



**Women In
Technology
Uganda**



ANNUAL REPORT

2022



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About Us

Women in Technology Uganda (WITU) is a non-profit organisation, founded in 2014 and started by women for women. The organisation's goal is to transform the lives of women and girls from underserved communities into successful technologists and entrepreneurs.

WITU stands out in equipping young women and girls with 21 century-relevant digital skills and technology reaching over 35 districts across the country, supporting at least 6000 young girls and women annually into gainful and dignified employment through connection to job opportunities or support to start a business.

Our Vision

To improve the lives and futures of African females through technological & economic equality.

Our Mission

To contribute to the economic growth and gender equality in Africa through skills development and Innovation, encouraging entrepreneurship and unlocking opportunities for women.

OUR BOARD



Barbara .B. Mutabazi



Richard Segal



Suzanne Salomon



Nick. Heaton



Judith K. Jasi



Timothy K.
Mutabazi



Colin Besigye



Message from our leaders

WITU 2022 Annual Report

A Word From the Executive Director

I am pleased to share our progress and achievements in 2022. This year has been a significant one for us, as we continue to empower and support women in the tech industry and field. WITU has continued to provide a safe and inclusive space for women to learn, grow, and connect with like-minded individuals.

Our unwavering dedication to empowering young women and girls, especially those from underserved and rural communities, through tech education has been demonstrated by the launch of our Diploma in Computer Science program for young women who dropped out of school. We also established several crucial partnerships during the year.

WITU has continued to offer mentorship and support to young women keen on pursuing careers in tech, and we have joined forces with 10 Ugandan schools to promote STEM education in schools. We have expanded our mentorship program, linking women in tech with seasoned professionals who can offer them guidance and support as they advance their careers.

In 2022, WITU launched a slew of new initiatives aimed at increasing access to technology for women in Uganda. We collaborated with the Uganda Communications Commission (UCC) to provide digital literacy training to women in underserved communities, particularly in northern Uganda. We are thrilled to report that we have successfully reached over 3000 women in 15 districts in Uganda.

As we look to the future, we are excited about the endless possibilities that await us. We are steadfast in our commitment to promoting gender equity in the tech industry and ensuring that women possess the skills, knowledge, and resources they need to succeed. We express our gratitude to our members, volunteers, and partners for their dedication and hard work. We anticipate the significant impact that we will continue to have on the tech industry and the lives of women in Uganda.

Barbara Birungi Mutabazi
Founder & Executive Director



MESSAGE FROM THE BOARD CHAIRMAN

In 2022 the world emerged from under the cloud of the Covid-19 pandemic and the WiTU programs were impacted to varying degrees. There was real success with the Digital Literacy project as well as the growing impact of Elevate and the Elevate Community program.

The WiTI Code Academy was launched and is now open for the 2nd cohort, there were understandably some drop-outs in the first running of the program either through the syllabus being too difficult or transport costs being an issue, this is all part of the learning process and I am very happy with the direction the organization is taking.

Some difficult decisions were taken late 2022 to staffing but the hiring of a communications person has already born fruit with a very big step in outbound marketing which should help amplify WiTU brand awareness. I look forward to growing success in 2023.



Richard Segal
Board Chairman



2022 in Numbers

88% Target Achieved

**7,456 Women
directly supported**

30,000 Reached

**94% of those reached
were female**

35 Districts Reached

Overall Performance

2022 is the first year of implementation of WITU strategic plan (2022-2026).

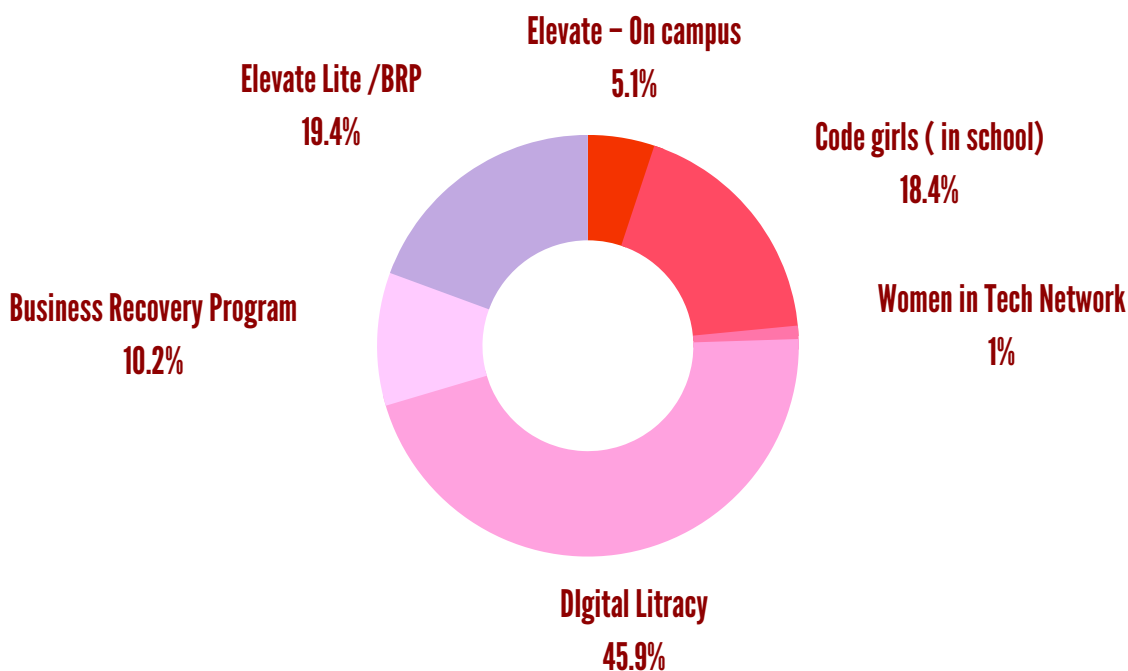
Interventions focused on achieving the first and second objectives of WITU:

- Significantly contribute to reducing the technological gap,
- Increase the success rate of women entrepreneurship. In 2022 WITU reached 7456 young women and girls (88%) of the set target.

These were achieved through the implementation of nine programs and two projects as indicated in the table above

Program Contribution to Total Achievement

WITU's intervention during the year continued to focus on preparing young women for employability in an effort to improve their livelihood. Below the chart shows what each program contributed to the total overall percentage achieved.



88% Achieved of our annual target

PROGRAM PROFILE: WITU HUB

ELEVATE ON CAMPUS

Elevate is an 11 weeks training program targeting young women (18-35yrs) from marginalized communities within Kampala and Mbarara trained in 4 cohorts per year.

The young women are empowered with skills in ICT; Microsoft applications, digital marketing, mindset change; employability, goal setting, and Entrepreneurship that are all valuable for opportunity identification and benefit



395 Graduates

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 6000 beneficiaries. In the year 2022, our target was 600 young ladies 150 per cohort, we were in position to successfully graduate 395 ladies

ELEVATE COMMUNITY CHAMPION MODEL

Elevate community champion is a lighter model of Elevate the on-campus program. The elevate community champions model started to bridge the gap and address some of the challenges noted from the previous cohorts such as participants lacking transport to come to campus, and lack of time to commute daily. A total of 715 ladies have been trained through this model in the areas of Kisaasi, Katwe, Bukoto, Ntinda, Nansana, Jinja, Wakiso and Kamukya.

BUSINESS RECOVERY PROGRAM



Business Recovery program is a Six-week business training conducted to support women entrepreneurs whose businesses were/are affected by the Covid-19 pandemic. This aimed at supporting them to reopen, improve and revamp from Covid 19 and its related damages caused to businesses.

A total of 1393 women business owners were supported under the program in the year 2022 with support from different development partners. This has enabled them to start saving, access finance, and improve business practices.

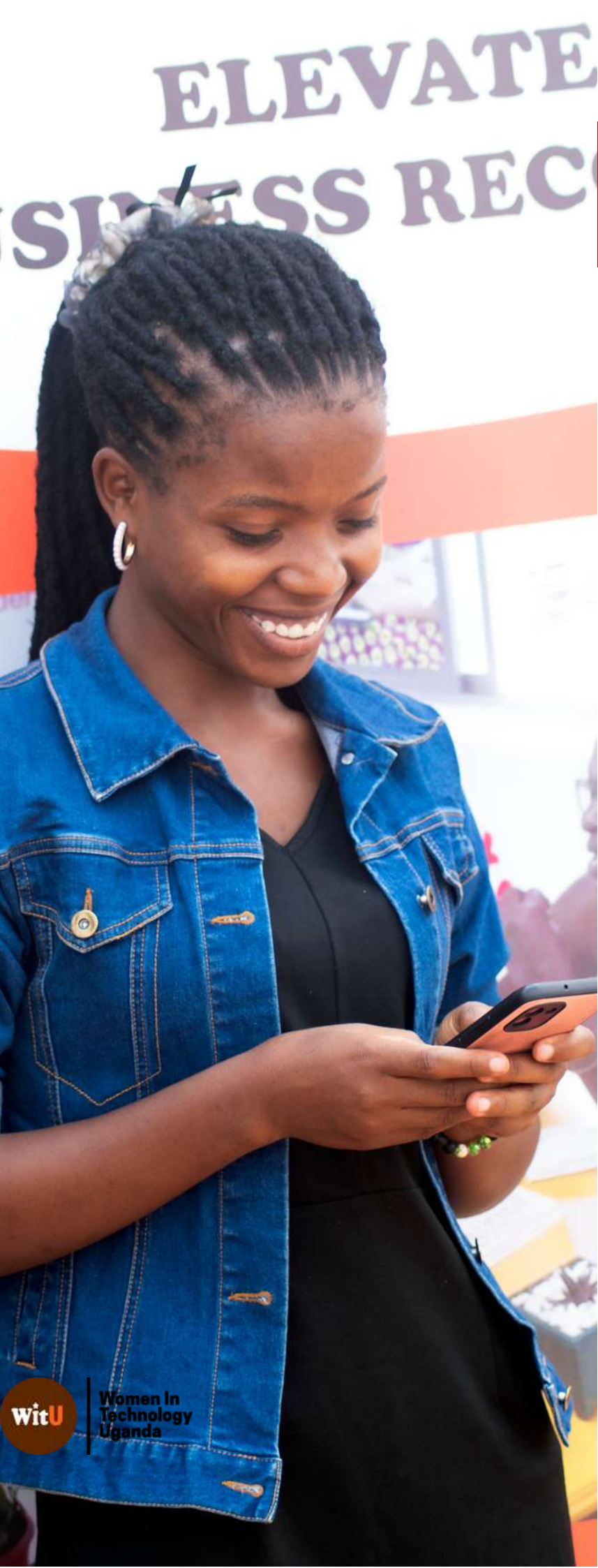
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WOMEN INVESTMENT FUND

AN EQUITY FUND DEDICATED TO ENHANCING WOMEN

In an effort to increase access to finance for young women, an initiative is being piloted where small loans under the WITU loan scheme in collaboration with VIVID which is at a low interest of 1-3% per month. A number of ladies sent in their loan request ranging from 500,000/= to 12,000,000/=. Sensitization is ongoing for the women in the ELEVATE class on the available opportunities to access finance through the women investment fund and linkage to other funding sources.





DIGITAL LITERACY

Digital literacy is a short-term initiative that targeted women in the informal sector in 15 districts of Kagadi, Alebtong, Kanungu, Kalangala, Napak, Ntoroko, Kaabong, Lamwo, Moyo, Sironko, Ngora, Agago, Butambala, Namayingo and Kumi.

With the aim of train businesswomen in the informal sector on how to use mobile phones in elevating their businesses.

We were able to reach and train a total of 3,384 women in the fifteenth district, this was in partnership with UCC. Our findings indicate out of the 3384 ladies trained 601 had no phones, while about 20% of 2780 who had phones were smartphones.

This limited the quick progress of the adoption of technology in their business.

3,384
Women
Trained

PROGRAM PROFILE: TECH HUB

WOMEN'S INSTITUTE OF TECHNOLOGY AND INNOVATION (WITI)

In the academic year 2022/2023, thirty-three (33) young women were offered positions for the scholarship in the 2nd cohort for the Diploma in computer science with course units in Web design, Graphics design, coding, mentorship among others.. We noticed an increase of 84% in the number of applicants in the 2nd cohort. A total of 22 ladies completed year one and are to continue to their final year.

CODE-GIRLS

A total of 1354 students were enrolled on the program. 67% were female while 33% were male.

Under the Code girl's initiative ten (10) schools from the districts of Isingiro, Wakiso, Rukungiri, Kabale, Kampala were onboarded in January and February 2022, this was followed by the recruitment of Ten (10) teachers, six (6) female and four (4) male to support the implementation of the project at school level.



WITECH

The Women in Tech Network (WITECH) events are held by WITU to bring together women working in STEM field-related professions & women entrepreneurs. The meet-up is aimed at stimulating learning, inspiring women in technology as well as building collaboration networks of women in tech and businesses. In 2022, WITU managed to host 3 WITECH events these had different themes as shown below;

1. A physical session on Women in tech
2. A webinar on 'Cyber Security Awareness & Career in Cloud Computing'
3. Digitalisation as a driver of growth for women-owned/led businesses

DIGITAL JOBS

Cadence and Isahit in partnership with WITU, provided digital remote work to over 34 young ladies with digital skills and could speak a foreign languages such as German, French, Portuguese and Spanish.

IMPACT STORIES

DIGITAL SKILLS

Digital skills are one area which has begun to demonstrate success in supporting women's businesses. Digital skills training opportunities have opened new doors for income generation among young women who face some of the greatest barriers to employment as a result of lack of funds to rent space. Of those who were trained about 40% indicated that they were already using the skills they acquired to market their products.



ROSAN SABIITI [TEACHER AT ISINGIRO SS]

"The program has made it simple for students to learn more effectively, conveniently and it has supported individual learning which also gives them a chance to learn on their own."



NAMAWEJE BENITA STUDENTS AT KYAMBOGO COLLAGE

I had not studied any computer before in my life. Thanks to my school's partnership with WITU under The Skills for their future program, Because of the program, I have learned computer skills and have high hopes of better performance in the ICT subject



OLIVE NIVES NAMEERE- WITI ACADEMY

Working with Cadence Design Systems has been the best decision I've made regarding my career. It's been over a year now and I'd still choose it.

I've grown while working with an amazing team of Software Engineers & PV Engineers. The work life balance is great, learning opportunities, the mentorship, the diversity.

SUCCESS STORIES



Nabatanzi Gorret - WITI ACADEMY

WITI ensures that the most able yet financially unable students have the opportunity to study.

Nabatanzi Gorret joined WITI after she failed to secure government sponsorship and her parents could not afford the tuition fees, she lost hope of ever joining university for higher learning.

In 2021, Gorret was delighted with the information that she had been awarded a scholarship for a Diploma in Computer Science at the Women's Institute of Technology and Innovation (WITI). She gave it her whole to ensure she succeeded.

Today Gorret is employed with her diploma in Computer Science from WITI, She is contributing to the establishment of a female ICT-oriented mindset aimed at addressing inequalities in TECH by offering themselves a better understanding of ICT from a Practical perspective which applies beyond a pure academic inquiry.". Gorret also offers tutoring services at WITU and uses this platform to encourage other young girls of their potential and so many opportunities in the TECH world.

WITU NEW ALIGNED STRATEGY

SIGNIFICANTLY CONTRIBUTE TO REDUCING THE TECHNOLOGICAL GENDER GAP

The aim of this strategic goal is to reduce the technological gender gap in Uganda. The objectives here are; to address demand challenges, to invest in young women's STEM skills development and Support women find work opportunities across the globe.

This will be implemented through, The TECH HUB and the Youth Employment Accelerator.

SUSTAINABILITY-INTERNAL ORGANIZATIONAL DEVELOPMENT

The goal is to ensure that WITU is set to accomplish these goals and its overall mission and vision, it's imperative that we pay attention to our internal capacity and organizational development. This looks at sustainability in these terms; Financial sustainability: and Leadership and succession planning:

INCREASE THE SUCCESS RATE OF WOMEN ENTREPRENEURS

To ensure that women-owned and led MSMEs in Uganda have access to the tools, resources and opportunities they need to revive, sustain and grow thriving businesses to drive social and economic growth.

WITU will employ the following strategies;

- SME Digital Transformation,
- Bespoke Business Development Services,
- Investment Readiness Accelerators
- Women Investment Fund - An early stage seed fund for women entrepreneurs and innovators in Uganda and East Africa.



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