

2024 Annual Report



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NOTE FROM THE PATRON



As we celebrate the remarkable milestones of 2024, I am filled with immense pride and gratitude for the journey CGC has undertaken over the past 24 years. What began as a vision to break systemic barriers and empower vulnerable girls has grown into a transformative movement that continues to shape lives and communities.

CGC's holistic approach spanning education, sexual and reproductive health, WASH, child protection, economic empowerment, and advocacy has not only opened doors for thousands of girls but also sparked a ripple effect of change that reaches families and society at large.

This year, we have seen our efforts come to fruition in the form of increased school enrollment and retention rates, the empowerment of girls through life skills and vocational training, and most importantly, the realization of hope and dreams for the girls we serve. Stories of the girls remind us of the profound impact CGC has on transforming lives.

The unwavering commitment of our partners, stakeholders, and supporters has been key to our success. Together, we have made significant strides in empowering girls to become socially, economically, and politically independent. However, as we approach our 25th anniversary in 2025, we are reminded that the challenges persist. The demand for education sponsorships, vocational training, and mentorship continues to grow, and the journey ahead requires more work.

But with the continued dedication of our partners and supporters, I am confident that CGC's impact will not only be sustained but amplified for generations to come. To every girl we serve: you are at the heart of everything we do. To our partners, donors, staff, and well-wishers: thank you for believing in this mission.

As we step into the next chapter of our work, let us forge ahead with renewed resolve to ensure that no girl is left behind, and that together, we continue to create lasting change in the lives of vulnerable girls everywhere.

With deep gratitude and hope.

Ann F. Hayes

PREFACE FROM THE CHAIRPERSON BOARD OF DIRECTORS



Dear Partners, Stakeholders, and Supporters,

As I write this final message in my tenure as Board Chair of Concern for the Girl Child (CGC), with deep gratitude and immense pride in the journey we have walked together. The past years have been a testament to resilience, unwavering commitment, and the transformative power of education and empowerment for vulnerable girls.

In 2024, we made remarkable progress: 30 girls enrolled in our education program, each life a symbol of hope and a future redefined. Beyond academics, our work in psychosocial support, reproductive health, child protection, economic empowerment, and advocacy continues to dismantle barriers and create opportunities. These interventions are not just programs; they are lifelines that have shaped the destiny of thousands of girls.

As CGC approaches its 25th anniversary in September 2025, we stand at a defining moment. This milestone is not just a celebration; it is a call to action. We must ensure that CGC's legacy endures, that its impact grows.

However, the challenges remain real. The demand for education sponsorship, vocational skills, and mentorship is increasing, and sustainability is crucial. The Hayes Vocational Project is a bold step toward bridging this gap, equipping girls with practical skills for economic independence. I extend my heartfelt appreciation to all the stakeholders particularly the Patrons Committee, CGC Board, CGC Management, the District Office of Luwero, and Luwero Town Council for supporting this initiative by facilitating the process of having the vocational dream come to life.

As I conclude my term, I am especially proud of the Big Sister Representation on the Board, ensuring that the voices of the girls we serve are not just heard but actively shape CGC's future. This step strengthens our governance and reinforces our commitment to inclusivity.

To our founders, Board members, staff, partners, and the Government of Uganda: thank you for your unwavering support. CGC is stronger today because of you.

Though my tenure comes to an end, my belief in CGC's mission remains steadfast. I urge each of you to stand firm, push boundaries, and ensure that CGC's work thrives for generations to come. Let us not just celebrate 25 years of impact; let us build the next 25 with even greater resolve.

With gratitude and hope,
Canon Alice Ddamulira
*Board Chairperson
Concern for the Girl Child*

REFLECTIONS FROM THE EXECUTIVE DIRECTOR



Dear Partners, Stakeholders, and Friends,

As we approach 25 years of empowering vulnerable girls and their families, we take this moment to celebrate the milestones achieved this year and reflect on the incredible journey that has shaped the lives of thousands of girls across our targeted districts.

The year 2024 has been one of resilience, innovation, and unwavering commitment to our mission. Through Education initiatives, we reached 126 girls with scholarships, 196 with mentorship, and life skills training, ensuring that every girl has the opportunity to learn, grow, and thrive. We have strengthened child protection structures reaching more than 500 children and caregivers benefited from psychosocial support, safeguarding girls in their homes, schools, and communities.

In economic strengthening, we have empowered families to achieve financial stability, helping them support their children's education and well-being. Our vocational microsites equipped 173 adolescent girls with practical skills, fostering self-reliance and entrepreneurship while breaking down barriers to their future success.

Our Sexual Reproductive Health (SRH) and WASH interventions have significantly raised awareness about menstrual hygiene management and reproductive health rights, reaching over 1,042 girls and community members this year. We provided access to safe water and improved sanitation facilities for more than 11,865 community members. Through strategic partnerships, we have broadened our outreach, ensuring that more girls are equipped with the knowledge and resources to make informed decisions about their health and well-being.

As we look forward to celebrating our 25th anniversary in 2025, we recognize that our journey would not have been possible without the dedication of our partners, donors, and staff. Your continued support has allowed us to transform lives and create a more inclusive and equitable society for all.

Together, we have built a legacy of change, and as we step into the future, we remain committed to strengthening our programs, fostering strategic collaborations, and advocating for policies that protect and empower the girl child.

We invite you to continue this journey with us. Together, we will build a future where no girl is left behind and where every girl has the opportunity to reach her full potential.

With heartfelt appreciation,
Marjorie SSeruwu
Executive Director
Concern for the Girl Child (CGC)

OUR IDENTITY

A Legacy of Empowerment: Sustaining the Future for Girls

Concern for the Girl Child (CGC) has been a beacon of hope for marginalized girls in Uganda since 2001. Founded by Dr. Ann F. Hayes and the Late Freddie Henry Kasozi, CGC emerged to address systemic barriers denying girls access to education and opportunities in Kampala, Nakawa Division, Luwero, and Nakaseke Districts. Approaching 25 years of impact, we celebrate our journey while reaffirming our commitment to sustainability—ensuring every girl we support thrives beyond CGC's direct interventions.

Education alone is not enough to dismantle structural gender inequalities. Vulnerable girls face high dropout rates, defilement, exploitation, and abuse at home, in schools, and communities. CGC adopted a holistic, sustainable approach—ensuring girls not only access education but are also supported in safe, nurturing environments for long-term success.

Over the past 24 years, CGC has expanded its impact through quality education support, sexual reproductive health and rights (SRHR) education, water, sanitation, and hygiene (WASH) programs, economic strengthening, child protection, and advocacy for children's rights. Embedding sustainability in these initiatives ensures that today's transformation benefits future generations.

Our impact is evident. To date, CGC has directly supported the education of 1,349 girls, with an annual average of over 160 beneficiaries receiving sponsorships.

Since 2006, our child protection initiatives have positively affected more than 40,000 individuals. Through the Safe Space Approach, 726 adolescent girls have gained life skills, mentorship, and vocational training, equipping them for self-reliance. Over the past three years, 30,298 people have accessed clean water through newly drilled and rehabilitated water sources in Luweero and Nakaseke.

Sustainability remains at the core of our mission. Strengthening partnerships with government agencies, civil society, and local communities ensures best practices in girl-centered interventions. Through vocational training, economic empowerment, and mentorship programs, we are fostering a self-sustaining ecosystem where girls transition from beneficiaries to change-makers. Our legacy extends beyond lives transformed to enduring structures built for long-term impact. Looking ahead, CGC is committed to strengthening community-driven structures, increasing local ownership, and leveraging strategic partnerships to create lasting change. We envision a world where every girl, regardless of background, has the tools, knowledge, and opportunities to build a future of dignity, independence, and success.





GOAL

To transform vulnerable girls into productive, caring and responsible citizens



VISION

A girl who is socially, economically, and politically empowered



MISSION

To work in partnership to empower vulnerable girls through education, reproductive health, WASH, economic strengthening of families, child protection and advocacy.



VALUES

- Justice
- Integrity
- Excellence
- Dignity
- Innovation

OUR PRESENCE

LUWEERO DISTRICT

- Luweero Sub County,
- Luweero Town Council,
- Kamira Sub County,
- Butuntumula Sub County
- Bamunanika Sub County

NAKASEKE DISTRICT

- Kiwoko Town Council
- Kikamulo
- Kinyogoga Sub County
- Wakyato Sub County

KAMPALA DISTRICT

- Nakawa Division

NAKASONGOLA

- Kakooge Subcounty



2024 PROGRESS SNAPSHOT



332

girls enrolled

35 in Education
70 in Mentorship
227 in Vocational Skills



76

graduates

36 Education
40 Mentorship



11.87k

Accessed clean water



310

received
Menstrual Hygiene
management kits



126

girls received
school fees



269

girls supported
in safe spaces



1.04k

received Sexual
reproductive health
information



1.02k

received
Safeguarding
training



98%

school retention rate
achieved reducing dropout
rates by 2%



24

girls in Kakooge started
tailoring businesses after
completing training



78%

of families reported increased
confidence in child protection
efforts



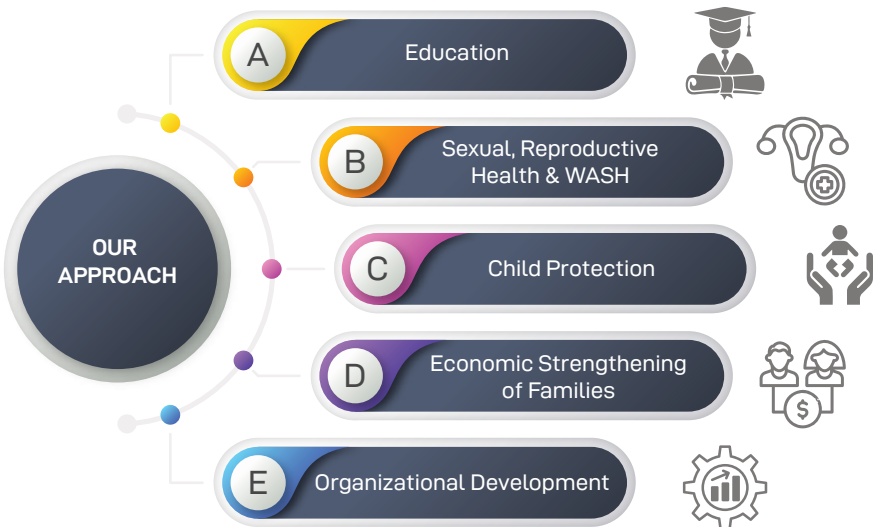
640

received
Psychosocial
support

OUR APPROACH

Our approach focuses on five interconnected thematic areas: Education, Sexual, Reproductive Health & WASH, Child Protection, Economic Strengthening of Families, and Organizational Development to holistically address the diverse needs of girls, fostering their empowerment and creating sustainable community impact. Aligned with the Sustainable Development Goals (SDGs), we promote Quality education (SDG 4), gender equality (SDG 5), improved health and well-being (SDG 3), access to clean water and sanitation (SDG 6), and poverty alleviation (SDG 1) while strengthening partnerships (SDG 17) to amplify impact.

By integrating these focus areas with global SDG targets, we aim to empower girls, dismantle systemic barriers, and build a foundation for long-term transformation, ensuring no one is left behind in the journey toward sustainable development.





EDUCATION PROGRAM



Educating girls is the key to breaking the cycle of poverty and empowering future generations.

Kofi Annan, Former UN Secretary-General

Recent statistics highlight a troubling gender disparity in Uganda's education system. In 2023, out of the 112,000 candidates who sat for the Uganda Advanced Certificate of Education (UACE) only 39% were female. This gap highlights the continuous need to address barriers that prevent girls from accessing quality education forcing Concern for the Girl Child (CGC) to make education a top priority for vulnerable girls in targeted districts.

Aligning with government initiatives and Sustainable Development Goal 4 (SDG 4), CGC is dedicated to ensuring inclusive and equitable quality education for the most vulnerable girls. Through strategic partnerships and programs, CGC empowers girls with essential knowledge and skills for personal and professional growth, fostering a more equitable society.

DREAMS UNCHAINED

The Transformational Journey of Namwanje Ritah



My name is Namwanje Ritah, and I am 24 years old. I come from a small village in Mazzi, Kamira Sub county, Luwero district. Growing up was never easy for me. I was raised by a single mother who, despite our poverty, did everything she could to provide for us. My mother was a peasant, working tirelessly by burnt charcoal to make ends meet. She never had the opportunity to attend school, but she worked hard to ensure I could pursue my education. Sadly, my siblings didn't make it past Ordinary Level due to a lack of support to continue, and I was convinced that my education would end after Primary Seven as well.

When my mother's health began to decline, everything changed. Years of hard labor had taken a toll on her, and she could no longer work as she had before. With no one to help, I had no way to continue my studies. There were times we would dig in the school garden just to pay for our fees, or burn charcoal just to survive. The weight of it all was overwhelming, and I felt hopeless. I struggled with anxiety and depression, and at one point, I honestly didn't know how I would make it to high school, let alone go any further.

But then, in 2014, everything took a turn for the better when I enrolled into secondary school by the support of CGC. The worry of school fees and not having enough materials for my studies disappeared. It felt like a burden had been lifted from my shoulders. For the first time, I started to dream big and believe in myself. The counseling and emotional support I received from CGC staff helped me heal from the pain and anxiety I had been carrying. With CGC's guidance, I found the strength to push forward and focus on my education. I became a better version of myself – something I had never thought was possible.

Academically, I experienced a huge transformation. Without the constant fear of not being able to pay for school or gather materials, I could finally concentrate on my studies. My grades improved, and I was able to focus and excel. I no longer had to worry about working long hours to fund my education. CGC inspired me to believe in my own potential and gave me the opportunity to thrive.

Through CGC, I also gained valuable life skills that shaped who I am today. I learned practical skills like baking, liquid soap production, and weaving. I developed self-confidence, self-esteem, and learned to stand up for myself and others. Empathy became a core part of my character, and these skills not only helped me grow as a student but also as a person who cares deeply about others. Thanks to CGC's support, I was able to attend high school, and later, I graduated from Makerere University with a Bachelor's degree in Arts with Education.

The most meaningful gift CGC gave me was the courage to give back. Inspired by the impact the program had on my life, I

started a school with my sister. The school now has over 125 students, and our mission is to help children, particularly those facing financial hardships or living with disabilities. We want to ensure that no child is left behind because of their circumstances. CGC opened my eyes to what's possible, and now I want to pass on the opportunities I've received to others.

Looking to the future, I dream of starting an organization just like CGC, one that will provide vulnerable children – both girls and boys – the support they need. I want to offer practical skills training and help children who have lost hope regain their sense of purpose and opportunity. My goal is to expand my school, incorporate even more practical skills, and give back to the community through charity. I also want to help children with disabilities, ensuring they have the resources and opportunities they need to succeed.

To reach these goals, I am committed to working hard, building networks, and starting small, using whatever resources I have at my disposal. I believe that with hard work, determination, and the right support, I can achieve these dreams.

I am incredibly grateful to CGC for everything it has done for me. The program transformed my life and gave me the hope and confidence I needed to see a brighter future. Now, I want to keep pushing forward, learning, and giving back. I want to explore the world, but most importantly, I want to help others do the same. Thank you, CGC, for helping me believe in myself when I had lost all hope.



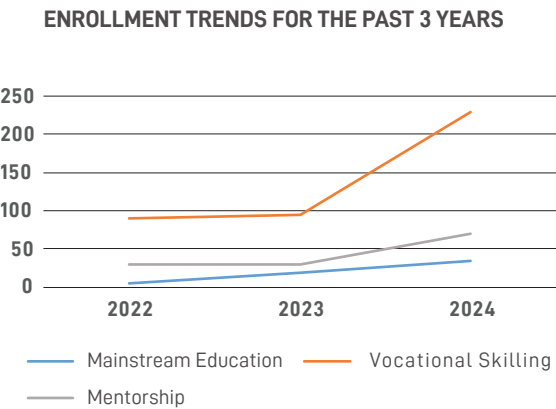
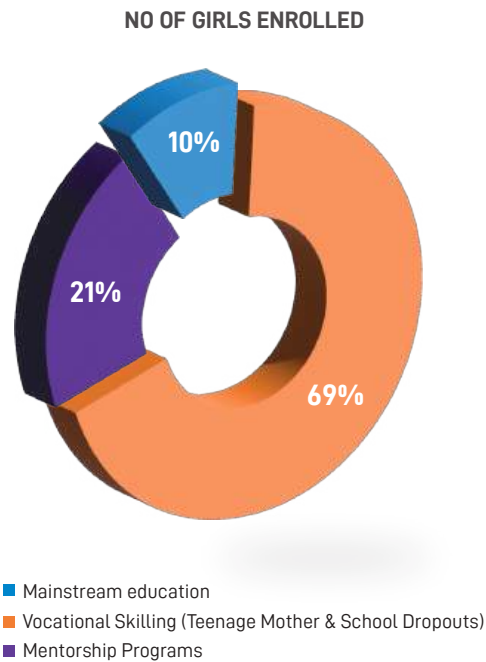
*Ritah during
graduation*

*Ritah At Her School
With Students*



KEY MILESTONES AND PROGRESS UNDER EDUCATION

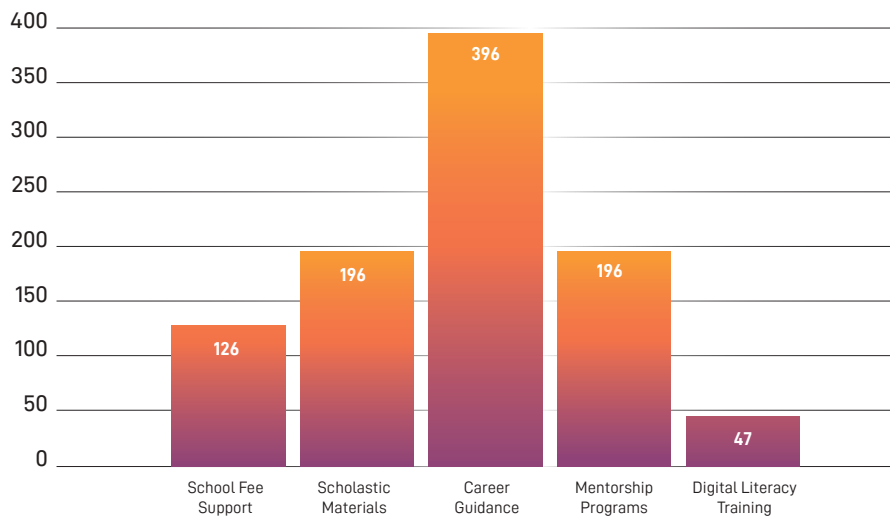
Increased enrollment of girl into Secondary Education, Vocational Skilling and mentorship. A total of 332 girls were enrolled in three key educational and empowerment initiatives. Mainstream education accounted for 10% (35 girls), including 30 in secondary schools and 5 in vocational institutes. Mentorship programs supported 70 girls (21%), with 40 in the Haven program and 30 in Sauti ya Dada. The largest group, vocational skilling, comprised 69% (229 girls), including 173 enrolled in vocational microsites and 54 in safe spaces under the Girl Power Project. These initiatives provided access to both formal education and vocational training, equipping girls with the skills needed for improved livelihoods and economic empowerment. opportunities.



This growth in enrollment highlights CGC's dedication to empowering vulnerable girls and young mothers. By enhancing access to education and skill-building programs, CGC is breaking barriers and paving the way for long-term economic and social transformation in the communities it serves.

INCREASED RETENTION AND REDUCED DROPOUT RATES.

Retention rates remained strong at 98% across secondary and tertiary levels, matching the previous year's performance. This achievement underscores the effectiveness of a comprehensive support system integrating mentorship, counseling, and financial assistance. These targeted interventions contributed to a 2% reduction in dropout rates, ensuring that vulnerable girls stayed in school, excel academically and develop personally, fostering resilience and laying a foundation for long-term success.



The bar graph highlights the various forms of support provided by CGC to empower vulnerable girls and boys in the year 2024. These initiatives aimed to enhance educational access, reduce absenteeism, support career development, foster personal growth, and prepare students for future success.

OTHER SUBSTACIAL INTERVENTIONS



Regular Monitoring Visits

To schools and homes addressed challenges at an early stage, improving students' well-being and reducing dropout rates.

In terms of trainings in child protection training and airtime to enhance communication and coordination between CGC and the partner schools, leading to timely interventions, and improved academic performance of the students.



Teacher engagement & Support



Safe Learning Spaces

Emotional support through a "talking compound" at Kalinaabiri S.S and counseling services to students boosted student engagement and reduced absenteeism.



Parental Involvement

Parent-teacher- student's meetings supported by CGC in schools empowered parents to support their children's education, strengthening school retention.



*Commissioning of new S.1 entrants
(Big sisters provided them with
scholastic materials)*



*Annual Contact
teachers' meeting*

EDUCATION TOP MOMENTS

*Conducted
school visits to
check on the
student's
welfare*



THE ANNUAL FREDDIE HENRY KASOZI MEMORIAL STUDENTS CAMP



Education tour at the Uganda Clays and at the Uganda world life center (Zoo)



Mentorship (Mdm Charity one of the facilitators explaining to girls the self-awareness journey and girls setting their goals)





Girls celebrating winning the trophy in games



Girls showcasing their talents in drama and dance.



Girls participating in debate

PROFOUND STORIES FROM THE GIRLS



A Leadership Journey (Sauti ya Dada)

8 out of the 9 girls at Mazzi S.S. prefectural body are Sauti ya Dada program participants, demonstrating the program's impact on building leadership and self-confidence among girls.

Exposure Visit (Sauti ya Dada)

Through the Sauti ya Dada program, a group of girls traveled to Nairobi for a leadership exchange program, broadening their perspectives on self-confidence, advocacy, and leadership. They returned with a renewed drive to lead change in their communities.

Lucy's Leadership Breakthrough

I was elected Women Affairs Leader at Kalinaabiri S.S. because I am now confident to speak up as a result of the mentorship I received from Haven project.

EDUCATION AT COMPLETION.

76 Participants graduated successfully,

↓
36 (47%)

Completing formal
education

↓
40 (53%)

Finishing mentorship

Among

36 (47%)

who completed
formal education

24 (67%)

earned certificates, and

12 (33%)

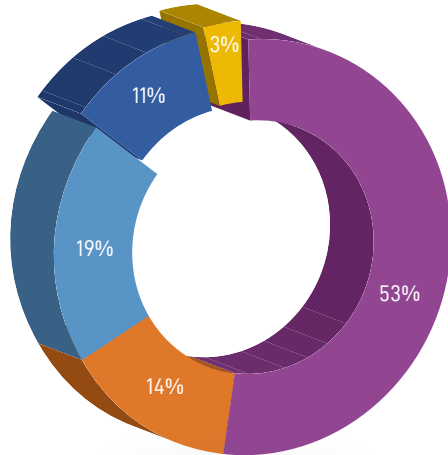
obtained bachelor's degrees
in diverse fields.



These accomplishments highlight CGC's dedication to equipping girls with the skills, and resources needed for academic success and meaningful career transitions.

PERCENTAGE DISTRIBUTION OF GRADUATES ACROSS ACADEMIC FIELDS

- Business & Economics
- Education & Social Sciences
- Health & Medical Sciences
- Engineering & Technology
- Hospitality & Catering



WHAT HAPPENS AFTER GRADUATION?

For many students in Uganda, the excitement of graduation is short-lived as they face the daunting challenge of unemployment.

According to the Uganda Bureau of Statistics (UBOS) (November 2024), the graduate unemployment rate stands at

15.2%

primarily due to the increasing number of graduates entering the labor market.

Additionally, the National Planning Authority (NPA) reports that approximately

700K

individuals join the job market annually, regardless of their qualifications

yet only


90K

secure employments. This leaves **87%** of job seekers unemployed, with **20%** of those employed experiencing underemployment.



University girls after a training with the **Ladies of Purpose** and **Unemployment Ends with Me UEYI**

To bridge the employment gap, CGC partnered with Ladies of Purpose and Unemployment Ends with Me (UEYI) to provide career readiness training for university-level girls. Participants received training in effective interview techniques and workplace professionalism, along with inspirational talks from experienced professionals who shared their career journeys, offering motivation and practical guidance. As a result, they developed the skills, confidence, and resources needed to secure meaningful employment, ensuring they are well-prepared to forge a successful career path

A young woman with a warm smile, wearing a red hoodie with white lining and a black beaded bracelet, is holding several packages of Always pads. The background is a soft-focus green field. A semi-transparent red banner is overlaid across the middle of the image, containing the title text in white.

SEXUAL REPRODUCTIVE HEALTH (SRH) AND WATER, SANITATION, AND HYGIENE (WASH)

In 2024, CGC's Sexual Reproductive Health (SRH) and Water, Sanitation, and Hygiene (WASH) interventions impacted a total of

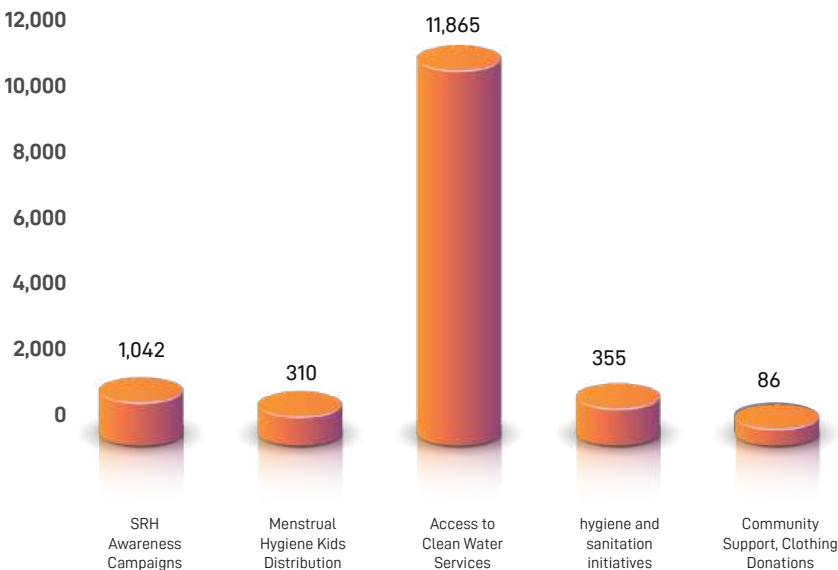
13,658 girls and community members

21% being primary school students

22% community members, and

57% secondary school students.

These efforts led to meaningful improvements in health and overall community resilience. The progress achieved was made possible through a series of targeted interventions, which are illustrated in a bar graph that links the number of beneficiaries reached with the specific interventions implemented.



Adding to the above, CGC continued monitoring the functionality of water sources and partnered with Aqua Trust in Luweero and Whave Solutions in Nakaseke to support community-led maintenance. Through these partnerships, Water User Committees received training, ensuring sustained functionality of the water systems. These efforts aimed to reduce teenage pregnancies, improve health and hygiene, and empower individuals to make informed decisions.

KEY OUTCOMES



Improved Household Sanitation

Monitoring of household sanitation among supported homes showed notable progress, with 70% gaining access to latrines. However, only 30% maintained clean and hygienic facilities, and just 10% had soap and water readily available for proper handwashing.



Behavioral and Educational Improvements

including increased school attendance, enhanced hygiene practices as a result of the sanitary pads and Hygiene and SRH talks.



Community - Led Change

A notable case involved one beneficiary who constructed a new pit latrine, setting a positive example and encouraging higher hygiene standards within the community.

A NOTE OF GRATITUDE

"Receiving a water source in Kiyeenje was truly an answered prayer. As a community, we felt forgotten, and people started thinking that no one cared about our situation. Over 1,000 residents from three nearby local councils had no access to clean water, and tensions had risen to the point where people were preparing to protest. We are very grateful to CGC for stepping in—this water source now serves three local councils, benefiting over 1,000 community members, including three schools," says the LC1 Chairperson of Kiyeenje



Community members fetching water at Kiweyenje - Nakazzi underground tank drilled by CGC



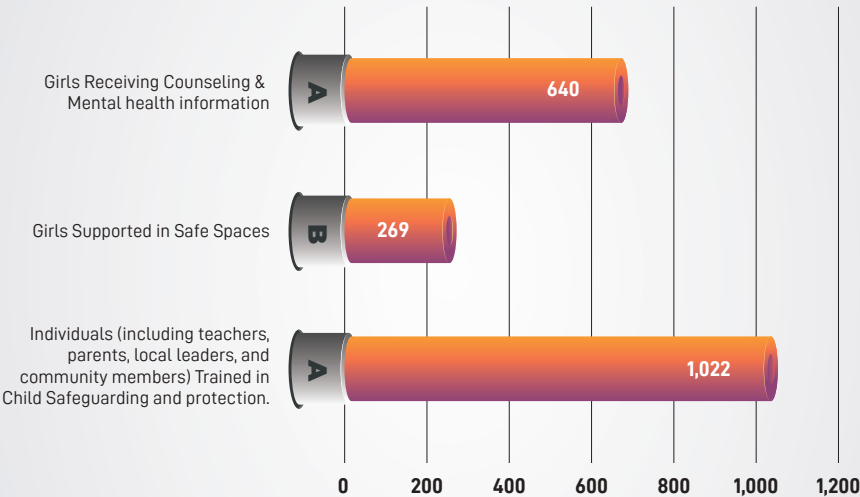
"Equality
is the
Answer!"

CHILD PROTECTION

In 2024, CGC impacting 1931 individuals through child protection systems across schools, communities, sub-counties, district and national level. These efforts aimed at safeguarding vulnerable girls through targeted capacity building, advocacy, the safe spaces, and community sensitization. Our initiatives focused on creating safer environments for children by strengthening both formal and informal child protection mechanisms.

The bar graph below highlights CGC's reach in strengthening child protection and advocacy.

PEOPLE REACHED WITH CHILD PROTECTION INTERVENTIONS.



Notably, 74% of families reported increased confidence in child protection systems, reflecting enhanced safety at both the household and community levels. These interventions created a sustainable protective environment, providing immediate support while fostering long-term resilience for vulnerable children.



CHILD PARTICIPATION

CGC girls proudly representing at the National Parliament, Buganda Parliament, and Children's Parliament - confidently presenting their ideas and growing into bold young leaders advocating for their rights.



Home visits to support and monitor students' welfare in their home environment.

Through a partnership with Family TV, CGC reached out to schools with the Safe Screens sensitization campaign - educating young people on the safe and responsible use of electronic gadgets like TVs and smartphones to prevent exploitation.





STORIES OF HOPE

Katushabe Lydia: From Mentee to Mentor

Through mentorship under the Girl Power Project, Lydia became a mentor in the teenage mothers' corner at Kamira Health Centre, using her story to empower young mothers.

Claire's Journey of Healing

Claire (not her real name) overcame abandonment and emotional distress through counseling under the Haven Project. She reconciled with her past and reconnected with her family, demonstrating the power of safe spaces and mental health support in child protection.

ADVOCACY

Concern for the Girl Child (CGC) has implemented a range of impactful advocacy initiatives aimed at empowering girls to actively engage in policy and community dialogues on child rights, gender equality, and protection from violence.

CHILDREN'S PARLIAMENT



Patricia (left), serving in a speaker role at the Children's Parliament organized by Girls Not Brides, and Immaculate (right), both CGC participants, presenting a petition on children's rights during the Children's Parliament held at the Ugandan Parliament by UCRNN—empowering girls to influence decision-making and advocate for the enforcement of child protection laws.

ADVOCACY THROUGH DRAWINGS- A WALL MURALS AT MAZZI COMMUNITY RESOURCE CENTERS



Sauti ya Dada participants presenting a wall mural at Mazzi Community Resource Center, highlighting powerful advocacy messages on long distances to school, inadequate healthcare, poor roads, and climate change—while proposing community-driven solutions for change

COMMEMORATION OF IMPORTANT DAYS

CGC also engaged girls in the commemoration of key advocacy days like the Day of the African Child and the 16 Days of Activism Against GBV, where they led awareness campaigns, media engagements, and community dialogues. With support from partners like CRVPF, initiatives such as the Tusobola Campaigns and Kimeeza/Balaza equipped girls to champion education, economic empowerment, and protection from violence.



Sensitization on the day of the Girl child in Kalinaabiri primary school. While demonstrating



Young mothers, and other community members participating in the awareness campaigns to commemorate the 16 days of activism against gender based violence

CGC participated in the annual hiking event organized by Raising Teenagers in Terego District to raise awareness and support for menstrual dignity, aiming to break menstrual stigma and promote girls' health and well-being.



Executive director and the program manager on Spirit and Family TV sensitizing masses on Gender based violence and why it is crucial to empower the girl child

Talking Environment in Schools



A talking environment created at Kalinaabiri S.S by CGC, showcasing student-led advocacy messages that inspire dialogue, awareness, and action on issues affecting girls in the school and community.

Legal Clinics



CGC promoting legal literacy and access to justice through legal clinics facilitated by Barefoot Law and probation offices, empowering girls, their families, and communities to understand and assert their rights.

ECONOMIC STRENGTHENING



Across the globe, economic instability and limited access to resources disproportionately affect vulnerable communities, particularly in rural and marginalized areas. In Uganda, many families, especially those in economically disadvantaged regions face barriers to financial resilience, making it difficult to ensure educational access and opportunities for girls, limiting parent's investment in their children's education and well-being, creating a cycle of poverty and inequality.

In response to these challenges, CGC has implemented a series of economic strengthening interventions aimed at breaking this cycle and improving the financial resilience of vulnerable communities. These interventions focus on enhancing family financial stability, empowering girls through vocational training, and promoting economic self-reliance.

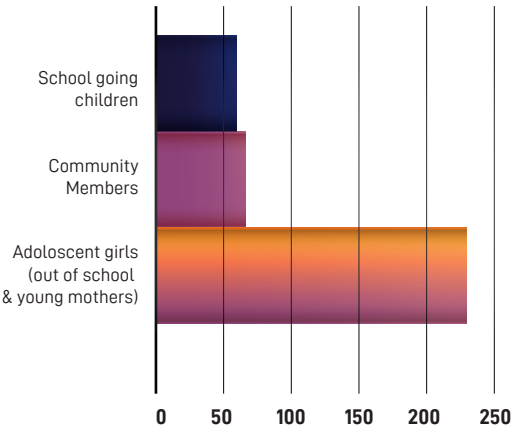
INTERVENTIONS IMPLEMENTED



Financial Literacy Training Programs

A total of 355 beneficiaries, including adolescent girls, young mothers, and community members, received financial literacy training, with a focus on Village Savings and Loan Associations (VSLAs) to improve household economic security. The bar graph presents the distribution of participants who received financial literacy training in saving, financial management, and branding.

CATEGORIES OF PARTICIPANTS



As a result, **56%** of participants are actively saving, contributing to improved financial stability.

However, challenges remain:

44%

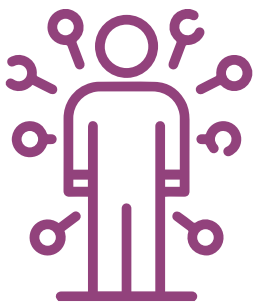
of families are not yet engaged in VSLAs.

22%

of VSLA participants save less than 20,000 UGX per month,

Highlighting the need for continued financial literacy training.

Life & Livelihood Skills Training



A total of 289 participants, including adolescent girls, young mothers, and out-of-school adolescents, were empowered through CGC's vocational and life skills training in areas such as leather production, fashion design, mushroom growing, hairdressing, dairy processing, tailoring, and computer repair. The training focused on enhancing existing livelihoods by adding value to local produce. In Nakasongola, for example, CGC introduced dairy production training, enabling participants to create value-added products like ice cream, yogurt, and ghee, thus fostering local economic growth and sustainability.

The table highlights the reach through different interventions:

INTERVENTION	BENEFICIARIES	SKILLS TRAINED
Vocational Microsites Project	173	Leather production, Fashion design, Mushroom growing, Hairdressing, Dairy processing
Girl Power Project/CRVPF	56	Tailoring, Hairdressing
Haven Project	40	Art and design, Jewelry making, Paper bag production, Computer repair
Holiday Program	20	Vaseline making (Sparkle Jelly)

RESULTS



Launched Sparkle Jelly (Vaseline) as a result of the Vaseline-making training conducted under the Holiday Program



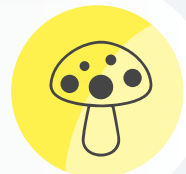
A participant successfully launched an Ice Cream business in Kakooge after receiving training in dairy processing, adding significant value to local milk production. This initiative not only provided economic empowerment to the participant but also created sustainable pathways to self-reliance for others in the community.

24 trained girls invested in sewing machines to start their own tailoring businesses. In Mazzi, six young mothers, empowered through a partnership with the National Association of Women's Organizations in Uganda (NAWOU), received sewing machines to launch personal businesses.



A group of leather production trainees formed a successful leather business in Mazzi which moves in different markets looking for markets.

The mushroom growing training shows that participants have been able to secure a reliable food source for their families, ensuring they no longer struggle with food insecurity.

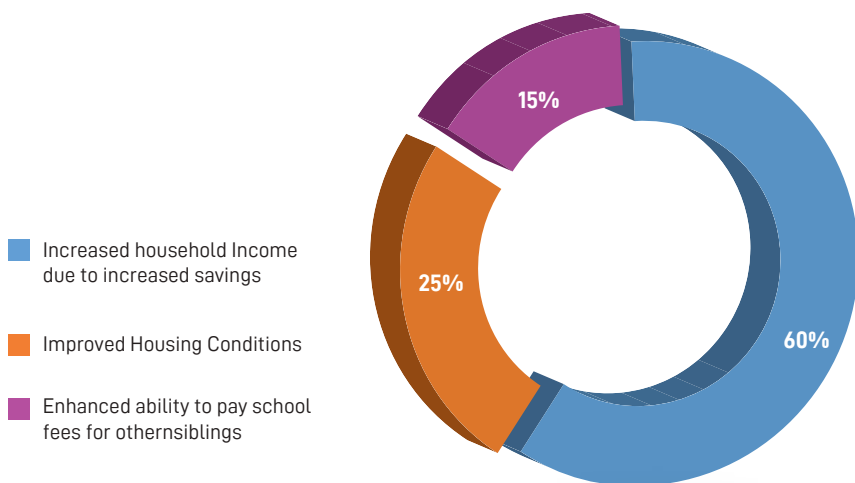




Economic Growth due to Financial Assistance

CGC supported 126 vulnerable families by covering school fees for one girl per family, alleviating financial pressure. While the focus was on ensuring educational access, this support enabled families to redirect resources toward improving their economic stability, indirectly strengthening their financial resilience and long-term sustainability.

PERCENTAGE OF FAMILIES REPORTING POSITIVE CHANGES



PROJECT HIGHLIGHTS

THE VOCATIONAL MICROSITE PROJECT

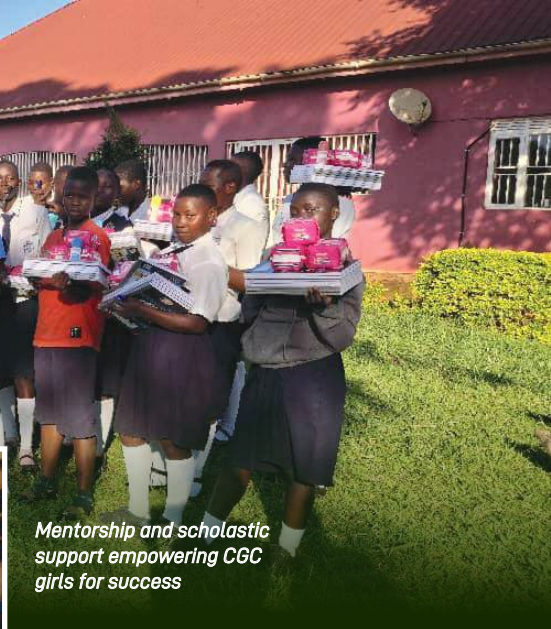
Supported by the Girl Opportunity Alliance, the Vocational Microsite project empowered 173 girls in Kakooge and Mazzi with practical skills in fashion and design, hairdressing and cosmetology, mushroom growing, dairy processing, and leather production-opening doors to self-reliance and brighter futures





THE HAVEN PROJECT

Empowering vulnerable girls in Nakawa Division, the Haven Project—implemented by CGC in partnership with Barefoot Law, Justice Innovators, and the MOUT Foundation—provides a safe space for 48 girls to build life skills, access psychosocial support, and advocate for justice. Through mentorship, vocational training, and community engagement, these girls are overcoming barriers, embracing their potential, and transforming their lives and communities.



Mentorship and scholastic support empowering CGC girls for success



CGC girls during a workshop visit to Nairobi — expanding their knowledge, skills, and exposure

SAUTI YA DADA MENTORSHIP PROJECT by Creative Action Institute

A mural launched in Mazzi to highlight the challenges they face on their way to school — a powerful advocacy tool calling for meaningful interventions.





THE GIRL POWER PROJECT

Adolescent girls in Kamira Sub county take part in the CRVPF-funded Girl Power Project, engaging in sports, skills development, VSLA activities, and sexual and reproductive health sessions. The project empowers them with knowledge, confidence, and economic resilience for a brighter future.



PARTNERSHIPS

Partners from MTN, Rotary, Smart Girls, Care International, and others under the Girls Not Brides alliance join hands to champion the empowerment of the girl child through collective action and shared commitment.





RDC Luweero, Church of Uganda, and CGC board and Staff during a joint monitoring Visit

ORGANIZATIONAL DEVELOPMENT FOR LONG-TERM SUSTAINABILITY

With a focus on ensuring Efficiency, Effectiveness and long-term sustainability of the Organization, CGC adopted a multifaceted approach, emphasizing governance, financial management, strategic partnerships and grants management, HR and enhanced program monitoring. By building on past successes and addressing emerging challenges, CGC is positioned itself to continue its work with greater resilience and sustainability.



GOVERNANCE AND DEVELOPMENT

At CGC, we take pride in a strong and visionary governance structure led by the Patron's Committee and an active Board of Directors composed of five seasoned professionals. The Board plays a pivotal role in shaping CGC's strategic direction, offering ongoing support to the Secretariat in the implementation and oversight of program activities. Through its specialized subcommittees Finance, Fundraising, and Programs the Board provides technical expertise and capacity-building support, helping to strengthen operational effectiveness. Through the Board Finance Committee, risk oversight was successfully integrated into strategic planning processes, enabling the organization to proactively identify and mitigate emerging risks. Regular collaboration between Board structures and the Secretariat further ensured strategic alignment, improved transparency, and promoted sound, accountable decision-making across all CGC initiatives. Additionally, the Board continued to champion the Annual Joint Monitoring and Stakeholder Engagement activities, fostering meaningful partnerships and collective accountability for results



Mrs. Alice Ddamulira
Chairperson Board of Directors



Mr. Daniel Mutumba
Vice chairperson Board of Directors



**Ms. Marietta
Naiga Mwesigwa**
Member Board of Directors.



**Mrs. Donah
Ssekitooleko**
Member Board of Directors
Grants and partnership



**Ms. Mary
Joyce Takali.**
Beneficiaries representative

The Heart of the Organization.

in the dynamic landscape of CGC, our team comprises 16 dedicated full-time staff members, 2 volunteers and two intern's students, strategically stationed across three vibrant offices in Kampala's Nakawa division, in Luweero, and the community-centered Mazzi sub-office. With diverse expertise, each member is a vital cog in propelling our organization toward success. This diverse workforce enables us to meet the unique needs of each beneficiaries and communities.

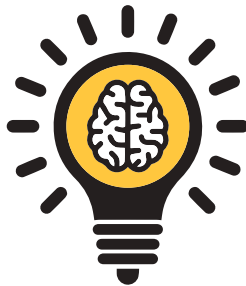
CGC CULTURE

Over the past year, CGC has continued to nurture a vibrant organizational culture that values **learning, innovation, and staff welfare.**

These efforts have significantly enhanced team performance, professional development, and institutional resilience. CGC has embedded a strong culture of continuous learning and professional growth across all departments. Through mentorship, peer learning, on-the-job coaching, and monthly training sessions including collaborations with MSME Garage and external facilitators staff have gained practical tools and strategies to perform effectively in their roles. Knowledge-sharing platforms have strengthened research, innovation, and presentation skills, resulting in greater role clarity, motivation, and excellence in execution leading to improved Staff Retention to 0% staff turnover for the past one 18 weeks. Welfare, and Satisfaction. For the past 18 months' reflection of the organization's commitment to creating a rewarding and supportive work environment.



LEARNING



INNOVATION



STAFF WELFARE

STAFF MOTIVATION



Capacity building game for staff to promote team work and motivation



Staff enjoying their Christmas party and cultural day celebration



GRANTS, PARTNERSHIP & SUSTAINABILITY

As part of its commitment to sustainability, CGC advanced its flagship project the Hayes Vocational Institute with the vision of equipping vulnerable girls and boys with practical skills while contributing to the organization's long-term income generation. To boost financial resilience, CGC expanded its Donation Box Initiative and generated additional revenue through resource center services, collectively raising UGX 8.25 million. Furthermore, the organization secured vital external funding, including a \$45,000 grant from the Girls Opportunity Alliance, aimed at equipping adolescent girls in Luwero and Nakasongola with vocational skills through the establishment of microsites.

UGX 8.25
MILLION
RAISED



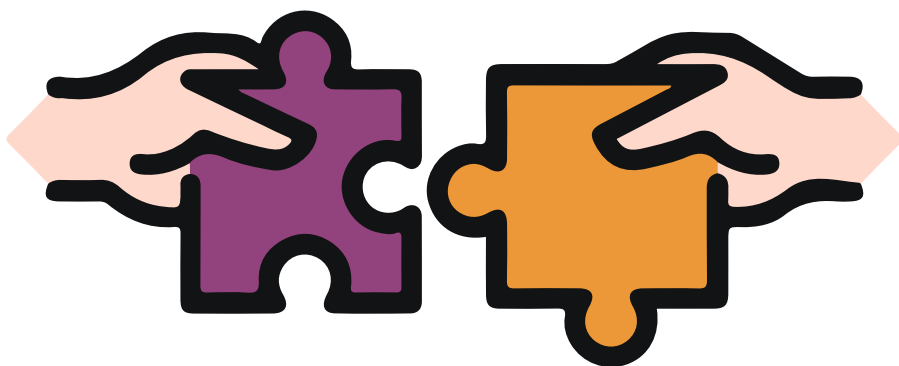
USD 45,000
GRANT
SECURED



PARTNERSHIPS

PARTNER	ENGAGEMENT OBJECTIVE	RESULT OF ENGAGEMENT
Aqua Trust	Collaborate on WASH initiatives, including water source rehabilitation and hygiene education	Rehabilitated boreholes and conducted hygiene sensitization sessions
Girls Opportunity Alliance (GOA)	Provide vocational training through microsites in Luwero and Nakasongola	Secured \$45,000 grant to establish vocational microsites for adolescent girls
Barefoot Law	Fund the Haven Project and provide legal literacy and child rights education	Supported Haven Project implementation; educated girls and families on legal rights, reporting channels, and child protection
UCRNN (Uganda Child Rights NGO Network)	Participate in joint advocacy and capacity-building efforts	Amplified child protection advocacy and shared learning across member organizations
Creative Action Institute (CAI)	Support the Sauti ya Dada project through funding and capacity building	Strengthened leadership, SRHR, and climate advocacy skills of 90 adolescent girls
CRVPF (Child Rights Violations Prevention Fund)	Support impact monitoring of safe space programs	Enhanced impact measurement and documentation of girls' empowerment outcomes
Girls Not Brides	Participate in global campaigns to end child marriage	Increased visibility of CGC's efforts and integration into global advocacy networks
Family TV	Media coverage of CGC activities and awareness campaigns and provided Safe Screen Sensitization to students	Increased public awareness on girls' empowerment and child protection issues, including safe screen usage
Spirit FM	Provide radio slots for SRHR and life skills sensitization	Wider reach of CGC messages, especially among out-of-school youth

PARTNER	ENGAGEMENT OBJECTIVE	RESULT OF ENGAGEMENT
Uganda Education Youth Initiative (UEYI) & Ladies of Purpose	Conduct girl mentorship and leadership development programs	Positive feedback from beneficiaries during mentorship sessions
Pillars in the Palace	Facilitate mentorship programs under the Haven Program	Enhanced mentorship support and personal development for Haven program beneficiaries
Pastors Discipleship Network (PDN)	Provide spiritual nourishment and values-based leadership training for CGC staff	Strengthened staff capacity, spiritual growth, and values-based leadership in program delivery
Local Government (Districts & Sub counties)	Participate in coordination meetings and joint monitoring visits	Improved collaboration in program implementation
Partner Schools	Engage through meetings, training, and mentoring of contact teachers to support sponsored girls' retention	Improved coordination, retention, and follow-up of sponsored girls



STAKEHOLDER & DONOR ENGAGEMENT



*Stakeholders
and Donors'
engagement*

CGC actively engaged over 70 stakeholders through its Annual Stakeholders' Meeting, which provided a platform to review achievements, share best practices, discuss challenges, and identify opportunities for growth. The organization also formed new partnerships with entities such as TPO Uganda, Women, and Aqua

Trust, thereby expanding the reach and impact of its programs. To further strengthen accountability and trust, CGC facilitated donor site visits, allowing donors to witness program outcomes firsthand an approach that reinforced transparency, boosted donor confidence, and secured continued support.

MEASURING EFFECTIVENESS

Through a comprehensive Monitoring, Evaluation, and Learning (MEL) system, CGC significantly enhanced its program effectiveness. By integrating regular beneficiary feedback, CGC refined training materials and improved service delivery to ensure relevance and impact. Continuous field monitoring, quarterly planning sessions, and strategic reviews enabled data-driven decision-making and adaptive programming. Collaboration

with district officials through joint monitoring ensured alignment with national development priorities, particularly in areas such as school retention, safe spaces, and vocational training. The MEL system facilitated informed adjustments to programs, fostering a culture of learning and continuous improvement while enhancing overall program quality.

BEST PRACTICES, CHALLENGES AND RECOMMENDATIONS FOR CGC

PROGRAMS

BEST PRACTICES

Community - Based Vocational Microsites

Offers practical, marketable skills like leatherwork, dairy processing, and tailoring at the community level, fostering self-reliance.

Strategic Partnerships

CGC works in collaboration with local authorities, civil society, and community leaders to strengthen service delivery and promote community ownership. This has enhanced program sustainability, reach, and responsiveness to local needs.



Holistic Empowerment Approach

CGC applies a comprehensive model that integrates education, child protection, WASH, SRH, and economic strengthening. This holistic approach ensures that girls receive all-round support needed to thrive across different stages of their development.

Girl-Led Advocacy Platforms

CGC empowers girls to influence policy and community mindsets through Children's Parliament sessions, community dialogues, and IEC (Information, Education, Communication) materials like murals and talking compounds. These platforms amplify girls' voices in decision-making processes.

KEY CHALLENGES AND RECOMMENDATIONS

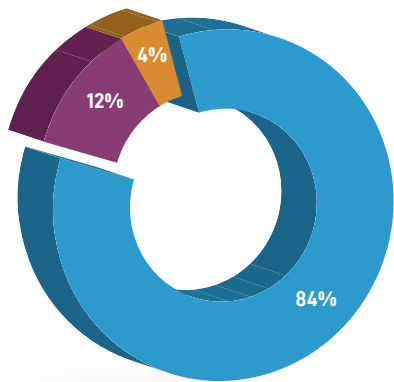
CHALLENGE	RECOMMENDATIONS
Deep-rooted community mindsets and cultural norms	National sensitization campaigns, engagement of religious/cultural leaders, and government-supported Information, Education, and Communication. (IEC)
Limited funding for inclusive (girl & boy) programming	Increase donor investment and mechanisms to integrate boys and young men into gender equity programs.
Weak and under-resourced child protection systems	Government reforms to strengthen systems, increase budget allocations, and improve multi-sectoral coordination.
Inadequate WASH infrastructure in schools and communities	National and district investment in sustainable, girl-friendly sanitation facilities in public spaces.
Education system barriers (poor infrastructure, overcrowding)	Ministry of Education-led policy reforms and partnerships with NGOs to improve infrastructure and overcrowding.
National economic instability and rising cost of living	Government action to stabilize inflation, create jobs, and support small-scale family enterprises.
Short-term donor funding cycles	Long-term funding models through integration of NGO interventions into national budgets.
Climate-related shocks and regional displacement (e.g., floods, droughts, conflict)	Strengthened national disaster preparedness, climate adaptation programs, and cross-border conflict resolution.

FINANCIAL SUMMARY

Our financial health reflects effective resource mobilization and prudent expenditure aligned with programmatic priorities in education, child protection, health, and organizational development.

INCOME BY SOURCES

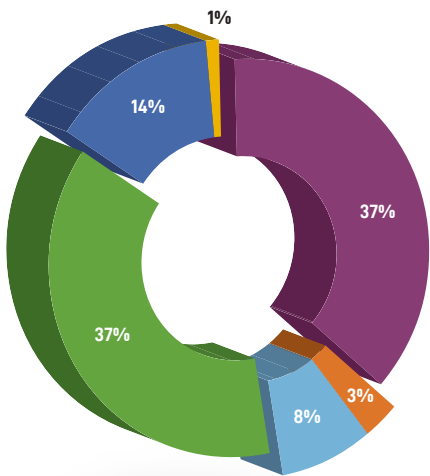
PERCENTAGES OF INCOMES BY SOURCE



- CGC North America
- Girls' Opportunity Alliance
- Other Sources

TOTAL EXPENDITURES

EXPENDITURE OVERVIEW IN PERCENTAGES

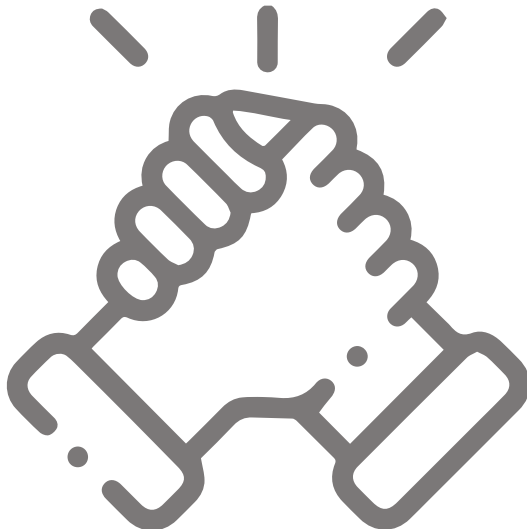


- Girls' Opportunity Alliance
- Project Expenses
- Programming (Education Child Protection, Health and WASH)
- Networking & Advocacy
- Organizational Development

ACKNOWLEDGMENTS PARTNER

We extend our gratitude to our donors, partners, and dedicated staff whose unwavering support has made our 2024 achievements possible. Together, we continue to build an ecosystem of empowerment for vulnerable girls in Uganda.

We thank our valued partners for their crucial support in driving CGC's impactful initiatives. Your dedication has profoundly impacted girls and communities in Kampala's Nakawa Division, as well as Luwero and Nakaseke Districts. We deeply appreciate your ongoing partnership and commitment to our shared mission. Thank you for entrusting us with your resources and knowledge.



INTERNATIONAL DONORS & PARTNERS



DANICA
Foundation

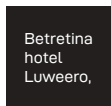


Anne Heorler Nursing Scholarship USA, Natural Evolution Hair Salon Canada,
Hobby CEMM Group, Ambika Chadha

NATIONAL DONOR & PARTNERS



Kiwoko Secondary School and Mazzi S.S.
Ashatu fellowship.



A NOTE FROM THE GOOD WILL AMBASSADOR



Dear Stakeholders,

It is with great joy and gratitude that I share my reflections in this year's annual report. Concern for the Girl Child (CGC) has continued to be a powerful force for transformation, empowering vulnerable girls and advocating for their rights in our communities. The achievements of 2024 are a testament to the resilience of the girls we serve and the unwavering commitment of everyone involved in this mission.

This year, CGC made remarkable strides in its programs—providing education sponsorship, vocational skills training, and mentorship to hundreds of girls. These initiatives not only opened doors to academic success but also equipped girls with practical tools for economic independence. Through our partnerships with schools and community organizations, we have created safe spaces where girls can learn, grow, and thrive. Each intervention has been a lifeline, helping dismantle barriers and foster hope.

The stories of transformation, such as Namwanje Ritah's journey from hardship to becoming a change-maker in her community, inspire us to dream bigger and work harder. Her success reflects the essence of CGC's mission: empowering girls to rise above challenges and create meaningful impact for themselves and others.

As we approach CGC's 25th anniversary in 2025, this milestone reminds us of the importance of sustainability in our work. We remain committed to ensuring that every girl we support has the foundation to thrive beyond our direct interventions. Challenges persist—ranging from limited resources to systemic barriers—but with your support, we will continue to push boundaries and expand opportunities for girls.

I extend my heartfelt appreciation to the board of directors, our staff, volunteers, donors, partners, and the families who trust us with their daughters' futures. Your dedication fuels CGC's vision of a world where every girl is socially, economically, and politically empowered.

Together, let us build on these successes with renewed determination. The next chapter promises even greater impact as we work tirelessly to protect the rights of girls and ensure their voices shape brighter futures.

With gratitude and hope,

Margaret Kasozi
Goodwill Ambassador



Hayes Vocational Institute – CGC's flagship sustainability project, empowering vulnerable girls and boys with practical skills while driving long-term income generation.



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SCAN TO VISIT
OUR WEBSITE

