



OXFAM

GALS POPULARIZATION ENGAGEMENTS

Gender Action learning systems (GALS Methodology): “A household methodology that empowers women and men to plan for their future together.”



Oxfam's Interim Country Director, Jane Ocaya – Irama addressing participants during a national stakeholders' event to popularize GALS in December 2019.

**9TH – 10TH DECEMBER, 2019
ROYAL SUITES BUGOLOBI,
KAMPALA, UGANDA**

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1.0 INTRODUCTION

Addressing gender inequality requires rigorous efforts and approaches. To commemorate the 2019 16 Days of Activism Against Gender Based Violence, Oxfam in Uganda, through the Empower @ Scale project, convened a National stakeholders' event to popularize the GALS methodology among a range of stakeholder's. The event was attended by 141 (67 women and 74 male) participants who included Government Representatives, Donor organizations, International Non-Governmental Organizations, National Non-Governmental Organizations, Private Sector, Media (both mainstream and social, Academia, Research Institutions, Politicians, Line ministries, Local councils, Gender Action Learning Systems (GALS) practitioners, Oxfam and partner staff.

The stakeholders reflected upon scaling up GALS and made commitments towards integrating the methodology into different interventions as well as making policy efforts towards gender advancement as indicated in this report.

The National stakeholder's event was followed by radio talk shows that were held on KFM and CBS radio in both English and Luganda – a local language commonly used and understood by many people especially in central Uganda.

“GALS is a community-led household methodology that uses visual diagrams to empower women and men to take actions against societal norms that drive gender inequalities and plan for the future together. GALS uses tools such as vision road journey and the gender balance tree to address power imbalances right from the house hold unit. Using the different stakeholders and institutions during planning, programming to identify and address gender and power issues in order to achieve inclusive development.”

1.1 SESSIONS FACILITATORS

Moderator: Miriam Tusimire — Oxfam

Breakaway session facilitators:

1. Peace Immaculate Chandini- Oxfam
2. John Bosco Okaya –CEFORD
3. Josephine Kasande –GALS Facilitator
4. Biira Janet –GALS Facilitator



The moderator for the day – Miriam Tusimire

1.2 SESSIONS OUTLINE

The main sessions included: A short video on GALS, opening remarks from Oxfam's Acting Country Director, Key note address from Woman Member of Parliament for Pakwach District, A drama clip depicting Gender Based Violence and how GALS can bring men and women together to plan, A presentation of the GALS tools (The vision road journey, Challenge Action Tree, Gender Balance Tree and Empowerment Map), Break away sessions to discuss Models of integrating GALS in: Gender Based Violence Interventions/Advocacy, Value chains, Village Savings and Loan Associations (VSLA), Plenary discussion and Way forward. Oxfam further launched an Enough Cypher Song. The event was characterized with Musical Interludes and drama related to GBV and Selfie by all participants as way of popularizing the GALS.

1.3 WELCOME REMARKS

Oxfam in Uganda's Acting Country Director, Jane Ocaya Irama welcomed all participants including Members of Parliament, Local Council representatives (LCs), Academia, development partners, Civil Society Organizations, GALS Champions, and media to the event which was aimed at popularizing the GALS methodology. She indicated that the event spoke to issues like gender equality, which are core to society. Jane recalled a story of 2 little boys who came to a conclusion that boys and girls are



equal and added that borrowing from their discussions, this is the understanding of what gender equality ought to be. However the sad reality is that many people think otherwise and thus challenged the participants to think equality.

Jane said the event combined two important focuses which have implications in different aspects of humanity i.e. the 16 days of activism- were the attention of stakeholders are drawn globally to issues of violence against women and girls marked from 25th November to 10th December every year and the 10th December- the World Human Rights Day which marks the day the Universal declaration of human rights was made.

She emphasized that what hypes VAWG is inequality highlighting sexual violence, physical violence, economic, psychological violence among others. She recommended that to address some of the above issues there is need to have Laws and policies in place on one hand and resourcing the interventions in place on the other hand thus the engagement of the MPS.

She further recommends that there is a need to tackle social norms and attitude to influence change thus the use of GALS Methodology which is applicable in different contexts including exploring integrating it into land rights, extractives and financing aspects among others. She

reechoed that Oxfam envisions having right laws and policies in place and using the GALS methodology to leverage the kind of shift that people want to see in the society and hoped that stakeholders understand the GALS methodology and embrace the GALS in to the work they do.

She concluded by thanking stakeholders for accepting to convene for the event on a Monday which Oxfam purposely selected to enable people start their week thinking about gender equality and take it throughout the week in to the different stakeholders' work.

1.3.1 RECALLING SOME OF THE GENDER BIASES

1. Exposing boys to opportunities while the girls are left behind
2. Society biasing of play ways of children e.g. girls cannot play with toys cars.
3. The thinking that women do not own and manage finances e.g. keeping the produce money, women can get the loans from microfinances and VSLA and hand over to their husbands to use.

1.4 REMARKS FROM THE GUEST OF HONOR

Honorable Avur Jane Pacutho Woman MP Pakwach District said she was privileged to officiate in the GALS event to empowering women and men in shaping their future together. She informed that the government of Uganda has a number of programs to ensure that men and women take equal strides e.g. the Uganda women entrepreneurship programme (UWEP) to which she bears witness has achieved to a great extent in shaping the life of women in her constituency even when it still has gaps, laws and policies in place to ensure equal participation of both women and men in the political, economic and social spheres. She thanked Oxfam for complimenting governments work and all that have been done for the country including those that resulted in to testimonies.



She requested Oxfam to organize a similar event at an appropriate time in the future and bring on board more political leaders to appreciate GALS methodology and in turn become ambassadors. She said that many times a section of people in the government think the NGOs/partners bring in foreign ways of life to destroy families however GALS through Oxfam is working towards strengthening the social cohesion of families. She identified the gap of growing market venders and asked Oxfam to bring the tie between the market vendors, man

in other occupation other than farming. E.g. the fishing communities, Boda Boda ridders where there is a lot of GBV and yet they have “quick money”.

Hon. Jane also cited a gap with the targeting of the methodology as seen in the video they are only elderly and middle age couples and less of the young couples and children in families who are the majority in the society.

She concluded by informing participants that the process of approving the sexual offences bill had come a long way and is due for tabling in the floor of parliament by early 2020 and pledged her full support together with other parliamentarians especially female members of parliament to makes a statement by ensuring that bills such as the sexual offenses bill are passed to empower women socially, economically and politically.

2. INTRODUCING THE GALS METHODOLOGY

Peace introduced Gender Action and Learning Systems (GALS) methodology, the principals that underpins the GALS methodology (communication, inclusiveness, dialogue, respect etc., stakeholders involved GALS, the initial funding mechanisms to kick start the training, the target beneficiaries, the illustration of the various tools for different intervention e.g. Gender based violence interventions, Value chains and VSLA using the Vision road journey, the gender balance tree, the challenge action tree and the history of GALS methodology.



3.0 BREAK AWAY SESSIONS TO DISCUSS MODELS OF INTEGRATING GALS

Participants broke up in to groups according to: Value Chain, Village Savings and Loans associations and Gender based violence groups for parallel discussions.

THE BREAKAWAY SESSIONS IN PICTURES



3.1 GENDER- BASED VIOLENCE INTERVENTIONS / ADVOCACY –JOSEPHINE KASANDE

This session majorly discussed two case scenarios: Adjuga Ahamd's Gender balanced tree model in a polygamous setting and Beatrice Akubu challenge action tree tool to address gender base violence.

CASE 1: Ajuga Ahmad's Gender Balanced Tree Model in A Polygamous Setting.

Ajuga's discussion was rooted around labor utilization, resource allocation, decision making and property ownership and control between husband, wives and children to end gender-based violence.

Some of the Achievements realized through using GALS:

1. GALS brought about unity and shared work in Ajuga's family.
2. For proper planning, GALS enabled declaration of the resources by Ahamed thus issues of family resource rights were also clarified in the process.
3. With the help of the GALS, men have started helping out in production process as opposed to their perceived role in the sales and consumption of the produce thus reducing on the workload that was on the side of the women in families.
4. There is a change in the communities' attitude e.g. the election of women in to LC position in areas that have embraced GALS methodology.

Emerging Issues:

Observations.

1. The issues of inheritance plan for Ajuga's acquired wealth does not come out clearly in any of the GALS tools used.
2. The community's perception towards the men who have embraced the change brought about the GALS methodology.
3. Do the male change agents ever go to share with the other male in the community on their journey to achievement?
4. The role changes in the polygamous families (when men switch from one household to another) and how they affect the gender balance tree?

Recommendations

- a) The need to help the communities that have appreciated GALS to make wills for smooth succession and avoid further gender-based violence in case of the demise of the household heads.
- b) There is need for a buffer to support the male change agents to keep the change and for further replication.

CASE 2: Beatrice Akubu Challenge Action Tree Tool

Beatrice Akubu explained her case using the challenge action tree to address gender base violence in a family setting between husband and wife and illustrated on how GALS helps to bridge the gap as follows.

Achievements:

1. GALS methodology enabled Beatrice to discuss the root cause of domestic violence with her husband
2. The kitchen garden enabled the women to have a balanced diet in their families
3. The husband can now facilitate her needs as a woman e.g. antenatal care
4. The GALS methodology enabled her husband to appreciate the roles she had to play in the family and so allowed Beatrice to get back to her teaching job.
5. The GALS methodology has brought about increased income and food security which has facilitated better education for their children.
6. She has a permanent family home

Other Emerging Issues:

1. How easy was it for Beatrice to convince her husband to learn about GALS? this was through profits sharing from the saving groups at the end of the year. Profits sharing was used as a bait to share the GALS methodology with her husband and upon the husband appreciating GALS, he became an ambassador for change among his fellow boda boda riders.
2. Forced sex leading to unplanned pregnancy among the women has increased illegal abortion. This is a big concern that the government need to take up given that abortion is illegal in Uganda and against Christianity.

Session conclusion:

In the visioning process there should be no compromise on the rights of each individual or family member.

3.2 VALUE CHAINS - JOHN BOSCO

The session focused on Wadili cooperative society illustrating the rice value chain and the roles of male and female along the value chain using the GALS tools of Vision road journey, the gender balance tree, emphasised why the map of actors is important in value chain and the gender justice diamond. Emerging from the sessions was that: The first time participants were exposed to GALS methodology needed clarity on; Incorporating marketing into the value chains and flow of tools, symbols and their interpretations.

3.2.1 Emerging Issues from the Value Chain Group Discussions

1. Where is the activity roles balancing done on the gender balance tree?
 - a) Before GALS, most of the activities were left for women and on the list of women's needs were mostly for domestic use as compared to their male counterparts who had personal needs met. After the training the gender balanced trees gradually improved towards a balanced position both in terms of roles and needs.
2. Irrespective of the cultural context along the value chain where do the women and men reach a consensus to discuss resource rights on a round table and have a win- win situation?
 - b) The vision road journey is introduced to guide the balancing out to work together towards achieving the set vision
 - c) The traditional and religious issues are addressed using the challenge action tree. In Bukonzo it was not easy but men and women were trained and tasked to draw their own visions which were later merged in to the couples plan to produce a family vision.
3. When do you apply the different tools and to which target group?
 - a) The tools are not gender or target groups specific as they can be applied to both men women, youth, children, at organizational level and can be for career guidance.
4. Along the value chain there was a concern of role balancing in the market space, men seem to dominate the produce sales with up to 98% while the women participation in the marketing space was at 2% only. The reasons given were that women cannot easily reach the long-distance markets e.g. Congo to market produce besides care roles are still closely associated to the female gender only and so they can't go to the far away market.

3.1.3 VSLA - PEACE CHANDINI

The session focused on the vision road journey and gender balance tree tools using two case scenarios of Joseph and Farida illustrating how they have integrated GALS with VSLA to boast savings to achieve their visions. From the VSLA session, Peace pointed out visionary saving as a major outcome of integrating GALS with VSLA and how it has enhanced proper utilization of loan funds as a prioritized investment.

Wadribo Joseph - Champion from Arua, Western Nile Region

Joseph and his family were trained and adopted the GALS methodology and this changed their lives by supporting them realize more benefits from their saving. The most important tool to Joseph is the Vision road journey. The visions are first completed as individuals and later merged as family visions. This is to teach the male partners that their female partners have dreams and visions too and family members need to support each other to realize development. He illustrated his vision road journey and explained how he developed it with key components of his vision, past, present, targets, opportunities and challenges.

Achievements:

1. Joseph inspired other men to join the group by encouraging the women to come with the husbands for VSLA meetings. This grow the implementation cycle of GALS in their community from 25 members at the start to 90 currently with most of members being married couples.
2. Integrating GALS and VSLA has mentored members in book balancing and recording and this has helped them better manage the finances.
3. There are no boundaries with GALS, all members are treated equally and this has helped avoid some community challenges.
4. Most of the groups are farmer groups and integrating GALS with VSLA has introduced and mentored them in business skills and financial literacy.
5. Visionary thinking has helped members to venture in and focus at the most viable enterprises and this has boasted their saving and income.

Lessons Learnt

1. For VSLA to be well integrated with GALS, there is need to identify the ability of the community in repaying the loaned money by assessing their Interest / passion, the stability of the family or individual and the health conditions.
2. Families that work together better manage their finances and this helps them to achieve their visions.
3. Use available resources and opportunities on the vision journey to avoid a rocky road.
4. Individuals need to engage their families in planning and identifying challenges to achieving their visions. This facilitates corporation, mitigation of some problems as some of the challenges can be handled before their become a problem.

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8. Some challenges are self- initiated and these can be mitigated by seeking advice and working together in a transparent manner.
9. Targets need to be realistic and time bound.
10. Integrating VSLA with GALS was best achieved by involving women, men and children in developing their vision road journey together, saving and repaying the debt as family.
11. The vision road journeys are evaluated at the end of every end of cycle and this is a learning activity.
12. When the vision journey is started, there is need to focus, solve every challenge and move forward

Challenges with the vision road journey

1. Some individuals and families have limited passion and concrete visions
2. Although it is important to first develop the individual visions before embarking on family visions, there are still challenges with acceptability and adaptability of visions from different sources when developing a family vision road journey.
3. The development of group vision, the tallying, mapping and assignment of gender roles in achieving the visions is still a challenge.

Faridah: GALS Champion-Arua

Farida shared her vision road journey tool, gender balanced tree and her achievement road journey acquired as a result of implementing GALS in her family. Farida shared her gender balance tree and demonstrated how she maps out productive and reproductive roles at household and tag resources to them. She explained that the tool helps her analyze all her home earning and expenditure and balancing her time between income and reproduction activities. Her key lesson was that time balancing and fund monitoring is key in the sustainability of the achievements and attaining the vision.



Farida's Gender balanced tree

Key Achievements

1. Buying plots of land,
2. Building an iron sheet roofed house,
3. Educating her children and continues to achieve more.
4. Uses the records of achievements to train other members of the communities.
5. Farida has used GALS to teach her children on how to visualize their future.

4.0 DISCUSSION PANEL

General question: Discuss the emerging issues from the break-away sessions

1.1 Key Emerging Issues

4.1.1 Learning:

1. GALS methodology is best applied when it starts as a personal initiative.
2. The difference in the learning pace when conducting GALS training has an effect on the length of the training period.
3. Scaling up the methodology through information sharing increased the numbers for social support towards males who implement GALS thus addressing some of the community attitude.
4. GALS methodology is very flexible, the learning continues throughout the implementation process and requires a high degree of commitment.
5. GALS is very inclusive planning, accounting and learning methodology with no boundaries and fits both individuals and groups.
6. GALS is a community led methodology and performs better when integrated with other programming interventions to achieve visible results. GALS methodology gives the basic information -a basis for which organizations can use to act on different interventions.
7. GALS tools are easy to implement and helps individuals and groups visualize their future.
8. GALS practically activates gender equality, accountability and transparency at the grass root level and continuously engages both men and women in managing developing a future together.

4.1.2 Scale Up Opportunities:

1. The use of GALS champions to implement the methodology in their communities because they are well known by the indigenous people.
2. The local government integrate GALS into their planning process and implementation through the community development officers.
3. Sharing experiences whenever an opportunity arises examples through peer sharing, organization sharing and leaders' sharing platforms.
4. OXFAM is open to partnerships and sharing of all the information about GALS in the information centers and through the GALS champions.

4.1.3 Challenges

1. The difference in the learning pace when conducting GALS training has an effect on the length of the training period this increases the cost of implementation.
2. Community attitudes towards the males who implement GALS and start to take on the role sharing with the females in the homestead.
3. The challenge with GALS tools was that communities and individuals tend to develop high ambitions when visualizing thus visions are not SMART.
4. GALS faced resistance because it needs soft landing, open communication and dialogue for best result.

4.1.4 RECOMMENDATIONS

1. The general public should apply GALS and share experiences with their community.
2. The questions on how GALS can be adapted into the academia still needs more discussion and scale up.
3. GALS implementation at household level should be made part of life, participatory- involving everyone.
4. From the gender-based violence intervention, it is important to implement GALS within the existing laws and policies to mitigate the risks that come with it. E.g. the passing on of one's partner/s.
5. GALS implementation at household level should be made part of life, participatory and involving everyone.
6. GALS implementation at household level should be made part of life, participatory and involving everyone.
7. Individuals to show interest and demand for information and training and they will be able to apply GALS in their lives and communities.
8. The media need to be trained on the GALS Methodology to air out correctly issues of gender equality and be involved in the fight against gender based violence.
9. Oxfam should extend exchange visits for champions in other areas/ regions.
10. To discuss further on the matter of wills in a polygamous setting.
11. Further look at how the Gender balance tree if it can work for young women and single parents who so far have not been catered for in the case studies

5.0 GENERAL QUESTIONS AND ANSWERS

QUESTION		RESPONSE
1.	From the problems identified, what solutions do we have to the problems faced by women and children at the grass root level?	GALS methodology is being implemented at the grass root level and there are empowering and learning centers at the sub-counties implemented by OXFAM and partners.
2.	Does GALS consider context of community before implementation	The contexts of the communities differ and the GALS approach is integrated with other programs, different tools are applied for different contexts.
3.	Can GALS be applied independently without intervention?	Gals needs to be integrated with other activities, businesses and responsibilities to produce results. It's not an independent intervention.
4.	How can young people be included in GALS implementation?	There is a plan to include young people into the scale up of GALS through the higher institution of learning and OXFAM is planning to engage them more.
5.	Is GALS free, are the volunteers paid?	All the services are provided free of charge however and the recipients can facilitate the trainers and contribute to their transport costs.
6.	What are the Scale up strategies?	OXFAM and partners are implementing learning centers at the sub-counties however some fees will be paid to learn from the centers.

6.0 COMMITMENTS FROM STAKEHOLDERS

	Who	Action/what
1.	DGF	Invites the champions to sell the ideal/ inspire the 2020 gender equality group which involves all the partners working on gender programming to learn and share GALS.
2.	Aisha KIU	Undertake the training and incorporating GALS in the university learning GALS is a good methodology!
3.	Tonny KIU	To share the information and champion the GALS; people in the villages need to have this knowledge to improve on their welfare.
4.	Sheila KIU	<ol style="list-style-type: none"> 1. Engage the ladies to take on and share GALS 2. Use GALS with the women project that is being implemented in Kasese and Bundibujjo 3. Pledges to be a champion for GALS.
5.	TONADO-Bee keeping	<ul style="list-style-type: none"> • Spread GALS throughout the project areas besides Arua, Nebbi, Gulu, Moroto and Abim. <ul style="list-style-type: none"> ○ GALS has enabled the development of the gender based policy for bee keeping i.e. Karamoja regions. • Spread the information around the project areas in northern Uganda and Karamoja regions.
6.	Daniel IFAD	Integrate GALS with the VSLA project being implemented
7.	Youth Go green	Spread the word during the “Plant a tree every time/ plant a fruit tree” campaign.
8.	SDGs Network Uganda	SDGS implementation programs especially Climate action needs to integrate GALS.
9.	Albert. PLAN International	Need to add the missing link of value chain and Village savings and loans Associations for the Sexual and reproductive health target group.
10.	VIDA Management	Opportunity of training up to 2,000 community based facilitators who will in turn train tune of up to 20,000 members across the project areas.

7.0 CLOSING REMARKS

The Country Director of Oxfam in Uganda Ms. Jane Ocaya Irama appreciated every one for the active participation, sharing information and ideas. She Reechoed that GALS is a methodology that can be replicated in all programming citing her talk with the MP earlier in the day to advocate for GALS inclusion in some of the government programs given its effective ways to bring about change. She was grateful for the day's demonstration of intergeneration approach to programing which is key in bringing about change. She advised that Involving young people will facilitate scale up and sustainable use of GALS methodology and young people need to take it up and share the GALS information at the institutions and communities. Jane thanked all the volunteers who presented in the plenary sections explaining that they presented real life situations and helped discuss issues as is in communities.

She concluded by appreciating and Introducing the OXFAM team for the work well done in organizing the meeting and scaling up GALS.

Introducing the gallant team from Oxfam in Uganda



7.2 CHAIRPERSON LC V – PAKWACH DISTRICT.

Mr. Omito Robert Steev said he was happy that Oxfam had brought many stakeholders together particularly the involvement of the district local government. He continued to remark that the GALS approach is a serious challenge to the local government because government has thought about gender, has spent money and established ministries departments and sectors at the local government levels but has greatly been monetized to the extent that some people have lost morale to work for their own family and self.



He added that drawing some lessons from Wadlilai cooperative then government has a lot to learn from the communities that have integrated GALS approach to gender equality. He said coming from a gender based violence point as a child who was abandoned he is very passionate about issues that affect women and the girl child.

He was particularly concerned about the fact that teenage pregnancy and child marriages are at 24.8% in Pakwach district and to mitigate the above, the chairperson said the district has partnered with MEMPRO Uganda to tackle the issues of teenage pregnancy early marriages and HIV infection. He cited negligence by the male counter parts as the reasons for escalating abuses on the girls since girl child up bring has been left solely in the hands of women who have to fend for the family all by herself with limited or no resources to bring up the girls in decent ways. He appealed to OXFAM to involve as many men as possible because men are the culprit of bringing about gender inequality.

He also said the challenge with the local government officials is that they have decided to monetize everything tagging every intervention to funded activities only. He requested CSOs and governments to work together using the GALS approach to cascade through from ministry to the grassroots given its all-inclusive approach. He pledged his commitment in working together to ensure the scale up of the GALS methodology.

APPENDIX I GALS EVENT PROGRAMME

PROGRAMME FOR THE NATIONAL STAKEHOLDERS' EVENT

Venue: Royal Suites Hotel, Date: Monday 9th/December 2019

Time	Description of the Activity	Key Persons
8:30 -9:00 am	Arrival and Registration of Guests	Oxfam
9:00am – 9:30am	Introductions GALS short video	Oxfam
9:30am - 9:45 am	Remarks from the Country Director Oxfam	Oxfam Country Director
9:45 – 10:00 am	Key note address	Government IFAD
10:00 – 10:15 am	Remarks from the Guest of Honour	Guest of honor
10:15 - 11: 00am	GALS road journey Introducing the GALS tools	Moderator, Oxfam
11:00- 11:30 am	TEA BREAK	Hotel
11:30- 12:30 pm	Break away sessions to discuss Models of integrating GALS in <ul style="list-style-type: none"> • Gender Based Violence Interventions / Advocacy • Value chains • VSLA 	Moderator, Oxfam
12:30- 1:30 pm	LUNCH BREAK	Hotel
1:30 – 1:40 pm	Enough Cypher Song	Moderator, Artist
1:40- 2:40 pm	Plenary discussion	Moderator
2:40 – 3:00 pm	Way forward	Oxfam
3:00 - 3:10 pm	Official closure	Oxfam CD
3:10 – 3:30 pm	Musical Interlude	Dance group
3:30 Pm	Evening tea and departure	Hotel

THE PAPARAZZI MOMENT AT THE NATIONAL EVENT!



OUR VOICES





USING MUSIC, DANCE, AND DRAMA TO CHALLENGE GENDER BIASES



As part of Oxfam's global movement to eliminate violence against women and girls, the Enough Campaign team worked with poets and rappers around the world to produce poems and rap songs. The original pieces of art were aimed at transforming the social norms that fuel gender based violence and were shared on social media platforms via **#SayEnoughCypher**.

Oxfam in Uganda worked with its Procurement Assistant, Robert Tumwizere, to produce a song titled, "Bakimanye" which speaks to the need to respect women's rights and challenge gender biases. The song was recorded by Swangz Avenue, a leading audio and film production house in Uganda and will be officially launched in early 2020.



On 10th December 2019, Oxfam's Women Rights Advisor, Charity Namara and Oxfam's Empower @ Scale Project Coordinator, Peace Immaculate Chandini were hosted on KFM to shed more light on how visual diagrams are used to address gender and power imbalances within households, communities, and other institutions. Chandini and Andrew Kawesa Ssebwalunnyo, Oxfam's Human Resources Officer, also called for an end to gender inequality on CBS FM on 11th December 2019.



Media links to the GALS popularization engagements

- <https://facebook.com/events/s/national-stakeholders-event-to/476512636331286/>
- <https://twitter.com/OxfaminUganda/status/1203954948511277058?s=08>
- <https://twitter.com/OxfaminUganda/status/1203954948511277058?s=19>
- <https://www.watchdoguganda.com/news/20191210/84174/oxfam-asks-government-to-walk-the-talk-on-matters-of-gender-based-violence.html>
- <https://chimpreports.com/oxfam-concerned-about-social-norms-that-fuel-gender-based-violence/>
- <https://www.watchdoguganda.com/news/20191210/84174/oxfam-asks-government-to-walk-the-talk-on-matters-of-gender-based-violence.html>
- <https://chimpreports.com/oxfam-concerned-about-social-norms-that-fuel-gender-based-violence/>
- <https://oxfam.box.com/s/gnefulgmtsirgg6bb5iryj8who7mrrtt>
- <https://oxfam.box.com/s/s3a2d7z7mvsujlgfoq0mwzi5btOu5m1d>