Responsible Engaged and Loving (REAL) Fathers Scale Up

Annual Learning Convening 2026

Nurturing Responsible Fatherhood in Uganda: Lessons, Impact, And Opportunities for Scale Up

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Convening Report
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About the Convenors

Ministry of Gender, Labour and Social Development

The Ministry aims to achieve a better standard of living, equity and social cohesion. It is responsible for the protection and promotion of the rights of the vulnerable population, addressing gender inequalities, ensuring cultural growth, labour and employment as well as community mobilization and empowerment.

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Impact and Innovations Development Centre

Established in 2015 in Uganda as a nonprofit regional technical assistance and learning partner organization, IIDC works with development agencies in the public and private sectors to promote innovative and impactful
social development programming in Uganda, Kenya, Tanzania, and the Democratic Republic of Congo.

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"These convenings provide a rare and necessary space for government, donors, the private sector, programmers, researchers, and individuals to engage honestly with evidence, reflect on practice, and shape the future direction of programming." ***–Lucy Otto, Assistant Commissioner, MGLSD***

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1. Context of the Learning Convening

1.1 What is the REAL Fathers Program?

The REAL Fathers program is an evidence-based, community-led initiative mentoring young fathers (ages18–25) with children 0-3 years, to reduce intimate partner violence, prevent violence against children, and promote early childhood development through play.

IIDC is leading the implementation in collaboration with ten non-governmental organizations, with the University of California San Diego (UCSD) building program evidence through the measurement of outcomes and results. The REAL Fathers Advisory Committee, comprising several government ministries, provides technical oversight and capacity building for program implementation in the communities supported by local government staff.

Implementation regions: Ankole, Buganda, Bunyoro, Busoga, Lango, Teso subregions in 71 districts.

Program timeline

2013-2015: Piloted in Atiak Northern Uganda
2014-2018: Scaled to Northern Uganda and Karamoja with key adaptations to improve efficacy
2020-2022: Integrated with Early Childhood Development (ECD)
2022: REAL Fathers program approved by the Government of Uganda within the context of the National Development Plan (NDP III 2021–2025) and key national ECD guidelines
2023-2027: The LEGO Foundation provides funding to scale the program nationally beginning with six sub-regions

1.2 Why the Learning Convening?

The first cohort of the REAL Fathers Program was successfully completed in August 2025 with program impact assessed through both quantitative data from a longitudinal cluster randomized controlled trial (RCT) and qualitative data from Most Significant Change (MSC) assessment approaches under the leadership of the measurement partner, UCSD.

The combination of these data sources provided strong evidence demonstrating the program's positive impact on young children, fathers, their families, communities, and broader support systems.

With this rich evidence, it was deemed important to hold a convening to foster cross-sectoral learning and knowledge exchange on the REAL Fathers program particularly implementation best practices, intervention impact, and potential pathways for future scaling in Uganda.

Objectives of the Convening

1. Spotlight learning from the REAL Fathers program implementation scale-up
2. Share outcomes and stories of change from the first cohort evaluation
3. Harvest cross-sector lessons from related parenting interventions in the Eastern and Southern Africa region.
4. Build consensus on priority actions for future scaling of the REAL Fathers Program in Uganda

1.3 Learning Convening Format

The Convening supported learning around the impact, lessons and opportunities arising from the REAL Fathers program implementation through a variety of formats including: a keynote address, evidence and data from a cohort 1 evaluation, REAL Fathers live testimonies, Implementing Partners' experiences, government ministries, local government observations, plenary discussions and inputs from similar intervention. These were supported by a review of REAL Fathers knowledge materials –research and policy briefs, most significant stories of change booklet, evaluation report and testimonial videos.

2. Impact of the REAL Fathers Program

2.1 Keynote Address

"Irresponsible fatherhood is a national risk that negatively affects human capital development… Fathers often provide leadership and symbolize family unity—and it is upon families that nations are built."

The keynote address from the Permanent Secretary, A.D Kibenge, Ministry of Gender, Labour and Social Development delivered by Commissioner, Youth and Children Affairs, Fred Ngabirano, contexualized both the importance and current challenges of fatherhood in Uganda. Citing a 2021 scoping study by research institution, AfriChild, which revealed that only 5% of fathers are both financially supportive and emotionally connected to their children a leading cause of *"poor child outcomes, including low self-esteem, identity crises, poor school performance, child marriage and teenage pregnancy"*.

Drawing from his own fatherhood experience, Kibenge described fatherhood as *'a relationship, a process, and an asset that transcends generations'* which plays an important role in shaping our life experiences.

In view of the significance of fatherhood, the Learning Convening was an opportunity to 'jointly re-cast our role in nurturing responsible fatherhood' to strengthen Uganda.

He described the opportunities that exist to advance responsible fatherhood including:

- Leveraging national frameworks like The Uganda National Parenting Guidelines (2018) which elucidate the role of both fathers and mothers in strong parenthood and the multisectoral approach to supportive parenting programming
- Existence of evidence-based parenting models like REAL Fathers, Parenting for Respectability, Positive Parenting by Bantwana Initiative Uganda which should be optimized to foster cross-

learning, resource-sharing and cohesive implementation rather than duplication and independent execution.

"Let us celebrate model fathers, while also supporting those who struggle. Let us not ridicule or exclude them—because their role in parenting truly matters."

- Dissemination of successful parenting initiatives by leveraging multiple media platforms to inform, sensitize and educate the larger population that may never have the privilege of sitting in a Learning Convening
- Garnering multiple stakeholder commitment in terms of capacity, resources, time all sustained by the overarching goal that responsible fatherhood affects all of us;
- Reinforcing a cultural heritage that upholds traditional ceremonies like marriages, celebrations and community gatherings through which messages on positive parenting can be transmitted to counter negative norms around fatherhood

In his call to action, Kibenge noted that absentee and disengaged fatherhood depletes overall household productivity thus the importance of individual and collective action to model responsible fatherhood, build synergies between state and non-state actors and prioritize collective learning to improve what is working.

2.2 Topical Presentation

Overview of the REAL Fathers Program: Presented by Lydia Wasula, Principal Probation and Welfare Officer, MGLSD

"The national Violence Against Children survey 2018 showed that children growing in households with violence do the same when they become parents…the intervention of REAL Fathers broke cycles of violence."

- The NAC(National Advisory Committee) comprising government ministries representatives oversees the REAL Fathers program implementation, convening quarterly to review it and ensuring that it is evidence-based.
- Identification of young fathers and assignment of mentors who are trained on thematic sessions delivery.
- The program enrolls young fathers (mentees) 18-25 years with children 0-3 years in mentorship sessions and complements awareness with community poster campaigns with messages about positive fatherhood. Why men? The program recognizes men's critical role in caring/providing for their families and the key responsibility they hold in the family. It focuses on young fathers for positive parenting early, when attitudes to parenting are still being shaped.
- Capacity building is provided to all participating individuals and groups (ToTs, mentors who are people respected in the community) and other stakeholders in different dimensions including GBV/VAC related interventions, communication, positive parenting, family planning, mental health and psychosocial support with sessions in local languages

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- Mentorship sessions are conducted in home and groups (at community level) for 7 months. Young mothers also come onboard for some mentoring sessions.
- Mentees are supported with economic empowerment initiatives through linkages to government opportunities, livelihoods skilling, and the formation of fathers' groups for savings and loan access to start microenterprises.
- Communities are also engaged in reflective dialogues around social norms that foster both negative and positive fathering practices.
- Coordination and collaboration between implementing partners and the local government through Child Wellbeing Committees is critical for cohesive implementation
- The program also leverages grassroots structures (LCs, CPC, VHTs, Cultural/Religious leaders, etc) involving them in the delivery of a sustainable mentorship program
- Documentation and sharing of project key learnings with all relevant stakeholders are supported to understand and engage in father-child play including making play materials using locally available materials, play spaces construction, learning the alphabet and other child stimulating activities

KEY NUMBERS

- **17 sub counties** reached in Cohort I
- **11,273 young fathers/spouses** impacted in cohort I
- **2,272 Mentors trained in cohort I**
- **40 Trainer of Trainers**(TOTs) in the entire region.

A trained mentor explains positive fatherhood behaviour from the REAL Fathers training manual

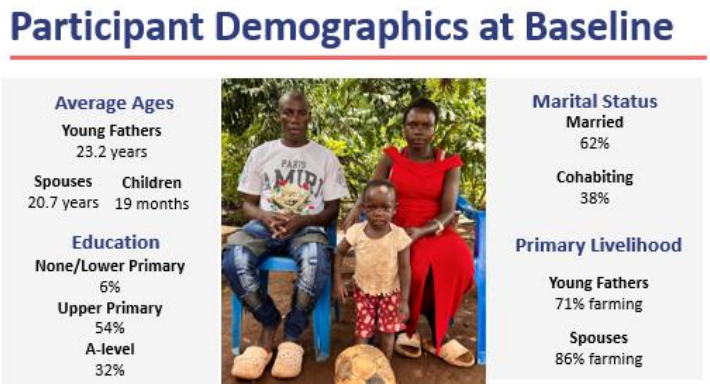
2.3 Evidence and data presentations

REAL Fathers' Impact: Findings from a large evaluation trial and fathers' stories of change
Presented by Dr. Kathryn M. Barker, PhD, University of California San Diego

"These changes don't happen in isolation. REAL fathers program creates transformation in the entire household leading to a shift in community social norms."

Dr. Barker presented evidence from a study of 1,258 father-spouse (baseline) and 1,187 father-spouse (endline) highlighting the major domains of change as follows:

- Dramatic reductions in intimate partner violence
- Significant improvements in father-child engagement
- Enhanced couple communication and joint decision-making
- Strengthened positive parenting practices



Dr. Barker noted that wives overwhelmingly reported reduced IPV due to improved couple communication using positive communication strategies which also stimulated joint decision-making leading to favourable outcomes for children –better parenting and meeting of basic needs.

Mixed-Methods Evaluation Design

Study Design

Quantitative: Longitudinal cluster Randomized Controlled Trial (c-RCT)

Baseline: 1,258 father-spouse dyads

Endline: 1,187 father-spouse dyads *(94% response rate)*

Qualitative: Most Significant Change stories (participatory qualitative data collection, mentor-led)

Analysis Approach

Quantitative:

- Difference-in-differences (DiD) mixed-effects models
- Intention-to-treat (ITT) analysis
- Bonferroni correction for multiple comparisons
- 5% significance level

Qualitative: Thematic emic analysis

The Most Significant Stories illustrated the interconnectedness of reduced IPV and the discontinuation of alcohol and drug abuse as most men attributed their violence, neglect of the home and poor communication to excessive drinking and substance abuse.

Overall, the program resulted in an increase in father child engagement in more ways including engaging and playing with children frequently, showing them approval and buying them small gifts. This improvement in positive parenting built self-efficacy of fathers with follow-on impacts such as community approval translating into leadership positions for mentored fathers.

"Young fathers will and can change with appropriate support and mentorship."

"Before, I believed that as the man of the house, I had the right to make all decisions alone. Now we sit together, plan together, and make decisions as a team. This has brought us much closer." — Young Father, Kamuli District

Intimate Partner Violence

Wives' Experience of IPV
54% → 32%
22 percentage point reduction

Fathers' Perpetration of IPV
54% → 21%
33 percentage point reduction

Father-Child Engagement: A New Connection

Play & Learning	Emotional Engagement	Play Spaces at Home
37% → 51%	79% → 85%	42% → 89%
+36%	+22%	+47%

"I used to see my child as someone my wife had to take care of. But now, I hold my son, bathe him, and we even make toys together — Young Father, Hoima District

"Before, we were always quarreling. Our home was filled with shouting and fighting. But after the mentorship, better communication replaced the fighting. Now we do things together. We live in peace now."— Young Father, Kiryandongo District

Positive Parenting and Discipline

Key Improvements

Knowledge of positive parenting
61% → 94% (+33%)

Self-efficacy in parenting skills
63% → 80% (+17%)

Use of positive discipline
6% → 33% (+27%)

Community approval
38% → 70% (+32%)

"I used to scare my daughter. I'd come in shouting, and she would run away from me. But I learned that being a father is more than that. Now, I play football with my daughter, we make toys together, and she laughs around me. When I leave the house, she wants to come with me."

— Young Father, Kiryandongo District

Impact on Child Development

CREDI Scores
(Father-reported)
+1.5 points
p = 0.008

Immunization
(Father escorted)
44% → 89%
+45%

School Enrollment
(Early childhood)
Increased
in multiple cases

Partnership and Communication

Positive Couple Communication
62% → 85%
+23 percentage points

Joint Decision-Making
79% → 93%
+14 percentage points

Implementation intensity varied significantly across regions. Five regions had strong implementation with 79-99% coverage of home visits and group sessions. Buganda had weaker implementation—only 14% received home visits and 48% attended group sessions. Despite this, 88% of Buganda fathers still reported improvement, though less dramatic than in other regions. **This suggests that even lower-dose intervention has impact, but full implementation produces the strongest results. It also highlights the importance of addressing implementation challenges.**

REAL Fathers testimonies

"People used to fear coming close to my home because of the noise and violence. But now they see me walking peacefully with my wife to church, helping her fetch water. I was recently elected as the area youth Chairperson." ***— Young Father, Kiryandongo***

"Some people said my wife had bewitched me when they saw me helping with housework. But I laughed and told them that helping at home is not weakness—it's love and responsibility. Slowly, even those who laughed are changing their views." ***— Young Father, Luwero***

"[My husband] used to believe that early childhood education was a waste of money. But after learning through the REAL Fathers project, his mindset changed. This year, he enrolled our daughter at school. He spends time with her, plays with her, and helps her with homework." ***— Spouse, Kamuli District***

"One of the things that really helped us is the 'Yellow Card.' When I find it placed on the bed, I know it's time to talk—not to fight, not to shout, but to talk. We use it now to solve issues calmly." — Young Father, Kiryandongo

"Before, I believed that as the man of the house, I had the right to make all decisions alone. Now we sit together, plan together, and make decisions as a team. This has brought us much closer." ***— Young Father, Kamuli*** *District*

Implementing partners' experiences

"I am a new convert to positive fatherhood. Even as a cultural leader, I used to be hard person to deal with. But these days I know how to manage. I have shared with all cadres in our cultural structures about this REAL Fathers program and they have picked interest in it." ***–Cultural leader, Lango subregion***

Implementing partners in the learning cohort discussed adaptations, modifications and strategies that enhanced the impact of the program.

- From a religious perspective, **the program had cross-cutting benefits previously unachieved by religious institutions by supporting both young and older fathers** with transformative in-depth structured messages administered consistently over a 7-month period.
- The program provided tremendous value due to its **ease of knowledge transfer and sustainability through peer-to-peer mentorship** with the potential to extend it to other community members.
- Integration of economic sustainability in REAL Fathers enhanced the program as **it supported couple unifying aspects like family visions revolving around livelihoods growth.**
- **Effective training at all stages for trainers and mentors** was critical for maintaining program fidelity and effectiveness to ensure consistent and quality delivery to fathers who in some cases were difficult to reach and required persistent follow-up.

"This program does not differ a lot from what the church is always trying to do. The difference is REAL Fathers purposively selected young fathers and gave them a lot of knowledge. If this kind of mentorship is conducted across the country, there is going to be a great change." –Religious leader with ANCDC, Implementing Partner

- By integrating social gender norms, **the program established its relevance in communities as it worked with champions from cultural and religious institutions who are the custodians of acceptable behaviour and practice**. Therefore, stepping up support for religious and cultural leaders to embed REAL Fathers key messages within their teachings and radio talk shows will entrench the positive practices in the cultural fabric.
- **Multi-sectoral collaboration played an important role in delivering a holistic program with different referral services** availed to address the multiple challenges of young fatherhood. As an example, young fathers were supported to access to health services for family planning, skilling opportunities and linked to government youth services.

"Social gender norms need to be addressed first before implementation of any parenting program. Negative norms hinder the program implementation therefore trainings at each stage are critical for transformation." ***–Bantwana, Implementing Partner***

- There were **regional and cultural differences in enrolling fathers in the program** –in Ankole for example, the targeted age group was still schooling compared to other regions. Nevertheless, for the numbers recruited, the impact was significant demonstrating the spillover effect of implementation. Other challenges included those observed by IPs like FAWE where 90% of children lived in women-headed households and it proved challenging to enroll fathers in the program. In some instances, even when fathers were in the household, children perceived mothers as household heads as they were providers and largely more present. This posed **challenges in addressing negative social norms around parenting.**

"So many young boys have got to know God and walk a religious life and yet REAL is not a religious program." ***–Religious Leader***

- **Mentored fathers faced peer criticism and community backlash** while adopting and practicing new unfamiliar fatherhood practices. **It was important for mentors to live in proximity to fathers to provide consistent encouragement to sustain the new behaviour**. Supporting young fathers with economic interventions and livelihood support buffered this criticism since the ability to provide for a home was an accepted norm.

"Working with religious leaders was critical as Young Fathers respect them and were willing to shift their beliefs and behavior." ***–Somero, Implementing Partner***

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"REAL Fathers shows that it takes collective responsibility to parent positively." ***– FAWE, Implementing Partner***

Government's observations on the REAL Fathers Program

"The Program works because parenting was simplified using the available resources –you do not need money to become a good parent." ***– District Community Development Officer***

"Government realizes the need for structured parenting rather than conducting ad hoc sessions; regular parenting sessions at schools including life skills curriculum embedded in the national calendar. This includes strengthening school community accountability structures like Board of Directors, PTAs to actively champion expected parenting – homework, which will also prevent vices like child marriage" ***– Commissioner, Ministry of Education and Sports, John Wesonga***

The Government of Uganda was represented by commissioners from the Ministry of Local Government, Ministry of Health and the Ministry of Education and Sports including a Deputy Chief Administrative Officer, District Probation Officers and Social Welfare Officers, District Education Officers and District Community Development Officers sharing their observations of the REAL Fathers program implementation.

- Government has significantly supported this program by creating an enabling environment through policies like the National Integrated ECD policy which provides guidelines for the establishment of ECD centres which are critical points for transfer of messages on good parenting.

- The program is an important intervention as it has been observed that **many community problems stem from gaps in fatherhood, for example neglect or abuse cases** reported through the Child Helpline desk indicate a strong linkage to poor parenting.
- Given the ability to impact parenting positively, a **Senior Probation and Social Welfare Officer proposed increasing the age limit for those being targeted by REAL Fathers program from 25 years to 35 years to 'target' more fathers** thus advancing responsible fatherhood in communities.

"Change like we have heard from REAL Fathers happens when local communities partner with the relevant stakeholders." ***– Convening Participant***

- **The program empowers the father to make good decisions** and key government community indicators like delinquency, abuse cases, neglect are being affected positively (home, school, community) demonstrating its efficacy.

- **Coordinated, multisectoral implementation of the project indicates sustainability** – for example, partner staff, district leadership, CDOs, Probation and Social Welfare Officers, community leaders and members jointly mapped and selected potential beneficiaries and referral services which is supporting indigenous ownership of the program.
- **The 'REAL Fathers' brand name was catchy and inspirational** and was adopted by fathers who used it proudly among their peers to indicate their new status as responsible fathers.

"Nobody can change anyone; only the individual can decide to change. REAL Fathers is successful because it is helping fathers see the need for change and embark on that change out of their own will." ***–Senior Education Officer***

- **The program has the unique potential to reduce GBV in communities in the long term** as it mentors fathers for mindset transformation, better behaviour, builds effective couple communication and joint decision-making, which is strengthening intimate partner relationships.
- **Local government officers note that REAL Fathers are well-equipped foot soldiers working alongside community based services** departments to resolve household disputes.

"Enacting ordinances and bylaws to ensure children remain in school and not hidden, especially when they are living with a disability has worked in several locations. This community compliance encourages better parenting." – ***Commissioner, Local Government, Stephen Koma***

"It is important for a father to be taught and understand their responsibilities; the Ministry of Education only facilitates this responsibility." ***—District Education Officer***

3. Cross-sectoral reflections on REAL Fathers

"Collectively, we should think about how to integrate parenting support beyond mentorship into existing services like Maternal and Child Health clinics and ECD centres." ***–Representative, Ministry of Education and Sports***

Discussing the impact and lessons from REAL Fathers, convening participants distilled the key lessons learned in implementation, modifications, and potential enhancements for more impactful scale up.

Emerging Lessons

- **Integrating a significant economic empowerment component in the program was critical to building fathers' confidence** in managing their homes responsibly and staying engaged with their families. This livelihoods component should be easily sustained by the program participants and outlive the mentorship lifecycle as it provides economic stability a key factor in sustaining peaceful homes.
- **Program implementation success hinges on a gender-transformed mindset** where trained partner staff, Trainer of Trainers, and mentors understand the root causes of gender equality and initiate long-term systemic changes to address them rather than merely responding to symptoms.
- Although skilling trainers through the cascade model is resource efficient and speaks to sustainability, **it is critical to provide support supervision to community implementers** to ensure fidelity in the delivery of program components.

"When a man changes, the wife does too, and the child benefits." ***–Convening Participant***

- **Varying cultural and regional differences significantly affect program uptake** and therefore maximum the upper age limit criterion may need to be context appropriate and flexible depending on the location of the participants. For example, in the Ankole region, in Western Uganda, the target age group was still in school and therefore not suitable for the intervention. This contrasts sharply with other regions where potential program participants far exceeded the required numbers. Implementers suggested higher levels of economic development in the Ankole region as one of the causative factors. It should also be noted that some men are first time fathers at a more advanced age (above 25 years) and therefore age limitations require comprehensive review and evidence for justification for the 18-25 years only demographic.

"Our experience shows that the multi-sectoral coordination enhanced the effectiveness of the REAL Fathers program. All sectors should be brought on-board and embrace the program including the District Planning Committees where the information can be shared." ***–Community Based Services Department Officer***

- Flexibility in the timing of mentorship sessions is key as it increases participation and engagement of young fathers in the program. Mentors help young fathers build resilience and manage backlash that may result from social norms change around caregiving. Targeting community gate keepers such as religious and cultural leaders for norms change, further reduces resistance to changes in fathers' behaviors.

- Approaching young fathers (especially those with negative parenting behaviors, substance abuse and alcoholism) through dialogue rather than criticism fosters trust and openness and enhances the mentor-mentee relationship which is critical for influencing positive behaviour.

"When fathers are supported early and intentionally, parenting becomes a nurturing opportunity; when communities and local governments work together, fatherhood is strengthened." ***–Online Participant***

- Utilizing local structures existing within the communities strengthens program relevance and sustainability through linkages to government programs which improves household incomes and community relations.

- The structured curriculum of the REAL Fathers program supports quality and consistency in delivery of the mentorship sessions. This enhances monitoring and evaluation effectiveness ensuring results for fathers can be tracked, adjusted and improved.
- Allowing young fathers to select their own mentors within the community promotes personal buy-in, active involvement, ownership and stronger mentor-mentee relationships for retention in the program and behaviour change.

"There must be a system that supports multiple entities to get the work done; you cannot attain progress on all the key child and household indicators unless you work with others." ***–Senior Probation and Welfare Officer, Ministry of Gender Labour and Social Development***

- Addressing alcohol and drug abuse is of primary importance, as prevalent household problems like domestic violence stemmed from young fathers abuse of alcohol and other substances.
- Sustaining new behaviors requires engaging young fathers in follow-up activities post-mentorship to reinforce learning and practice as well as provision of psychosocial support due to peer and community pressure to abandon the new norms.
- Scaling up efforts were significantly enhanced through the engagement of both formal and informal structures (Village Health Teams, para-social workers, religious leaders, community leaders and youth groups) to implement REAL Fathers strategy and promote it within their networks.

"Programs like this can support government to professionalize teacher capacity to also work with parents in sessions around communication, conflict-resolution and cultural responsiveness." ***–Commissioner Ministry of Education and Sports, John Wesonga***

- **A significant, but unexpected positive outcome of the program was the opening of leadership opportunities** for mentored young fathers which was mentioned severally by the fathers as a source of pride. Pitching the privilege of leadership, therefore, was one of the most important motivators for both enrolment and retention of fathers in the program and may play a substantial role in sustaining the positive transformations in young fathers.
- **Developing district and community legislation (bylaws) like the Dokolo District Local Government Education Ordinance supported program efficacy** as parents were sensitized about the consequences of non-compliance with the parenting guidelines. These laws are closer to the community and easier to enforce by community leaders acting as guardrails against negative fatherhood practices.
- **REAL Fathers has multiple avenues for unexpected positive trickle-down effects**: for example, several cultural leaders that sampled some of the program modules reported benefits such as stress relief, others legalized their relationships for the mutual benefit of both spouses, and there were reports of reduced domestic violence when a cultural leader discussed REAL Fathers consistently during cultural meetings.
- **Mental health and self-care will need to be included in the mentorship program to sustain fathers' mindset change** in face of community and peer pressure to revert to old, negative societal norms of parenting. Almost all fathers reported facing criticism and ridicule which one partner noted may trigger negative personal perceptions if the new transformation is not accepted or adopted by more community members.

"At subnational level we can see that REAL Fathers transforms social norms and promotes positive masculinities." ***–Lucy Otto, Assistant Commissioner, Family Affairs, Ministry of Gender, Labour and Social Development***

Plenary reflections

Program design

1. What implementation challenges have been encountered in rolling out this intervention, for example, fathers dropping out, and how are the challenges being addressed?
2. How are we equally addressing mothers with unhealthy parenting attitudes and practices? Are there opportunities to integrate sessions for mothers within the program?
3. Where is the place of positive masculinity in the REAL Fathers conversation?
4. How do we ensure volunteer mentors deliver the training with fidelity especially with resource limitations for follow up support?
5. When should the mentorship actually start? Should it be at the school level to shape mindsets early before early pregnancy and early parenting happens?
6. Most programs target rural communities; how can we strategically engage the urban community to adopt programs like REAL Fathers?
7. How do we monitor and prevent fathers from relapsing to their old ways?
8. What is the program doing regarding the low uptake of family planning in the program given that households face conflict when they are unable to provide basics for their children?
9. How do we integrate mental health and psychosocial support into the program?
10. The program has an ECD component; however, there are few ECD facilities in most rural communities. What is government's strategy to increase the availability of affordable ECD centres?

Program scale up

11. What is the unit cost for mentoring a REAL Father? Understanding feasibility will support government considerations for scaling uptake.
12. Are there any plans to scale the program beyond the current age category?
13. How will the program balance donor priorities for numbers reached versus impact created?
14. What are the common/essential drivers of success for parenting programs like REAL Fathers and Parenting for Respectability?
15. REAL Fathers program is a cross-cutting issue both in rural and urban areas. How are we engaging the private sector actors to scale REAL Fathers in urban areas?
16. What can be done to support young fathers not reached by the program?

Program sustainability

17. What strategies are being implemented to ensure sustainability of the knowledge gained from the program?
18. How can partners mobilise resources to implement through government systems?
19. What are the key building blocks for securing additional funding for REAL Fathers?
20. Mentors require facilitation to continue to support young fathers. How can this be integrated into district budgets?

Broadening stakeholder involvement

21. REAL Fathers program is a cross-cutting issue both in rural and urban areas. How can we engage other stakeholders like the private sector to scale REAL Fathers in urban areas?
22. How can the program comprehensively engage the custodians of social norms like cultural and religious institutions that reinforce unhealthy parenting?

Livelihoods and economic empowerment

23. How can we transform the REAL Fathers program into a registered savings association (SACCO) to support young fathers to build household incomes and continue to be role models?
24. What options exist for REAL Fathers economic empowerment to support the sustenance of the good changes arising from the program?

Plenary recommendations for program enhancement

- It is critical to increase the number of beneficiaries for the program to benefit from economies of scale and impact other community indicators. This may be done by targeting more districts like Kampala and Wakiso to reach young fathers through organized structures like youth, men's guild, and women's associations.
- MGLSD should consider 'adopting' the mentors as a trained and permanent workforce to support sub-counties and villages adopt the impactful elements of the REAL Fathers program, similar to the Ministry of Health's adoption of VHTs. Mentors can be supported to work alongside trained Community Development Officers to transfer positive fatherhood messages during community meetings.
- The upper age limit criterion should be revisited to ensure that older fathers are also supported to adopt the positive parenting practices.
- Integration of parenting sessions into the school calendar will ensure parents become more intentional about their roles in child development rather than abandoning it to the school.
- There is need to harmonize working tools to enhance multisectoral coordination e.g. or case management of GBV/VAC.
- Embed REAL Fathers in platforms that families already access e.g immunization initiatives
- Use of local media and cultural activities e.g. school dramas to transmit positive fatherhood messages
- A certified technical resource team at MGLSD should be engaged to directly support program implementation to ensure fidelity in the delivery of training content.

- Providing certificates to graduating fathers can motivate them to stay engaged with the mentorship learnings and encourage them to mentor other young fathers.
- Integrate REAL Fathers into national programs aligning it with existing health, education, and gender equality initiatives

"Household mindset change is required even when government structures are supporting and CSOs are present for example, parents that are still engaging their children in child labour in sugar plantations." ***–Implementing Partner***

- Strengthen program ownership by community structures working with existing leadership and community networks
- Link the program to livelihoods programs and savings associations to strengthen economic stability
- Promote research and learning to study long-term impacts, cost-effectiveness, and adaptation to different contexts

Knowledge and communication materials

Convening participants received a REAL Fathers knowledge resource package comprising a Research brief, Policy and Advocacy brief, Endline Evaluation Report, Most Significant Story publication, Convening Guide, and links to REAL Fathers stories videos.

Endline Report

Most Significant Story Album

Policy Brief

Research Brief

REAL Fathers Story Videos

Media Brief

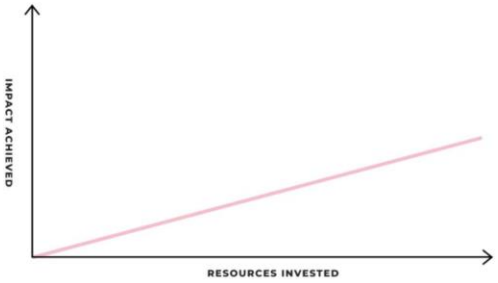
4. Opportunities for Integration and Scale up

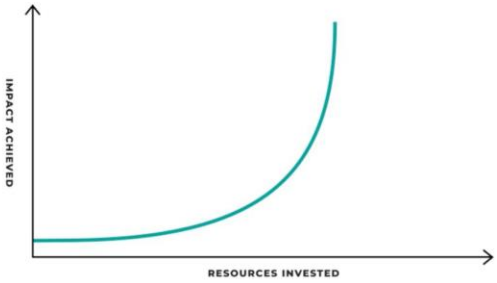
"Scaling is a journey not a linear straight process."

Feasibility For Scaling up the Real Fathers Program In Uganda: Presented by Deogratias Yiga, Executive Director, IIDC

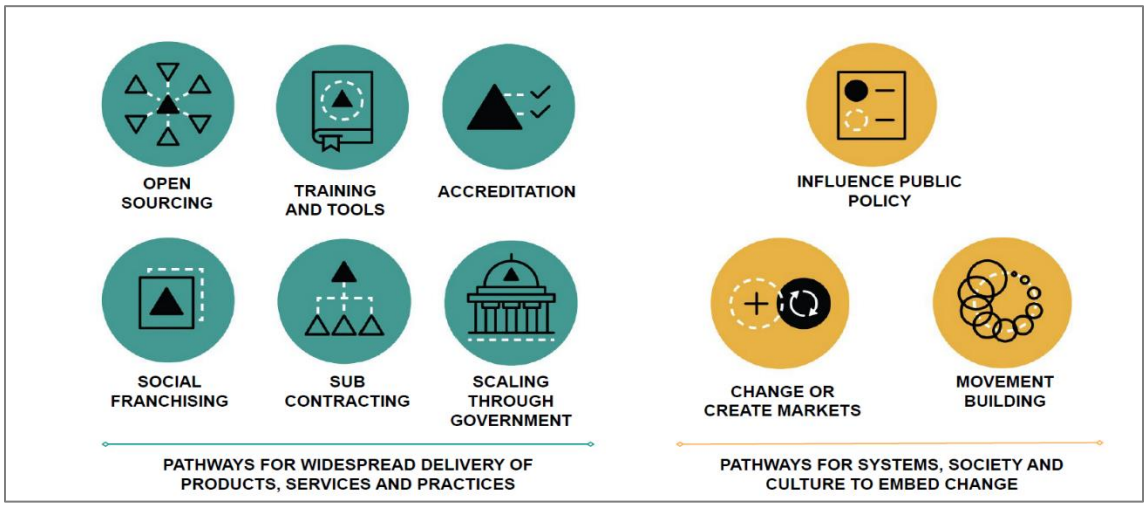
Scale is about impacting societal problems not necessarily growing organisations or solutions. A problem can only be solved at scale if the solution offers value and is demanded, is impactful, and exists sustainably at scale

What Do We Mean by Scale?

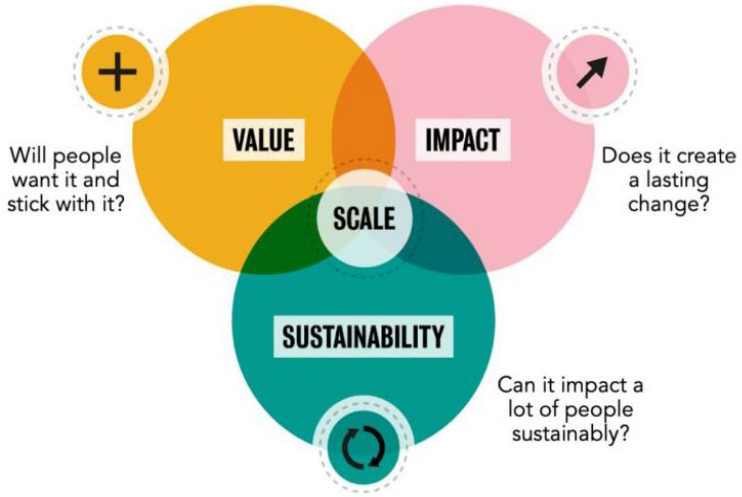




Scale pathways

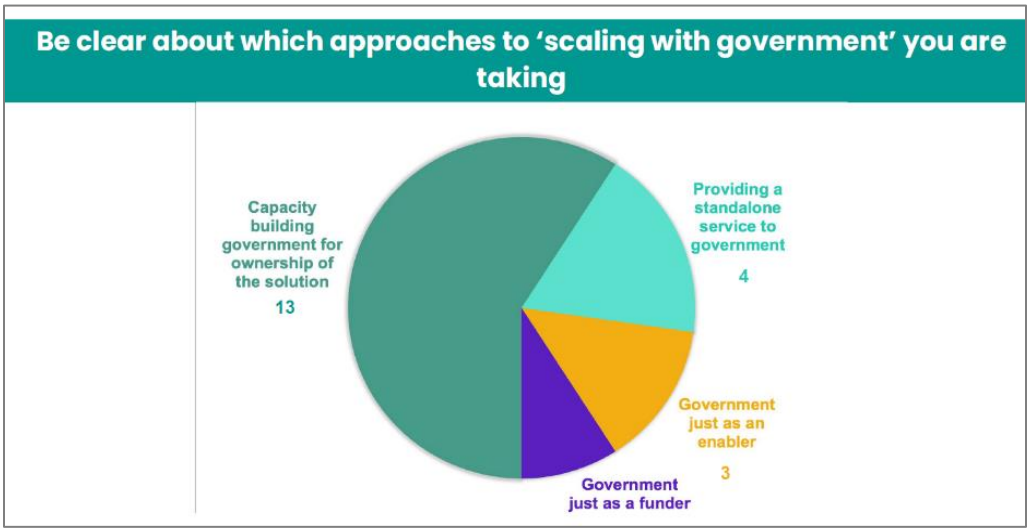


Sweet Spot Framework for Impact at Scale



"If an organisation does not co-create with government, it will be difficult to sustain the intervention. It's important to design, test and implement with government to encourage impact monitoring and joint ownership that is evidence-based."

Ways to Scale with Government



"Male involvement in the household is critical; for example, the Uganda Demographic Health Survey 2022 reported a decline in the rate of preventable deaths (institutional maternal mortality rate) which dropped by 25% in the last 5 years because males have been involved at all stages of the pregnant mother including delivery. Post natal mortality also went down by 24%. This was based on the ministry's commitment to the Uganda Male Involvement Strategy 2019." ***--George Dugu, Commissioner Health Services – Community Health, Ministry of Health***

Convening participants discussed a range of opportunities for REAL Fathers scale-up and integration nationally, emphasizing government's role in leading and deepening multisectoral collaboration, institutionalizing the program and supporting resource identification and allocation.

Opportunities for REAL Fathers integration in government frameworks, plans and budgets

- **Absorption of the program mentors in the MGLSD community-based services department** for continuous mentorship of fathers and community fatherhood sensitizations in collaboration with Child Wellbeing Committees, and District Action Centres for a whole-intervention.

"It is important to strengthen oversight and governance structures to ensure maintenance and quality of programs like REAL Fathers; health unit management committees, school management committees, borehole management teams, all these structures support the success of interventions for families." ***–Local Government Representative***

- **Linkages of mentored fathers to government economic opportunities** e.g. through the Parish Development Model, programmes for children with disability, agricultural support through CDOs at the subcounty, Emyoga (seed capital for young entrepreneurs), Regional Presidential Hubs for skilling and Seed Schools that aim to increase secondary education access in rural sub-counties. This can be facilitated through **social grouping and registration of all mentors** and their mentees into organized local groups for linkages to opportunities and resources.

"Working within regulatory frameworks promotes effective service delivery; programs like REAL Fathers operate within an enabling structure for bottom-up planning; therefore, the wish list must come from the lower local council I and the parish development committees." ***–Stephen Koma, Commissioner, Ministry of Local Government***

- **Improving data management** and information systems for evidence-based planning will support the optimization of resources for parenting programmes like REAL Fathers. **A strong evidence base for the impact of the program includes data on key indicators –**for example, a rapid assessment on the program's impact on child neglect indicators and how REAL Fathers is supporting reductions will subsequently secure government buy-in and increase investment.

- **Institutionalization of REAL Fathers** based on policy frameworks like the National Male Involvement Strategy, Uganda National Parenting Guidelines, National Integrated ECD policy; ECC policy. This should be coupled with support for favourable legal policy frameworks and enactment of community by-laws to foster enforcement of good parenting. **Institutionalization can be supported through advocacy, for example to integrate REAL Fathers in national curricula** by engaging the National Curriculum Development Centre. Leveraging government frameworks like the Parish Development Model which

advocates for the whole government approach system will **enhance coordinated multisectoral efforts to strengthen the components of REAL Fathers for institutional adoption.**

- **Increasing technical capacity to support REAL Fathers by providing government certification for master trainers** to train institutions that want to roll out REAL Fathers and district level officials (CAOs and District Chairpersons). This should include regular refresher trainings at all levels. **Additionally, it is essential to cascade the REAL Fathers trainings to the Centre Management Committees** which comprise community actors, leaders and parents monitoring accountability and quality service delivery in ECD centres which are good entry points for parenting guidance and mentorship.

"This program demonstrates that continuous involvement of parents at all education levels to impart knowledge, skills and attitudes will improve fatherhood." ***–Ministry of Education representative***

- **Leverage strengths of Uganda's nationally approved, evidence-based parenting programmes** that actively engage fathers (REAL Fathers, Parenting for Respectability and Positive Parenting by Bantwana Initiative Uganda) to harness learning, reduce duplication of resources and maximize impact by galvanizing expertise and resources. The Ministry of Education and Sports can **provide guidelines for the sharing of parenting programs' benefits and modules with ECD centres for pre-primary, within the School Management Committees for primary schools, Boards of Governors at secondary level** and integrated in the Competence Based Curriculum so that by primary 7 a child is empowered to make good decisions about home management and household responsibilities.

"Government has sufficient human resources – a minimum of five people in the Community Development Office for example, which can be leveraged to support REAL Fathers implementation and monitoring." ***–Chief Administrative Officer, Namutumba District Local Government***

- **Broaden engagement with a range of media platforms to share positive testimonies of responsible fatherhood** beyond academic papers—leveraging television, radio, and social media. **Government information services can support media talk shows** discussing fatherhood, education, skilling and economic productivity for young parents.

"Children stay longer in school when parents are involved." ***– Commissioner, Ministry of Education***

"If we want strong fatherhood we have to focus on shifting parents as active partners in children's learning and improving collaboration between schools and parents right from ECD; the parent, particularly the father, should be actively involved in the children's learning passing on skills, knowledge and values." ***-- Commissioner Ministry of Education and Sports, John Wesonga***

Engaging the Private Sector

The Private Sector Foundation Uganda proposed three areas of potential collaboration to scale programmes like REAL Fathers: Mentoring employees as responsible fathers; leveraging PSFU's initiatives for gender equality –a research that builds a business case for investing in people (programmes like REAL Fathers) to improve employee performance and productivity.

Key Actions and Next Steps for Stakeholders

- IIDC and its research partners need to provide evidence for the unit cost of mentorship to support government's planning for efficient scale up. A costing study will also be conducted in year 3 to provide this information.
- Process of certification of Master Trainers is ongoing based on a competence framework by the MGLSD and IIDC
- IPs should plan to support skilling of young fathers after their graduation
- Information and tools for REAL Fathers should be cascaded by implementing partners to the communities
- Broaden outcome mapping of REAL Fathers (health outcomes, GBV etc)
- Support refresher training and skills retention of mentors
- Institutionalization and integration: government, culture, religion (social norms change)
- Discuss and agree on program sustainability strategies
- Mainstreaming of REAL Fathers in government programmes through district development plans
- Prioritize sustained collective learning annually

"It is upon families that nations are built; let us always speak about fatherhood, not only when it succeeds but even when it fails." ***– A.D. Kibenge, Permanent Secretary, Ministry of Gender, Labour and Social Development***

5. Priorities for the Next Learning Convening

- Expand convening participants to include key decision makers on policy and resource allocation e.g. Parliamentarians, religious and special interest groups.
- Explore the success and challenges of integration and multisectoral coordination.
- Draw lessons equally from what has worked and what has not worked.
- How the three pillars –government, religious institutions and cultural institutions are partnering to impact social norms change supported by data.
- Develop case studies on program sustainability strategies.
- Provide evidence on the cost-effectiveness of the program.
- Provide outcome on additional indicators like health, education and SGBV
- Provide specific guidelines on how development partners can support the program; provide them with opportunities to discuss their focus during convenings.
- Learnings on how local governments at lower levels integrated and scaled REAL Fathers.

Closing Remarks

" Let us replace silence with dialogue and indifference with responsibility. Sustainable development begins in the home; we change society by changing the home, supporting men to be engaged non-violent partners. These convenings are not ceremonial; they are learning and accountability spaces where policy meets lived experience."

Lucy Otto: Assistant Commissioner, Family Affairs, MGLSD

- REAL Fathers **directly advances Uganda's commitments** under the National Parenting Agenda, National Male Involvement Strategy for GBV Prevention, the National Policy on the Elimination of Gender-Based Violence, the National Child Policy, and the National Integrated Early Childhood Development Policy.
- At the community level, **REAL Fathers challenges long-standing beliefs around masculinity, caregiving, and power,** replacing silence with dialogue and indifference with responsibility.
- Appreciative of the funding and technical expertise provided by development partners and other resource holders including IIDC for its **commitment "*to evidence-based programming, learning, and adaptation has been instrumental in demonstrating that engaging men and fathers can yield tangible* results for women, children, and families."**
- *"The partnership with UCSD exemplifies **the power of global–local collaboration, where rigorous research and contextual realities come together to inform effective programming**."*
- The government is committed to advancing positive fatherhood, gender equality and strong families in Uganda **by providing enabling policy framework and supporting multisectoral collaboration through a whole government approach** to shift deep rooted social norms and optimal resource utilization and better outcomes for children and their communities.
- Government sees clear opportunities to integrate its core components within existing national and local programmes on parenting, GBV prevention, community development, and early childhood development. **The evidence generated positions REAL Fathers not as a parallel intervention, but as a complementary and scalable model** that strengthens existing systems.

- **Alignment with Uganda's legal and policy frameworks** — including the Children Act, the Integrated ECD Policy, the Male Involvement Strategy, and national GBV action plans — **will be essential to ensure sustainability, ownership, and impact.**

Key commitments from the Government of Uganda

1. The Ministry of Gender, Labour and Social Development commits to promoting evidence-based male engagement and positive parenting approaches within national programmes and guidelines.
2. Strengthening partnerships with development partners, academia, civil society, and local governments to support learning, adaptation, and responsible scale-up.
3. Utilizing the lessons from the REAL Fathers Programme to inform policy refinement and implementation tools, ensuring that families and children remain at the centre of Uganda's development agenda.

6. External Audience Engagement

The Convening was held as a hybrid event for both physical participants and online participants to increase its reach. Broadcast and print media houses were engaged to listen in to the discussions, conduct interviews and broadcast stories of the REAL Fathers program.

Prior to the Convening, the impact of the REAL Fathers program was posted on multiple social media platforms (both IIDC and MGLSD) through anecdotes, data figures and photo stories. During and post-Convening discussions, quotes, learnings from different sessions were posted to support engagement with external audiences.

Campaign hashtag: **#REALFathersUganda**

IIDC Official Channels

- **X (Twitter)**
  - Total posts: **90** (15 pre-event + 70 during event + 5 post-event)
  - Impressions/views (7 days): **14,200+**
  - Highest-performing post ("Save the Date"): **7,200+ views**
  - All major partners tagged in relevant posts.

- **LinkedIn**
  - Total posts: **10**
  - Key analytics (7-day period):
    - Search appearances: **63** (+200%)
    - New followers: **7** (+133.3%)
    - Post impressions: **1,186** (+29,550%)
    - Page visitors: **10** (+400%)

Partner and Stakeholder Amplification

- Ministry of Gender, Labour and Social Development (X): **42 posts** using #REALFathersUganda
- Somero Uganda and WASCAF actively engaged and amplified content

- Secured **5 television broadcasts** within 48 hours of the event (rare for a development convening)
- Achieved **significant organic reach** on X, with the Save-the-Date post alone **generating over 7,200 views.**
- Demonstrated strong cross-platform growth for IIDC's LinkedIn presence.
- Built and reinforced relationships with influential media houses and government partners.

Ministry of Gender, Labour and Social Develo... @Mglsd_... · Feb 5
Discussions are examining the feasibility of scaling the REAL Fathers programme, with focus on integration into Government systems, partnerships, and community structures.
#REALFathersUganda #ScalingImpact
9
11
201

UBC UGANDA
@ubctvuganda
Follow
Gender-based violence remains a major challenge in Uganda, with more than half of married couples reporting experiences of physical, sexual, or emotional abuse.
Link: youtu.be/_e6BByqX-ls
#UBCNews | #UBCUpdates
KAMPALA
12:06 · 05 Feb 26 · 1,234 Views
1 Repost 13 Likes
Most relevant replies
Raj @KarungiArajab · 21h
Replying to @ubctvuganda
Nowadays, men are the victims but no one

Somero Development Initiative (Somero... @Somerouga... · Feb 5
The power of a convening lies in shared insight. The real work now shifts from 'what we learned' to 'how we apply it.' We are focused on turning these key takeaways into the next steps of the journey. #REALFathersUganda
#SystemsChange
@Mglsd_UG @savechildrenug
@MoLGUganda
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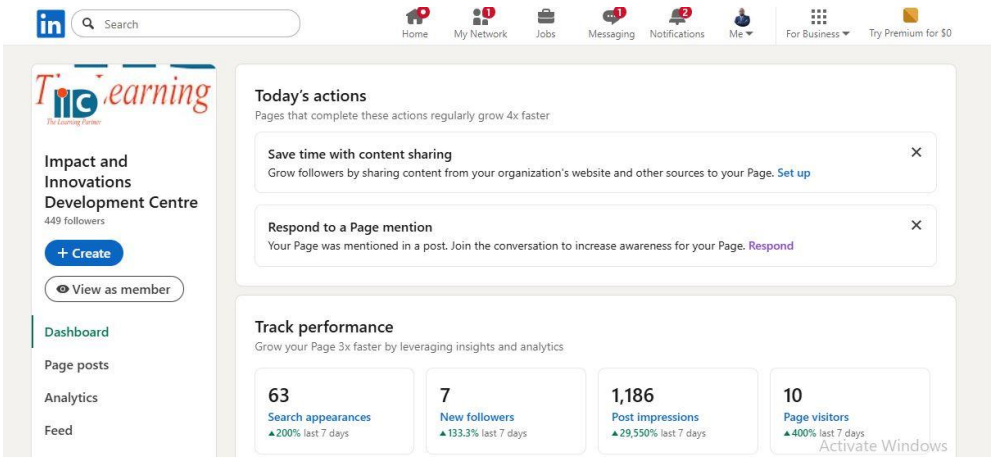
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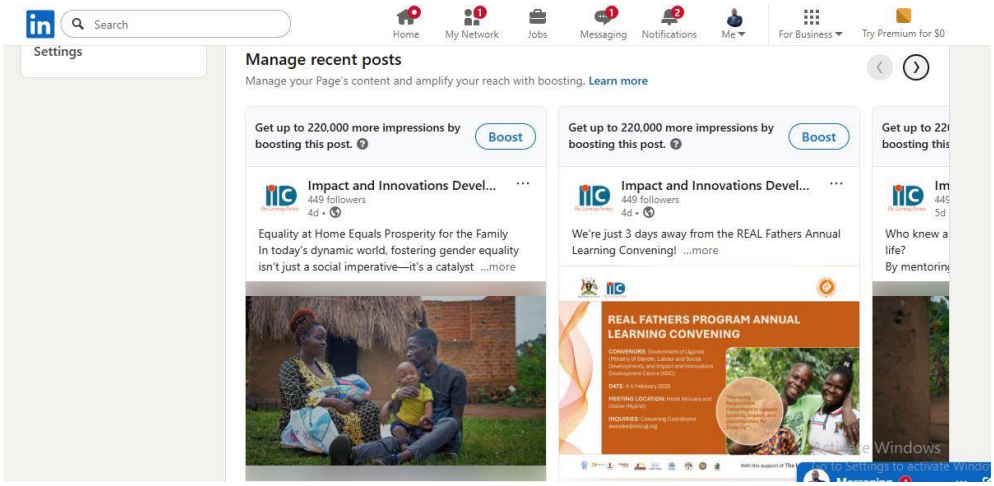
Me
For Business
Try Premium for $0
Impact and Innovations Development Centre
449 followers
+ Create
View as member
Dashboard
Page posts
Analytics
Feed
Today's actions
Pages that complete these actions regularly grow 4x faster
Save time with content sharing
Grow followers by sharing content from your organization's website and other sources to your Page. Set up
Respond to a Page mention
Your Page was mentioned in a post. Join the conversation to increase awareness for your Page. Respond
Track performance
Grow your Page 3x faster by leveraging insights and analytics
63
Search appearances
▲200% last 7 days
7
New followers
▲133.3% last 7 days
1,186
Post impressions
▲29,550% last 7 days
10
Page visitors
▲400% last 7 days
Activate Windows


Search
Settings
Manage recent posts
Manage your Page's content and amplify your reach with boosting. Learn more
Get up to 220,000 more impressions by boosting this post.
Boost
Impact and Innovations Devel...
449 followers
4d
Equality at Home Equals Prosperity for the Family
In today's dynamic world, fostering gender equality isn't just a social imperative—it's a catalyst ...more
We're just 3 days away from the REAL Fathers Annual Learning Convening! ...more
REAL FATHERS PROGRAM ANNUAL LEARNING CONVENING

Home
My Network
Jobs
Messaging
Impact and Innovations Development Centre
449 followers
1d
The Convening in Progress! #REALFathersUganda Ministry of Gender, Labour and Social Development UGANDA Ministry of Health - Uganda Ministry of Local Government-Uganda Office of the Prime Minister Uganda

Annex 1: Convening Agenda

DAY 1: 4th FEBRUARY 2026**: OVERALL MODERATOR:** MR. RAM HADJI ABUBAKAR, GLOBAL ADVISOR IN THE NONPROFIT SECTOR AND ENTREPRENEURIAL LANDSCAPE			
Time	**Activity / Presentation**	**Presenter**	**Session Chair**
08:00 – 08:30 AM	Arrival & Registration of Participants	All Participants	Workshop Assistant, IIDC
8:30 – 09:00 AM	Participant Introductions Convening Objectives and Agenda Overview	Anslem Wandega, IIDC	Ram Hadji Abubakar
09:00 – 09:15 AM	Welcome Remarks	J.B Wasswa, IIDC Board Chairperson	Ram Hadji Abubakar
09:15 - 09:45 AM	Presentation of the REAL Fathers Program	Lydia Wasula, REAL Fathers Advisory Committee Chairperson	Deogratias Yiga, IIDC
09:45 – 10:30 AM	REAL Fathers Program Evidence (RCT & MSC learnings)	UCSD/ IIDC	Lucy Otto, MGLSD
10:30 – 11:00 AM	Keynote Address	A.D. Kibenge, MGLSD	Ram Hadji Abubakar
11:00 -11:15 AM	Group Photo	All Participants	Ram Hadji Abubakar
11: 15 -12:15 PM	High level Panel Discussion: Sector Interventions on Fatherhood.	Permanent Secretaries (Health, Education, Local Government)	Ram Hadji Abubakar
12:15PM - 02:00 PM	Cross-sectoral Reflections on Impact	All Participants	Deogratias Yiga, IIDC
	PLENARY DISCUSSION		Anslem Wandega, IIDC
01:00 – 02:00 PM	Lunch Break	Hotel	Networking
3:00 - 04:00PM	Video testimonials of REAL Fathers Understanding Community Impact, Testimonies, Cohen Song-Performance REAL Fathers Contribution to Policy Priorities & Community Needs.	Young Fathers, Spouses, Mentors, ToTs, Cultural Leaders, Religious Leaders, Political Leaders, Local Government leaders and Implementing Partners	Barker Kathryn, UCSD
OFFICIAL CLOSURE			

DAY 2: 5th FEBRUARY 2026**: OVERALL MODERATOR:** MR. RAM HADJI ABUBAKAR, GLOBAL ADVISOR IN THE NONPROFIT SECTOR AND ENTREPRENEURIAL LANDSCAPE			
Time	**Activity / Presentation**	**Presenter**	**Session Chair**
08:00 – 08:30 AM	Arrival & Registration of Participants	All Participants	Workshop Assistant, IIDC
08:30 – 09:00 AM	Recap/Reflections on Day 1	Moses Komagum	Agnes Wasike, IIDC
09:00 - 09:30 AM	Feasibility for Onward Scaling of REAL Fathers Program	Deogratias Yiga, IIDC	Rosette Nanyanzi, MoES
09:30-10:30 AM	A. Q and A / Reflections on Scaling B. Video from Bunyoro (REAL Father experience) C. Testimonies from REAL Fathers		Ram Hadji Abubakar (Physical)
	D. Implementation Experiences & Anticipated Opportunities for Integration E. Opportunities & Challenges for Sectoral Integration/Sustainability F. Reflections G. Way Forward	Select IPs & Local Government Officials Implementing Partners experiences Ministry and Local Government MDAs	Moses Komagum, IIDC (Physical) *(Online participants: To listen in and share individual perspectives via chat.)*
10:30 - 11:00 AM	Tea/Coffee Break	Hotel	Networking
11:00 – 12: 30 PM	Plenary Feedback: Integration priorities and Opportunities for Sustainability	All Participants	Board Member, IIDC
12:30 – 01:00 PM	Synthesis: Integration Priorities and Linkage to Sustainability	All Participants	Moses Komagum, IIDC
01:00 - 2:00 PM	Lunch Break	Hotel	Networking
02:00 – 03:00 PM	Interactive Session: Priorities for Subsequent Learning Convening Agenda	Deogratias Yiga, IIDC	Rogers Golooba, MGLSD
03:00 – 03:15 PM	Wrap up & Next Steps	Anslem Wandega, IIDC	Dr. Irene Mwenyango, MOH
03:15 – 03:30 PM	Official Closure	Julian Akoryo, Commissioner, Culture & Family Affairs, MGLSD	Lydia Wasula, MGLSD REAL Fathers Advisory Committee Chairperson

Annex 2: List of Participants

No.	Name		Affiliate Institution
1	Fred	Ngabirano	MGLSD
2	Lydia	Wasula	MGLSD
3	Rogers	Golooba	MGLSD
4	Lucy	Otto	MGLSD
5	Dr Allan	Kasozi	Ministry of Health
6	Rosette	Nanyanzi	MOES
7	Susan	Kajura	Bantwana
8	Hajat Safina	Mutumba	MOES
9	Betty	Kyadonddo	NPA
10	Laura	van Wezel	Embassy of the Kingdom of the Netherlands
11	Dr. Dennis	Kintu	Embassy of Sweden
12	Jessica	Pellrud	Embassy of Sweden
13	Christine	Kiiza	Bantwana
14	Betty	Angiro	Katakwi district local government
15	Robert	Okisimo	Amuria district local government
16	John	Sunday	Bantwana
17	Moses	Alungant	Bantwana
18	John	Oriokot	Bantwana
19	Isaac	Mukhwana	Bantwana
20	Susan	Abita	Bantwana
21	Lawrence	Okello	Bantwana
22	Davis	Tumuhairwe	Bantwana
23	Godfrey	Okello	Bantwana
24	Alice	Akello	Bantwana
25	Tom Ebarim (Bishop)	Okello	ANCDC
26	Dorcus Rita	Edwe	ANCDC
27	Peter	Okello	Dokolo District Local Government
28	Paul	Egwar	ANCDC
29	Robert	Otile	ANCDC
30	Tonny	Adeka	ANCDC
31	James Peter	Inyangat	Vision TERUDO
32	Agnes	Mirembe	ARUWE
33	Waweyo	Abdunass Mudenya	Namutumba District Local Government
34	Hillary	Kyamanywa	LACWADO
35	Joseph	Adiama	FAWE UGANDA
36	Stephen	Byamukama	FAWE UGANDA

No.	Name		Affiliate Institution
37	Geofrey	Nsubuga	SOMERO UGANDA
38	Irene	Nakakande	SOMERO UGANDA
39	Vicky	Lamuno	ANCDC
40	Rebecca	Ntongo	Kayunga District Local Government
41	Milly	Kayanga	SOMERO UGANDA
42	Ali Musa	Kirumira	SOMERO UGANDA
43	Sadam	Wankya	SOMERO UGANDA
44	Sharifah	Namuyomba	SOMERO UGANDA
45	Vicent	Katayikirwe	SOMERO UGANDA
46	Deo	Yiga	IIDC
47	Moses	Komagum	IIDC
48	Anslem	Wandega	IIDC
49	Agnes	Wasike	IIDC
50	Joyce	Tonda	IIDC
51	Rose	Mugagga	IIDC
52	Justine	Mutesi	IIDC
53	Betty	Arach Nkata	IIDC
54	John Baptist	Wasswa	IIDC
55	Apollo Lee	Kakonge	WACSOF
56	Betty	Adaniya	SOMERO UGANDA
57	Charles	Mudhumba	HOLD UGANDA
58	Mathias	Ssemujju	SOMERO UGANDA
59	Geoffrey	Situma	SOMERO UGANDA
60	Dominic	Mukiiza	FAWE UGANDA
61	Mark	Mbonye	FAWE UGANDA
62	Robert	Muhumuza	FAWE UGANDA
63	Alex	Barekye	FAWE UGANDA
64	Evelyne	Tushemereirwe	FAWE UGANDA
65	Morris	Odung	ANCDC
66	Bonniface	Odongo	ANCDC
67	Herbert	Mugumya	Partner of RNE
68	Ritah	Kituyi	IIDC
69	Jonathan	Mugabi Ssemayengo	C/o Lead Rapporteur
70	Elijah	Enou	C/o Lead Rapporteur
71	Baker	Sserwambala	Bantwana
72	Ramhadji	Abubakar	IIDC
73	Annet	Kabahaguzi	Kikuube District Local Government
74	Barker	Kathryn	University of California San Diego (UCSD)
75	Elin	Elin Hilwig	Embassy of the Kingdom of the Netherlands
76	Joseph Ssuna	Ssuna	Private sector

No.	Name		Affiliate Institution
77	Jaycee	Cohen	Private sector
78	Carol	Acidong	Workshop assistant
79	Loy	Dhikusoka	UNICEF
80	Jane	Afoyocan	UNICEF
81	Hosea	Katende Sempa	Makerere University, CHDC
82	Dr. Douglas	Akii Bua	Save the Children
83	Winnifred	Kalyesubula	Save the Children
84	Agnes	Achilla	Plan international
85	Safinah	Namusoke	Right to play
86	Lillian	Nanteza	Early Years Count
87	Henry	Wasswa	Amref
88	Robert	Bahenyangi	Finn Church Aid
89	Bosco	Otullo	IIDC
90	Dickens	Ojamuge	IIDC
91	Dennis	Nabembezi	IIDC
92	Sylivia	Pimer	MGLSD
93	Vanessa	Mutesi	MGLSD
94	Catherine	Mbabazi	NPA
95	Mondo	Kyateka	MGLSD
96	Harriet	Kihumuro	DLG
97	Cyril	Koburabi	DLG
98	Paul Samuel	Mbiiwa	Rubirizi DLG
99	Sadam	Mayungule	DLG
100	Joel	Okao	CCI
101	E	Tushemerirwe	SOMERO UGANDA
102	Winnie	Turyahabwe	Media
103	Abdu	Kisala	Media
104	Solomon	A	Media
105	William	Wasswa	Media
106	Hudson	Tumwebaze	Media
107	Fred	Muwonge	Media
108	Rashid	Maseruka	Media
109	Dr. Rebecca	Kukundane	PSFU
110	Winnie	Nalusiba	Media
111	Elijah	Eceru	Ikon
112	Ismail	Nsubuga	Media
113	Andrew	Lwanga	Media
114	Charles	Jopaowitt	IIDC

Annex 3: List of Resources

Presentations

Feasibility for Onward Scaling of F

REAL Fathers Ministry Convening_

Knowledge resources

FINAL MSC Albumv2.pdf

FINAL FOR PRINT_Research Brie

Photos day 1

https://photos.app.goo.gl/vGtK96AmHdLjV5SW6

Photos day 2

https://photos.app.goo.gl/VEkvTbhcDjNrSzSVA

UBC Media broadcast

UBC broadcast 4th Feb.mp4