

SCALING UP HOUSEHOLD METHODOLOGIES FROM THOUSANDS TO MILLIONS



OXFAM

EMPOWER@SCALE PROJECT

(MAY 2018 - MAY 2022)

HOUSEHOLD REACH



Households

761 Households reached by the National Oil Palm Project

900 Households reached by the Project for Financial Inclusion in Rural Areas

Over 1865 Households reached by the ELCs

10,000 Households reached by the project for Restoration of Livelihoods in Northern Uganda

INTEGRATION OF GALS IN PROJECTS INTERNALLY



Youth skilling

106 Youth representing different youth groups

Peace building initiatives through 12 Refugee led organizations

375
Beneficiaries

INTERGRATION OF GALS IN YOUTH AND RURAL FINANCE



141

Youth trained on GALS and VSLA

13,225,100 UGX

Shared by members in May 2021

36,414,750 UGX

Total group savings reached by Feb. 2022

OTHER OBSERVED OUTCOMES



Improvement in savings culture among the youth owing to their engagement in Village savings and Loan Associations (VSLAs), in different livelihood interventions and GALS methodology.



Improved conflict resolution at family and community level resulting from integrating GALS in peace building initiatives.



Reduction in domestic violence as a result of improved relations at Household level.



An increase in productivity for agricultural value chains resulting from joint planning and decision making starting from the household level.

ABOUT THE PROJECT

OBJECTIVE

To establish a self-sustaining network of national ELCs and regional hubs that provide the technical expertise and training required to support IFAD's executing partners and other donor-funded value chain programs in developing and up-scaling GALS/HHM.

Oxfam Novib and Hivos with local partner Community Empowerment for Rural Development (CEFORD) is delivering a mechanism for scaling up GALS by facilitating the professionalization of Empowerment Learning Centers (ELCs) and their constructive engagement with IFAD-supported projects and other actors for strengthening their capacities to apply Household Methodologies (HHM) / GALS by linking the so far isolated HHM initiatives.

Scaling up household methodologies from thousands to millions (Empower@Scale) was a four-year Multi-country project funded by International Fund for Agricultural Development (IFAD) and implemented in consortium of Oxfam and Hivos in different countries namely; Uganda, Kenya and Nigeria. In the consortium, Oxfam Novib and Hivos provided supervisory and fiduciary functions related to financial management and administrative services for the project.

Empower@Scale's ultimate objective was to scale up Gender Action Learning System (GALS) through establishing a network of self-sustaining Empowerment Learning Centers (ELCs). The objective of the ELCs and regional hubs was to provide the technical expertise and training required to support IFAD's executing partner and other donor-funded value chain programmes as well as up-scaling GALS. The project was implemented with the financial support of IFAD.

Members of the St. Mary's choir group in NAFA, Arua listen keenly to Felix Onziku present his Vision Road Journey

**Total Project Budget for Uganda:
Euros 518,604**

OXFAM IN UGANDA CSF 2021-2030 (MULTI-LANE) HIGHWAY

A PEACEFUL AND RESILIENT SOCIETY IN WHICH
PEOPLE'S RIGHTS ARE UPHELD AND STATE AND
NON STATE ACTORS ARE RESPONSIVE AND
ACCOUNTABLE



APPROACHES

The four approaches used for scaling up the GALS/HouseHold Methodologies (HHM)

1

Voluntary “pyramid marketing”: participants identified other participants in their own families and support networks with whom they shared interest in the gender message and GALS methodology. GALS/HHM could not be scaled up through top-down dissemination, using conventional training of trainers or “step down” training models based on supply and demand, since the methodology is community-led (bottom-up) and passed on by peers who have taken control and changed their lives. Therefore, change makers from the community – rather than pay extension workers – became the trainers.

3

It was vital that the ELCs take collective responsibility as a functioning network. A business model for the network was developed and implemented along with a functioning secretariat. During the life of the project, the regional hub functioned as the ELC network secretariat. After the completion of the project, the secretariat function was taken up by one of the member ELCs, based on their interest and capacity to undertake the function.

2

A network of qualified national ELCs and regional hubs with certified trainers and strong national training partners was established to build capacities of implementing partners of IFAD and other donor funded value chain programs.

4

A Capacity Development Fund with a fee-for-services mechanism was designed to contribute to sustaining the ELC/hubs network under the ELCs business models.



Ms. Zanet Ozibu from the St Marys Choir Youth group demonstrates her Challenge Action Tree, one of the tools of the GALS methodology

PHASES OF PROJECT IMPLEMENTATION

The project had the following phases during the 4-years implementation period

1

Project Inception Phase

Setting up project management structures: project teams, strategic steering committee; engaged IFAD loan-financed programmes and reviewed current needs and priorities; contracted partners, assessments; baseline study; recruitment; established a core group of HHM experts, and drafted business models for the ELC and hubs.

2

Strengthening and Consolidation Phase

Reviewed and mobilised ELC for professionalization trajectories; established two regional hubs and mechanisms for linking ELC with IFAD-supported programmes, quality assurance, monitoring, learning and knowledge management; explored a revolving Capacity Development Fund; set up a global secretariat to develop codes of conduct and ethics and strengthened a multi-level and multi-stakeholder network; designed innovation trajectories for piloting.

3

Sustainability Phase


Piloted and implemented capacity development / quality assurance mechanisms with clients of GALS/HHM support; tested and consolidated business models for sustainability of ELC, hubs and the network; identified other ELC for programme development; pilots for specific approaches with GALS/HHM were carried out, reviewed and documented; approaches were disseminated and funds were leveraged for rolling these out. A larger alliance and consortia was developed for programme development scaling up.

4

Project Inception Phase


Scaling up and replication phase", during which the business models for sustainability of the ELC, regional hubs and the network were tested and reviewed; Capacity development trajectories with IFAD-supported projects were refined for replication; wider profiling of the network and consortia, mobilized resources for scaling up and knowledge management.

KEY EXPECTED RESULTS / OUTCOMES




A network of ELCs was established with capability to provide capacity development services to public and private stakeholders on HHM.

Governments and executing partners provided affordable and prompt access to local and regional technical expertise needed for the implementation of GALS/HHM in value chain programs.



Individual HHM experts, practitioners, supporters and clients of HHM capacity development services were linked into the ELCs, regional hubs and a global platform; for monitoring, experience and information sharing and knowledge management.

New approaches were used to apply HHM in thematic areas and particular target groups such as youth and indigenous people.



OVERALL GOAL

6

6 graduated ELCs in Uganda, Nigeria and Kenya who are able and equipped to deliver quality-assured Capacity Development (CD) trajectories;

12

12 potential ELCs from two regions networked for peer to peer capacity development (South-South learning) with the graduated ELCs.

20

20 IFAD-supported programmes in over 15 countries demonstrated readiness for integrating HHM/GALS (through ELCs).

CATEGORY OF CLIENTS TARGETED FOR SCALE UP UNDER EMPOWER @ SCALE PROJECT

1

20,500 rural households in marginalized communities, of which 17,000 were linked to Empowerment Learning Centers and at least 3,500 rural households were part of IFAD-supported projects and private sector actors in Uganda, Kenya and Nigeria. These included women, men and youth living in poverty, who were involved in micro or small scale economic activities.

Target Number **20,500 H/HS**

2

Project stakeholders of approximately 20 IFAD-supported projects from at least 15 countries who, based on their commitment on HHM support services, provided access to information/guidelines through the Regional Hubs / Network and accessed services by the ELC.

Target Number **400**

3

Staff of six CSO partners, Oxfam in Nigeria, Uganda and The Hague, Hivos in Eastern Africa and in The Hague integrated the business models and mechanisms into their existing and future programmes or projects, and ensured linkages with other supporters of HHM.

Target Number **30**

4

Representatives of other development actors: local government, local/national private sector actors, civil society organizations and research/knowledge institutes made similar use of the Hubs, Global Network and/or ELC.

Target Number **100**



Members of the St. Mary's choir group in NAFA, Arua use the GALS salute

EMPOWERING COMMUNITIES USING THE GENDER ACTION LEARNING SYSTEM

Empower@Scale is a project that Oxfam implemented from May 2018 to May 2022 with support from IFAD with an objective of scaling up the use of GALS aimed at promoting social and economic transformation. Through the Empower@Scale project, a network of three self-sustaining Empowerment Learning Centres (ELCs) was established. The ELCs include Wadelai in Pakwach, NAFA in Arua, and Poro poro in Yumbe district.

According to Ms. Peace Immaculate Chandini, the Coordinator for the Empower@Scale project, the objective of the ELCs and regional hubs was to provide the technical expertise and training required to support the execution of projects and initiatives aimed at up-scaling GALS. The Empower@Scale project worked with other Oxfam projects such as the Youth Engagement and Empowerment Project (YEEP) which

emphasized youth savings, the IBIS youth skilling project that targeted youth in Imvepi refugee settlement, and the peace building initiatives that were implemented in Bidibidi, Rhino camp and Imvepi refugee settlements to promote peaceful co-existence within refugee settlements and host communities.

The Empower@Scale project also worked with three other IFAD funded projects to scale up the use of GALS and these projects included: The National Oil Palm project (NOPP) implemented in the districts of Mayuge, Buvuma, and Kalangala focusing on working with oil palm growers to increase their incomes. Other projects included the Project for the Restoration of Livelihoods in Northern Uganda (PRELNOR) and the project for financial inclusion in rural areas working with different savings groups across different regions in Uganda. Through the Empower@Scale project,

Oxfam piloted an initiative of integrating GALS in youth and rural finance. Under this initiative, members of five youth groups from Arua, Yumbe and Pakwach were trained on GALS and Village Savings and Loan Associations (VSLAs) and later supported the different business ideas developed by the youth. This pilot enhanced the saving culture amongst the youth, enabled them boost their businesses and further improved their skills in planning starting from the household level. This was done with the aid of GALS tools like the vision road journey.

Following project monitoring visits to respective project locations and through interactions with

different project participants, positive changes in household gender relations were noted in addition to a reduction in cases of gender based violence as a result of joint planning and decision making starting from the household level. Ms. Juliet, the senior probation officer for Mayuge District indicated that when couples come to her office, she uses tools like the Challenge Action Tree to counsel those who are faced with different challenges in their homes. She further added that to in order to scale up GALS within Mayuge, the District Local Government envisaged its 5 year plan by using the Vision Road Journey.

“Mr. Crispo Rwothomio, a Monitoring, Evaluation and Learning officer for Community Empowerment for Rural Development (CEFORD) holds the banner of the Wadelai Youth Empowerment Learning Centre”

**WADELAI
EMPOWERMENT LEARNING CENTRE (ELC)**
Empowering people from thousands to millions using
Gender Action Learning Systems (GALS)



IFAD
INTERNATIONAL
FUND FOR
AGRICULTURAL
DEVELOPMENT



GALS USED IN AIDING PEACE BUILDING INITIATIVES IN IMVEPI REFUGEE SETTLEMENT

Uganda is home to over 1.5 Million refugees and asylum seekers living in various settlements across the country. Among them is Imvepi refugee settlement located in Terego district, Rhino camp in Madi Okollo and Terego District in North Western Uganda. These accommodate as many refugees that have been fleeing war over the years from their countries of origin.

While the government and a number of agencies respond to the needs of these refugees and the host communities, resources remain scarce. This has led to conflicts among refugees as well as the host communities.

Oxfam, through the Empower@Scale project, worked with Refugee Led Organizations based in Imvepi and Rhino camp refugee settlements, among others to support them to promote peace-building within the community using the GALS methodology.

Youth Empowerment to Act (YETA) – a refugee led organization founded in 2020 is one of the organizations that Oxfam has worked with to champion peace building initiatives in Imvepi refugee settlement. YETA focuses on three key areas i.e. education, peace-building, and sustainable Water, Sanitation and Hygiene (WASH) activities. Oxfam provided GALS training to YETA staff in 2021 who have been at the forefront in promoting peace with the aid of the GALS tools.



Bernard Astiaku, a Project coordinator of Youth Empowerment to Act at the Imvepi Refugee Settlement

Other implementing partners like Youth Social Advocacy Team (YSAT), I-CAN, and URDMC have equally taken up the mantle to scale up peace-building initiatives in the different settlements so that refugees and their hosts can live in harmony.

“When we trained community members on tools like the Challenge Action Tree, they acquired the skills to address violence and resolve conflicts. The tools are also used to unveil and understand the root causes of conflicts and thereafter

generate lasting solutions,” said Bernard Astaku, a Project coordinator working with YETA. Bernard also said with the help of the GALS methodology, couples and communities came together to challenge the status quo.

“Integrating GALS in projects made it easier for YETA to implement its programs. YETA looks forward to further integrating GALS in other areas of work such as working with children with disabilities,” Bernard added.

Ms. Apayi Charity, a South Sudan refugee talks with her children in front of her home in the Imvepi refugee settlement





Mr. Felix Onziku, the chairperson of the St. Marys Choir Youth Group demonstrates his Vision Road Journey

LIVES OF CHOIR MEMBERS TRANSFORMED THROUGH GOAT REARING

St. Mary's choir youth group which is located in Vurra subcounty – Arua District is one of the five youth groups that was supported by the Empower@Scale project. According to the group chairperson, the group has 30 committed members that were trained on GALS and VSLA. Being members of a choir in his community, it was easier for them to be trained as they were already organized. The group is currently involved in goat rearing as a business.

Together with leaders of other groups, Felix Onziku participated in a virtual exchange and learning visit in September 2020 with youth in Tanzania who are engaged in different businesses. During the virtual exchange, Onziku acquired knowledge about the horticulture business that is practiced by other groups. He later shared this information with members of St. Mary's choir youth group and tasked them to generate similar business ideas.

Members of the group did market research in areas such as goat rearing, produce, and horticulture business. They also considered other factors such as reliable climate, good pasture, and group member's attitude towards the different business ideas. Based on the findings, the group decided to venture into goat rearing.

Onziku noted that before receiving training on GALS, the group already had a savings scheme. They used the knowledge acquired from the training to start off the goat rearing project. Each member contributed 5 USD and at least 30 goats were bought with each individual receiving one goat. With further support from Community Empowerment for Rural Development (CEFORD) and Oxfam through the Empower@Scale project, the group got 15 more goats."

Onziku and the rest of the members are happy because the level of co-operation in the group is very high, and they also put in place a committee to oversee the goat project. Besides the goat rearing, the group has taken its savings further and to date, the group has been able to save about 21.08 USD with the first cycle having started in June 2020 through to June 2021, whereas, the second season ended in June 2022.

34 year old Onziku couldn't hold his excitement. "This initiative taught me to succeed in life. Things like unity, cooperation, family meetings were not there in my family before. I am now able to pay school fees for my children in private schools and is also engage in growing cassava ground nuts, and pine tree as business."

A member of St. Marys Choir Youth Group in Nafa, Arua grazing the goats she acquired through the group's joint savings.



Mr. Tezikoma Sebastian, a Community Development Officer for Busakira subcounty explains the recently developed Mayuge District Local Government Vision Road Journey

INTEGRATING GALS IN THE NATIONAL OIL PALM PROJECT

Mayuge is one of the 3 districts that are implementing the National Oil Palm Project (NOPP – 2019 – 2029) with support from International Fund for Agricultural Development (IFAD).

Mr. Sebastian Tezikoma, a Community Development Officer (CDO) in Busakira sub-county in the Mayuge District is at the forefront of this project to see the change in his community. He says the NOPP is good for Mayuge district because of it's fertile land, a good environment and favourable policies in place. According to Mr. Tezikoma, the local leaders in Mayuge anticipate that by 2040, Mayuge will have improved infrastructure, better schools, roads as a result of the NOPP.

With support from the Empower@Scale project, Sub county CDOs, Household mentors, trainers and farmer representatives from the 3 districts

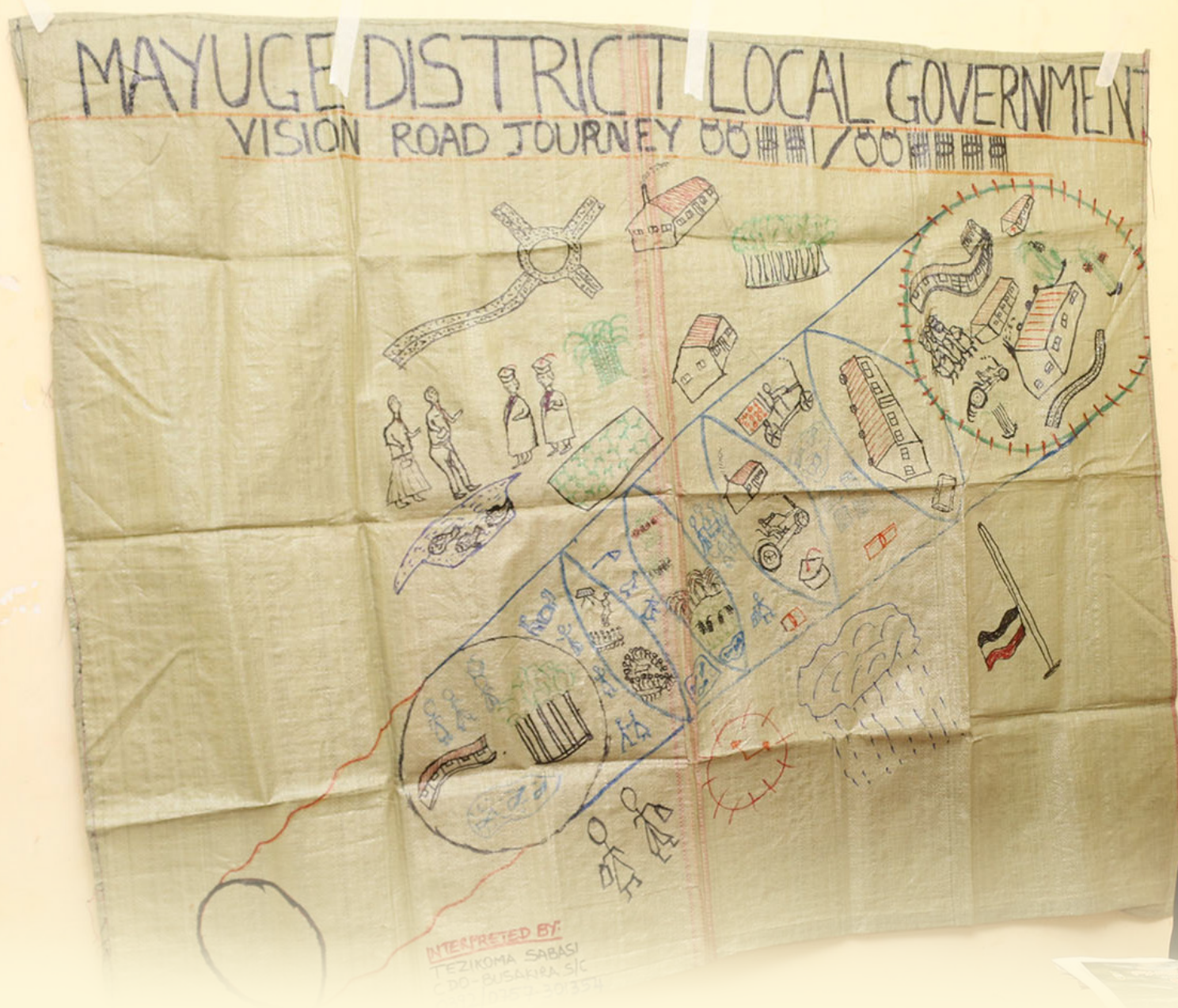
implementing NOPP were trained as Trainers of Trainers (TOTS) on GALS in May 2021. The mentors were later tasked to scale up GALS within their communities with each mentor being allocated ten households.

From the GALS trainings conducted, Mr. Tezikoma affirms that changes have been seen at different levels from the district to the village. District leaders were inducted, and the implementation of GALS methodology started. The inducted Sub-county leaders developed a vision road journey for the Busakira sub-county. In this vision, they wanted to address increased cases of teenage pregnancy and therefore needed to identify opportunities to support work around this. They used their vision road journey to approach different stakeholders for support and out of this they attracted a twelve-year program sponsored by World Vision thanx to the GALS methodology.

At the community level, saving associations were formed and the people that were trained in some households have realized some changes. Some have constructed permanent houses having lived in grass thatched houses. Some that had poor hygiene and sanitation facilities have been able to put up better facilities. The project has not only influenced economic changes in the community but addressed issues of gender-based violence in families. This helped families

work together and for some, families were able to reconcile.

Tezikoma appreciated the Ministry of Agriculture, Animal Industry, and Fisheries, specifically the NOOP for choosing Mayuge to be a beneficiary of the program. He also said that Mayuge District local government is looking forward to integrating the trained households into the Parish Development Model (PDM).





The house that Mr. Owori has built for his family thanks to the training he received on GALS


COOPERATING INTO A NEW HOME

Owori John, a resident of Butangera B village, in Busakira sub-county in Mayuge district never imagined that he could be where he is today. The responsibility of looking after 17 family members, including his late sister's children, left no room for his economic development. "We had hit several setbacks in our development journey until Geoffrey, a GALS mentor, under the NOPP approached me and told me about GALS. After the training, my wife and I realized that we could start from somewhere. We embarked on moulding bricks which we sold but also used to start constructing our own house. From the brick laying, we were able to buy some hens and start poultry rearing. I was further able to buy a bicycle

which I used to fetch water for brick laying," Said Owori. I couldn't have accomplished this without the support from my family most especially my wife. We were doing all these activities together and she was also cooperative and never let me down at any one point. The training Geoffrey provided on GALS has had a remarkable effect on our cooperation, development and situation change. From having nothing to bricklaying to owning a bicycle to starting a poultry business and building our own house. Owori's family is an example of the many that have witnessed economic transformation because of the GALS methodology.



Owori and his family members standing in front of their old home in Mayuge district

A portrait of Cwinyai Jerry, a smiling man with short dark hair and a light beard, wearing a light-colored striped button-down shirt. The background is a soft-focus indoor setting.

Cwinyai Jerry, an employee of IFRAD shares his story

EMPOWERING YOUTH THROUGH GALS

Oxfam in partnership with International Foundation for Recovery and Development (IFRAD) and African Youth Development Length (AYDL) are implementing a project called Youth Empowerment and Engagement Project (YEEP) in Nebbi District.

YEEP is a three-year project (2020- 2022) funded by the European Union. Through this project, IFRAD has managed to train over 14

youth groups on GALS and equipped them with entrepreneurship skills so that the young people are able to identify business opportunities. Some have used what they learnt to start up successful businesses, grow existing projects, and access markets and financial services. AYDL on the other hand has trained 70 youth using GALS building their capacity in leadership, influencing, and advocacy.

INSPIRED TO SAVE WITH A PURPOSE

Ms. Harriet Aloro one of the
GALS champions in Nebbi

Aloro Harriet, a youth group chairperson in her village in Nebbi says it's from the GALS training that she realized that there are certain things men do that women can also do.

Previously, she believed that women had to wait for men to provide for the household. While Harriet was earning from her tailoring business, she neither knew how to save nor the importance of savings. "When I learned the challenge action tree from the GALS training, I realized the challenge I had with savings. The challenge was that I was spending more but now that I learnt, I can use 20,000 shillings for five days!" "I now save with a group and from these savings, I have been able to get myself a better sewing machine that uses power and aids embroidery" - she points out. She is planning to connect electricity in her house to be able to use the new sewing machine. Away from sewing, Harriet is a passionate beekeeper.

Before GALS was introduced, she was carrying out beekeeping in an unintentional manner. As a family, they had nine beehives where they were getting honey. Now, the purpose is to use the bee hives to earn money which they can further save to realize their vision. She appreciates the confidence she has gained from the GALS program and uses her own experience to talk to fellow friends on how to use money in a better way. They are now real definitions of change agents in their community. "You should put money in something that brings income," she further said. Harriet has the GALS tools drawn and hung in her house so that she can easily remind the husband, a health worker of their vision. Harriet together with her husband planted an acre of cassava. She plans to get a boutique with more than fifteen sewing machines and train other women. She believes creativity is key. "If you become creative in your business, you get more money." Harriet says.

Ms. Harriet Aloro one of the GALS champions
in Nebbi showcases her new electric sewing
machine and a jerrycan of honey from her apiary

WOMEN EMPOWERED USING GALS



Ms. Aciro Teddy, a champion of the Wadelai Youth Empowerment Learning Centre shares her story


Aciro Teddy is a GALS champion in Wadelai Subcounty, Pakwach district. Teddy benefited from the Wadelai Empowerment Learning Centre (ELC) in various ways.

She has been able to pay her children's school fees using money she earns from the projects she set up after the training on GALS. She adds that she has been able to take her 5 children through higher levels of learning with one in senior four, two in A level and tertiary institutions, one midwife, and one teacher.

Teddy is also currently rearing twenty goats and ten rabbits. Wadelai Youth ELC has also improved the relationship between Teddy and her husband. Before learning about GALS, the couple experienced gender-based violence.

"We were quarrelsome and were not planning together. However, GALS has encouraged my family to live in harmony." Teddy narrates. Teddy and her husband have been able to construct a house for their family. Teddy's home is open to people and organizations who want to learn about GALS. Teddy added that GALS tools like the vision road journey have helped individuals and groups to plan for their future.

The tools have also empowered women to market their products. Before they received training on the GALS methodology, women largely depended on men for income. Teddy appreciated Oxfam and CEFORD for empowering her community. Teddy hopes that her community will receive increased access to digital technology as they are experiencing challenges with timely reporting.



Olony Geoffrey and his wife, Acau Jane Perish share a light moment while explaining the benefits of working together

GALS REUNITING FAMILIES IN PAKWACH DISTRICT

Wadelai is a registered co-operative society with commissioner of cooperatives - Ministry of trade and Commerce in Uganda.

Wadelai is one of the Empowerment Learning Centres where learning about GALS takes place. The learning Centre is registered with the sub-county local Government to operate as an ELC which is a department within the cooperative Society. The ELC is located in Payogi West village - Pakwach District. The learning centre provides training, support, outreach and learning for outsiders who want to learn GALS, trains farmers on agricultural practices, bulking and marketing produce of farmers in the value chain of Sesame, Rice and Cassava, and sensitizing people in the community on cross cutting issues like climate change, HIV/AIDS, gender-based violence, conflict resolution and management.

According to Acau Jane Perish, a member of Wadelai ELC, "GALS encourages family members to operate as one, in a household where they plan together." Her husband, Olony Godfrey, also the chairperson of Wadelai says that "In the past, a man like me couldn't sit with a woman in decision making, planning, or even doing other work: while at Wadelai ELC, you get the knowledge that all human beings, whether man or woman, have the same blood and should be treated equally." Olony pointed out. Members of Wadelai ELC have about a decade of experience with GALS. They mainly use GALS as part of their cooperative to improve the position of farmers in the sesame, rice and cassava value chains. They interact with input dealers, processors, traders and larger buyers and also use GALS to improve their savings and credit function, and the organizational development of their cooperative as a whole.

END OF THE PROJECT

As per the end project evaluation report conducted between May to September 2022, the following conclusions were made.

The Empower@scale project used household methodologies (HHMs) to improve intra-household gender relations, increase engagement with poor households and empower households to realize their development potential by creating stronger, more resilient and sustainable smallholder farming and other rural livelihood systems.

The Empower@scale project was able to improve intra-household gender relations by promoting gender equality amongst the rural and marginalized women, men and youth through GALS. This was done through training of GALS champions where some community members were given training on GALS and then went on to train their fellow community members. This was particularly very successful in promoting the project's goal of gender equality since community members were more likely to listen to one of their own who was aware of their customs and traditions.

The use of pictorials and drawings to train community members on the GALS tools also proved to be useful since most of them had a primary level education. Most champions started by training the beneficiaries on the gender balance tree tool which encouraged couples to share the workload as they worked towards their vision journey. This indirectly contributed to a decrease in domestic conflicts, increase in involvement of women in decision making by their husbands and family cohesion due to everyone's opinion being considered in decision making.

The project empowered households to realize their development potential by creating



Ms. Acau Jane Perish from Wadelai inspects her investment

stronger, more resilient and sustainable smallholder farming. This was done through integrating the GALS methodology/ approach into IFAD funded projects and local cooperatives. GALS champions for example, were drawn from local cooperatives such as coffee cooperatives.

The GALS tool – vision journey was essential in facilitating sustainable livelihoods. The vision journey taught community members to come up with a concrete goal and create a clear picture on how to achieve the goal. Households were able to consolidate their resources and use them to achieve a particular goal instead of pursuing various small projects individually. This was however not possible for everyone since some households did not have enough capital and financial literacy to carry through their vision journeys.

The evaluation found the project to be relevant to the needs and priorities of the beneficiaries. The project was well aligned with Oxfam's vision on addressing inequality and the donor's, IFAD, mission to invest in rural people through empowering them to increase their food security, improve the nutrition of their families and increase their incomes.

ACKNOWLEDGEMENT

We acknowledge our partner, CEFORD for implementing the Empower@Scale project. Amidst many challenges including the COVID-19 pandemic, Mr. John Bosco Okaya, the Empower@Scale project lead at CEFORD together with his team exhibited resilience.

We also acknowledge the support and comradeship of our Consortium member, HIVOS especially Ms. Mary Kuira, Mr. Lucas Chacha, and Mr. Kevin Ongalo, who managed knowledge within the project and enabled us document our results better.

Special appreciation goes to the youth and GALS champions from Wadelai, Poro poro and NAFA Empowerment Learning Centers for their commitment towards achieving the project's set objectives. Wadelai, Poro poro and NAFA encouraged the scaling up of the GALS methodology by hosting and training clients and conducting community outreaches with limited resources. Thank you for your invaluable contribution!

To the project team at Oxfam Netherlands; Mr. Thies Reemer, Ms. Ambra Scaduti, Ms. Carmen Reinoso Becerra, Ms. Nina Rodriguez Dubsky, Ms. Gabriela Tostes Dib and Ms. Alice Cubadda - your guidance on different aspects of the project enabled us sail through.

Staff at Oxfam in Uganda under the leadership of the project coordinator ensured that the project was well coordinated, communicated and documented, constantly monitored, and in line with the donor's guidelines and standards. Appreciation goes especially to Ms. Harriet Mbabazi, Ms. Dorah Ntunga, Ms. Winnie Kyamulabi, Mr. Julius Batemba, Mr. Joel Dengel, Ms. Pamela Abimo, Mr. Chris Edison Okwera, and Mr. Francis Chesilyong who provided technical support and made sure that the Empower@Scale project was delivered with quality.

Oxfam and partners continue to scale up the GALS methodology across different projects /



programs. These efforts are highly appreciated and provide the confidence that GALS will remain alive within Oxfam, partner organizations, and beyond.

Lastly, we acknowledge our development partner, IFAD, whose contribution and support towards piloting, testing and scaling up of GALS dates back to 2007 and has gone a long way in impacting many lives. We look forward to continued scaling up of GALS within our country programme.

Peace Immaculate Chandini,
Coordinator, Empower@Scale project
Oxfam in Uganda



