



**Women In  
Technology  
Uganda**

# 2020

# Annual Report

Women in Technology **UGANDA**





**A YEAR OF GREAT  
SUCCESSIONS IN A  
TIME OF GREAT  
CHALLENGE**

## Word From the Executive Director

2020 has been a year like we have never seen before. In late 2019, the whole team sat down to celebrate our achievements for the year, having created positive impact towards economic empowerment for 1992 young women and girls and co-create the 2020 programs and plans. In the first quarter we had barely started achieving some targets when the COVID19 Pandemic hit. Uganda went into a total lock down for two months. Our primary partners, the young women are majorly in the informal sector, running their own small businesses or had found employment with micro and small enterprises.

Unfortunately when we shut down the whole country, it meant that they could no longer earn to feed their families. The immediate impact of this was extreme poverty and hunger. We had to step in and help. 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.



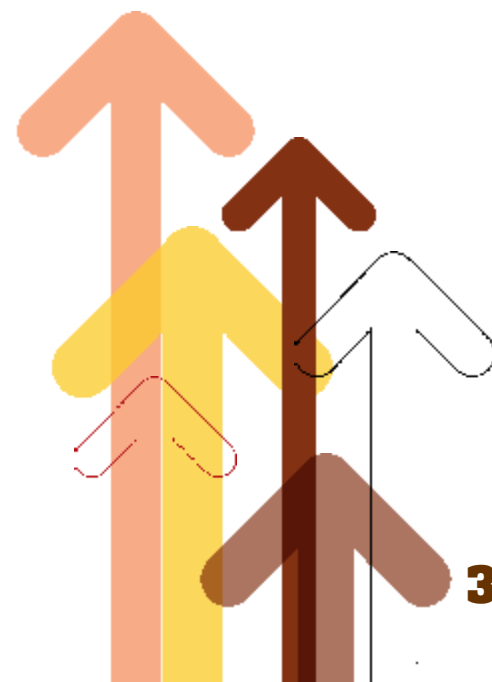
**Basic  
Needs**



**Business  
Recovery**



**Start-up  
Support**





CODE  
RED

**OUR VISION IS A ZERO  
TECHNOLOGICAL  
GENEDER GAP, TO  
IMPROVE THE  
LIVES OF UGANDAN  
WOMEN.**

mark

We partnered with local and international organizations to reach young women and girls across Uganda. We supported young girls to learn during the lockdown using remote digital tools that connected learners to teachers where there was no access to the internet. We offered entrepreneurship and business skilling using digital platforms like whatsapp, facebook, zoom as well as group phone calls.

We introduce new delivery mechanisms by selling our curriculum to other entrepreneurship support organizations and using our alumni as peer educators.

In 2021, we look at supporting our women partners to rebuild their livelihoods through capacity building in business, finance and entrepreneurship. We are looking at partnerships with local ecosystem builders to scale our impact

People and partnerships are the fuel that continues to build this organization. We are able to reach more girls and women because of this.

As we look at 2021, we are grateful and hopeful. We have seen and believe that women and girls hold the key to solving the puzzle of the SDGS. They need to be in each conversation, on every table, in classrooms, in boardrooms, in parliaments. The world cannot afford to keep women out, the impact of that has already been felt far and wide. We cannot afford to leave any woman or girl behind and it is everyone's responsibility to see that everyone is moving forward.

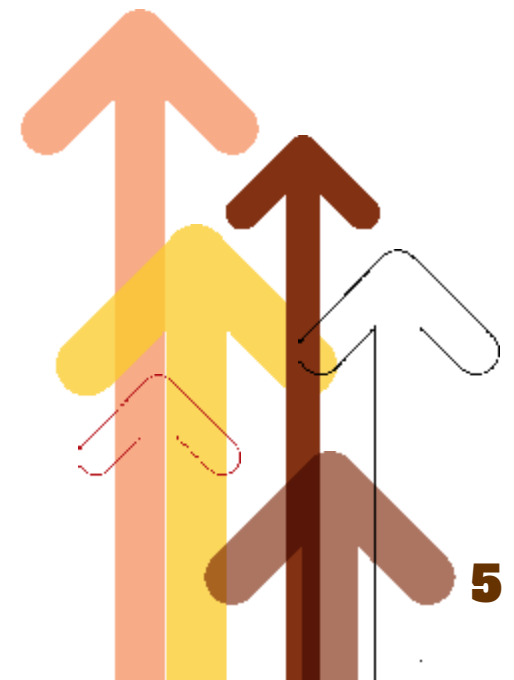
**Our work continues to focus on putting young women and girls from under-served communities, into classrooms, boardrooms, business lists, policy conversations, and family decision making tables.**

Women in Technology **UGANDA**

## **BACKGROUND**

Women in Technology Uganda (**WITU**) aims at empowering, inspiring, and educating the next generation of Uganda female leaders, business women, 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.

To achieve its mission **WITU** creates programs and projects that answer the needs identified in the communities in which it operates.





**BUSINESS  
DEVELOPMENT  
SERVICES THAT  
HELP FEMALE  
ENTREPRENEURS  
ELEVATE, STRATEGIZE,  
AND PREPARE FOR  
FUNDING.**

# The Programs

**VISION: A zero technological gender gap to improve womens' lives in Uganda**

**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.

## Operations and governance

Women in Technology Uganda considers 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.



## OBJECTIVES

- 1** To inspire young girls and women to take on technology-related careers.
- 2** To teach and train in relevant leadership, technology, and business education.
- 3** To create communities of women leaders, technologists, and businesswomen
- 4** To improve the learning outcomes of girls in schools by introducing them to STEM at an early age.



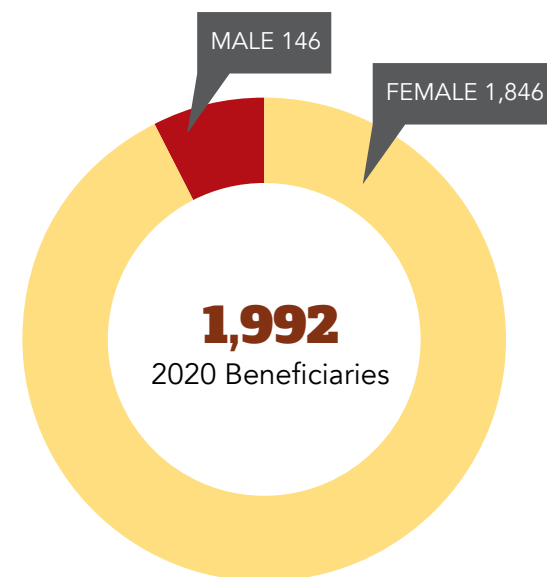


**TECHNOLOGY IS NOT  
ONLY REVOLUTIONIZING  
THE WAY WE WORK BUT  
ALSO THE WAY WE LIVE.**

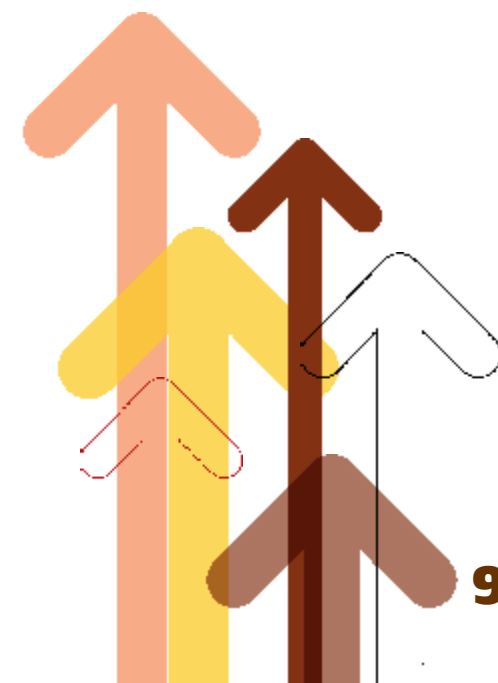
# 2020 In Review

## SUMMARY

PROJECT	ACHIEVEMENT (2020)
Elevate	389
Tech kids	80
Code Girls Secondary	83
Maker space	547
WITU Hub ( Accelerator )	1 Cohort
Events	228
Walk-in visitors	15
Education fund	344. (198 female, 146 male)
WITI Academy	56
IIDEA program	257



WITU has been able to reach 1992 beneficiaries in 2020. Of these, 146 were male.





**WOMEN IN TECHNOLOGY  
UGANDA: PROVIDING  
WOMEN WITH  
TOOLS, SKILL, AND  
OPPORTUNITY.**

## Our Concentration

### The Elevate program (formerly named CLSP)

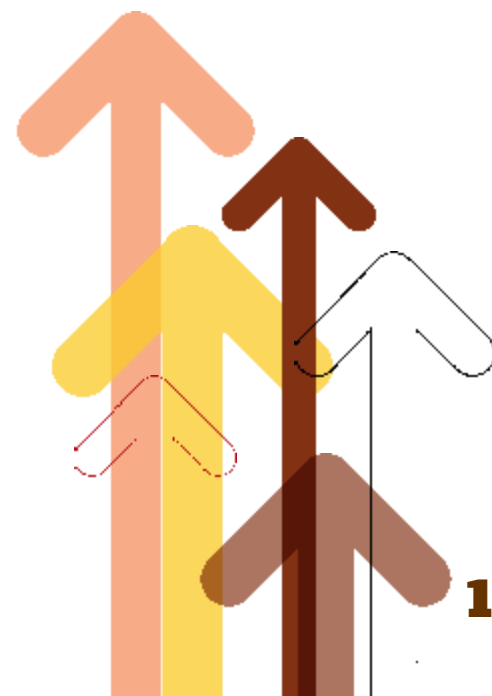
Elevate is a 3 months training program focusing on young women from poor socio-economic backgrounds within Kampala slums trained in 4 cohorts. The young women are empowered with ICT skills; Microsoft applications (word, excel, PowerPoint and publisher), and digital marketing skills.

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. This year was full of challenges especially stemming from the noble Covid-19 pandemic, however that did not stop us from impacting our 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 65 young women. After the lockdown, beneficiaries resumed training from the premises and we run both programs concurrently. Here, we ably reached 254 young women making a total of 319 beneficiaries reached this year.

**Upper right pictures community beneficiaries being trained by Chanwa Collet a community champion from Naguru slums**





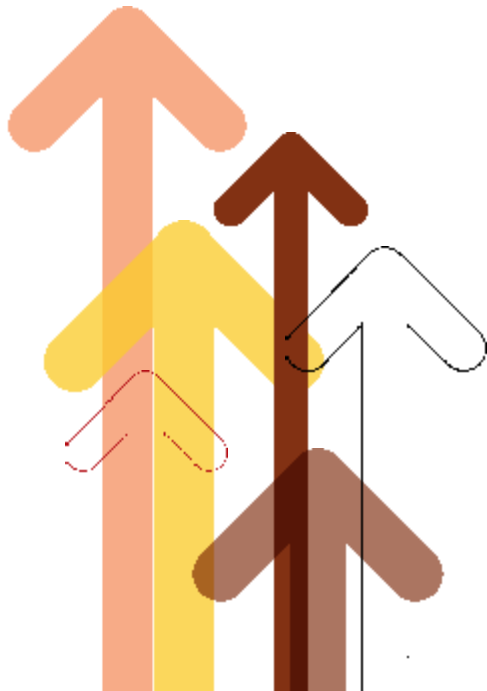
### **Elevate community champions (ECC)**

This year **WITU** made an innovation by introducing the elevate community champion program. Community Champions are elevate alumnus 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. More than 120 young women benefited from this program through which they were empowered and received the training they wouldn't have because of the pandemic effects.

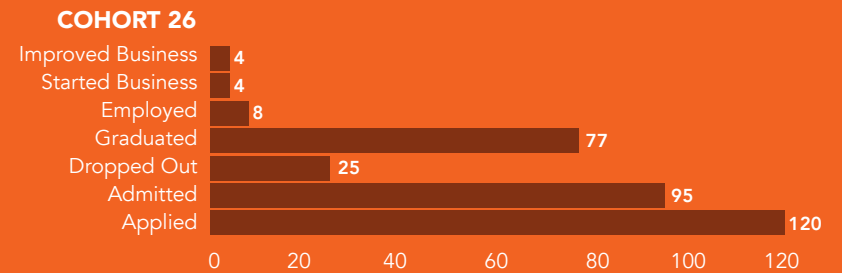
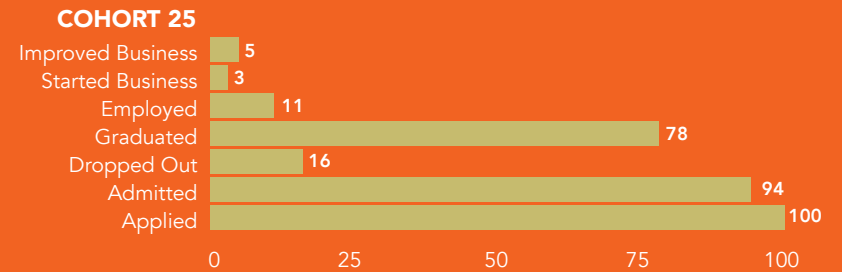
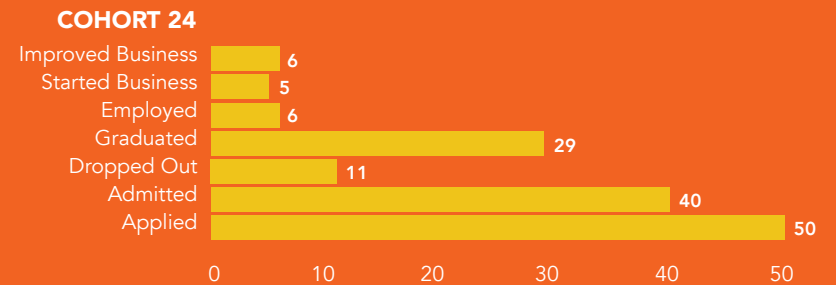
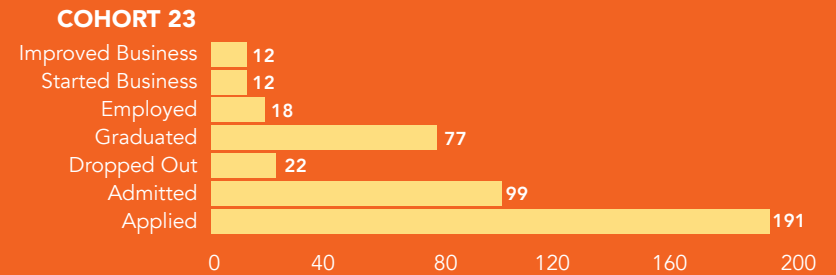
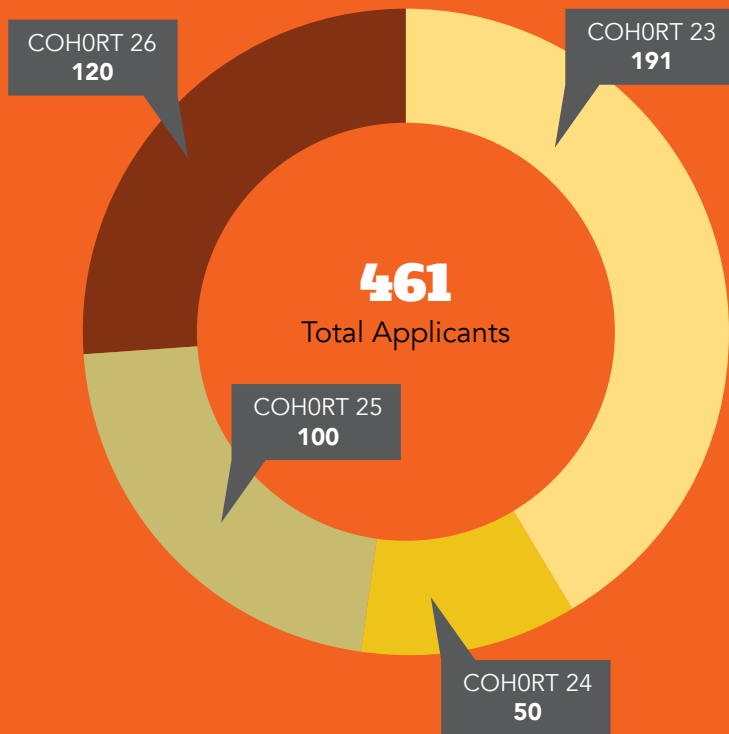
### **WITU Covid Relief fund**

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 that affected nearly the whole world. **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 cash handouts. This enabled them to get back on their feet and ably make it through the lockdown. **WITU Covid Relief Fund**. Later in July and November, **WITU** gave out food support to the **WITU** alumni and the ongoing cohort we work with.

**Pictured upper left, food relief to some of our beneficiaries.**



# OVERVIEW OF PERFORMANCE FOR THE ELEVATE PROGRAM (FORMERLY CLSP) 2020





**TECH KIDS K-6 PROGRAM  
PARTICIPANTS LEARNING  
ABOUT BASIC COMPUTER  
SKILLS.**

## **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. Through the creation of code clubs in schools, this program is conducted throughout the year in three phases in the different school terms. These young ladies are introduced to basic programming with the use of scratch programming to bring out their creativity and also to program in a fun way. Prior to the introduction to scratch, these girls are taken through computer basics training. In term 2, the participants are usually introduced to app inventors which gives them a chance and the ability to take part in global challenges like the technovation. 83 students were reached in 2020 from Mariam High and Kololo SSS.

## **TECH KIDS**

Working with KCCA primary school, the program reached 80 learners Under this section, primary school going girls of ages 6-13 are trained in basic computer schools, working with school teachers to implement computer clubs in these schools and implement a 50/50 policy for computer usage so that girls are not left behind.The kids are engaged in a creative process of visualization where they are prompted to come up with stories on a paper, whiteboard, and verbally that they then transform using Scratch. We also use tools like Typing Master to help the children increase their speed of typing while making them familiar with the computer environment. We use Scratch to introduce them to coding at an early age in a fun and engaging way. Working with the less privileged schools.



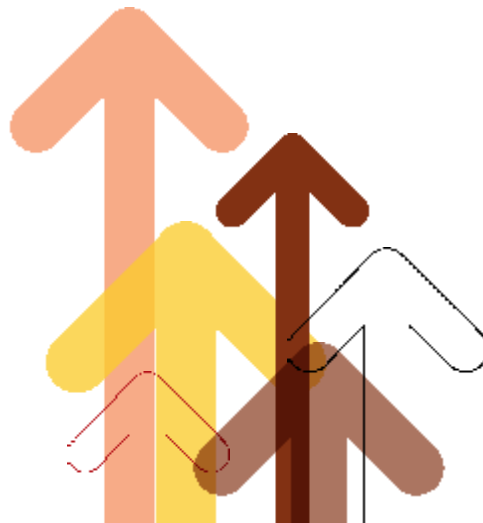


### Education fund

COVID-19 pandemic that was wide-spreading, many schools came to a closure and this saw many learners stuck at home as a mandatory form of the presidential directives with little or no hope to get back to school. These hurdles gave birth to the Education Fund” project with support from Their World, **WITU** executed a 6-month project that had its main intention was to continue supporting rural learners by providing them with learning materials to aid them to continue learning. **WITU** produced content in simple self-taught modules and distributed it from house to house.

Under this project, 1,205 copies of materials for four subjects i.e Maths, science, SST, and English were printed and distributed for primary 5,6 & 7 delivered to the partnering schools. This project reached 344 pupils, 148 were female and 146 male from Rwanyabuhuka Primary School, Ryabatenga Primary School, Irimya, Rwembogo II Primary School, Kafunjo Primary School, Bwahwa II Primary School. Ryabiju Primary School, Rugarama IV Primary School, Keihangara Primary School and Bihanga Army Primary School, The project also in the short run increased its outreach to the school dropouts where 100 young women were reached with basic computer skills and skills in business.

**Pictured to the left are some of the students that were reached with the program.**



## CODE GIRLS LEVEL UP

The program aims at equipping young women with industry-relevant tech and employability skills to prepare them and be able to qualify for the available job market in Uganda. Code girl's level up also aims at increasing the number of young women entering the tech industry after graduation from higher education institutions. Training in python programming is prioritized here as it is one of the high-level programming languages for general-purpose programming. Software development is a dynamic field and job needs are constantly shifting, so it is key to keep an eye on future trends and technologies that could aid the process.

In 2020, **WITU** held an online WETECH event themed Building Networks of Women In Tech aimed at creating awareness for Tech Job Opportunities for university ladies, finding inspiration from and for the ladies to go a step higher in their workplaces and bringing ladies pursuing careers in IT together. The zoom event was attended by 93 ladies

## WITI ACADEMY

Aimed at providing market demanded digital skills including data science, design skills, programming, and others by training brilliant but disadvantaged students who would otherwise not continue with education if **WITU** did not offer them this education. The program picks the brightest students who have no plans of continuing with higher education due to poverty and trains them to become computer scientists, therefore increasing the number of women in STEM in Uganda. The **WITU** coding Institute enrolled 56 ladies for the different programs that are Web development class enrolled 15 ladies, Data science class and python programming class enrolled 15 students and the Adobe designing class enrolled 26 students who got skills in designing using Adobe products like Illustrator, Photoshop, InDesign and PremierPro. All these sessions were held online using zoom

**MAKER SPACE:** A five-year project that is implemented by Women in Technology Uganda with support from Team4Tech and Cadence. The space helps to offer a collaborative environment for training, mentorship, and



*Info sessions on zoom and Facebook live*



*Certificate awarding for the ladies that took part of the Adobe program*



### Beneficiaries receiving training in micro bits

knowledge sharing in order to drive social and economic development in the country. The goal of the maker space is to empower young women through the provision of an open community makerspace where young women and girls, youths innovate, support collaborative learning, co-creation, and build solutions for their communities. This year a total of 547 beneficiaries were reached with this program as shown in the table displayed

#### Program Outputs

**IIDEA:** 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 and Kenya to ably trade without having to go through the trouble of traveling. The platform <https://amaduka.com/> enables women entrepreneurs to find out the available markets and prices of products in either country. To date, the platform has already signed up 257 women who have been able to upload their products ready for selling. The site has sold goods worth 250,000. Additionally, info sessions were held to bring light to the platform and make it known to women entrepreneurs and training on digital marketing, financial literacy, business skills among others. Here, We were able to engage over 50 participants in the online info sessions which were a zoom call and a Facebook live session for 2 hours which attracted over 70 viewers.

PROJECT OUTPUTS AND INDICATORS		October - March	April - October	2020
Key performance indicator	Project Targets	Achievements Period 1	Achievements Period 2	Totals
CLSP students introduced to makerspace technologies	100	62	47	<b>109</b>
Students (secondary schools) hosted at makerspace for computer lessons	50	38	0	<b>38</b>
Young women trained in entrepreneurship and business in tech	100	71	34	<b>105</b>
Young people engaged in a hackathon	150	101	0	<b>101</b>
Beneficiaries engaged in the business clinic	65	61	23	<b>101</b>
Beneficiaries trained in 3D printing	50	51	5	<b>56</b>
Beneficiaries trained in micro bits	50	32	11	<b>43</b>
	<b>565</b>	<b>416</b>	<b>115</b>	<b>547</b>

**WITU HUB:** A women founders development hub that catalyses women-run startups and offers invaluable guidance through leadership training, business development, technical advice, consulting, mentoring, network connections, access to markets and investors. **WITU HUB** runs a 12 week accelerator program and incubation of women who want to be leaders and powerful entrepreneurs with successful businesses within Africa. The hub offers business development services, co-working space, high Internet speeds, work address and meeting rooms by setting up an a women's investment fund to support viable, impact oriented women owned businesses across Africa. In 2018, the Hub has able to incubate worked on 7 women projects aimed at training the selected women in Business management and growth with digital skills that can help them market their businesses. The hub was able to host both physical and online events were the events which include the following:

### **Women in Business Breakfast Event**

In commemoration of the 2020 international women's day, **WITU** organized Women in business breakfast event whose primary aim was to provide a platform for engaging with women in business; the topics discussed ranged from issues affecting women entrepreneurs and their propelling solutions, starting a business from your passion, life post-employment, market opportunities for SMEs and Online customer satisfaction. This event targeted 65 women in business and business enthusiasts.

### **The women entrepreneurs who attended the event and the guest speakers**



**This program has assisted me in my personal development.**



Angel (above) with her branded soap through the help of the ICT publisher class.

**Mary is grateful to ever meet WITU in her course of life.**



### **Cases Study 1**

#### **Angel Muhoozi, age 19**

*"Before the Elevate program, I was in my form 6 vacation, and like any young person in their vacation concentrating on things that just take time. For example, my focus was on getting a phone and keep being updated about what was happening around basically focusing my energy on things that are less productive. And before the program, I was computer illiterate. After the program, I am currently working at Izere Education, and I would credit **WITU** for strengthening my communication skills that have been a core in my current occupation.*

*In addition to that, I have managed to start up my own amazing business of liquid soap called SAFE LIQUID SOAP. I have always wanted to do my business but WITU gave me a push to do it. It is one thing to want to have a business and it's another thing doing business. This amazing washing and cleaning soap are safe and quality for everyone to use. I personally have aimed business skills that are helping me run this business with my partner. Besides that, I am always identifying business ideas.*

*Lastly, this program has assisted me in my personal development, in terms of stress and anger management, and much more."*

### **Cases Study 2**

#### **Mary Kampire, age 24**

I came to **WITU** with some knowledge of ICT but mostly only basics. At **WITU** I was exposed to a more practical version of ICT for example we wrote letters, made data in excel sheets, used the internet and social media. I've given those as examples because I use those mostly in my daily life. I drafted an application letter and a CV from the knowledge I acquired and I got a job and while I work we use Excel for reports. I easily use it because we were taught how to operate with it, as for the internet I am required to send those reports through e-mail. I can use most of the tools with ease. That's all thanks to **WITU**.

### Cases Study 3

#### Alli Faiza

I am a Makerere University student pursuing a bachelor's degree in Development Economics. I also volunteer with MasterCard Foundation alumni at Brac Uganda as the talent and skills minister. I joined WITI to do the web development course because I have always had a passion for web development but unfortunately I was limited by resources and here WITI comes to offer it for free, thank you to WITI. During the course of the study, I must confess I had the best times in this lockdown. It has kept me busy, added a skill to me where I was able to learn different coding languages such as HTML, CSS, PHP, J's, using WordPress, bootstrap, web hosting to mention but a few. From the skills I got, I secured a job with BillBrian Technologies Bukoto as website maintenance and website updating.

### Cases Study 4

#### Ruth Andinda

I Am a student at Makerere University pursuing a bachelors in Information systems and Technology, I joined WITI to get some usable IT or coding skills. The IT field has been my field of interest ever since. Although university teaching barely incurs the real usable skills, WITI has done it for me because I have been able to apply the skills and do websites(<https://github.com/oasis-code/abilityyouthinitiativeproject>) by myself, well, this sounds interesting. Thanks, WITI.

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**IIDEA Program:** An online and offline platform that is meant to be a regional one-stop trading hub for women in intra-regional trade development. This platform intends to be a central platform for supporting women entrepreneurs across Uganda and Kenya to ably trade without having to go through the trouble of traveling. The platform enables women entrepreneurs to find out the available markets and prices of products in either country.



**I am grateful for WITU and WITI team because I have an account on the GitHub now.**

*FAIZA (above) in her office at Bill Brain from the extra skill she earned from WITI*



**I thank the team at WITU for equipping me with these skills and at no cost.**



EMERGENCY  
EXIT

WitU  
RUN

Women In  
Technology  
Uganda

Maker Space | Coding Academy

**OUR FUNDERS HELPED  
CREATE POSITIVE IMPACT  
TOWARDS ECONOMIC  
EMPOWERMENT FOR 1992  
YOUNG WOMEN AND GIRLS  
IN UGANDA.**

# Organizational Institutional Funders



Women in Technology **UGANDA**

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