



# Women In Technology Uganda

## 2019 ANNUAL REPORT





## WORD FROM THE EXECUTIVE DIRECTOR

When I started WITU 5 years ago, In our first year we reached 7 young women from underserved communities. It was the effort of one person with 2 borrowed laptops, and the results were evident, one does not need a formal degree to get into gainful employment. Also, technology is an enabler that can provide you with skills and solutions that will lead to immediate change that improves lives. I was inspired and continue to be inspired by the rapid change I saw in these 7 young women in relation to them changing their attitudes towards life and work, the jobs they got simply because they now had the required skills. I saw a school dropout get a job over those with degrees because she possessed the required computer skills. I saw another use her new skills to build a small business that sustains her till today. We barely had any systems in place and did not know what we needed to build a sustainable space for young women and girls to find solace and learn life long skills, but the impact is still evident.

Today, we are a team of 12 including staff and volunteers, reaching over 3850 young women and girls a year. We have learned and implemented the required systems for us to build and run a strong and up to standard cost-effective and efficient organization whose existence is no longer dependent on the founder. 2019 was a year of growth for me, the team and the organization. Our strategic plan was implemented, we put in place systems, we trained our staff, we listened and learned from our young women and girls so that we serve their needs and achieve the impact we desire to see.

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 2019, 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 getting young women and girls from underserved communities into classrooms, boardrooms, business lists, policy conversations, family decision making tables.

# EXECUTIVE SUMMARY

## BACKGROUND

WITU's action programs use the systematic change building model. WITU offers training in the different projects it runs concurrently which are career leadership and support program (CLSP), CODE girls (primary, secondary, and level-up). The training offered ranges from digital skills training, entrepreneurship, leadership, and life skills training which are designed to improve and promote positive attitudes, beliefs, and behavior change among young women. WITU continues to empower young women in business and employability skills or to skill them in starting a business or better still to improve a business. We believe that successful training and supporting a young woman means investing in the structures that support her, that is the family and community. With the training, we empower the young woman to become an economically independent leader in her community.

Additionally, WITU has been implementing a project called WITU Hub, this is a women founder's growth space providing coworking creative office space, Incubation and Acceleration and Finance unlock. It aims to enable the creation of open hubs throughout Africa where IoT technologies solutions can then be adapted to match the local services.

The launch of the maker space this year cannot go without being mentioned.

Women In Technology's main goal is to close the technological gender gap to zero. To achieve this goal, WITU focuses on four specific objectives:

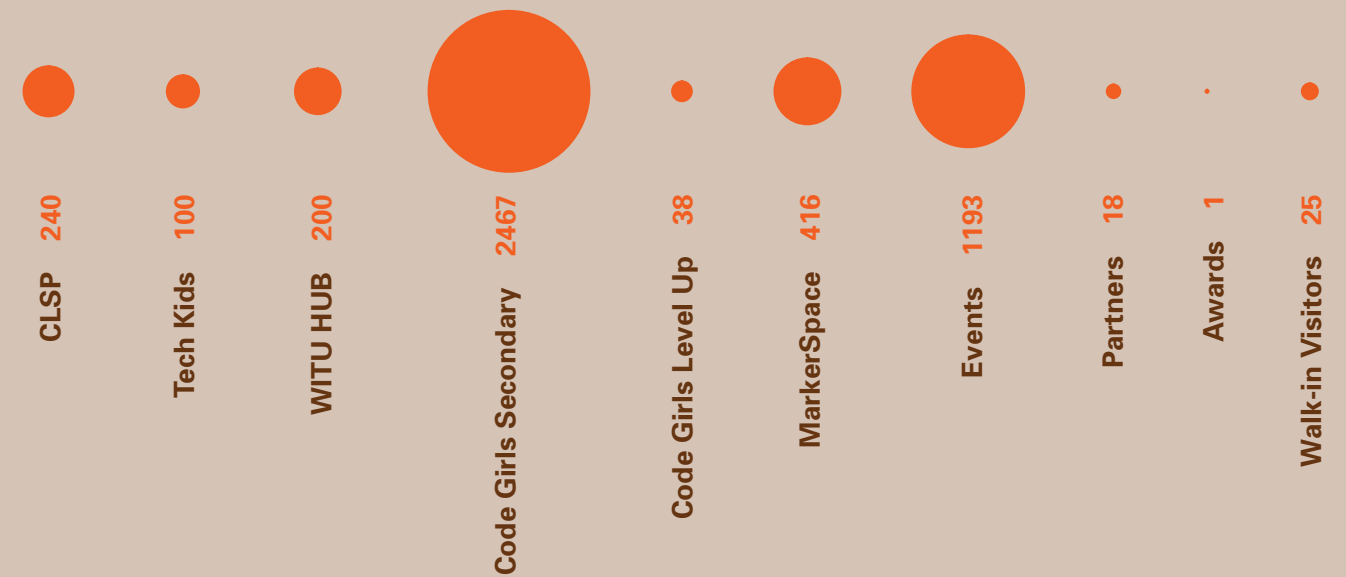
## Objectives

- **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 learning outcomes of girls in schools by introducing them to STEM at an early age.**

## 2019 IN REVIEW

WITU has been able to reach 4654 young women and girls in 2019

Results from the different programs



## CAREER LEADERSHIP LIFE SKILLS PROGRAM

WITU has continued to inspire, train and mentor young women through the Career Leadership and support program (CLSP), a 3 months training program focusing on young women from poor socio-economic backgrounds within Kampala trained in 4 cohorts. The young women were empowered with ICT skills; Microsoft applications (word, excel, PowerPoint and publisher), web technology 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 Talk, and inspirational talks facilitated by partners from Kampala Capital City Authority(KCCA), Crystal minds, Uganda Revenue Authority (URA), Reproductive Health Uganda (RHU). With the support of partners like local community leaders, religious leaders (Churches and mosques), WITU alumni, former aspiring women counselor Bukoto Ms. Ruth Ann Kiiza, Kamwokya local council leaders have been of great support in getting the girls enrolled in the CLSP program.



**Today, we are a team of 12 including staff and volunteers, reaching over 3850 young women and girls a year.**

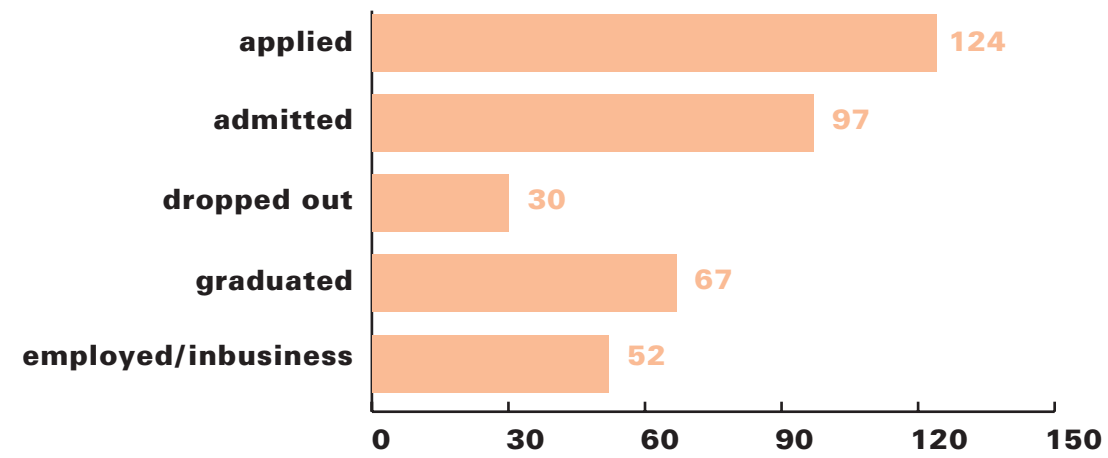
CERTIFICATE of COMPLETION  
THIS ACKNOWLEDGES THAT  
**Nambi Mariam**  
HAS SUCCESSFULLY COMPLETED THE CAREER, LEADERSHIP AND LIFESKILLS PROGRAM.  
During grading was achieved:  
Life Skills: Distinction  
Leadership: Distinction  
April to 27th June 2019  
HEAD OF OPERATIONS  
Women in Technology Uganda

# CLSP at a Glance

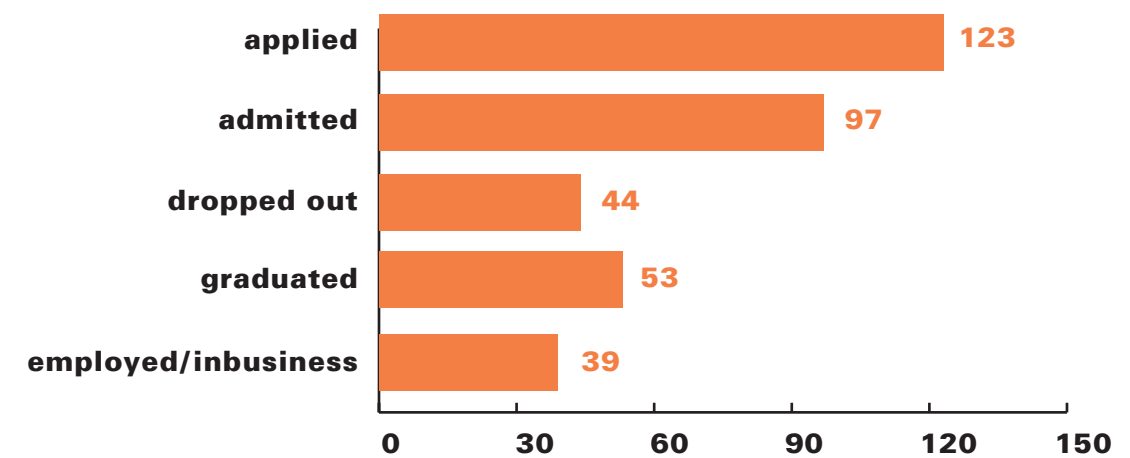
In 2019 a total of 574 young women were enrolled, 240 young women successfully graduated, 69 young women started businesses and 55 young women improved their businesses, 90 young women got employed and 26 young women have scaleable ideas yet to be implemented.

The young women were enrolled from all the 5 divisions of Kampala the villages of Naguru Bwaise, Kawempe, Kalerwe, wandegeya, Mulago, Kisaasi Kikaaya and Kyebando, Mengo, Nsangi, Busega, Naguru, Ntinda, Bukoto, Luzira, Mbuya, Kitintale, Mutungo, Kyanja, Kireka, and Kiwatule, Makindye village in Makindye and Wakiso district from the villages of Kiira, Kireka, Kyaliwajjala, Naalya, Gayaza, and Wampewo.

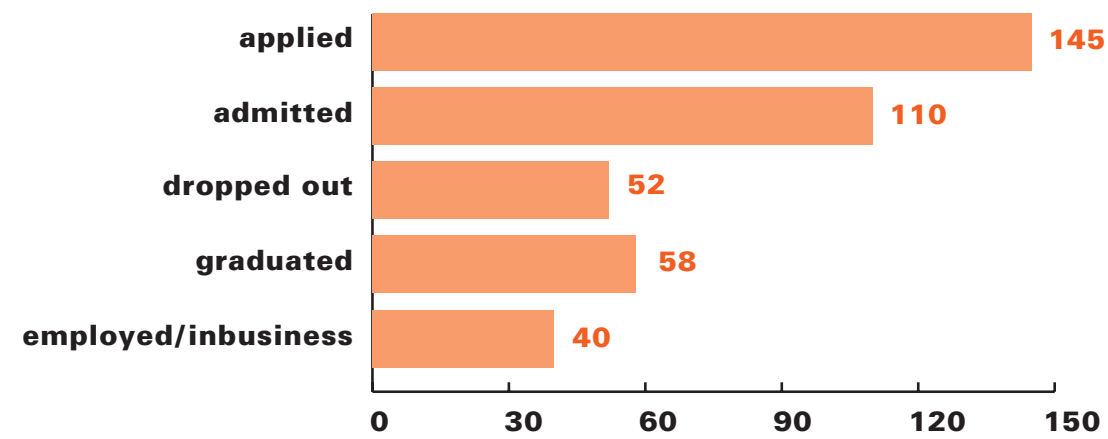
first cohort



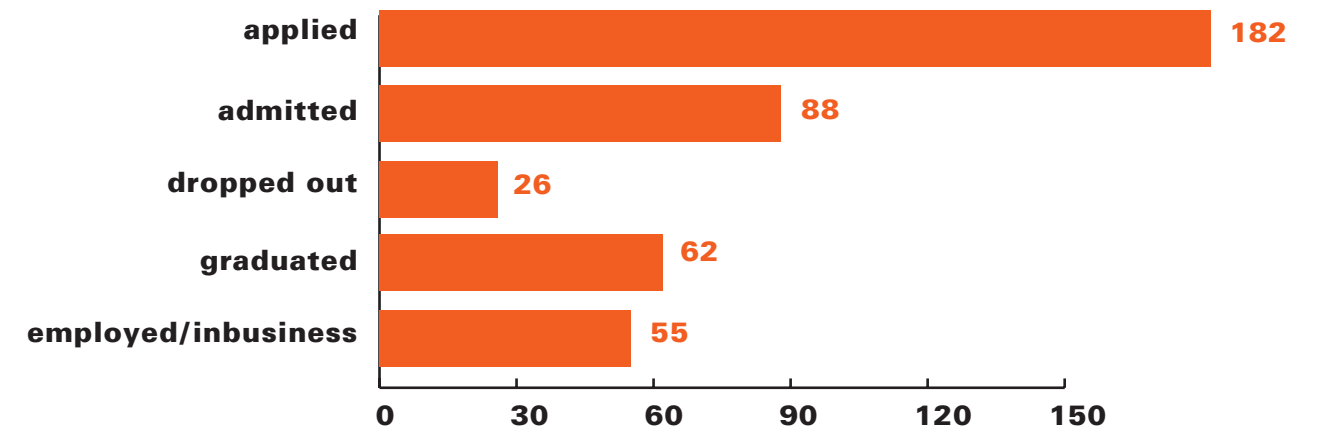
third cohort



second cohort



fourth cohort



## ALUM MILLY:

*alumni of the program stands out as a community model in her home suburb Naguru. Alum joined the program with little or no knowledge at all on computer skills, bookkeeping in a business. Although she was running a small business at home, she felt like she needed more knowledge on how to run a business. During the business idea identification class at WITU she identified a daycare as a business. Despite the ups and downs of resource searching, she was able to rent a place to start a daycare. This was the start of the change in her life. However, she stands out as a village model and ambassador because apart from the fact that she was able to employ other young women to work at the kindergarten, she was able to ease the burden of the young working mothers with no house helps who had nowhere to keep their children during working hours. This story is significant because Alum's move was able to overcome barriers such as maltreatment of toddlers by maids who were not willing to stay with them. Alum's idea has changed the lives of many young women in her home suburb.*

## BUA BRENDA:

*When i joined WITU cohort 18, i was running a grinding machine making pasted g.nuts and simsim making Ugshs 50000 a month. The business wasn't going on well and at some point i thought of going back to my village Lira after the program but during the training i was encouraged and empowered with the skills to make myself and my business better, i became very confident and with the bookkeeping skills i learned from the entrepreneurship class i managed to financially manage my business back to life, in ICT i learned how to design a label for my peanuts and simsim, this made my products more appealing and more marketable. I am now supplying a shop potato supermarket and Maria's supermarket in Kamwokya. My business now makes Ugshs 200000 a month. From my savings, I have managed to start a retail shop.*

*Before i joined WITU i didn't have any hope of going back to school but after the program, i enrolled in Presidential initiative for shoemaking which i have successfully finished and looking forward to officially starting to my shoemaking business. I currently market my shoes door to door. I plan on moving to Lira to start my shoe company because so many people get their shoes from Kampala.*



## CODE GIRLS

In April 2013, Women in Technology Uganda launched a new, exciting first of its kind initiative in Uganda “CODE GIRLS” designed for primary, secondary and University students/girls, to create lasting and future-oriented solutions to the outstanding problems of the few women in technology. The Code girls program is divided into three categories:

- Code girls Level-up for University students (19–30)
- Code girls Secondary Schools (14–18)
- Tech kids for Primary schools (6–13)

The Code Girls movement is aimed at teaching young girls how to be creative, code/program, imagine, build, and share exciting applications. These applications will include; Mobile, web, desktop applications, robotics, scratch, and App inventor. These applications include; mobile, web and desktop applications, robotics, and hardware using Javascript, Scratch, Minecraft, WordPress, Android among others. The target is those of low-income earners children or underserved community schools that have little or no chance of having access to computer knowledge or computer skills.

In 2019, Code girls program reached a total number of 2152 girls from the different activities like training scratch programming and app inventor in various primary and secondary schools and also networking events that were conducted throughout the year which included Celebrating Girls in ICT day, Africa code week, hackathons, Technovation challenge and Career Day.



**Women In Technology's main goal is to close the technological gender gap to zero.**



## CODE GIRLS LEVEL UP

This particular 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 in the tech industry after graduation from higher education institutions. In 2019, the code girls level up reached 12 ladies that were trained in python programming 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.

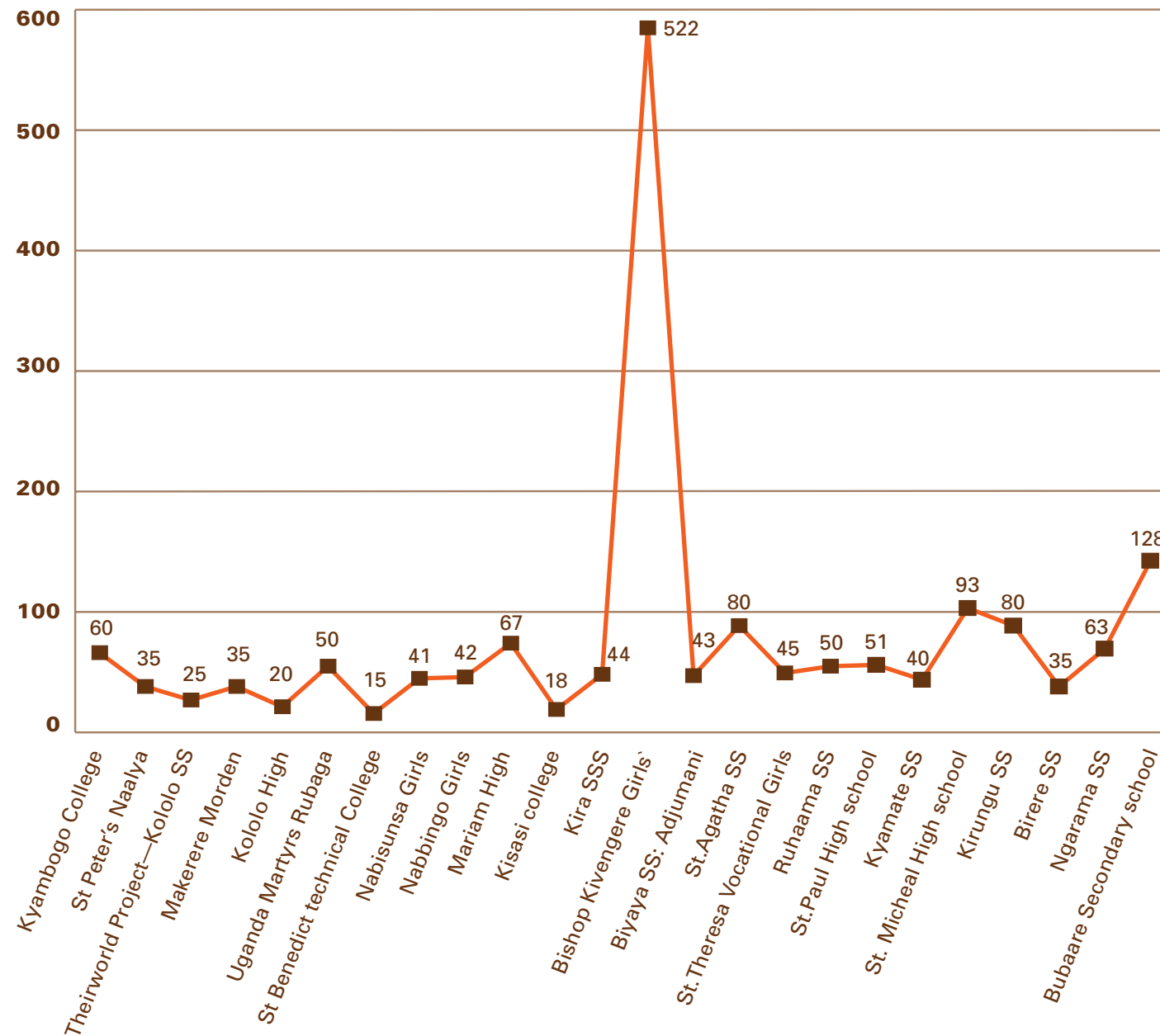
In the bid to build mentorships and networking groups, a Women In Tech event was organized at Makerere University at the College of Computing and Information Sciences, the event was attended by 26 ladies from different courses like Information Systems, Software engineering, Computer science, and Information technology. In a long WITU is looking at creating a community of exemplary women ready to take on careers in technology-related fields.



## CODE GIRLS SECONDARY SCHOOL

This category targets girl that are in secondary school from senior one to senior six 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 were 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 girls were introduced to mobile app development using app inventor, Introduction to app inventor gives these girls a higher chance to take part in worldwide challenges like Technovation.

In 2019, WITU reached 2467 ladies that were part of the code clubs from different schools as shown below:



## TECH KIDS

We train girls in primary school from ages 6–13, 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. Using KANO computer kits, we introduce the kids to computer science. 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, In 2019 the Tech Kids program reached 100 pupils aged (6–12) from KCC Primary school Kamwokya.

**In 2019 the Tech Kids program reached 100 pupils aged 6 to 12.**



## WITU HUB

A women founders development hub that catalyzes 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 a women's investment fund to support viable, impact-oriented women-owned businesses across Africa.

In 2019, the Hub was able to incubate 11 women projects in Business management and growth with digital skills that can help them market their businesses. Apart from businesses formed, young women also got exposure to the design thinking process and problem identification techniques plus public speaking training as well as working in teams.

Here are some of the projects that ran under WITU Hub:

### Leap 2:

An online platform for jumping the digital divide by improving the access to information and communication technology and connecting sources of knowledge and facilitating the digital transition in order to create (self-)employment and to promote socially responsible entrepreneurship in emerging countries. WITU as the implementation partner had 16 businesses apply and 4 businesses qualified to be part of the accelerator program provided by sus4Tech challenge

### Wazi hub:

An innovation project for Africa aiming to create an Open HUB of the Internet of Things and Big data where IoT technology can then be adapted to match local service needs. Different stakeholders are getting involved in active IoT projects on the ground in Africa. The stakeholders include industry members, universities, NGOs, and Tech startups each contributing different strengths in capacity building. WITU as an implementing partner had to accelerate 7 startups which include; Preg care, Smart waste management, Iwat, Kalasave, wellus, Egg incubator, and Nbrains that were taken through prototyping, sessions to refine their products, pitching sessions to make them investor-ready.



The following are some of the events that were hosted under WITU Hub.

## EVENTS

### HACKATHON

In 2019 WITU hosted 2 hackathons themed “women who hack I & II” with the aim to close the gender gaps and disrupt economic inequality through collaborative, unconventional women-led social change hackathon where local genius is aligned with a global network committed to designing solutions that transform into opportunities for women in leadership, education and industry/Entrepreneurship. The 2 hackathons were attended by 200 participants that went through a couple of activities that included ideation, pitching, digital marketing among others, being broken into groups, 22 ideas were formed and pitched to a panel of judges who selected 7 scalable startups which include; Baby safe, Quick shoe fix, Mukozi maids solution center, feed on waste, recycle mama, code red and one call away. The startups were taken through a 12 weeks accelerator program, given seed money of 500,000/= for prototyping their ideas and they were offered free office space.

### GIRLS ICT DAY CELEBRATION

The International Girls in ICT Day is celebrated annually around the world on the fourth Thursday in April. WITU believes in ITU's vision of closing the technological gender gap and believes that girls and young women have the potential not only to become ICT users but also to become ICT creators and thus reducing the technological gap and improving women's lives. In 2019, this event brought around 49 young girls and women who took part in the following activities; ICT-clinic with hands-on computer sessions designing games from scratch, ICT presentations getting into PowerPoint presentations and ICT quizzes—how well do you know computers?



## OTHER EVENTS

### WITECH

At the closure of September 2019, WITU held the first Women in Tech (WITECH) event at Makerere University that reinforced relevant technology and employability skills. In the effort to build mentorship and networking groups, we had tech field talks from 2 wonderful ladies who have surely penetrated the tech industry and that was Ms. Donna Mwiine a software developer from Andela who took the ladies through her tech journey and how she joined the great team at Andela. Also had the co-founder Hive colab the first tech company in Uganda and also the Executive director Women in Technology Uganda—An organization that focuses on empowering the girl child. This event reached 80 students offering different courses like software engineering, Information Systems, Computer Science, and Information Technology.

### AFRICA CODE WEEK

Africa code week is an initiative to empower future generations with the coding skills and tools they need to thrive in the 21st-century workforce and become key actors in Africa's economic development. Women in Technology Uganda in partnership with other ACW ambassadors and the Irish Aid extended Africa code week in different regions of Uganda to support the training of coding skills to students in Primary and Secondary schools. In 2019, this event captured 325 girls who participated in scratch programming coming from different partner schools.

### WOMEN IN BUSINESS

This event focused on helping women who are in business or hoping to start businesses to be successful businesswomen through powerful business talk, lessons on how to run and maintain a successful business. The event is also carried out as a showcase or product/skills exhibition. In 2019, the WIB event took place on 17th May 2019 under the theme **“Business Inspiration”**. The event was aimed at inspiring young women who are doing business, failing at Business, failed at Business or failed to start; to get the know-how on how to go around business and challenges associated with the business. It was attended by 81 businesswomen who were really inspired by 6 different speakers with successful running businesses and also got skills in paper bag and body jelly making.

### CLINIC

Business Clinic is a 3 days workshop and networking event that brings different businesswomen together to establish business relationships that are long term and mutually beneficial. The event is aimed at developing and growing businesses and ideas so as to turn them into profitably sustainable businesses. In 2019, this event attracted around 147 young women who took part in 3 days activities from 14th August to 16th August 2019, this event was facilitated by personnel coming from URA, KCCA, Crystal minds, and Desany Limited. A number of issues were tackled from understanding taxes for starting SMEs, available opportunities for SMEs, and digital marketing.

## PARTNERSHIPS

### TEAM4TECH/CADENCE

In the last quarter of the year, WITU collaborated with Team4Tech/Cadence to advance the quality of education for underserved learners through technology solutions and to support us launch Uganda's first fully-fledged open community for the underserved communities around Kampala and its outskirts. The goal with the maker space is to empower through the provision of an open community maker space where young women, girls, and youths innovate, support collaborative learning, co-creation, and build solutions for their communities. The space has impacted 416 ladies through workshops in 3D printing, Mircobits, electronics, computer science, engineering, or robotics.

### IIDEA

In partnership with GIZ, WITU created an online and offline regional one-stop women intra-regional trade development hub that supports women entrepreneurs across Kenya and Uganda to create new markets and new opportunities, Support the SMEs to set up virtual presence, In this, we will increase decent jobs and economic development as well as contributing to gender equality achievement across the EAC. The online market/store <http://womentradehub.com/> has 30 women that have signed up to sell their products on the platform and the number is expected to grow with time

## DESANY LIMITED

WITU partnered with Desany a social enterprise whose sole purpose is to inspire individuals, communities, and economies to grow and progress through innovation by equipping and empowering women with 21st-century digital skills and provide all trainees with a Certificate as proof of their completion of Digital Skills Training. 240 young women have benefited from the partnership.

## KCCA

WITU partnered with Kampala Capital City Authority (KCCA) to impact young women with starting businesses and growing businesses with information on legal requirements, Trading license, tax information, and registration. The info sessions were attended by 240 young women from underserved communities who couldn't afford to pay for this information.

## REPRODUCTIVE HEALTH UGANDA

WITU partners with RHU which is a volunteer led and owned organisation with a comprehensive range of services including family planning, prevention and treatment of HIV and AIDS as well as diagnosis of sexually transmitted diseases. RHU also focuses on youth programs with an emphasis on livelihoods and behavior change communication. We believe that health is part of women's empowerment and due to this, we work with RHU to equip the ladies with all the health information they need, learn first aid tips, and recommend suitable places of referral in case the ladies encounter healthy challenges. The partnership has impacted 240 young women in 2019.

# OUR PARTNERS

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