

**CARE INTERNATIONAL IN UGANDA
Northern Uganda Women Empowerment Program (NUWEP)**

**Annual report on Engaging Men Initiative- 2013
(January 1st –December 31st 2013)**



“To promote the development of gender equitable relationships between men and women at household and community level”

February 2014

Instructions

Purpose: On July 2010 the Engaging Men Initiative started implementation in 10 CARE country offices. These COs used different mechanisms to implement the initiative. In some COs the initiative was integrated into ongoing Norad-supported Women Empowerment Programs (WEPs). Others implemented the initiative across the entire WEP portfolio of the CO, while in few COs men's engagement supplemented smaller women empowerment projects. While the experience of working with men long existed in CARE, there has not been a deliberate attempt to target and mobilize men as allies to pursue CARE's women's empowerment agenda. There neither is the understanding/proper documentation of which strategies work best in this regards, or what the potential consequences of engaging men would be. **The purpose with this reporting therefore is mainly to support the learning that is taking place within COs in the implementation of the Engaging Men Initiative through creating opportunity for critical reflection as well as the documentation of the key results. Please note that most of the questions below refer specifically to the Engaging Men Initiative and not to the larger WEP portfolio.**

Reporting period: January 1st – December 31st, 2013

Format: The reporting should be done using the format presented below. Please make sure that the required information is provided **in each section adequately**. Relevant information that will not be covered through the points raised below should be included at the end of the report. The report should maximum be **12** pages long.

Name/s of program/s or project/s the Engaging Men Initiative is part of: CARE Northern Uganda Women Empowerment Program

Specific title of the Engaging Men Initiative (EMI): ENGAGING MEN WITHIN NORTHERN UGANDA WOMEN EMPOWERMENT PROGRAM

Region/locality of the EMI: NORTHERN UGANDA

The EMI's goal: To Promote the Development of gender equitable relationships between men and women at household and community level

The Outcomes/ Objectives of the EMI:

Objective 1: The first objective of the EMI is to improve relationships between the spouses of the Impact Group (IG) to become non-violent and more supportive towards their wives in Northern Uganda. This objective translate into **three outcomes**, (i) Spouses of women in the IG practice non- violence and possess more supportive behavior towards their wives (ii) Spouses of IG women demonstrate an understanding and appreciation of the benefits of gender equality and women empowerment (iii) Spouses of IG Women will gain confidence in themselves and practise new aspects of masculinity identity

Objective 2: The second objective is to create an environment that is enabling for the adoption of new behavior and positive masculinity among men. The **outcome** is that Engendered men from the Religious, Cultural, the Lower Local Council Institutions advocates for gender equality and women empowerment

Objective 3: The third objective is to build the capacity of implementing partners in designing and implementing men engage initiatives in gender equality and women empowerment. The **outcome** is that partner organizations are able to design and implement male engage interventions

Objective 4: The last objective is to promote learning on how men can be targeted and included in programming to promote gender equality and women empowerment. The **outcome** is that lessons learnt and good practices documented and shared for replication

Impact group/s the EMI works with: Women and girls of reproductive age affected by conflict, who face chronic food insecurity and are vulnerable to rights denial

Total number of impact group/s the EMI intends to reach (if possible disaggregated by gender and age):

- Wives of RMM (220f)
- Wives of care-groups (2200f)
- Women attending community dialogue sessions, couple seminars etc approximately 500 women attended. This number may still include the above categories

Total number of indirect participants the EMI is reaching: 54 head of clans/cultural leaders drawn for Acholi kingdom, 50 religious leaders from Acholi land, 72 Local Council II chairpersons and 16 Local Council III chairpersons, and 220 role model men who serve within the program as peer educators. 2200 care- group members or husbands of the impact groups.

Local partner(s) of the program (strategic & implementing) the EMI works with: The EMI works with the following implementing partners for the NUWEP program: Acholi Religious Leaders Peace Initiative (ARLPI), Diocese of Northern Uganda (DNU), Gulu District Farmers Association (GDFA) Forum for Kalongo Parish Women’s Association (FOKAPAWA), Kitgum Women Peace Initiative (KIWEPI), Voluntary Initiative Support Organization (VISO) and Women and Rural Development Network (WORUDET)

Financial statement per (date) (USD)

Source	Budget for 2013	Expenditure per 31.12.2013	Burn rate%
Norway Private - Telethon			

Date, author(s) of report: 20th Jan 2014. Ochola Alice Jean Mangwi

1. Implementation

In this first section, you should describe, the progress in the implementation of the Engaging Men Initiative. The section assesses achievement of results, conformity to the proposed plans, reasons for deviations, and risks.

- Which **key activities** have been undertaken in the **Engaging Men Initiative** in the reporting period? Please also enclose an updated detailed implementation plan with status as an annex.

Outcome 1: Spouses of women in the Impact Group (IG) practice non-violence, gain confidence to practice new aspects of masculinity identity which are supportive towards their wives and they demonstrate an understanding and appreciation of the benefits of gender equality and women empowerment.

1.1: Couple seminars with men and women in the community

A total of 76 couples were counseled especially in the importance of non violent conflict resolutions, decision making and shared gender roles to build harmony in the homes

1.2: Training of Role Model (RMM) men in Journey of transformation, Gender transformation and counseling skills

Several trainings were conducted to RMM by the implementing partners. A total of 200 RMM have been trained in the Journey of Transformation, 54 RMM trained on gender transformation and 60 RMM trained on counseling skills. The purpose of the training was to equip the RMM with knowledge on engagement approaches of working with the care groups, how men can support their spouses in VSLA, issues of reproductive health, GBV laws and prevention of gender-based

violence. It was envisioned that the trained RMM would use topics from the Journey of Transformation Manual to hold discussions with their care groups once a week.

1.3: Finalization of translation and printing of Journey of Transformation manual

To aid the work of the RMM, the Acholi version of the Journey of Transformation was incorporated with illustrations for easy use by the illiterate target groups. A total of 250 copies were printed and distributed to some of the RMM to support them in their engagement with the care-groups (10 households attached to each RMM). More distribution will continue in the first quarter of 2014

1.4: Training of care-groups and RMM on Lorena cooking stove

To encourage the care-group members to come for the sessions on Journey of transformation, RMM in Pader district attached skill training during their meeting days. One such skill is making the Lorena cooking stove which is energy saving, user friendly for men who engage in cooking and environmentally friendly. 48 participants (32 care members and 16 RMM) were trained on Lorena cooking stove construction. Many households of the care-groups are now using the Lorena stove which has reduced on fuel consumption and improved on the relationship in the house. Plans are underway to export this skill to other RMM and care-groups in other districts.

1.5: Radio talk shows with RMM

Five Radio talk shows were conducted with RMM on Radio Rupiny, and Luo FM in Gulu and Pader districts respectively. Key issues discussed included responsibilities of RMM, benefits of being a RMM, economic violence manifestation, consequences and benefits of non-violent relationships. Testimonies were shared by the RMM which attracted calls from the listeners of the radios.

1.6: Mass community sensitization during public events

Mass community mobilizations took advantage of key events like (i) the women's day celebrations under the theme: *Gender Agenda: "Connecting Grass root women to Development"*, (ii) peace days' celebration and (iii) 16 days of gender activism under the theme: *"From Peace in the Home to Peace in the World. Let's challenge militarism and end Violence against Women"*. Such events were integrated with the SGBV and peace building components of the NUWEP. These events brought in several Government dignitaries, NGOs, cultural, Religious, Local council leaders from the sub county to the district levels. In all the events, RMM were involved to share testimonies on the benefits of gender equitable behaviors in their homes and non violent homes. The RMM also work together with advocacy team members during these events.

1.7: Psychosocial support to men

According to the GBV- IMS a total of 122 men accessed psychosocial support this year in form of counseling from the case-managers based at the sub county level. Although some men still feel stigmatized to report cases of GBV, men are always encouraged to access support.

1.8: Participation in economic initiatives by men

In the short survey conducted in Kitgum district, out of 154 men interviewed, 126 respondents confirmed membership to a VSLA group. This shows that over 82% of the RMM and care-groups have joined the VSLA groups. The RMM have also participated in sensitization of VSLA groups before action audits to ensure that there is joint decisions on the money got from the VSLA and violence is minimized.

Outcome 2: Engendered men from the Religious, Cultural, the Lower Local Council Institutions advocates for gender equality and women empowerment

2.1: Training of Cultural leaders and Local Council leaders

Training was also conducted to the change Agents from the institutions such as Religious leaders and Local Councils on Gender transformation, Power imbalances and how they relate to GBV and some elements of Land laws and GBV laws. A total of 102 participants were trained in Gulu 41

(39m, 2f) and Kitgum 61 (52m, 9f) of which 42 LCII (34m, 8f), 15 LCIII (m) and 35 Religious Leaders (32m, 3f).

2.2: Quarterly Review meeting with Role Model Men and Cultural leaders

Four Quarterly information sharing and reflection meeting at sub county level was conducted with RMM by the implementing partners. The meetings enabled the RMM to share their achievements and challenges in their work. According to the updates shared by the RMM, they have been engaged in a number of activities especially mobilization and sensitization on SGBV, counseling and referrals; they noted that quite a good number of men are beginning to appreciate gender equality and women empowerment through not only changing their attitudes but also taking part in the domains that were previously left for the women (house hold chores). However, they noted some challenges that hinders their work; *one RMM, Mr. Owino from Alero noted that " Negative attitudes of some members of the community especially the men who say we cannot meddle into their affairs makes our work difficult.* The meeting with the cultural leaders reflected a lot of information on how roles and responsibilities can be shared and distributed in the society and what the cultural institutions can focus at in striving gender equality in our society.

2.3: Community Dialogues

Four fire born "wangoo" sessions were conducted by cultural leaders and their clan members. The wangoo sessions focused on the position of the Acholi culture on violence against women, widows rights and marriage.

Outcome 3: Partner organizations are able to design and implement male engage interventions

3.1: On-going support visits to partners

On-going support visits was conducted with all the IPOs and key capacity gaps among the sub county Officers and Community-based Facilitators (CBFs) were identified especially in the areas of SASA (Start, Awareness, Support and Action) approaches for behaviour change. In line with this, the EMI implementation strategy was developed to guide the IPOs staff into a more structured and logical implementation of the initiative.

3.2: Quarterly review meetings with partners

Three quarterly review meetings were conducted with the partners; keys issues included the use of the PQL guidelines in the implementation of their programs.

Outcome 4: Lessons learnt and good practices documented and shared for replication

4.1: RMM Strategy or methodology documented

The RMM strategy was documented and shared in Minerva. The strategy describes the process for the criteria and selection of the RMM, representations per Sub County, roles, capacity build plan, coordination, monitoring and motivation of the RMM.

- b. Describe **the most important results** achieved through the Engaging Men Initiative in the reporting period (*Reporting of results must be at the level **above the activity level, i.e., at output/outcome level.***) How was this measured?

A quick profile was conducted among 162 care-groups members to measure the impact of the EMI work. (Questionnaire in the appendix)

Positive change in attitudes

Key results observed are the positive change in attitudes among RMM and care-groups. Attitudes towards participation of women in paid work, perception of violence against women as unjust, women participation in leadership positions and men's involvement in household chores. 62% of respondents belief that women will not be disrespectful to their husbands even though they are empowered and economically independent. 80% of the

men disagreed with the statement that women engaged in paid work take away jobs from men. And 68% of the respondents believe that a married woman can refuse to have sex if she doesn't feel like.

Joint decision making in the household

Most of the RMM and care-groups now make joint decisions with their spouses especially in the areas of using family planning, procurement of assets such as bicycles, and the use of income from VSLA proceeds and harvest. For example *Onek Pangarensio of Oryang Ociga* in Pader district shared how they used money from the VSLA to pay for fees for the children and *Akech Margaret and Mr. Odong of Alero in Nwoya* district used their income to purchase a bicycle.

Out of the 162 respondents, 97 of them which represent 60% confirmed that their wives were using family planning services and the decision to use the services was made jointly.

Other parameters where the care-groups made joint decisions included buying Food and clothing and utensils for the family 88%, buying some assets for the home such as bicycles, radio and land 90%, disposing/selling off vital assets such as land 90% and participation of the woman in leadership position 90%

Shared gender roles in the house

Regarding sharing of household chores with their spouses, on average 80% of the respondents confirmed sharing gender roles for instance washing clothes 84%, Repairing the house 63%, buying food 81%, fetching water and firewood 84%, preparing food 81% and taking a sick child or other family member to the hospital 94%. This has reduced on the workload on women. This can be triangulated by reports from IPOs that *"It was also noticed that role models are supporting each other and community in family mediation for example Aloyo Karla and Ocung Geoffrey had domestic violence over shared gender roles. Basing on mediation support that role models provided, the couples do share domestic chores together due to impact of role models Support"*

Non-violent behaviour among men

About 90% of the men confirmed that in the last three months none of them has slapped, kicked or hit their spouses. Although the care-groups seem to be practicing non violence in their relationships, about 52% reported that in the last three months they saw or heard another person being beaten by their husband in the community.

Participation of women in leadership positions

The spouses of 162 men 30% of their spouses were in some form of a leadership position. Categories of these positions included VSLA chairpersons, clan security, councillors, finance secretary for water user committee, LCI, LCII, mother leader, NAADs representative, School management committee, secretary of FFS, treasurer in VSLA and Village Health Team.

- c. What results has been achieved from the strategies to work with **positive role models** and agent of changes?

Peer support by RMM

The RMM have demonstrated support for their fellow RMM who may have fallen for instance a case in Lokung Sub County in Kitgum District where a RMM was engaged in excessive drinking of alcohol was supported by his peers and he stopped this habit.

Inspirations by RMM

The RMM who are exemplary to the rest of the community have inspired their neighbors to change. In Pader district, a couple (*Ayaa Christine and Ocen Philip*) of *Bontiko Atoo* parish decided to change and have a better relationship because of the benefits they saw in the

home of the RMM *Okello Basito* and his wife *Amony Grace* who always supported his wife in domestic chores. The RMM have also mediated in domestic violence cases when approached especially by the care groups and the rest of the community

Increase in joint decision making, shared gender roles and non violent behaviors among care-groups

As mentioned above, the key results in (b) above came as a result of the interaction between RMM and care groups. In one of the community trainings conducted by VISO, one of the participants had this to say *"I am happy that some men in the community now appreciate their women because of the work of role Model Men"*. Participant comment: *VISO in Alero Sub-county*.

- d. What results has been achieved from the strategies to **sensitize men about the role of men and masculinities**?

As reported above in (b) most care- groups are now involved in sharing of gender roles in the household, they make joint decisions and practice non violence conflict resolutions

- e. How do you assess the effectiveness of large **behavioral change campaigns and awareness raising** events that have been part of this project? To what extent were the campaigns linked to other programme activities? What were the behaviours in which the activities focused on, and has any change in these behaviours been demonstrated among the target group?

The large behavior change campaigns and awareness raising was mainly during key events like women's days, peace days celebrations and 16 days of gender activism. Activities under EMI were integrated into the peace building, SGBV and Psychosocial support components. Key behaviors emphasized by the RMM testimonies dwelt on benefits of non-violent relationships, women participation in political arenas, joint decision making in the household and participation of men in household chores. As reported above in (b) such behaviors have been demonstrated by the care-groups and their spouses who are part of the impact groups. The effectiveness of these campaigns is that men from the structural institutions and ordinary men in the community are targeted in one setting which promotes reflection and sometimes discussions among the peer groups on the topics raised.

- f. How has the initiative worked with **youth (particularly boys)** in influencing their masculinity world views and linking them to positive role models?

Although some of the care-groups are youth less than 30 years who are currently working with RMM, there has been no deliberate effort to engage young boys in influencing their masculinity. This has been identified as a gap which will be included in follow-on proposals.

- g. How has the initiative worked towards achieving change at a structural level? (such as working with male leaders and policy makers)

The Initiative has engaged the cultural leaders, Religious leaders and local council leaders. This has been done through gender reflection meetings, trainings on gender transformation, power manifestations, Gender-based violence, GBV laws and Land laws of Uganda. The leaders from these structures have also been involved in community-based dialogues, key functions like peace days, women's day celebrations and 16 days of gender activism. Meeting with Local council leaders on how they could develop gender inclusive budgets, gender inclusive structures and how they could mainstream issue of gender equality into their work. The cultural leaders were also involved in *wango* born-fire sessions with their clan members.

- h. According to the mid-term review changing male (and female) attitudes and behavior towards women's access to decision making is a difficult area to work in. Therefore, please share more information about how the initiative is working on this.

The Initiative involves RMM and care-groups to share benefits of joint decision making in the households and the community. Sessions have been conducted with VSLA groups before action audits, public events testimonies by RMM on the benefits of joint decision making to the family and the continuous sessions with care groups.

- i. What are the **key** changes the initiative is making **as reported by the impact group?** How was this measured?

Although key changes have been observed, they were mentioned by the care-groups not necessarily the impact groups however the care groups are husbands of the impact groups. A short profile was conducted to a group of 162 care-group members as reported in (b) above. Key changes are evident in men making joint decisions on family planning, sharing gender roles and practicing non violent behavior

- j. What results has the **Engaging Men Initiative (EMI)** achieved that is contributing to the achievement of the impact goal of the larger women's empowerment program of the CO? What learning from the EMI is being integrated into the Cos overall programming on a continuous basis?

As noted in (b) above, 90% of the care groups interviewed now make joint decisions at the household level which include decisions on health matters and income. This directly has impact on not only the human conditions but also the social positions of women in the households.

- k. At the Mid-term review participants at the meeting highlighted the need for employees in CARE, as well as in partner organizations, to be actual role models; to live our own lives in a gender equitable way. How has the CO addressed this challenge since, and to what extent is the CO and partner organizations supportive to such an approach?

Staff training on engaging men and boys for gender equality

A total of 14(8f, 6m) staffs were trained on engaging men and boys with support from CARE Norway. The main objective of the training was to reflect on and internalize how gender and power affect our own human development and relationships, have an understanding of "hegemonic masculinity" and how it determines social norms related to socialization of boys, concepts, practices of power, violence, and sexuality. It also looked at strengthening practical programming skills for design and implementation based on current promising practices and up to date research.

- l. In the reporting period, how did the initiative work with **capacity building and strategic collaboration** with different stakeholders?

Participation in the Technical Advisory Group (TAG) under the GREAT project (Gender Roles Equality and Transformation)

CARE is one of the TAG under the GREAT project implemented by Save the Children and Pathfinder in Northern Uganda. The men engage Specialist attended two meetings of the TAG and gained skills in engaging young boys for change in gender roles, SRHR and Gender-based Violence.

- m. Has there been any evidence of **unexpected results** (positive or negative – beneficial or harmful) for the impact group, target populations or other stakeholders? If so, what do these results demonstrate? And what are the potential consequences or implications of these results if the program continues to be implemented in the same way?

Positive results:

The trainings on Lorena stove have increased participants attendance for the weekly sessions of RMM with care-groups and it is user friendly for men who support their wives with cooking. It has also reduced on the amount of firewood that is consumed and reduced the burden of women ferrying firewood from long distance. It was also reported by Peter a RMM in Pader that this stove has improved the health conditions of women and children because smoke is channeled outside the kitchen which makes cooking easier for women and it is less risky for children to get burnt.

Negative results:

RMM have become admirable by most women who wished to get married to RMM, this was reported by the religious leaders during the training that took place in November 2013. It was reported that one RMM have fallen prey and ended up getting involved with this woman. However the rest of the RMM were assigned to help support their fellow RMM. There was also an issue reported by one of the RMM in VISO one Mr. Owino from Alero. *“Some men mistake us for having love affairs with their wives just because their wives run to us as Role Model men to help talk to their husbands which make some men hold grudges against us until we explain to them but some do not understand”*. It was agreed that RMM should not work in isolation but with support from the LCs structures that are well known by most of the people in the community. The LCs also pledged to work together with the RMM.

- n. To what extent has the project targeted men/boys and women/girls in single-sex activities as compared to joint activities? What has been the rationale behind the selected strategies?

Joint activities

The initiative has targeted men in both single sex and joint activities. Joint activities included couple seminars, community dialogues, door to door sessions and community wide campaigns and VSLA sessions before action audits. The sharing of testimonies during public events such as women’s days, peace days and 16 days of activism have been conducted to a big crowd of men and women.

Single sex activities

Single sex activities have been the engagement of the RMM with care-groups in journey of transformation and drinking joint sessions. Most of these sessions have been conducted with men single sex. The rationale for this is because some of the topics in the journey of transformation dictates that men given their spaces to discuss the topic and secondly most men like drinking alcohols in the evening so the RMM follow them to their places without inconveniencing their routine.

- o. How do the women and men involved in the programme perceive the project as being a win-win for men as well as for women?

Win-win for women

Most of the women whose spouses are members of the RMM and care-groups are enjoying non-violent relationships, relaxed rules for women to participate in IGAs, and joint decision making in the household.

Most of the men work together with their spouses in the gardens thus reducing on the workload on women and the use of income from both harvest and VSLA are jointly decided plus food security.

Win-win for men

About 82% of the RMM and care-groups are members of the VSLA groups together with their wives which mean there is more income in the household. Most of these families have been in position to purchase goats, cows, bicycles and chicken. A violent free home is a favorable environment for most of the men who practice non violent conflict resolutions

- p. In terms of the different strategies the initiative used to mobilize and engage men:

- i) Which **strategy worked well** and which didn't? Why?

The three strategies of engaging men as agents of change, men as husbands and men as clients has all worked well. However there are elements in each of the strategies that were not well articulated.

Working with men as Agents of change:

Under this strategy, the RMM's work with the care-groups worked so well especially in the areas of conducting couple seminars, use of journey of transformation sessions, community dialogues, radio talk shows, sharing of testimonies during public event days such as women' days celebrations, peace days and 16 days celebrations. But the work with religious leaders, Local council leaders and Cultural leaders as one of the change agents groups has not worked well. This is because there are no clear guidelines and tools for working with these structures apart from just training the structures, holding discussions and fire born (wango) sessions. There is need to develop a guideline with tools of how to work with Cultural, Local Council and Religious leaders that should be known by all the implementing partners.

Working with men as Husbands of the impact group:

This strategy worked very well with the RMM as reported above. From the short profiling of the RMM and care-groups, out of the 162 respondents 90% demonstrate a change in attitudes and their behaviors are more supportive towards their spouses.

Working with men as clients

This strategy has improved because most of the men have joined their spouses in the VSLA and Farmer school initiatives. According to the GBV incident data, there has been some significant numbers of men accessing psychosocial support from the case managers. In 2012 a total of 483 (348f, 135m) and in 2013 a total of 429 (307f, 122m) men reported SGBV cases which represents 28% of the total number of case. There is a lot of stigma associated with men reporting incidences of gender-based violence. In the short survey conducted in Kitgum district, out of 162 men interviewed, 126 respondents confirmed membership to a VSLA group. This shows that about 82% of the RMM and care-groups have joined the VSLA groups.

- ii) What was the **consequence** of using these strategies?

There was little interaction with the cultural leaders this year.

- q. Is the engaging men initiative on track towards the achievements of set outcomes and goals? **Please describe this by completing the table in annex 1** (i.e., how you think the outputs being achieved relate to the realization of outcomes and goals specified in the logframe of this initiative/ logframe of the program the initiative is part of).

Table filled.

- r. Among the **targets planned for 2013** for the Engaging Men Initiative (at both output and outcome levels), which ones were not achieved? Why?

There was no periodic dialogue with the paramount chief and other clan leaders. There was a gap in the replacement of the men Engage Initiative Specialist which eventually took place in August 2013.

Community sensitization using video scripts acted in the local language as one of the behavior change strategies did not take place due to the fact that the video van was not yet in place. The video van however will be delivered in the first quarter of 2014.

There was limited fire born (wangoo) activities by the cultural leaders and the use of the Acholi principles and practices of gender relations book.

- s. In the reporting period, how did you work with **advocacy and the media** in relation to the engaging men initiative?

As reported above, five radio talk shows were conducted by the RMM on radio Rupiny and Luo FM stations. (Details are above). However the RMM have always worked together with the advocacy team members in the community especially during public events functions and community-based advocacy forum.

- t. In the reporting period, what **challenges** were experienced in the implementation of the engaging men initiatives, and how were they overcome?

The distribution of the Journey of transformation tools to guide the RMM was delayed due to the fact that there was need to include illustrations to the translated version for easy use by the illiterate men. The illustrations were successfully included and 250 copies printed for distribution.

Another challenge was that some of the RMM did not turn up for the Journey of transformation. Most of them were involved in garden work which is several miles away from where they are settled.

The issues of land conflicts were also reported which mostly affected women's participation in the farms.

2. Partnership

Working in partnership is a fundamental principle of CARE. The vastness of areas to be addressed to meaningfully overcome poverty and create an equitable society requires that CARE increasingly engages and coordinates with partners. Therefore, it is important that the Engaging Men initiative is also carried out in partnership with other partners to create ownership and ensure sustainability.

- a. Please **list the partners** (local/ international NGOs, CBOs, authorities, other donors, etc.) that were involved in the implementation of the initiative

Acholi Religious Leaders Peace Initiative(ARLPI), Diocese of Northern Uganda (DNU), Forum for Kalongo Parish Women's Association (FOKAPAWA), Kitgum Women Peace Initiative(KIWEPI), Voluntary Initiative Support Organization(VISO) and Women and Rural Development Network(WORUDET)

- b. What **roles and responsibilities** did each of these partners have in the implementation of the Engaging Men Initiative?

The partners played a key role in mobilization of the RMM for trainings, participation in key events during the women's days, peace days and 16 days celebrations. They also worked together with RMM for couple seminars, community dialogues and ensured that they held sessions with the care-groups.

- c. How was the partnership with both implementing and strategic organizations in the earlier stages of the program and how is it now? What are the main changes and which new roles have partners taken on? Do you measure against particular milestones or indicators?

There has not been any major change on the number and roles of partners working under the MEI from the beginning of the project until now. Therefore the milestones achieved can be credited to all the partners.

- d. What has the **partners' involvements' value added** been?

The continuous mentorship of the RMM by the community-based facilitators has guided the RMM on their work. The trainings provided to RMM, religious leaders and Local councils were conducted together with the project officers of DNU, FOKAPAWA, KIWEPI and VISO. They also did couple counseling with the RMM

- e. What has **CARE's added value been** to these partners and what has the value added been to CARE from the partners?

The capacity assessment and building of partners through mentorships and trainings and provision of materials such as the Journey of transformation manual in English and the local language

The joint trainings to the community structures ensured continuous capacity mentorship of the implementing partners and the on-going support visits by CARE.

- f. Do the partners need to gain more specific **capacity** in the implementation of the engaging men initiative?

Yes, they need to gain capacity in the SASA approach of mobilizing community members for behavior change. The SASA approach which is the Start, Awareness, Support and Action suggest different activities that can be conducted in each of the phases, these include, Community Activism, use of Communication Materials, Advocacy and Media and lastly Trainings. This will create a logical flow of activities that create synergy or builds into each other while assessing the milestone achievements. Although the initiative has been using some of these activities, it has been adhoc..

- g. How devoted is the partners to engaging men activities and gender transformative work? Will the partners continue this focus after the completion of this project?

The partners are so much attached to the engaging men because they have tried to integrate the RMM in most of the other key activities like VSLA group sensitizations before action audits, GBV 16 days celebrations, peace days and community-based advocacy. After completion of this project, the partners may continue using the RMM structure for some of their activities.

3. Risks

Choosing to work with men and boys in order to bring about gender equality and women's empowerment has several potential risks, some of which may be harmful. Gender transformative work must be considered as a win-win for both women and men, and an obvious risk is to design projects that compromise the gains made for women. Other potential risks include conflict between "transformed men" and peers in their communities, stigmatization of men with more gender equitable behaviours, lack of capacity to include all men who would like to become "role models" etc. Therefore, it is important to hold the principle of do no harm high and that strategies are in place to consciously tackle and address potential risks.

- a. What were the particular **risk factors** (internal or external) that could have had/had a negative influence on the implementation of the Engaging Men Initiative as part of your women empowerment projects/ programs?

Some men whose wives report cases of physical violence to RMM have mistakenly accused the RMM for having love affairs with their wives.

The changed men are sometimes stigmatized by the community if they see them collecting firewood or even fetching water. The parents of boys especially mothers in laws would not like to see their sons go to fetch water especially if their wives are present

People are also demanding for a program for role model women because they say some women do not have good behaviours, they now drink alcohol like men especially after sales of simsim.

- b. What strategies were used to **mitigate** these risks?

There has been Radio talk shows by the RMM and community have been encouraged to support men who are changing instead of ridiculing them. The structures of religious leader, LCS and Chiefs have also been used to support not only the changed men but also to denounce factors that affect women negatively. RMM have been advised to work with LCs for transparency

- c. What is being done to ensure that the involved men will be continued to be integrated even after the completion of telethon funds?

As mentioned above, the RMM are been integrated into the VSLA, GBV, peace building and work of the advocacy forum.

4. Financial

- d. Enclose an **expenditure report** for the reporting period, and a narrative linking program outputs to expenditure and explaining potential under or over-expenditure.
- e. If the engaging men initiative has failed to use 100% of its budget in the reporting period, please describe what have been the main **reasons for the low burn rate**. What will be the implication of the low budget utilization rate on the achievement of the overall objectives of the initiative? And what measures will be taken to ensure a higher burn rate in the future?

5. External or internal studies

- a. List all the **internal and external reviews**, thematic studies and evaluations that have been carried out during the reporting period **in relation to men's and boys' engagement**. (Please send these studies together with this report).

A mid-term review was conducted which was reported in March 2013

- b. In what ways did these studies contribute to **learning and improvement** of the initiative?

The practice of sanctioning and beating of wives in front of the clan has ceased due the involvement of the cultural leaders in the fight against gender-based violence. People use to promote this practice with justification that it is part of our culture whose custodian is in the hands of the cultural leaders. The cultural institutions have seen the benefits in the households of RMM and are working to support them.

The Initiative did not have a strategy for its implementation with most interventions based on trial and error however now the men engage implementation strategy has been developed to guide the partners in implementing the initiative

- c. How will you ensure that these reviews and studies (and other key resource documents that have been produced earlier) are **proactively used to inform program activities** in the future?

The initiative engages the implementing partners in quarterly reviews whose recommendations are ploughed into the next quarter

6. Conclusion

- a. What are the **main lessons learnt** from the implementation of the Engaging Men Initiative as part of your women empowerment program?

Women are now enjoying the benefits of their work in the VSLA and sales of their surplus from the garden. The sessions by RMM with VSLA group before action audits has encouraged joint decision making on the use of the money got from the VSLA.

The benefits in the homes of the RMM and some care-groups have inspired some men in the community to change especially benefits of working together in the garden in form of sacks of ground nuts and simsim.

- b. Based on these lessons learnt, what parts of the program should be **changed and/ or adjusted** in the coming year?

Plans to target boys should be explored

- c. Based on the findings of **the mid-term review** of the WEPs carried out in early 2012, how have the key recommendations related to the Engaging Men Initiative been followed up in the reporting period (for e.g. what adjustments have been made to the Initiative's plans and strategies based on these findings)?

The Initiative had brought in the expertise of the Land Officers of Gulu and Kitgum districts to have training with the Local Council leaders and religious leaders on land laws in Uganda, land conflicts in the community, structures handling land conflicts and the issues regarding the Acholi principles and practices of land tenure system.

- d. What strategies are being applied in order to ensure the **sustainability** of the achievements?

The work with care-group and their spouses is one strategy that promotes sustainability of the achievements this is because some of the changed men among the care-groups have started engaging other men within the community to change.

The initiatives has also acknowledges the work of the RMM on key public events to motivate them to continue convincing other men to change. The local council leaders have pledged to work together with the RMM and care groups structures but also register them in the sub county.

- e. Include any **comments and recommendations** to CARE Norway

The MEI is a project that has been embraced not only by the community members but also it has got the political will of Uganda. The MEI is implemented in 10 CARE families who are in different stages of expertise. There should be yearly annual conferences for all the staff under the MEI to meet, share and learn from their counter parts but above all, CARE Norway should tag a skill set that will be imparted to the participants during the conference.

- f. Lift up two human interest stories that represent the changes that the project aims at (just brief)

Annex: 1. Tracking of outcomes

Please list below the outcomes/objectives of the Engaging Men Initiative. In the columns following briefly describe the evidences that indicate positive or negative changes and the actions being taken to address negative changes, while promoting positive ones.

	Expected Outcome/ objective of the Engaging Men Initiative	Evidence of positive change	Evidence of negative change	Action point to build on positive change; address negative change; or explore the situation further
1.	Spouses of women in the Impact Group (IG) practice non-violence, gain confidence to practice new aspects of masculinity identity which are supportive towards their wives and they demonstrate an understanding and appreciation of the benefits of gender equality and women empowerment	The care-groups reported shared gender roles with their spouse Evidence of joint decision on use of family SRH services especially family planning		Continuous engagement of the care-groups by RMM through couple seminars, weekly sessions etc
2.	Engendered men from the Religious, Cultural, the Lower Local Council Institutions advocates for gender equality and women empowerment	Cultural leaders holding fire born (wangoo) sessions to denounce violence with communities		Develop a guideline and tools of working with the structures Involvement in their council meetings
3.	Partner organizations are able to design and implement male engage interventions	Partners able to train RMM, religious leaders, Local councils and Cultural leaders		Continuous mentoring and training of partner organizations on the Men engage implementation strategy and tools
4.				
5.				

2. Human Interest stories

Please attach human interest stories that are related to the Engaging Men Initiative

STORY OF CHANGE

I am Okwera Peter 25 years old a born of Juklebi village in Lanyirinyiri Parish in Lira Palwo Sub County. I got married in 2009 to Alimu Doreen and we currently have 2 children.

I am not proud of my past but it would significantly impact in some one's life who could be struggling in their marriages, lives or families. I personally was a person who disregarded supporting my family in any way possible; I was an adulterous man who never thought about my health at all. I would come back home late in the evening and just quarrel at my wife or even beat her at times since I thought it was a way to portray love. This always terrified my children who kept away from me. When my wife would harvest what she had grown, I would be the one to go sell and use the money as I so fit.

However my walk towards transformation began in 2011 after I was called for training by WORUDET in Pader. We were trained among others on GBV, Human rights issues and VSLA basics. This was an eye opener for me and visualized how disrespectful I had been not only to my wife but also to my children. After the training, I apologized to my wife and promised to change.

I didn't achieve this change the easy way because sometimes I would fall back to my old habits however with the consistent follow up and support from C.B.Fs, I slowly but steadily transformed into the man I am today. My wife fully gets the support from me. We jointly cultivate, share household chores, take responsibility of our children and we both consult each other before we make any decisions among others. This has resulted into peace in my home since we communicate a lot even when we have some misunderstandings unlike before when quarreling was a common phenomenon in my home. We have both joined VSLA and we used our last savings at the end of action audit to buy cattle, bicycle, radios, goats which am proud of because it's from our own sweat. My wife actually saved more than I did but we put our resources together for the good of our family. This joint venture has brought development in my family. This change in my life captivated the community who shortlisted me among the people to benefit from the NAADs programme and I was given 10 goats, although three died I still have seven that am looking after.

The change I underwent motivated me to reach out to other families that were experiencing Gender Based Violence (GBV). I took on this responsibility so passionately that I was over joyed to seeing so many families change as a result. An example is Ojara Johnson and Akanyo Christine who experienced GBV often in their home. I supported this family by counseling them time and again and this impacted greatly on their lives since they now live a supportive life and as a result the community entrusted Ojara Johnson and appointed him as the L.C.I.

Upon seeing many youth in my community idle and always engaged in alcoholism, I felt a strong conviction to create a difference in their lives .This prompted me to mobilize them and form a youth group which we call **ADYERI YOUTH GROUP**. I have seen many youth change over time and being more supportive to vulnerable persons in the community. We look around for homes where people are more vulnerable especially the elderly. We renovate their houses/huts and buy for them basic necessities from our welfare as this is also a VSLA group. Among the families we supported is that of Ikoka John a little boy whose parents are HIV positive and could hardly support him in school. So we went and talked to the management of the school in Wirmunupecek village and the apparently this boy is being sponsored by the school.We formed this youth group purposely to transform the youth and also support the community incase Rocokwo Project phases out; we can still help forward issues affecting us to the district. We intend to take this group to an advocacy level where they can advocate for the rights of the community and demand for social services and other amenities that they deserve at District level the only support we need is the training on advocacy skills.



I have benefited greatly from being a role model. This year in March the community selected me for training with Tree Talk which took place in Gulu for one week.

We had hands on training and we constructed an environmentally friendly cooking stove. This training equipped me with a skill that I have passed on to the role model men and care group in Lira Palwo and those of other Sub Counties of Pajule, Puranga and Acholibur with the help of WORUDET. In my parish together with the support of other Role model men,I have constructed so far 25 lorena stoves. This stove is termed as "**Okelo Kuc**" which literally means "brought peace" and we have seen this happen in many household. Men have become very supportive to their wives since they now cook claiming they don't have to keep blowing to keep the fire burning like the local cooking method, it has also brought them closer to their wives since they spend time cooking together, it

has also given the women ample time to look after themselves. Love is being restored to most families.

Okwera Peter Role model man giving the theoretical training on making lorena cooking stove



Beneficiaries mixing sand for making the stove

I can't finish the benefits I have got from being a role model man because they are so many but the few are: I am considered a counselor, teacher, leader, motivator, mediator and my status in the community has greatly increased. I am so proud to be part of this network because we also extend what we gain to the rest of the community.



by the Role Model Men

This has proved to the community that men can equally create a difference in the lives of the people and at times when they take the lead especially in this Male Engage Initiative, results are obtained faster and many people even change as a result. When one rigid man changes its easier for him to break through to other people's lives because he stands out as a role model. I greatly recommend the Male Engagement Initiative because it has impacted greatly to the lives of our people.

The completed Rocket Lorena stove that was made