



**Women In
Technology
Uganda**



2021 Annual Report

A Word From the Executive Director



The last two years 2020 and 2021 have been nothing short of unexpected and uncertain. The last two years have stretched us as WITU, our families, communities, countries and affected us all in very many different ways. In this time of crisis, Our communities were looking for stability, comfort, and reassurance. WITU is committed to staying, refocusing, and embracing change to enable us to continue to serve. We ensured that our people, starting with our staff were safe and healthy, we retained all our staff at full salary, an act that somewhat relieved them of another worry of not having an income since many firms were closing or laying off staff.

The two lockdowns we have had in Uganda, coupled with many other restrictions through curfews, trade limitations, closure of schools tremendously affected the young women and girls we work with. Business recovery has been slow due to limited capital or the inability to qualify for formal loans by the young women. We also focused on providing meals to our communities. One less thing to worry about as we all tried to make ends meet, embrace the new normal and rebuild.

We embraced change but ensured that we remained true to our vision and mission. How we delivered the impact is what changed. As we embraced this change, we have learned a lot of lessons, tried things we thought were impossible and have found greater impact and more sustainable ways of delivering our programs while maintaining a human touch.

In 2020, we quickly pivoted our focus to ensuring the young women and girls had food and basic necessities. We set up cashless transfers and when the lock down eased, we started offering food to those that had lost gainful employment. Many had used their business capital to feed their families and had no starting point. We focused on three things:

- Ensuring our communities had food and basic necessities through cashless transfers and food pantry setup. We provided over 100 families with cash and food to sustain them as they found new ways of earning.
- Business recovery; Ensuring that our members businesses are recovering.
- Supporting the start of new businesses for young women who lost jobs during the pandemic.

In 2021, The focus was the same, help our women partners to rebuild their livelihoods through capacity building in business, finance and entrepreneurship, as well as connections to work opportunities. We also looked at partnerships with local ecosystem builders to scale our impact

People and partnerships are the fuel that continues to build this organization. We were able to reach more girls and women because of this. Our work continues to focus on getting young women and girls from underserved

communities into classrooms, boardrooms, business lists, policy conversations, family decision-making tables.

In 2021, we revisited our strategy and developed a new plan. The new WITU Strategic plan is a result of hard work from the WITU team, External Consultants, board members, and extensive input from the communities we currently serve and some of those we intend to serve over the next 5 years.

This will be our guide over the next 5 years as we scale and replicate our vision across Uganda. We believe and know (because we have tested it) that our interventions create a positive impact in the lives of those we serve. This plan was also specifically designed to support Uganda in its efforts to build resilience and recovery from the COVID 19 pandemic and support it to achieve the sustainable development goals, especially goals 1, 4, 5, and 8. For us to achieve our goals we need to work in a way that is bigger, better, and smarter.

We invite you to come inspire, teach and create with us on this journey of transformation.

Barbara Birungi Mutabazi

Founder & Executive Director





Women in Technology Uganda (WITU) aims at empowering, inspiring, and educating the next generation of Uganda female leaders, businesswomen, and technologists. WITU offers a collaborative environment for training, mentorship, and knowledge sharing in order to drive social and economic development in the country. WITU currently has offices in 2 Ugandan districts of Kampala and Mbarara and virtually operates in 10 districts across the country. WITU offers business, technology, leadership, and skills training education through its Elevate program. WITU's mandate is to support and empower underserved young women and girls by building local capacity through skills development and opportunity development in technology and entrepreneurship.

Our Vision

A zero technological gender gap to improve women lives.

Our Mission

To empower young women to become innovative technologists & entrepreneurs equally influencing Africa's economy. Through a training institute, a women-focused business accelerator, and digital jobs center. Offering tools, resources, and opportunities that allow them to thrive.

Our Objectives



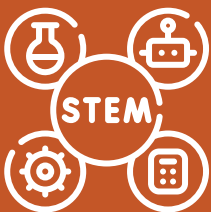
To inspire young girls and women to take on technology-related careers.



To teach and train in relevant leadership, technology, and business education.



To create communities of women leaders, technologists, and businesswomen.



To improve the learning outcomes of girls in schools by introducing them to STEM at an early age.

Operations and Governance

Women in Technology Uganda consider corporate governance to be a structure for sustainable growth by establishing and maintaining an open management structure and continuously increasing the organization's corporate value over the medium- and long term. This is considered in both financial and non-financial aspects to ensure the trust and longstanding support of all stakeholders, including beneficiaries, donors, partners, local communities, employees, and local government. WITU continues to achieve this mission through the provision of support, oversight, and optimal resource allocation to its project.



2021 Year in Review

PROJECT	ACHIEVEMENT (2021)
Elevate	892
Code Girls Secondary	442
Adobe	22
Business Recovery Project	1101
WITI Academy	7
Internship	5
Ishahit/digital job connections	39
COVID Food Relief	100
New Partners	4
Makerspace	30
Events	161

WITU has been able to reach 2803 beneficiaries in 2021.





Women in Technology Uganda concentrated on most of the programs that run throughout the year below.

The Elevate program

(formerly named CLSP)

Elevate is a 10 weeks training program focusing on young women from poor socio-economic backgrounds within Kampala slums trained in 4 cohorts.

The young women are empowered with ICT skills; Microsoft applications (Word, Excel, PowerPoint, and Publisher), and digital marketing skills, life skills; employability skills (CV writing, application writing, and interview skills), building self-esteem and confidence, goal setting and Entrepreneurship skills that handled opportunity identification, how to start and manage a business, marketing, and customer care.

The program also entails hosting networking and mentoring events; Women in business, doctor's visits,

Sexual Reproductive Health talks, and inspirational talks facilitated by partners. In a bid to inspire, train, and mentor young women, The program has been running since 2012 and has impacted over 5000 beneficiaries.

Despite the Covid-19 pandemic, the program was able to reach out to 639 beneficiaries. WITU was able to run an innovative approach of the community champions program where beneficiaries were reached in their communities through this approach, we ably reached 253 young women. After the lockdown, beneficiaries resumed training from the premises and we ran both programs concurrently. Here, we ably reached 431 young women making a total of 684 beneficiaries this year.

Elevate Community Champions (ECC)

Community Champions are elevate alumni who were selected to conduct the elevate program in their communities on behalf of WITU, through the community engagement approach to sustainable livelihoods. This approach recognizes that community champions get to spearhead programs in communities especially in times of need for projects not to come to a standstill. This program was introduced due to the Covid-19 country lockdown when the beneficiaries could not be trained at the WITU premises. 253 young women from Katwe, Kamwokya, Bukoto, Keybando benefited from this program through which they were empowered and received the training they wouldn't have because of the pandemic effects.

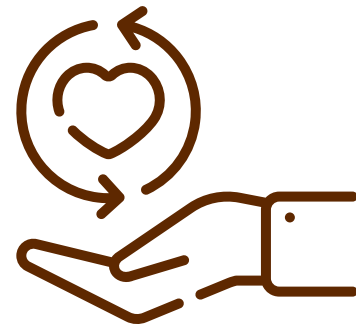


Sandra from Katwe, one of the champions conducting a training.



Covid Relief Fund

The communities in which WITU implements its projects were at risk of facing so many difficulties because of the outbreak of the Covid-19 virus. WITU was aware of these risks that included acute poverty, hunger, and malnourishment of children given the communities they come from. WITU was able to run an emergency program of giving back to the communities by providing food to the beneficiaries and food relief was given out to 100 ladies from different cohorts.



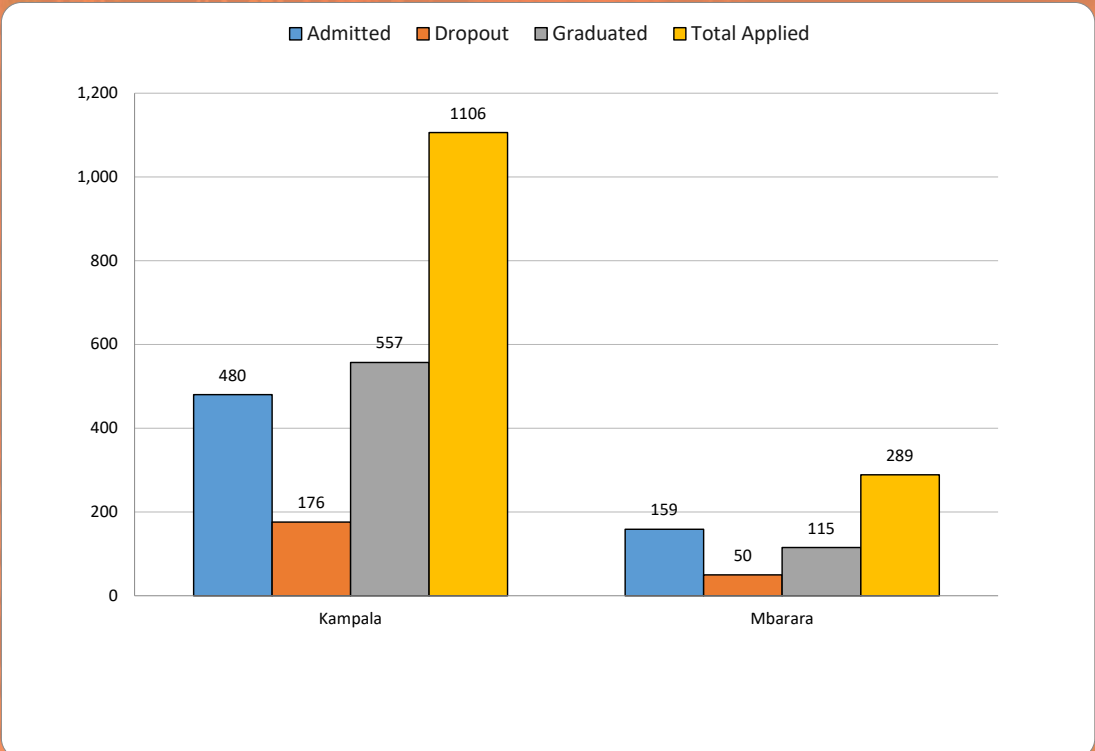


Figure 1: Annual Program Achievement of Women In Technology Uganda, WITU, 2021

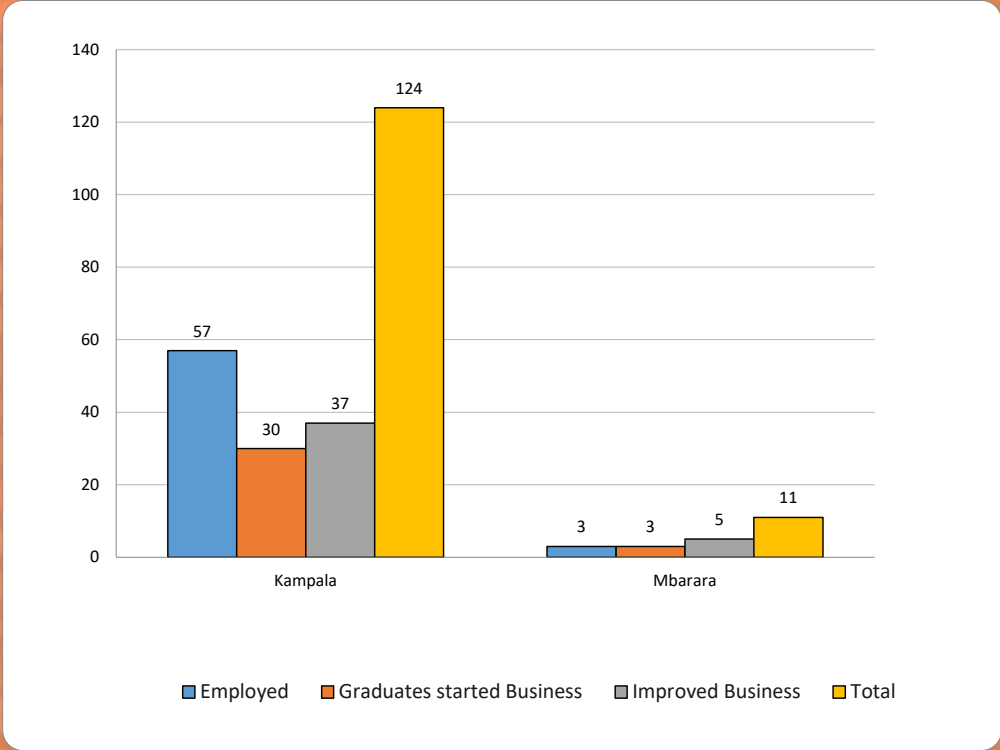


Figure 2: Annual Program Impacts of Women In Technology Uganda, WITU, 2021

Code Girls

Through the creation of clubs in schools and universities, Code Girls works with young girls ages 6-12 for Primary schools (Tech Kids), ages 13-18 for Secondary Schools(Code girls Secondary), and 19-25 for University students(Code girls levelup). The Code Girls movement is aimed at teaching young girls how to be creative, code/program, imagine, build and share exciting applications. These applications include; Mobile, web, desktop applications, robotics, scratch, and App inventor.



Code Girls Secondary School

This program targets girls that are in secondary school from S1 to S6 either taking computers as an optional subject or not. This year WITU operated in 10 schools from 10 districts where the learners were reached through the Kolibri e-learning platform empowering them with the digital literacy curriculum under the Skills For Their Future project. 392 learners were reached before the 2nd lockdown from Kyambogo College, Mariam High, Uganda Martyrs Rubaga, Bishop Kivengere Girls`, Biyaya SS Adjumani, St.Agatha SS, St.Theresa Vocational Girls, Birere SS, and Isingiro SS. The project was launched at Kyambogo college and the launch was graced by Mr. Patrick Muhinda (Assistant commissioner Ministry of Education, Head of ICT, the launch was attended by 35 learners respecting the school's covid restrictions. The project was also able to impact 50 ladies through the freestyle online learning.

WITI Academy

Aimed at providing market demanded digital skills, the academy officially started its operations with 10 ladies applying and 7 were eligible and enrolled in the academy. The academy has been able to work with different partners with the same goal of providing demanded digital skills which include the following:

Cadence: the partnership initiated our first paid internship program preparing young women with skills to support them work remotely. The internship program started with 5 ladies and is expected to scale with the coming years.

YOUNG FEMALE ICT ENGINEERS INTERNSHIP PROGRAM

#FUTURE
OF WORK



Phemia Ampaire
software Engineer
JavaScript, python



Doreen Vivian Nabulo
software Engineer
ReactJs, Python Flask



Olivia Nives Nameere
Web developer
JavaScript, Python



Miriam Nanteza
Software Engineer
Python, JavaScript



Martina Arinda
Android and Web developer
JavaScript, Kotlin, XML

- WITU partnered with Cadence systems to pilot an internship program.
- They experience world class learning , gain hands-on skills, to take up employment as female Developer

Supported by;

cādence

Initiative of;



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Adobe: Working with Team4Tech, we are improving the graphic design skills for the women we serve for them to easily secure employment and start businesses. Adobe has been able to provide 30 license codes for 1 year and training in Premiere Pro, Illustrator, Photoshop, and InDesign among others for a period of 10 weeks. Add Adobe leadership with the link to the website. This year we were able to incorporate a leadership workshop into the graphic design training as a way of empowering the beneficiaries with leadership skills. WITU Leadership workshop site.

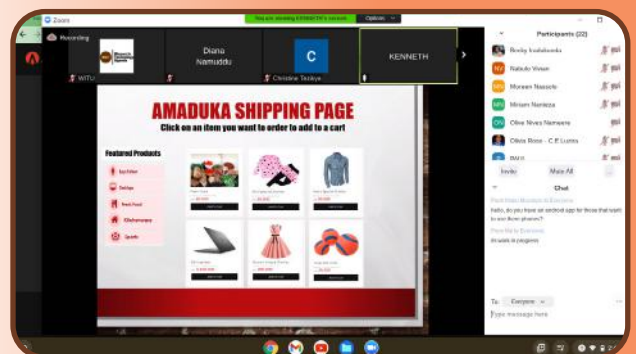


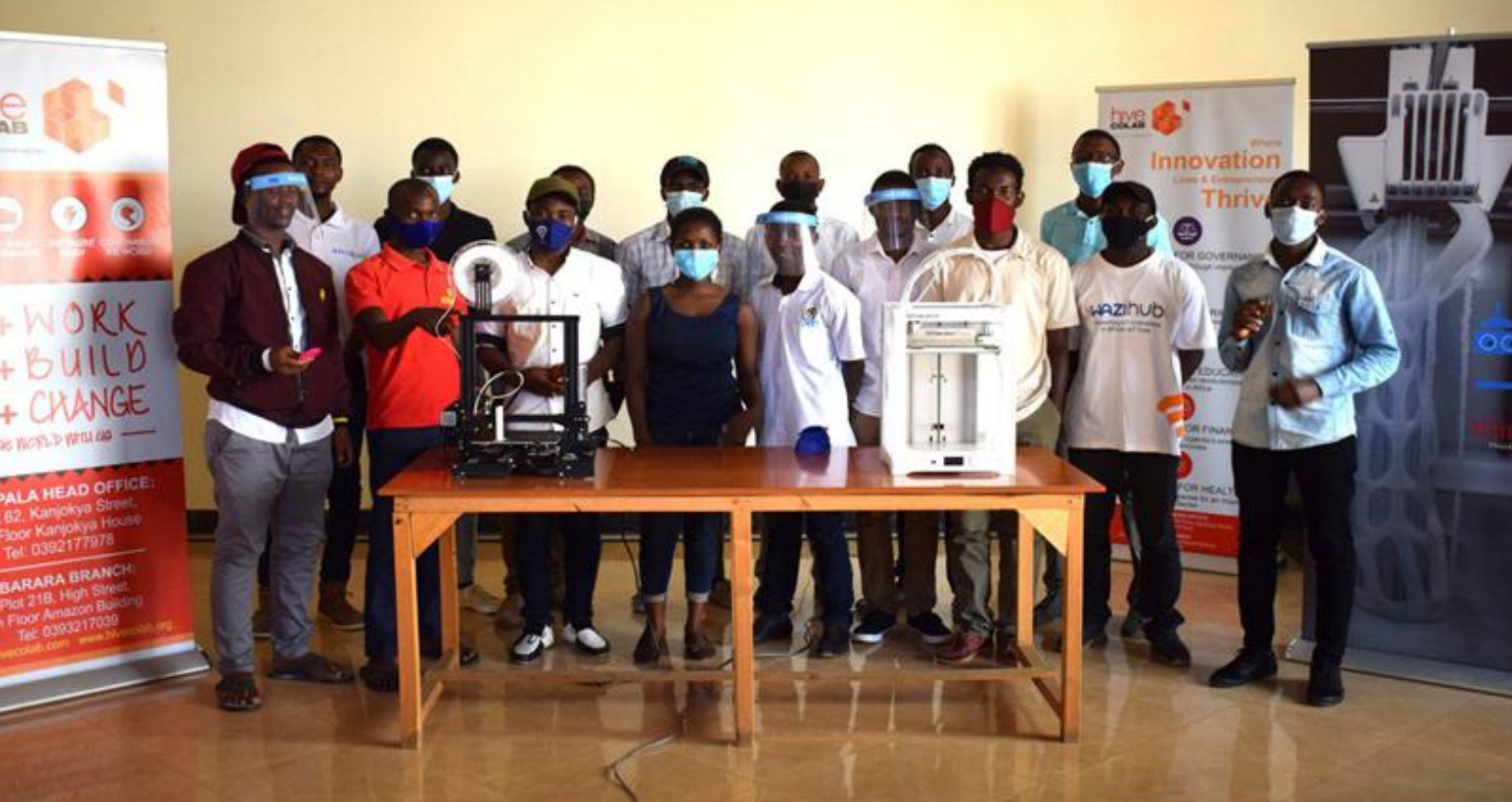
Maker Space: WITU in partnership with Hive colab Mbarara, ThinkLabs, and Mbarara University, a 3D workshop was held to create more awareness on the impact of the 3D printer use on branding and marketing, share various ways on how the 3D printer can work, is used and what it can do. The workshop was attended by 30 people.



Amaduka: An online and offline platform that is a regional one-stop trading hub for women in intra-regional trade development. This platform is a central platform for supporting women entrepreneurs across Uganda. The platform <https://amaduka.com/> enables women entrepreneurs to find out the available markets and prices of products in either country.

The poster features the WITU Women in Technology Uganda and Adobe logos at the top. The main title is "LEADERSHIP WORKSHOP". Below the title, it says "Please join us for a fun and interactive workshop! Together we will develop and advance our leadership skills." A central box contains three icons: a calendar for "December 10, 2021", a location pin for "Virtual / Zoom meeting", and a clock for "4:00 - 6:00 PM LOCAL TIME". Below this are two circular portraits of Krysta Person (Senior Solutions Strategist, Adobe) and Katie Meloche (Senior Solutions Consultant, Adobe). At the bottom, it says "PREVIEW THE WORKSHOP & ACCESS ADDITIONAL RESOURCES" with the URL <https://sites.google.com/view/wituworkshop/home>.





Business Recovery Program

Due to the pandemic, we all suffered the effects of the pandemic where some businesses closed, some business owners used capital to support their homes, and some people were laid off from work. In partnership with The Innovation Village, the Business recovery program (BRP) was birthed with the aim of supporting women businesses and unemployed women recover from the effects of Covid through business skills training and vocational skills training (liquid soap making, jelly making, daddies, knitting) and supporting them reach more customers through our e-commerce site Amaduka with the goal of improving businesses, reopening businesses, and starting new businesses. Different partners have been brought onboard ie Opportunity bank, Uganda Investment Authority among others to avail information on managing finances, the best ways to secure loans to boost their businesses, information on gainful and Opportunistic investment, and how they can grow their businesses. Working in Kampala, Mbarara, and with the support of community-based trainers (CBTs), BRP has so far reached 1101 businesswomen.

Capacity Building Program

At the start of 2021 we kicked off the year with a cross mentorship program led by our own staff, each staff mentoring the team the best skill they possess. We had 7 mentorship sessions throughout the year led by different individuals covering different topics. The topics included; Integrating M&E processes in project activities led by the M&E officer, Questionnaire(s) =Data led by the organization's data analyst, The art of sales and marketing, Cyber security [How safe and protected are you on the internet], How to optimize your profile for better visibility on LinkedIn, Mental health = productivity and Work Ethics (The Do's & Don'ts at a workplace).

CROSS MENTORSHIP

How safe & protected are you on the internet?!

CYBER SECURITY

Lunch & learn with:

Esther Nansubuga

Tech enthusiast & Program Manager



ZOOM:
5th March, 1:15 pm
<http://bit.ly/3a0d43A>





Collaborations



ishahit: A French-based entity that provides online jobs to young women with low or no incomes, especially students and the unemployed. The job offers are based on the call needed as per the skills gap i.e. graphic designers, dermatologists, hairdressers among others. The partnership has benefited 39 ladies to date.



AfriLabs: WITU joined AfriLabs! Afrilabs is the largest network organization supporting Technology Innovation hubs across Africa. The network is building a community around the rapidly emerging technology hubs in Africa that provide support to African entrepreneurs, innovators, developers, and youths. With this collaborations WITU was selected to participate in the AfriLabs Capacity Building Programme (ACBP's) Hubs-In-Residence which took place in Abuja, Nigeria from the 24th to 25th of October, 2021, and also got to be part of the yearly Annual gathering that happens every year bringing different innovators, entrepreneurs within the ecosystem together.



Mkazipreneur: In the last quarter of the year, We partnered with Mkazipreneur under the Business Recovery Program, to organize training that would equip women whose businesses were affected by the pandemic, with the right digital skills and knowledge needed to revamp their businesses.



Startup Uganda: WITU is part of startup Uganda which is an association of innovations and entrepreneurship support organizations working towards strengthening the startup support ecosystem and sector. In 2021. WITU participated in the Kampala Innovation Week (KIW) organized by startup Uganda, WITU was tasked to host an event themed Leavaging Youtube for business growth, the webinar was attended by 60 people



Stanbic Bank: In the bid of empowering more women from underprivileged communities and supporting more businesses, Stanbic bank partnered with WITU to ensure that train, mentor these young entrepreneurs



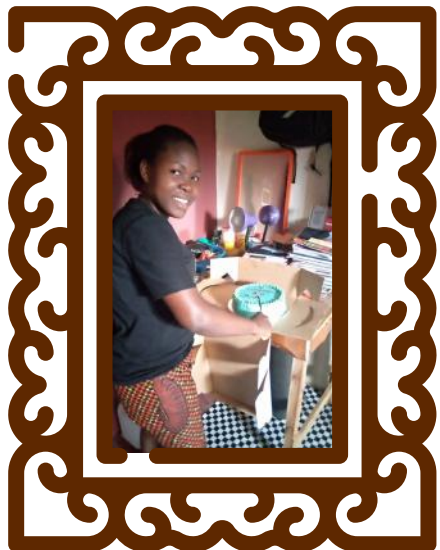
Impact Stories



Glorious Kyarimpa- Adobe / Team4Tech

Well, I can say, Thank you! The training was very good and met most of my expectations. I think all women should benefit from this graphics design program. I have been able to create and edit video ads marketing for my Startup business and my friends now hire me to create beautiful videos for them using my acquired premier pro skills. It has surely been a thrilling experience for me learning Adobe Premiere pro. The training program gave me a great background on most basics about Premier pro, so it's quite easy to incorporate in new tools going forward.

I not only learned Adobe Premiere pro. but I was also given an opportunity to be a program champion teaching the acquired skills to another group of ladies which was an amazing experience. I am forever grateful to WITU and all its mentors.



Nakawuka Sandra - Business Recovery Program (BRP)

Before joining the business recovery program, I didn't have the confidence to speak up about myself or my business so most of the time I would be exploited by the customers due to failure to bargain with them for a fair price. Joining the program taught me assertiveness and good negotiation with a customer and also supported me through the digital marketing class to take my business online. I picked great interest in the program and what WITU does so I volunteered to train young women from my community in Katwe the skills I learned through the Business Recovery program. The program also taught me how to become an innovative entrepreneur, one who is flexible to feedback and customer demands which when implemented in my business increased positive feedback about my products and clientele.



Robinah Ayikoru - WITI Academy

I am a 27 years old from Kyanja who had lost hope of higher education after dropping out of University (1st year) due to tuition problems. 3 years out of school and trying to earn a living from here and there, I came across a WITI poster where I was admitted upon application. My life changed and as of now I am an aspiring software developer after graduation from the Women Institute of Technology and Innovation. The reception and environment at Women in Technology Uganda (WITU) – knowing that every time I come to WITU, I meet my fellow ladies, learn together how to code, and sometimes, discuss life’s lessons that ladies and generally girls face in their quest to take do courses in STEM has also been of great help – to especially overcome my personal fears when it comes to STEM and coding.

I am very grateful to WITI/WITU because if they didn’t enroll me, I would still be figuring out a career path for myself. I would go up and down doing data entry jobs. Now my career path is more clear and straight, I can clearly see where I am heading.



Nakimbugwe Maria - Elevate Kampala

I joined the Elevate program at WITU as a poultry farmer who had just started my business of keeping poultry with 400 chicken, however, the business was not doing well because I lacked financial discipline, I did not know how to manage losses and was used to using the profits without having to save or reinvest into the business and would find it hard to keep records because I had no knowledge of bookkeeping, but through the entrepreneurship classes, I was equipped with financial literacy and bookkeeping skills, I no longer misuses the finances because I learned that business money is not actually my money, but it is for the business, I am also aware of how much profit I get and I know how to handle losses, I used to eat the eggs laid by the chicken but now after every two days I sell eggs for up to 8000, and I managed to add more 200 chicken making it 600 chicken in total, I have also built a bigger and well-aerated poultry house for my poultry. I am very grateful for all the support I got from WITU with this support, I am aiming at having 2000 chickens by the end of 2022.

Organizational Institutional Funders



Partners



Contact Us

Bukoto Street Plot 19
Kamwokya Kampala Uganda
Box No 35364
+392177980

info@witug.org | www.witug.org

Donate to WITU

Calling

+392177980

Mail

35364
Bukoto Street Plot 19
Kamwokya Kampala Uganda



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