



REPORT FOR GALS POPULARIZATION WORKSHOP WITH IFAD FUNDED PARTNERS



VENUE: DESERT BREEZE HOTEL – ARUA

DATES: 22nd – 26th July 2019



Executive Summary

The report is a result of five days learning amid fun and excitement with IFAD funded partners as we unpacked Gender Action Learning Systems (GALS)!

In attendance were 38 participants (20 males and 18 females) drawn from 14 organizations implementing IFAD funded projects across Eastern, Western, Karamoja, Acholi and West-Nile subregions in Uganda (PROFIRA – Project for financial Inclusion in Rural Areas and PRELNOR – Project for Restoration of Livelihoods in Northern Region).

The IFAD funded partners included

- SEPSPEL
- VIDA
- CARE
- WENIPS
- CREAM
- FURA
- Mid North Private Sector
- IIRR
- CARITAS
- UWESO
- Karamoja Private Sector
- Arid Land
- PRELNOR – Gulu District Farmer's Association
- COMVIS

The workshop was also attended and facilitated by staff from Oxfam and CEFORD and 3 champions drawn from Wadelai, NAFA and Poro poro Empowerment Learning Centers (ELCs) based in Nebbi, Arua and Yumbe respectively.

The five days included 4 days in-house discussions and one day in the field. While in the field, the team visited the home of a couple that shared their vision and subsequently leading the team in touring some of the things they had set out in their vision and had either achieved or were at the verge of achieving. This was later in the day followed by a learning visit to NAFA empowerment learning center where more GALS tools were shared with the team further generating more discussion and understanding of GALS.

Her-story and History of the workshop

In recent years the demand for integrating “Household Methodologies” (HHM) in rural transformation programmes reached unprecedented levels, especially in IFAD loan-financed operations in Africa. IFAD recognises GALS as the most comprehensive amongst HHM and the most effective to address social norms, attitudes, behaviours and systems that represent the root causes of gender inequality. By integrating GALS in projects, Oxfam and Hivos already contributed to the empowerment of over 200 thousand of people. Income and assets are shared more equally between women and men, women and youth have a bigger say in group decisions, domestic violence reduced, households and groups pursue shared goals, make informed decisions and thus participate much more actively in programs.

To make significant global impact on gender equality, millions of people need to be reached. Oxfam and Hivos are thus working together with dedicated IFAD counterparts to respond to the demand for capacity development and information on HHM.

Objectives of the workshop

The workshop was aimed at

- Briefing stakeholders about Empower @ Scale project
- Popularizing GALS with the aim of increasing uptake among IFAD funded partners
- Self-assessment of IFAD partners in-terms of integrating GALS and drawing actions for upscaling GALS
- Marketing of Empowerment Learning Centres (ELCs)

Pair wise introductions

Each participant was tasked to draw a symbol of something that they vividly recall or hold dear in their life and thereafter move around the room to look for a soul mate. Some participants managed to get soul mates while others were not able to get. Groups were then formed for those who were able to find soul mates while those who didn't get soul mates were also required to form groups of uniqueness and introduce themselves. During the exercise, participants were able to learn and discover a lot more about each other which then formed the basis for further interactions.

*God is good, all the time and all the time, God is good
and that's his nature wow!. This then became the slogan
for the group and the two were nicknamed the survivors!*



Through the use of symbols, we expressed ourselves - we identified soul mates. Even amid situations where our symbols were unique, we formed groups of uniqueness!



Lessons learnt from the pair wise introductions

- ❖ Everyone has something they are passionate about in life
- ❖ For us to succeed, we need one another
- ❖ The experiences we go through in life get there and stay there
- ❖ There is a lot we learn about self through experience sharing
- ❖ When you haven't learnt from another, you might think your experience is the best
- ❖ Life is full of challenges, we need to get time and adjust to the challenges
- ❖ We need to promote gender equality in all the work we do
- ❖ Gender roles affect project outcomes as it might deter active participation of a particular category of people in project activities
- ❖ Persistence and perseverance will enable you go far in achieving your goals in life
- ❖ The process was empowering
- ❖ Different symbols mean different things to different people
- ❖ We observed what drives people in life and also drives them to work!
- ❖ When you get close to people and get to hear their experiences, you can design programs better
- ❖ There's always need to have a goal in life
- ❖ Equality does no harm
- ❖ Drawing doesn't necessarily require you to be an artist
- ❖ Bad memories remain strong and we shouldn't use them to harm others
- ❖ There's a difference between a need and a want – Reality vs Vision

Workshop leaders

The team selected two participants – Specioza Kiwanuka (F) and Draniga Leo (M) who interchangeably acted as welfare and timekeepers to support in coordinating workshop activities for 2 days. This was later reviewed and another set of participants selected to act in the same capacities – these included Kisoboli Mugisa (M) and Martin Carnogura (M)

Expectations

- ❖ Knowledge about GALS, delivery skills
- ❖ Visit to the learning centers
- ❖ Applicability of GALS
- ❖ Becoming a master trainer
- ❖ To go & teach others about GALS

- ❖ To know more about gender roles and responsibilities, gender equality and equity
- ❖ What doesn't work and what works with GALS
- ❖ Certificates after the training – certificate of completion/TOT
- ❖ Consolidation of strategies to enable us handle gender challenging issues
- ❖ Experience sharing by organizations and specialists
- ❖ How GALS can be used to solve gender issues
- ❖ Linkages between GALS and rural development programming
- ❖ Women empowerment, financial inclusion
- ❖ Active participation
- ❖ Overcoming cultural beliefs that undermine women participation
- ❖ How GALS tools can be used in day-to-day activities
- ❖ Learn more about ELCs
- ❖ Synergy creation among programs
- ❖ Learn new innovations in GALS
- ❖ Time management
- ❖ How to integrate gender into our ongoing activities
- ❖ Share experience with GALS champions
- ❖ Explore GALS in details and exhaust it
- ❖ Allowances, transport refund, proper and timely meals
- ❖ Integration of GALS with other models we have been using
- ❖ Network with GALS champions for more learning
- ❖ Make new friends

GALS VIDEO

A GALS documentary was showcased to the participants which then formed a basis for discussions around GALS. Participants then shared their thoughts emerging from the video

- ❖ Women bear most of the burden @ home. Realization of gender equality therefore is still work in progress
- ❖ Joint participation of men and women increases productivity, peace, economic independence thus the multiplier effect
- ❖ We should always have goals in life
- ❖ Gender roles are learnt, they change over time. What a woman can do a man can do provided it's not biological
- ❖ Benefits of GALS – increased productivity
- ❖ One hinderance to GALS is culture – this will affect change
- ❖ Involvement of all stakeholders is key for success of GALS

- ❖ There's need for further sensitization of people about GALS
- ❖ Involvement regarding usage
- ❖ Realizing of the dreams is important – tangible things that come out of these goals are key
- ❖ Transitioning from the best practices
- ❖ Culture of silence among women and only speak after learning GALS
- ❖ Men fear stigmatization as they pursue gender roles
- ❖ Increased impact in communities where GALS has been implemented
- ❖ Respect from men is required
- ❖ IT IS POSSIBLE
- ❖ Confessions of men about some negative traits they have been having
- ❖ Needed to have an urban set up as well including children, working parents among others
- ❖ Someone promoting GALS should be a role model in the community
- ❖ The product name is good and unique – GALS
- ❖ Like the CREAM model of integrating GALS in VSLA
- ❖ Both men and women have fear of the unknown and are scared of what the community will think and say
- ❖ GALS champions have self-esteem built during the GALS training – gave an example of Teddy
- ❖ What is the sustainability plan
- ❖ What structures do we have on group for upscaling GALS
- ❖ GALS empowers men and women
- ❖ The process provided for learning and unlearning of traits
- ❖ What is the change we desire for self, for families?
- ❖ Joint planning, marketing, reduced GBV
- ❖ The documentaries should involve high profile people in society showing how they use GALS in their lives
- ❖ Domestic stability and harmony
- ❖ GALS is the entry point for development with the household as the unit

Experience sharing by IFAD partners on mainstreaming gender

IFAD partners had an opportunity to share experiences on how they are mainstreaming gender within their organizations and programs

- ❖ Making gender diffusionary
- ❖ Targeting beneficiaries – primary /secondary
- ❖ Recruitment processes
- ❖ Project designs

- ❖ Gender responsive budgeting
- ❖ Organization goals – gender marker
- ❖ Consultations
- ❖ Organization policies
- ❖ During project / program implementation
- ❖ Through procurement
- ❖ Male engagement for example using the role model men approach in GBV programming
- ❖ Gender goes beyond parity
- ❖ Support from women

Understanding Gender

Participants requested to have a session on understanding gender and sex to ensure all were at par. This was not initially planned for however a session was latter considered for the same.

Participants were then taken through understanding gender as the social differences between men and women which changes over time where as Sex is the biological difference between a woman and a man.

We further dived into understanding the difference between sex roles and gender roles

Participants were also taken through understanding the difference between equality and equity which was done through a role play for easy understanding. Equality is thus about providing equal opportunities to men and women whereas equity is about ensuring fairness to those who are discriminated against.

As we concluded the session, we stressed emphasis about the need to be gender sensitive for one to be able to identify the specific issues and better plan to address them through the project/program.



@ Oxfam. Understanding Equality – Peace taking participants through the Gender concepts using roles plays

RECAP OF DAY 1

At the start of day 2, participants shared their thoughts about day 1 and what it is that they learnt and what areas needed more emphasis.

Below are some of the learnings they picked from day 1.

- ❖ GALS starts with you
- ❖ Got to know about the distinction between equality and equity
- ❖ GALS as a household methodology
- ❖ GALS enables you to map out opportunities as well as challenges that may deter you from achieving your vision if not taken into consideration when planning
- ❖ There's need to make a diagnosis of all processes to ensure Gender responsive programming
- ❖ GALS starts with visioning
- ❖ Unlearn bad traits
- ❖ GALS is a mass movement through peer to peer learning
- ❖ There are different ways in which organizations mainstream gender
- ❖ GALS is a process
- ❖ GALS is a community approach
- ❖ Distinction between gender and sex
- ❖ Mainstream gender in project designs
- ❖ Gender based violence
- ❖ Experience sharing
- ❖ All partners need to be involved in the process for a family to develop
- ❖ Its not about numbers but what happens with numbers
- ❖ GALS caters for all individuals both learned and unlearned
- ❖ Challenges and opportunities are key in visioning
- ❖ GALS doesn't just look at individuals but also groups, cooperative
- ❖ GALS can be used in addressing GBV
- ❖ GALS starts with you but leaves you and enters the whole community

Introducing GALS tools

Participants were then introduced to the GALS tools further diving into the vision road journey framework as participants also underwent the envisioning process through drawing their own visions.

Other GALS tools were introduced to the participants further explaining the uses of each tool

1. Vision Road Journey
(individual visioning, community vision, collective group vision)
2. Challenge Action Tree
3. Gender balance tree (changes in gender relations in the household)
4. Empowerment leadership Map/ Household mentoring
(changes in the family and community and people with whom the methodology needs to be shared in order to achieve that vision)
5. Multilane highway (vision, gender relations and outreach)
6. Gender Justice diamonds/GBV Reduction (challenges the gender norms and stereotypes)
7. CEDAW rights diamonds (gender issues looked at in terms of international agreements on human rights which are promoted by most national governments)
8. CEDAW Challenge Action trees (helps in improving the planning on our vision roads by examining strategies for addressing the gender challenges and changes identified in the gender diamonds. Do a challenge action tree for @ of the 5 rights)
9. Achievement road journey



@Oxfam. Bosco sharing his vision with participants



@Oxfam. My current situation – Kisoboli

Introducing Empower @ Scale

A power point presentation was made to participants giving an overview of empower @ scale project and key baseline findings drawn from the baseline and knowledge management survey that was conducted by Oxfam and HIVOS from September to November 2018.

Field visit

On day 3, all participants traveled for a field visit to NAFA empowerment learning center in Vurra county – Arua district located about 20 – 30 Kms from Arua town.

Home visit

Before visiting NAFA, the team visited the home of a model couple that has used GALS in their household over the years to jointly plan, make decisions as well as implement their plans. The couple warmly welcomed the team and shared their experience with GALS. They took us through their household vision and later led the team around the home to show us the things they have put in their vision and have now achieved or are at the verge of achieving them.

We visited the gardens where the couple is growing rice, ground nuts, maize, tomatoes, a variety of tree species, coffee, cocoa, fruit trees, cocoa and a permanent house which is under construction among other things. All these they had put in their vision and are at the verge of achieving most of them.



The couple shared with passion their vision emphasizing that through attending a series of GALS trainings, they now plan together and implement their vision jointly.



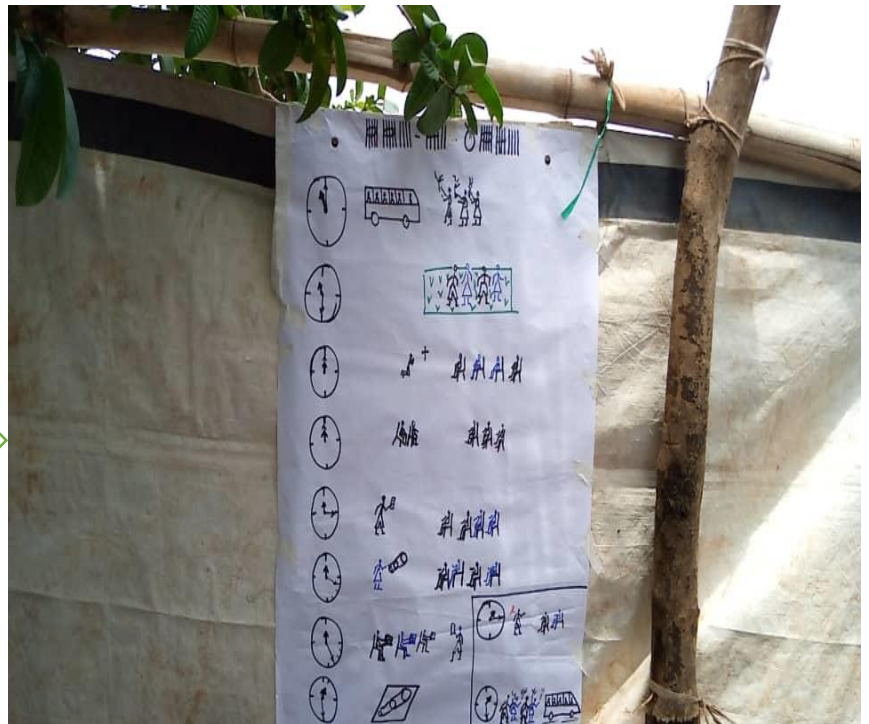
The home visit in pictures!



Group presentations

At the ELC, a range of GALS champions shared a variety of tools they were using. The group was outrightly inspired by the young girl of P4 who presented her vision.

@Oxfam. The pictorial program for the field visit designed by the champions at the learning center



Her presentation mesmerized the participants. Her vision is to become a nurse!



ELC visit in summary! The presentations, the heroic and heroine welcome!

*Presenting
the youth
challenge
action tree*



*Presenting
the Gender
Justice
Diamond*



@ Oxfam. When the GALS “professor” presents the gender balance tree.

More captivating moments during the field visit



ELCs presentations

Aciro Teddy – a female champion from Wadelai farmer's cooperative society learning center shared the experience of Wadelai with participants. The presentation was then followed by a question and answer session to which the champion was in position to respond.

Snapshot of Wadelai

Wadelai cooperative society Started in 2007 as a marketing association with 24 members (5 females 19 were men), with the aim of addressing marketing challenges farmers were facing. In 2009, CEFORD conducted training on how to market our produce and later gave some money for capacity building and the money was used to rent store and the office to accommodate staff and the produce. Later in 2011, we registered as a cooperative and in the same year, GALS methodology was introduced to the cooperative and we are now reaping the benefits of GALS within our group. Wadelai now has a total membership of 323 out which 190 are women and 133 are men

Ajuga Ahmed – a male champion from Poro Poro farmer's cooperative society presented some tools from Poro poro which later generated a lot of discussions from participants thus stimulating further understanding of the tools that's had been mentioned earlier during the power point presentations about GALS.

Snapshot of Poroporo

Having started on 15th/03/2010 as a Functional Adult Literacy group with only 15 members, Poroporo has evolved over time and is now a Cooperative Society located in Kuru Subcounty - Yumbe District.

We started through undertaking trainings on how to read and write and later, we dived into savings, undertook trainings in income generation and subsequently we were introduced to GALS in 2012 Through the peer to peer upscaling approach, we scaled up GALS to 14 primary groups comprising 343 females and 118 males totalling to 461 members these were already existing groups doing saving and farming. Through GALS, women and men are thus now able to jointly plan and implement their plans as a household.

“After receiving the GALS training, I went home and shared with my two wives whom I later introduced to the savings group and were able to join. They subsequently received the GALS trainings and this has enabled us always sit and plan together as a family.” – Ajuga Leo



Self-assessment

Participants were tasked to conduct a self-assessment of their organizations to ascertain the levels at which they are in integration GALS. The table below is a summary of the self-assessment that was conducted. The detailed assessments per organization shall be followed through.

S/n	Question	Response
01	What kind of GALS expertise do you have? Please think in terms of areas of intervention in which you have used GALS (for ex. value chains, youth, rural finance, climate change, nutrition, employment etc.), does your organization have a specific niche?	<ul style="list-style-type: none"> Majority of the organizations noted that they mainstream gender in the programs they are implementing across different sectors ranging from Value Chains, Gender Based Violence, Micro-finance, Village savings and Associations among others. They indicated that they are using other methodologies like the role model men approach to do so and not necessarily GALS further expressing that they would want to take GALS to scale. Whereas majority do not have GALS expertise at their organizations, some organizations noted that a few staff were earlier trained but never completed all the phases of GALS and are thus focusing on using the Vision Road Journey only.
02	How many GALS champions are connected to your organization? How many men and how many women?	<ul style="list-style-type: none"> Only one organization (CREAM) indicated that it had GALS champions (10 – 2 females and 8 Males), PRELNOR indicated it one male champion with whom they are connected while the majority of organizations indicated they had no champions connected to them. However, they have plans of getting connected to GALS champions resulting from the capacity building trainings that will arise.

03	What is their level of knowledge and experience? Please indicate how many champions have which level of knowledge and how many years of experience.	The champions highlighted above have varied levels of knowledge and expertise as well as varied years of practicing GALS.
04	How many GALS facilitators do you have amongst the staff of your organisation? How many men and how many women?	Over 95% of the organizations indicated they had no GALS facilitators among staff. Only two organizations indicated they have GALS facilitators
05	What is their level of knowledge and experience? Please indicate how many facilitators have which level of knowledge and how many years of experience.	The organizations that indicated they had GALS facilitators stressed out the varied knowledge levels emphasizing that some had basic knowledge, others advanced while some had more years of practice compared to others. Through the popularization workshop, staff from various organizations are now aware of GALS and have basic understanding
06	When was the last time that champions and facilitators received a GALS training?	A handful of organizations indicated they have never had a GALS training while those that have received the training last received in 2014 through the GENVAD project, others in 2015 (catalyst phase), while others received training in February 2018.
07	How many champions and facilitators need a refresher training?	All organizations noted that they needed not just a refresher but a comprehensive GALS training for all its staff.
08	Which kind of refresher training should be organized (GALS catalyst phase, mainstreaming or movement building)?	All organizations noted that they needed to go through all GALS phases
09	How many languages are spoken at your organization (please consider both facilitators	PROFIRA and PRELNOR are implemented across Eastern, Acholi, Langi, Western, Karamoja and Acholi Subregions which comprise of different languages spoken in these

	and champions and indicate how many people can speak which language)?	regions. However, staff working across these organizations all use English as a medium for communication.
10	Is your organization connected to GALS networks? If so, which networks?	<ul style="list-style-type: none"> • Majority of organizations are not connected to any GALS networks except now that they are an IFAD partner through PROFIRA and Oxfam • A handful indicated that they were connected to GENVAD partners especially in promotion of oil seed value chain and using VSLA as an entry point
11	What are the challenges that you meet as an organisation to support resource centres?	<ul style="list-style-type: none"> • Staff lack knowledge about GALS • No budgets for GALS training • No GALS champions at their organizations • No proper documentation and monitoring systems in place for them to track GALS beneficiaries • Nomadic life styles that make it hard for people to meet for trainings as they keep moving from one place to another
12	What kind of GALS learning resources do you have available? And which ones do you need?	<ul style="list-style-type: none"> • Financial • GALS facilitators • Champions for replication • Full trainings • Technical backstopping • Logistical support • All Oxfam packages – GALS materials • Learning and exchange visits to learning centers and to the field
13	What are the innovative ways that you are using to promote the use of GALS?	<ul style="list-style-type: none"> • SWAP – Saving with a purpose • Introduced basic GALS tools (individual visioning) in VSLA – PROFIRA • We include GALS in fundraising proposals • Majority of the organizations are not doing so but have plans to scale up

14	How do you document and monitor the progresses that you achieve through the use of GALS?	<p>Majority of organizations have not documented GALS. However, those that have done so use:</p> <ul style="list-style-type: none"> • M&E tools – M&E plan, log-frame, Kobo collect, reports, success stories, monthly updates • Stories of change

Summary of Issues emerging from the self-assessment

- ❖ Integration of GALS stands @ less than 30% across IFAD funded partner organizations
- ❖ Limited knowledge and skills in GALS however the team is willing to learn which will later translate into upscaling of GALS
- ❖ Some organization have only been using the vision road journey and not focused on other tools. We therefore have been indirectly integrating GALS
- ❖ Some partner staff only have basic skills on GALS
- ❖ How do we integrate GALS into extension services
- ❖ When do we take off? Majority of the organizations are willing and ready to take off with upscaling GALS
- ❖ We have no learning centers in mid North
- ❖ We have entry points for Upscaling GALS for example the savings groups, farmer groups
- ❖ We need to have capacity building – the catalyst phase should take place this year - 2019
- ❖ Donors are interested in gender and thus GALS presents a great opportunity of fundraising
- ❖ We now know that GALS starts with you but shouldn't end with u
- ❖ Documentation, Resources, Networks of GALS, Budget for undertaking the trainings
- ❖ Need to generate MOUs with Partners for scale up

Action Planning

Participants were tasked to regroup per organization to draw 3 – 5 key action plans following the five day workshop regarding the next steps.

S/n	Action description	Time frame	Responsible person /Department	Resources	Outcome
01	Introducing and orienting staff on GALS including holding buy-in meetings with management	July – August 2019	Project team that participated in the workshop in Arua	Time	Staff appreciate and embrace GALS
02	Download and review of GALS manuals, guidelines and video to get more information about GALS	August 2019	Project team	Internet, stationary	Literature available about GALS
03	Taking GALS home to the family	August 2019	Individuals	Time	Family members aware about GALS and jointly developing family visions
04	Budget reviews to accommodate GALS activities	September 2019	Project team	Time Funds Human resource	Budgets allocated for implementation of GALS activities
05	Organize a Catalyst phase workshop for staff	October 2019	Project team	Time Funds Human resource	Staff with knowledge about GALS
06	Exposure visit for staff	October – November 2019	Project team	Time Funds Human resource	Staff with knowledge about GALS and the different models of integration

07	Integrate GALS into fundraising proposals	Continuous	Project team	Time Human resource	Scale up of GALS
08	Establish linkages with GALS champions and conduct learning visits to the learning centers	Continuous	Project team	Time Human resource	Strategic partnerships established with the ELCs
09	Roll-out GALS at Household and individual levels	October – December 2019	Project team	Training materials Human resource Time Funds	GALS rolled out households
10	Follow ups and periodic reviews to ascertain levels of integrating GALS	November – December 2019	Project team	Time Funds Human resource	Existing gaps identified and addressed and further support provided for upscale of GALS
11	Documentation of best practices	November – December	Project team	Time Funds Human resource	Best practices documented and shared for further upscaling of GALS
12	Conduct GALS phase 2 training	April 2020	Project team	Time Funds Human resource	Staff with advanced knowledge about GALS
14	Conduct phase 3 GALS training	September 2020	Project team	Time Funds Human resource	Progress reviewed and actions plans developed for further upscaling of GALS

Lessons learnt and recommendations

Upon return from the field coupled with the days during the inhouse engagements, participants shared their experiences about what transpired in the field emanating from what they saw and what was presented.

- GALS is an interesting methodology
- The youth challenge action tree was a good one since youth were able to identify their challenges
- We need to organize and have the GALS training already. We shall review our budgets to accommodate especially the catalyst phase training. In the event the budgets are not available, we shall request Oxfam to support us and finance the training or we can do cost sharing to enable us meet undertake the training
- GALS methodology gives community more empowerment which was actually visible from the way the champions took lead while presenting and were able to respond to all questions that were arising from the participants
- The community are really supportive of each other
- We need to see champions emerging among this group of participants and among IFAD funded projects

Evaluation

Participants were tasked to do an evaluation (writing and or drawing) regarding how they feel about the five days – both positive or negative.

- ❖ The training was well organized and the training environment was very conducive for learning
- ❖ The workshop has been very interesting and educative
- ❖ The training content and material has been very informative
- ❖ The training methodology was good and interactive
- ❖ The training venue was appropriate and accommodation was good to participation
- ❖ The Oxfam team has it all for the GALS to some the organization like mid-north and we are looking forward to inviting you to our organization



- ❖ For the five days we have been here it was excellent
- ❖ The training has empowered me with knowledge of what GALS is and how I can integrate GALS right from the organization where I work up to my family – Big thanx to the organizers Peace and JB
- ❖ The training has been very good in-terms of the following – practical learning (excellent), Live presentation (excellent), Energizers (more than excellent), exposure visit (very good), creating conducive environment (excellent), meals (excellent)
- ❖ For the five days, it has been excellent in-terms of facilitation, meals and accommodation
- ❖ The workshop was very interactive with comprehensive and detailed learning content on GALS
- ❖ The workshop was quite so good and I have benefited a lot and I pray that Oxfam continues to support us more and more
- ❖ Topic (excellent), Content (perfect), facilitation (excellent), Venue (good), Meals (Very good), participation (Very good)
- ❖ Good workshop. Recommendation – It would be more cost-effective to merge popularization with catalyst trainings
- ❖ Transparency and accountability was exhibited in the highest level
- ❖ On a scale of 1 – 10, rating is 10 because of the following reasons:
 - Very good and useful tool for community empowerment, community leadership development, community engagement in addressing vision concerns – conflicts, participation, rights of women and girls
 - Can be easily adopted and adjusted

Closing remarks - A representative from Oxfam (Nancy) gave a few remarks on behalf of Oxfam and subsequently 3 participants (2 males and one female – James Oguta, Tasenga Nelson and Akongo Ruth subsequently) gave a few remarks to crown the five days engagement. In their remarks, they indicated that the 5 days were full of energy and learning and only hoped that the Catalyst Phase workshop can be conducted soonest. That appreciated Oxfam for convening them together to share about GALS further pledging to share about GALS when they get to their families and organizations.



Participant List

PARTICIPANT LIST FOR WORKSHOP WITH IFAD PARTNERS						
S/n	Organization	Name	Sex	Location	Contacts	Email
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23		Specioza Kiwanuka	F	Kampala	772 971766	kiwanukas@uweso.org
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25		Lubowa Henry	M	Moroto	778435740	Lubowahenry83@gmail.com
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UPSCALING GALS THROUGH INNOVATIVE WAYS!







Ready to get on the mark with GALS – Yeeeeeeeeeeeeehhhhhhhhh!



The end!