the national GYW movement building. Having a GYW desk at the districts would ensure that GYW issues are heard at district and deliberate efforts are made to link these to national level. This informs the urgent need to operationalize the national GYW desk in 2023 as it is a strong push factor to creating a national GYW-led movement.

- ***Which are the most important changes observed in (meaningful) participation of GYW in political institutions, and why? Which actions of your network contributed to this change?***

GYW have been able to attain positions of leadership and influence in key decision-making. examples include; Poni Josephine Sebi from Kagulu who was in march 2022 elected as the secretary to the Human rights committee of Buyende district, Anek Paula from Namasagali who was on the 15th of march 2022 appointed to the school management committee of Namasagali primary school, Nakaima Beatrice from Butansi sub county who was in March 2022 elected as the speaker to the clan of Abaise Igaga and Prossy Nangobi from Butansi who was appointed as a

VHT representative of Butansi health centre III, addition, On 9th July 2022, Belynda Amanywa was voted as GRC and later appointed as the vice guild president of Gulu university. This came as a result of expressing in the position of (GYW representative to the council (GRC). Later in the same year (August) she was elected to the position of Vice president of Uganda National Students Association (UNSA), Gulu University for the first time had a female representative to this position.

GYW in schools are increasingly taking over leadership e.g. In July 2022, Kabukye SS school administration was able to overturn their policy on ring fencing school prefectural positions for only moslem students since it is a moslem founded school. This happened as a result of continuous lobby engagements between the She Leads Club members and the school administration and as a result, a non-Muslim She Leads club member (Nabirye Phiona) was elected the head girl at Kabukye secondary school in Kamuli district the first time a Christian was elected into that position at the Islamic founded school.

Between May to July 2022, 3 (She Leads) GYW were elected as Head prefects in 3 schools namely, Mustard Seed SS in Kamuli, Irundu Central Academy and Irundu Progressive in Buyende district. This was a result of advocacy from the She Leads school clubs who are breaking the norm of male dominated leadership positions in schools. This involved the club members carrying out class to class engagements, school assembly advocacy and school club outreach engagements in the community to change the perception of students and community members on women leadership. This is the first time females were being elected head prefects in the history of the 3 schools

- ***What are the most important changes observed in laws, policies and social norms to promote GYW's voice, agency, leadership and participation in decision-making in public, private and civic spheres, and why? Which actions of your network contributed to this change?***

In terms of policy influencing, district and sub county leaders have started the process of enacting bi-laws and these have been influenced by the GYW advocates. Notable examples are; Between September and December 2022, as a result of advocacy from She Leads advocates, the local government leaders of Namasagali and Butansi drafted Sub County level Bye-Laws that protect the rights of GYW from abuse and violence. In Butansi, the process was started on 26th September with a Sub County executive committee meeting to discuss and adopt the formulation of a Child Safeguarding Bi-law which restricts children and girls from hawking goods and moving at the trading centres past 6pm.

GYW influenced the formulation of a community bye-law to ban strip dancing in Busoga region, this had been a common vice and majority of strip dancers were young girls, At a budget conference held in Nadunget sub-county on 18th December 2022, four GYW advocates presented their priority needs for the year 2023 to the council. The sub-county leaders (councillors) agreed to enact a bi-law in support of Girl Child Education. They proposed allocation of 15% of the local revenue to the education of two most vulnerable girls, qualified girls and young women to join Nadunget S.S.

The Labour Officer during the Advocacy engagement meeting with the stakeholders to enact bye-laws held on 12th May 2022 committed to engage the CAO to follow up on the District Ordinance on child marriage.-

- **Does the overview of signs of changes from your outcome harvest logbook confirm the logic of your Theory of Change? And do the signs of changes confirm your assumptions about change? If not, does your Theory of Change require adaptation? Please elaborate.**

Number of signs Harvested per Domain

Social Norms Domain	20 signs
CSOs& GYW	30 signs
Institutional domain	11 signs
Total	61

Social domain

From plotting of the TOC, a total of 20 signs were registered under social domain with most signs under the pathway on media: Media provides platforms for girls and young women to present issues of GYW (8). All partners have heard deliberate engagements with media and out of these, several private radio owners across project districts integrated GYW issues in their programming, they have signed MOUs to offer free airtime for GYW voices. The increasing use of online media for advocacy is unprecedented, and partners created online platforms through which girls engage (She thoughts 1 on Tiktok, Loud voices1 on Twitter)

The same relatively had more signs under the outcome pathway; GYW utilised the available platforms to discuss gender equality and girls’ rights. This implied that partners are able to define outputs and outcomes along the Toc pathways for instance what came out of the different events, processes, and media engagements i.e. yes media has provided spaces but the enthusiasm exhibited by GYW to utilise free airtime, engage in the online spaces and the impact of the issues being fronted in media makes a difference.

CSO & GYW domain

Plotting of the TOC further indicates that we are moving well towards the right direction on CSOs especially on empowerment of GYW. This registered the highest number of signs (30) with majority signs under the outcome pathway; Empowered GYW led groups (16). GYW groups have attained registration status i.e. CBOs e.g. God’s Secret in Nkondo, Tusobola youth club in Nkondo, FREE GIRLS CLUBS in Entebbe and Kampala and many others. GYW have also attained leadership positions in the communities and institutions of learning. This provides for sustainability, and shows attempts at movement building. 8 CSO’s not directly linked to she leads advancing the she leads Agenda . 2023 shall focus more on building a national movement of GYW and therefore shall leverage on the already established community movements to create a strong national GYW movement that will advance the agenda.

Institutional domain realised the least number of sigs (8), most of the outcome pathways under institutional were empty yet partners (national level partners are doing so much. The discussions into this revealed that partners were not intentional and their activities were not relevant to the TOC hence a need to review , poor documentation of signs i.e. lack of evidence, signs on leadership were dropped

because the pathway only looks at bi-laws and ordinances, and failure to follow up on signs that appeared as outputs in 2021.

Much as CSOs, and social domain registered commendable progress, the plot shows that most of the signs are at lower level (community and sub county). Therefore, there is need to;

- Empower project officers with sufficient information about the project i.e. clear understanding of the TOC, this comes from the staff turnover.
- Follow up on already started activities .When collecting signs, partners only concentrate on activities of the current year. Previously all activities were centred on creating knowledge and being year 2, some of the commitments made by different stakeholders would have graduated into signs.
- Functionalize the GYW desk
- Develop consortium signs where all partners contribute
- Have quarterly partners' meeting to assess progress
- Partners to submit consolidated signs per domain for the M&E team both at organisational level and consortium so that by the time of next outcome harvesting, signs have been reviewed and refined - M&E to lead the process
- Harmonise work plans i.e. always refer to the annual planning work plans to avoid implementing unintended activities.
- Constantly review the TOC while implementing activities
- National advocacy partners jointly assess signs realisation
- Fast tracking of signs i.e. capture signs as they appear because since many activities are being implemented, good signs are lost along the way.
- Advocacy training on laws and policies that can support gains under institutional domain.
- Quarterly engagement meetings with UWOPA to allow better understanding of project specific laws and policies.
- Identify priority laws and policies, simplified versions of priority laws..
- Capacity building of implementing partners on movement building –planned for 2023-
- Joint monitoring visits to the safe spaces (by GYW advocates

Performance: compliance with cross-cutting standards

In this section you can use the reporting tools for safeguarding, GYW inclusion and power sharing to reflect on your performance on the cross-cutting issues. Try to limit your reflections in this section to max 2 pages.

- A. How do GYW that participate in She Leads experience their inclusion and safeguarding in the network/consortium in 2022? What are the areas for improvements, and if provided, are there suggestions for improvement? What are examples of meaningful and inclusive participation in She Leads in 2022, and why is this a good example?**

Partners have integrated GYW advocacy agendas in their organisational plans i.e. GYW have been involved in the planning processes. They are represented by their coordinators who amplify their concerns on safeguarding, chaperons are provided whenever girls are going for engagements outside their districts, GYW and their parents/caregivers sign consent forms prior to engagements, transport reimbursement are given in time.