

REAL FATHERS INITIATIVE PILOT AND INTEGRATION

Semi-Annual Report



October 1, 2014 to July 24, 2015



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LIST OF ACRONYMS

AEI	Acholi Education Initiative
APS	Annual Program Statement
ASRH	Adolescent Sexual and Reproductive Health
CAO	Chief Administration Officer
CDO	Community Development Officer
DHO	District Health Officer
ECCD	Early Childhood Care and Development
FACT	Fertility Awareness for Community Transformation
FAQ	Frequently Asked Questions
GIF	Gender Innovation Fund
GREAT	Gender Roles Equality and Transformations Project
IPV	Intimate Partner Violence
IRB	Institutional Review Board
IRC	Institutional Review Committee
IRH	Institute for Reproductive Health
M&E	Monitoring and Evaluation
NGO	Non-Governmental Organization
PRH	USAID Office of Population and Reproductive Health
RDC	Resident District Commissioner
REAL	Responsible, Engaged and Loving
RMEC	Research, Monitoring and Evaluation Coordinator
SRH	Sexual and Reproductive Health
TAG	Technical Advisory Group
TASO	The AIDS Support Organization
UNCST	Uganda National Center for Science and Technology
USAID	United States Agency for International Development
YIELD	Youth Initiative for Employment and Sustainable Livelihood Development

INTRODUCTION FOR PILOT AND INTEGRATION

This report summarizes progress and advancements toward the pilot REAL (Responsible, Engaged and Loving) Fathers Initiative (RFI) and the Integration of RFI through Gender Innovation Funds (GIF) into two existing platforms. The first half of the report covers the RFI pilot goals, objectives, progress of planned activities in program implementation and research. Including dissemination of pilot results. In the second half of the report includes the goals, objectives, and progress in planning and implementation for the integration of RFI under new funding support through the Gender Innovation Fund.

REAL Fathers Initiative Pilot

In October 2012, additional funds were added to the Gender Roles, Equality and Transformations (GREAT) Project under the terms of the Cooperative Agreement No. AID-OAA-10-00073 to develop and test an approach for engaging men and boys in the prevention of intimate partner violence (IPV) in northern Uganda. Georgetown University's Institute for Reproductive Health (IRH) chose to develop and test a father-focused parenting intervention given the strong intergenerational links between IPV and harsh punishment of children.

In collaboration with Save the Children, IRH designed and tested RFI in eight parishes of Attiak sub-county, Amuru district, in the region of Northern Uganda. RFI is designed to build positive partnerships and parenting practices among new fathers (aged 16-25); its goal is to reduce intimate partner violence (IPV) and harsh physical discipline of children using a father-centered mentoring approach. The program involves 12 mentoring sessions and a community awareness campaign to reach young men before their expectations, attitudes and behaviors related to parenting and relationships are well established. It seeks to challenge the gender norms and sexual scripts that often trigger coercion and violence in relationships and to teach effective parenting, communication, and conflict resolution skills. RFI focuses on new fathers who are parenting toddlers (ages 1-3 years) as this is the developmental stage where discipline often begins. Evidence also suggests that during this stage, children carefully observe and later model their parents' behaviors. Based on analysis of the most effective father-centered IPV prevention approaches, core program elements include selection of young fathers by community, cultural and religious leaders; invitation of the mentors by the fathers themselves; and, involvement of wives at key moments during the program.

Pilot General Objective

The general objective of the pilot study was to measure the acceptability, feasibility and effectiveness of: a) mentoring program that aims to build positive partnerships and parenting practices among new fathers (aged 16-25) in post-conflict northern Uganda; and b) a community awareness campaign that uses a series of emotion-based posters displayed on sign boards in areas selected by the fathers to catalyze reflection on fatherhood, parenting practices and partner relationships.



Figure 1 Young father with his child
[Photo Credit: Dickens Ojamuge, Save the Children International]

Pilot Specific Objectives

The evaluation was designed to specifically measure whether the intervention was successful in:

1. Decreasing use of harsh physical child discipline;
2. Improving use of positive parenting practices;
3. Increasing self-efficacy related to fatherhood;
4. Increasing acceptance of nontraditional roles for fathers;
5. Decreasing perpetration of IPV among RFI fathers.

1. RFI Pilot Progress of Planned Activities

1.1 Project Management

- **Staff Changes:** Three changes in staff have occurred during the reporting period across IRH and Save the Children. In the IRH/Uganda office, Sam Okello joined IRH in March 2015 as the Monitoring, Learning, and Evaluation Coordinator, assuming the role held by Gratian Masendi who left in IRH in February 2015. In June 2015, Lissa Glasgo, RFI Program Assistant in the IRH/Washington, DC office left IRH and Lizzy Menstell assumed the role of Program Assistant on RFI. Adelaida DeGregorio, Youth and Reproductive Health Advisor based in Save the Children Headquarters-Washington DC, took over from Brad Kerner in March 2015 as the Save the Children/Washington, DC office Technical Advisor on RFI. IRH is recruiting for a Research Coordinator who will spend 55% of their time supporting RFI pilot and RFI integration activities.

2. Technical Report

2.1 Research Activities

Endline Data Collection for Cohort 2 Men

The endline survey (**Appendix A**) was administered by Nana Development Consultants, the same research consulting group hired by IRH to conduct the baseline and cohort 1 endline surveys, during November 2014. Save the Children staff ensured the mobilisation of the new fathers within the respective parishes of Pacilo and Bibia to meet with the research team and participate in interviews. As in earlier baseline and endline surveys, handheld devices were used to collect the survey data. In total, 122 young fathers out of the original 160 new fathers in the second cohort were interviewed. From this cohort, a total of 38 young fathers had dropped out (20 initially during the mentoring period and 18 additional fathers after mentoring sessions were completed). Various reasons were advanced for the missing new fathers, such as moving out of the area to return to their original homeland in the neighboring districts and subcounties; returning to school; and absence due to income generation activities in petty trade and other types of work across the border in the booming house and road construction sector in South Sudan. These obstacles aside, interactions with the mentors and the new fathers in the control groups showed that there is still a lot of interest in the programme and they are eagerly looking forward to when the successful components of the mentoring curriculum shall be implemented with the control groups, per the protocol.

Long Term Follow Up Survey

NaNa Development Consultants were contracted again by IRH for this third round of survey data collection (12 months post intervention) during July 2015. NaNa Development Consultants successfully conducted the long term follow up survey among 397 of the 500 new fathers who participated in the RFI pilot. A response rate of 100% among intervention group fathers and 79% among control group fathers was achieved. Up to three attempts were made to locate fathers who were not available at the time of the first visit by the interviewer.

The consultants worked with a team of 15 interviewers who are native Luo speakers and bilingual English speakers to conduct the survey. Most of the interviewers participated in the administration of the baseline and endline surveys among RFI fathers. Interviewers attended a one-day refresher training and used a structured survey instrument adapted from survey instrument used for endline data collection (3 months post intervention) (**Appendix B**). Data were collected using handheld devices, following the same methodology as in the previous two rounds of data collection. Data have been cleaned and are now being merged with baseline and endline data sets in preparation for longitudinal analysis to determine which behaviors and attitudes have been sustained over time. Data analysis should begin in September of 2015.

Life History Interviews with Cohort Two Men

Nana Development Consultants also successfully conducted interviews with ten new fathers from Cohort 2 intervention group. These interviews were designed to better understand men's experiences with RFI, sessions they liked or thought were most useful, challenges in attempting to adopt new practices, and changes they have experienced in their relationships with their child, their wife, and significant others, such as their own parents, uncles, or peers.

With the help of Save the Children Staff and the mentors, the ten young fathers were purposively selected from two parishes from Cohort 2. During the selection, a lot of consideration was taken into account, which included in equal numbers those men who were "successful": exhibited more desirable behaviors and attitudes related to intimate partner violence, use of physical child discipline and gender equitable attitudes, and those who were "less successful", or had fewer of the desired outcomes.

Interviewers were trained in a three-day training on qualitative methods, interviewing skills, in using the Life History Interview Guide, ethical considerations and the informed consent process. The interviewers used the translated Life History Interview Guide (**Appendix C**), and had ample time to practice with the guide prior to data collection. The translation of the tools was reviewed together by IRH staff and the Save the Children Senior Officer who has been guiding the implementation of the project. The Long Term Follow-up Survey was organized mainly to determine the long term effects of the project on the parenting practices and relationship/communication between the young fathers and their wives and the children after exposure to the various project activities, namely: individual mentoring sessions, group mentoring sessions and exposure to posters. Specific questions related to the thoughts of new fathers on the relationship with the wives were asked. Their opinions about how children should be raised and their experience as fathers after undergoing mentoring sessions were also obtained. In general, the survey also served as an opportunity to get feedback from the young fathers on the effect of being exposed to mentoring and the posters.

Before the interviews, all the interviewees signed consent forms and allowed the interviews to be recorded. Interviews were conducted in Acholi, the local language. Interview recordings were transcribed and translated into English by the interviewers. A third party translator listened to the recordings while simultaneously reviewing the transcripts to check for completeness and accuracy. Preliminary analysis of the data show most participants felt that they benefitted a great deal from their participation in REAL Fathers Initiative. Benefits included acquisition and adaptation of better skills for disciplining children, and gaining new conflict resolution strategies to use with their spouses. Men said they were contributing more now post-RFI to daily household chores, child care, and that they had improved communication with their wives. Several men mentioned sharing information from the mentoring sessions with others in the community and helping neighbors or family members improve their marital relationships using the knowledge and skills acquired from the RFI pilot project.

In-depth Interviews with Wives of New Fathers from Cohort One

In-depth interviews with ten wives of new fathers who participated in the intervention group in cohort one were conducted May 11th-16th 2015. The interviews had two main objectives, which were to understand wives' experiences with the RFI; and, to understand in what ways the respondent feels she and her family had benefited from REAL Fathers. Interviews focused on the experience of RFI from the wife's perspective, and included questions about the wife's level of participation in the mentoring sessions, their interaction with the mentors and the topics they discussed with them. The interview questions also covered changes observed by the wives in the men as a result of the intervention. Through the interviews, the wives had the opportunity to comment on the role of the mentors in the changes they observed. Wives were also asked about the community posters (**Appendix D**).

IRH hired an experienced qualitative female interviewer who is familiar with the cultural context and is a native Luo speaker to conduct the interviews. The consultant provided feedback on the interview guide and translated the guide from English into Luo. The IRH M, L, E Coordinator worked closely with the consultant in finalizing the interview guide and preparation for conducting the interviews. Save the Children supported the recruitment of wives with their husband's knowledge. Similar to the life history interviews with men, the interviews with wives included participatory activities to engage wives and help them remember and convey information and reflection about their experiences with RFI. The interview guide did not cover personal experiences of violence and the interviews were not intended to capture or validate men's self-reported perpetration of IPV.

2.2 RFI Pilot Program Implementation Activities

Joint meeting with mentors: young fathers in control groups and their wives in preparation to start mentoring sessions

After successful implementation of the RFI curriculum with intervention group fathers, and all data collection has been finalized, the RFI protocol calls for implementation of the curriculum with the control group fathers. In preparation for implementation among control fathers, a meeting was held with the fathers and their wives to prepare for the mentoring sessions. Of the 250 fathers in the control arm, only 235 were available and ready to start the sessions. Fathers who were not available for various reasons including: moving away from the area for income generation activities; returning to school; men whose wives had returned to their natal homes at the request of the woman's father due to non-payment of bride price (dowry); and marital separation for other reasons.

Mentor Refresher Meeting/Workshop

A two-day refresher training was held in Pabbo sub-county for all 64 mentors. The meeting was facilitated by Save the Children staff, the Senior Project Officer for REAL Fathers and the Programme Manager for GREAT and REAL Fathers projects, with participation of the Atiak sub-county Local Council (LC) III Chairperson and Pabbo sub-county Secretary for Production, respectively among others. By the end of the meeting, the mentors had refreshed their knowledge on the mentors' visit protocol and the Resource Sheets. They also had the opportunity to internalise how to administer the newly added sessions of the curriculum on Family Planning, and the additional "homework" session added to the inception visit to encourage fathers and their wives to communicate with one influential person about their participation in RFI.

Mentors had the opportunity to perform mock practice sessions in individual mentoring, couple home visits, and group meetings. The full list of the new fathers under the control arm was also shared with the mentors. During the refresher training the team had the opportunity to provide updates to the mentors on the project status and to inform them of progress on



Figure 2 Mentor leading a session during the mentor refresher meeting to acquaint the mentors with the new changes in the mentor protocol

[Photo Credit: Dickens Ojiamuge, Save the Children International]

the RFI integration activities (reported in the next section of the report).

Pilot Dissemination

Dissemination events for the pilot results are planned to take place at the district and sub-county levels. These events are being planned for early August 2015. These activities are included in the next steps section of this report.

2.2 Project Visitors

Visit by USAID Chief Strategy Officer

On January 22, 2015, the Save the Children Program Manager, Dickens Ojamuge and the IRH Country Program Director, Thomas Odong, attended a dinner hosted by Leslie Reed, USAID Uganda Mission Director for Carla Koppel, Chief Strategy Officer from USAID/Washington who was on official visit to Uganda. The following day, Mr. Ojamuge and Mr. Odong, along with seven beneficiaries of the GREAT and REAL Fathers projects, participated in a breakfast meeting with Ms. Koppel. Ms. Koppel had the opportunity to directly interact with beneficiaries. She was impressed by the story of the new father and his wife who attributed their good parenting to the mentoring sessions they had participated in through RFI. The couple was accompanied to the meeting by their mentor. Ms. Koppel was very proud to be associated with both the GREAT and RFI projects.

Visit by USAID Gender Advisor

Joan Kraft, USAID Gender Advisor from USAID Washington visited the project and interacted with new fathers and their wives in Atiak on April 7, 2015. She interacted with a group of 25 couples and 10 mentors in both Cohort 1 and Cohort 2 communities. In the discussions, she was interested in knowing why the new fathers had decided to become parents. RFI participants provided positive feedback to Ms. Kraft on the changes that the new fathers have realized, and many continue to improve skills to become better fathers. The quote of one new father illustrates the profound feeling of change and transformation that many RFI participants expressed during Ms. Kraft's visit.



Figure 3 Joan Kraft meeting with young-fathers from Pacilo Parish, Atiak Sub County [Photo Credit: Save the Children Denis Eluk]

"I am very grateful for having been selected among the members of this community to benefit from the Real Fathers' project, I used to be referred to as a "General" [refers to a high rank of an individual who has a lot of energy and is very destructive when drunk] and wife battering. On joining the mentorship, I decided to stop drinking alcohol as well as beating my wife. As you can see, she no longer has wounds on her body, I have stopped being violent and we are very peaceful in our home."

*"Some members of this community ask me, what kind of "medicine" I have taken to transform my life to the level where I am, I just tell them about REAL Fathers Project and how the mentoring sessions have inspired me to be a responsible young father and live an exemplary life in the community. I am requesting this project to be extended to other members of this community, it is a very unique project yet powerful in its approach to ensure we transform and live peacefully in our families." **24 years old, New Father Participating in RFI, Parwacha Village,***

The new fathers also highlighted the need for income generating activities to enable them to meet the economic needs of their families. They also require more information on family planning to guide them in accessing family planning services. The new fathers were very much concerned about myths and misconceptions related to the side effects of modern family planning methods. Ms. Kraft suggested introducing of HIV components into the RFI curriculum because some of the wives had disclosed fears of becoming infected with HIV from their husbands who had been unfaithful in the past. Ms. Kraft's site visit notes are included as an annex to this report in **Appendix E**.

3. External Presentations and Representation

3.1 Participation in the 2nd Men Engage Symposium- New Delhi, India

This year's global symposium was held in New Delhi India, November 9th – 13th 2014. The theme was, "Men and Boys for Gender Justice" and focused on taking a holistic approach to understanding masculinities. IRH prepared a satellite panel which included Dickens Ojamuge as a panelist sharing the RFI experience. Rebecka Lundgren (IRH) opened the session, Kim Ashburn (IRH) moderated the first panel, Jane Kato (Promundo) moderated the second panel, and Blain Teketel (Oak Foundation) moderated the discussion session. Implications for programs and research moving forward and into scale up were discussed. IRH prepared and distributed a document highlighting the results of the satellite session to session attendees and other stakeholders (**Appendix F**).

Approximately 1,000 programmers, donors, researchers, and advocates attended the conference representing 94 countries. This was an excellent opportunity to learn and share ideas about working with men in care giving roles, as fathers, and in violence prevention programming and other gender transformative work. An important outcome of the conference was the Delhi Declaration which sets out principles for engaging men going forward and fostered interesting debate about how to advance engaging men in coordination with women's organizations as we move toward shared goals of gender equity and equality.

4. Monitoring and Learning

Program monitoring activities ended as the last sessions and community celebrations were held in the cohort 2 communities, which ended prior to this reporting period.

Endline survey results were analyzed and preliminary findings written up in a report. The report is included as an annex to this report in **Appendix G**. Key findings from the report include:

- 90% of fathers were in the endline survey
- 60% of fathers in the survey were visited by a mentor
- Among those visited by a mentor, 96% of fathers attended a group session
- REAL had significant effects in reducing use of harsh physical child discipline;
- REAL had significant effects in reducing physical violence, verbal violence, and psychological violence
- Significant positive changes among intervention fathers compared to control fathers at endline in:
 - attitudes unaccepting of use of violence
 - self-efficacy
 - positive parenting
 - parent communication
 - couple communication

- Women's participation had positive effects on IPV, parent communication, and couple communication
- No effects of the intervention were found on use of nonviolent discipline or spending time with the child.

5. Challenges, Delays and Solutions

Challenge/Delay	Solution
<p>Death of young fathers</p> <p>During the long-term survey and cohort studies the RFI team learned of the death of 3 RFI fathers, all in cases unrelated to their participation in the RFI program activities. All the cases of death were registered shortly before the endline study was conducted. It was reported that 2 RFI fathers died in motorcycle and vehicle accidents respectively. The 3rd young-father died from an illness.</p>	<p>As required and as part of adherence to the IRB recommendations, the events were documented using the Adverse Events Reporting Form and submitted to the IRB.</p>
<p>Death of mentor</p> <p>One mentor who was one of the oldest in the group died of natural causes.</p>	<p>The mentors from the group of the mentor who died, will now take additional young fathers from the control group allocated to the mentor that passed on.</p>
<p>New father drop-out</p> <p>Of the 250 new fathers expected to be mentored in the control arm, only 235 were available. A majority of the 15 missing fathers had moved to South Sudan for income generation opportunities, others had relocated to their natal villages in the neighboring districts/sub counties.</p>	

6. Priority Activities for July to September 2015

1. **Follow-through with completion of the remaining activities of REAL pilot project:**
 - Finalize Long Term Follow Up Surveys and Life History Interviews and In-depth Interviews with Wives Reports.
 - Implementation with control fathers will take place in August 2015

- Plan and implement dissemination of overall pilot findings in August 2015
- Hold two day refresher meeting with mentors to prepare for mentorship of new fathers
- Print reviewed mentor visit protocol and resource sheets

2. Dissemination

- Poster accepted at the International Conference on Family Planning in Bali, Indonesia in November 2015; IRH to present (Abstract included as **Appendix H**)
- Oral abstract accepted at the Sexual Violence Research Institute meeting in Stellenbosch, South Africa, September 15 – 17, 2015; Save the Children to present and IRH to attend (Abstract included as **Appendix I**)
- Brown bag in Washington, DC at the MCSP program office on July 27, 2015

REAL FATHERS INITIATIVE INTEGRATION

REAL Fathers Initiative Integration

Due to the success of the pilot phase, additional funds for two years (2015 to 2017) were awarded to IRH to integrate the RFI project into two existing platforms in an effort to scale up through the Fertility Awareness for Community Transformation (FACT) Project under the terms of the Cooperative Agreement No. AID-OAA-A-13-00083. The second half of this report presents the progress on the REAL Fathers Integration efforts.

IRH and Save the Children propose to develop and pilot two models to integrate RFI into 1) early child development programs, and 2) livelihoods initiatives (including vocational training and savings groups); thus laying the groundwork for wide-spread scale-up of male-focused IPV prevention throughout Uganda. Data will be collected on acceptability, feasibility, scalability, and cost of these approaches. Integration will take place through the following programs which have both interest in the initiative and the potential for broad coverage of young fathers in the Acholi and Karamoja sub-regions: livelihoods and village savings and loans (YIELD), Early Childhood Care and Development (ECCD).

This collaborative effort among IRH, Save the Children, and local partners is in line with the US government (USG) strategy to prevent and respond to GBV globally, the USG policy on engaging men, and the Government of Uganda's gender equality and women's empowerment agenda.

Integration Goal

The goal of this initiative is to develop costed approaches for integrating a tested male-focused IPV prevention effort in youth, livelihoods, and early child development programs.

Integration Objectives

This integration is guided by two main objectives:

1. Sustained change in positive parenting and partnerships by new fathers in Karamoja and Northern Uganda
2. Provide information on how the integration approaches works
3. The facilitating and inhibiting factors that contribute to the following transformative outcomes:
 - Decreased incidence of IPV and harsh/physical child discipline
 - Increased economic stability for participants in livelihoods projects
 - Increased school retention for girls
 - Increased self-efficacy of men and boys to prevent IPV and support IPV victims
 - Increased capacity and political will of local civil society to address IPV, and other forms of GBV

- Increased understanding of the contribution of gender indicators and/or frameworks to the integrated approaches

The integration section of this report outlines the PMP July meeting, the proposed draft PMP for the integration, challenges, delays, and solutions, and priority actions moving forward.

1. Progress of Planned Activities

1.1 Project Management

- **Staff Changes:** See previous section, page 2.

2. Technical Report

2.1 Joint IRH and Save the Children Work Planning Meeting April 2015

IRH and Save the Children organized a partners' meeting to review and clarify program platforms for RFI integration, and to facilitate planning for project implementation. The group took this opportunity to become acquainted with the new Technical Advisor from Save the Children, Aidee DeGregorio who replaced Brad Kerner in this role. A six month funding delay and a change in Save the Children's local implementing partner (the Acholi Education Initiative, AEI, was dropped by Save the Children as a local partner), prompted the RFI team to meet and discuss these changes as well as review the RFI pilot lessons learned and begin planning for the integration including developing a joint work plan. The team met in Gulu, Uganda March 29 and April 1, 2015 to reflect on progress made so far in developing the strategies for integration into the two program platforms, YIELD and ECCD, and to discuss revised plans for how to manage the changes in Save the Children's local partner relationships. The meeting agenda is included with this report in **Appendix J**.

During this reporting period, Save the Children severed its relationship with local program implementation partner, the Acholi Education Initiative (AEI). AEI was the local implementing partner for the Youth Initiative for Employment and Sustainable Livelihood Development (YIELD), one of the main programs earmarked to host RFI integration activities. As a result Save the Children revised the approach to continue to work with the youth platforms operational under YIELD but will work through the Community-based Services Department and specifically with the Community Development Officer (CDO) at the sub-county level to reach the youth groups. Instead of the original plan to fund project officers within AEI under a sub-grant agreement, Save the Children will now reallocate funds meant for the sub-grant into hiring two new project officers who will be seconded to two District Community-based Services Departments (for Gulu and Nwoya districts), and will serve as links between the REAL Fathers project, the YIELD activities of the Youth groups and the District Local Government. Funding for these changes will be included in the application for budget modification with IRH after completion of integration work planning with the two new platforms. Save the Children worked with the departing Technical Advisor Brad Kerner and the incoming Technical Advisor, Aidee DeGregorio to develop an initial mapping of the two program platforms and their structures using a template table.

Using a table of program mapping developed by Save the Children, the team reviewed the program mapping of the host platforms and their implementation structures. The table helped to identify missing information and questions that required further consultations and planning with the two platforms.

A draft joint partner work plan was also developed based on the previous REAL Pilot project workplan. The workplan served as a "blue print" for planning for Save the Children. The workplan was developed by phases, with specific activities and timelines for each phase going forward.

Phase 1: Initiation of RFI Integration project

- Completing discussions on platform integration and adaptation matters,
 - Defining composition, roles and responsibilities of the technical advisory team (TAG),
- Phase 2. Follow through with “pending/leftover” activities of the original REAL pilot project in pilot communities in Atiak sub-county.

Phase 3. RFI Integration project implementation period with the new platforms

- Developing the project M&E framework (specifically to be led by IRH)
- Mentoring program
- Community IEC Fatherhood Campaign materials
- Costing data
- Monitoring, documentation and dissemination of learning

With skeletal information in place, the draft implementation workplan was further refined after consultation meetings and discussions were conducted with the 2 platforms. IRH and Save the Children revised and updated the workplan after this initial meeting. The full workplan is included as an annex to this report in **Appendix K**.



Figure 4 The Save the Children and IRH team during the Partners’ Meeting in Gulu, March 30-31, 2015

Kim Ashburn– IRH Washington DC
Sam Okello– IRH Gulu, Uganda
Aidee DeGregorio – Save the Children Washington DC
Cindy Anena – IRH Gulu, Uganda
Dickens Ojamuge – Save the Children Uganda
Denis Eluk – Save the Children Uganda
Thomas Odong – IRH Gulu, Uganda

2.2 RFI Joint Monitoring and Evaluation Design and Planning Workshop July 2015

IRH organized and co-facilitated, with IRH consultant Susan Gearon, a monitoring and evaluation and program planning meeting during July 6th to 10th, 2015 in Soroti, Uganda. The purpose of the workshop was to create a shared vision for RFI integration, and to develop implementation and monitoring plans. The expected outcomes included:

1. Consensus on a conceptual framework for RFI-YIELD-ECCD integration that builds on key pilot findings and responds to donor needs for FP and GBV results.
2. Potential innovations and adaptations to the piloted RFI model documented.
3. Harmonized partner plans for implementing activities and tracking costs
4. Harmonized partner plans for monitoring performance toward achieving results
5. Next steps prioritized and coordinated

After opening remarks by Dickens Ojamuge and Linda Sussman from USAID, Denis Eluk provided an overview of the RFI pilot and a brief update on progress to date. Dickens Ojamuge then presented Save the Children’s mapping of the integration of RFI into YIELD and ECCD ongoing programs. These two diagrams generated a lot of discussion as a group and consensus was reached that the integration

would work toward the goals of RFI. This was an important clarification in terms of developing the results framework and monitoring plans. RFI goals are the main goals of the integration program, meaning the integration will not take on any of the ECCD or YIELD specific goals or objectives. The consultant led the group in an orientation of how to develop a results framework, the first step in the process of developing monitoring and evaluation plans. After long discussion and debate, the group concluded that given the 2-year time frame of the project, an achievable strategic objective is increasing positive parenting and partnerships. In order for this change to take place, three intermediate results would have to be in place: 1) increased self-efficacy among new fathers; 2) improved acceptance of nontraditional gender norms; and 3) environment more enabling for positive parenting and partnerships. Next the team identified lower level results and activities and initial discussion about indicators to measure achievement toward the results. The team also developed a list of next steps after the workshop to maintain the October 2015 starting data for round 1 of RFI implementation beginning with mentor and father recruitment.

All workshop participants were engaged throughout the five days. Although Save the Children manages both the ECCD and YIELD programs, these are managed by different arms of Save the Children organization (Save Norway and Save US). Participants were able to discuss the contexts in which they were working – Karamoja region and Gulu district – which are quite different – and how to adapt RFI into each context and each program platform. Participants worked as a team during these discussions, raising challenges and concerns and brainstorming together to identify solutions to the challenges. The workshop provided an opportunity for capacity strengthening around M&E and the practical project work of producing a results framework and PMP together. The workshop also provided an important opportunity for the team to reflect on the thinking so far about integration of RFI and to create together a revised plan. By the end of the workshop the team felt they had achieved a “shared vision” of RFI integration. One important piece of the integration vision was the “cascade training”. It was agreed that two rounds of mentors and new fathers would be selected in each of the two selected regions. In the first round, Save the Children staff will train the first group of mentors selected for the first round of RFI integration. During the second round, Save the Children staff will train the Community Development Officers to train the mentors using a “cascade” or training of trainers model. Save the Children will assume the role of support, coaching and oversight of RFI implementation during the second round. Through these team discussions, it was acknowledged that RFI was being innovated (i.e. the community component will be enhanced through the cascade training of the Community Development Officers to take on the role of trainer in training the second round of mentors) as well as adapted (i.e. materials will be translated into the local language used in Karamoja). The workshop generated a lot of cross-partner discussion. A spreadsheet was developed that includes the results framework and PMP making activities that are “innovations” and “adaptations” searchable. The full workshop report is included as an annex to this report in **Appendix L and Appendix M**.

3. External Presentations and Representation

There are no presentations yet planned specifically for the integration of RFI.

4. Monitoring and Learning

As a result of the M&E planning workshop held in July, the draft results framework and PMP will be revised by the end of August. Baseline data collection is slated to begin in September and implementation of program activities will begin in October 2015. See the M&E workshop report in **Appendix L** for details of initial drafts of the Results Framework and PMP.

5. Challenges, Delays and Solutions

Challenge/Delay	Solution
<p>Delayed Funding</p> <p>There was a 6 month delay between the time the grant was awarded and funding was received. There were also changes in Save the Children's program landscape in Northern Uganda. In particular, AEI, the local NGO that had been a partner of Save the Children in implementing Youth livelihoods program (YIELD) in Northern Uganda and had been earmarked for integration of REAL expansion project had its contract terminated and therefore posed a challenge for the implementation of the project.</p>	<p>Since the goal of the expansion phase of RFI is to test how this intervention can be integrated into other sector programs, the team is working on a new mapping of these programs in order to come up with better options for implementation. An option to collaborate with the Community- based Service Department of the lower local governments/sub-county in implementation the project is being considered.</p> <p>Both the project work-plan and budget are being revised accordingly with built in catch up plans. A partner planning meeting has been planned for July 6th, to review and finalize development of the work-plan and budget revision.</p>

6. Priority Activities for July to September 2015

The next project period, July to September 2015 will focus on rolling out the REAL expansion project activities. The planned activities for the next reporting period following included below were drawn from the revised work-plan:

1. Review and Continue Project Start Up and Management Set-up:

- Review and hold orientation workshop/meetings with main platform partners of REAL expansion project – YIELD and ECCD, and to continue building support.
- Conduct introductory meetings with District Government Officials and community members
- Hold meeting with REAL Fathers Initiative Adaptation Technical Team (RATT) members

2. Initiation of REAL Project Expansion Project Activities:

- Hold Project Kick Off meetings to formally launch the collaboration with the 2 platform programs (in Karamoja and Gulu)
- Translate REAL Fathers mentoring materials into Ngakarimojong
- Recruit 2 Project Officers to be seconded to the District Community Development Offices in Gulu and Nwoya.
- Establish the Technical Advisory Group (TAG) and hold initial launch

3. REAL Expansion Project Implementation:

- Establish list of young fathers in intervention areas
- Recruit mentors
- Conduct Introductory Mentors training (5 days covering mentoring sessions 1-3)
- Invite young fathers to participate in project
- Conduct first mentors reunion and follow up training
- Conduct Father's Day Celebrations

- Review, Adapt IEC materials & posters
- Procure visibility materials, such as T-shirts and bags for project participants

5. Monitoring and Evaluation:

- Finalize the Results Framework and Performance Management Plan (PMP)
- Design baseline study for quantitative data collection
- Develop qualitative design including qualitative methods and tools
- Review and revise RFI monitoring tools
- Establish Monitoring and Evaluation Working Group (MEWG)
- Conduct MEWG meetings
- Continue data analysis of long term follow up and qualitative data

6. Documentation and Dissemination

- Write and submit final technical report to USAID
- Finalize REAL Fathers Initiative Implementation Guidelines

APPENDICES

Appendix A: REAL Fathers Initiative Endline Survey Instrument

Appendix B: Long-term Follow Up Survey Instrument

Appendix C: Life History Interview Guide

Appendix D: In-depth Interview Guide for Wives

Appendix E: Site Visit Report, Joan Kraft Gender Advisor, USAID Washington DC

Appendix F: Men Engage Symposium, Results of RFI Satellite Session

Appendix G: REAL Fathers Initiative Pilot Endline Survey Report, July 2015

Appendix H: International Family Planning Conference abstract

Appendix I: Sexual Violence Research Institute meeting abstract

Appendix J: Agenda for REAL Fathers Initiative Integration Joint Partners Meeting, March 30, 2015

Appendix K: RFI Integration Joint Workplan

Appendix L: Monitoring and Evaluation Planning Workshop Report, July 2015

Appendix M: PMP and Activity Plan Template