memprow Girls' Newsletter

KAMPALA CHAPTER

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About MEMPROW

The Mentoring and Empowerment Programme for Young Women (MEMPROW) is an organisation that was set up in 2008. We work with adolescent girls and young women, aged 14-29. Our goal is to power adolescent girls' and young women's agency to claim their rights and achieve their aspirations, free from the threat of violence. We achieve this through strengthening girls' and young women's capacity to speak up and be heard and to ensure that they have the freedom to make informed choices to realise their potential. In addition we also transform institutional structures, including the family, community, the media, schools and institutions to ensure that girls' and young women's rights are recognised, realised and safeguarded.

BUSINESS MANAGEMENT

TRAINING

MEMPROW conducts entrepreneurship and business management trainings for young women aged 20 to 35 to support their economic independence. When young women are economically independent they are likely to make better choices about their lives.

Success Stories



half on Thursda

#BusinessManagementTraining

SAVINGS & LOANS

Separating business money from personal money

~Nabasirye Joselyn

m Nabasirye Joselyn, 21 years of age, a midwife by profession. After COVID-19 lock down, I attended an entrepreneurship workshop organised by MEMPROW. By that time I had a cocktail business and mobile money that was helping me with my personal needs. After the training I started saving my little money to help me grow in business.

In September, schools reopened again and I went back to school to complete my final year in midwifery. As soon as I completed, I had to choose on whether to continue with mobile money or the cocktail shop. My mind settled for mobile money, I started with some relative's simcard with MTN float of three hundred thousand shillings and cash of one hundred fifty thousand. While at my stall, I used the knowledge I received from the training to run my business for example I separated business money from personal. This has helped me grow, I currently own an Airtel simcard and my business demand is higher now than the supply.

Every day my business is growing

~Namugere Fiona Sandra

uring the entrepreneurship business clinic, I learnt about book/record keeping being key aspect in business. Since I am in the baking world I never realised the importance of it but after the training I adopted this practice, this prompted me to purchase a book which I use to record every sales, orders and other customer information obtained such as telephone numbers. I use the contacts to send seasonally greetings, appreciation messages and receiving feedback on how good or bad the cake was. And this has increased my sales.

In addition, I diversified into other products such as cake slides, daddies, personalised cupcakes, gift hampers for special days, flowers hampers with chocolates, sweets, cards, wines and now do small supermarket delivery.

Lastly I improved my customer care services. Earlier on I used to think giving discounts, small free giveaways would cause loses however after the training I realised that it is key to any business. I began slowly to do special discounts especially on important days like valentine, mother's day and these captured for me more sales which is a big deal for me in my business

Great thanks to MEMPROW for the training and every day my business is growing.

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went on, I realized I needed to improve my business strategies and actually build a niche for ~NAKALIISA JOSEPHINE the business, it was far from me just rebranding.

The discussion on how to raise and realize the capital I needed was very eye opening because I was considering getting already available and less risky.

I realized that I wasn't able to separate my personal income and my business earnings which was affecting my business growth which the facilitators' helped me solve. They advised me to get two different accounts and to also pay myself so that I don't feel entitled to pick money from the business.

As perfect timing would have it, we were just from a total lock down and new marketing strategies were indeed in order for my business to blossom, I got to learn that with online marketing, consistency is key so that my target clients always remember my business name and refer to me as their service provider. Another marketing strategy that has been really impactful is "word of mouth" or "person to person" pitching which has built more trust between my clients and the business.

With all this knowledge, I have also added two other business and better record keeping with separation of accounting books. Being able to see my life change for the better and enjoying the journey is something that am so grateful for. Thank you so much for the knowledge, opportunity to network and find solutions to the issue I had in my business, now businesses.

his training gave me insight on how to run my online business (YOUR

PICK) since it was a start up. Lawrence mentioned record keeping and it caught my attention since I had never considered it as an important factor in my business. Being an entrepreneur has served me an advantage of an excellent experience as the lessons in working experience are memorable and better understood than lessons taught in school.

As an entrepreneur I get to call the shots on creative expressions as you know a brand is a personality. In the facilitation, I was cautioned not to mix my personal income with business money and I must say it has worked for me since I can now identify my profits from the capital as well as my daily expenditures. Given the fact that the business I run online I was advised to practice consistency in marketing and sales which has expanded my clientele base thus increasing my business sales.

My business however faces some challenges but I manage to solve them with ease because in the training we learnt how to re-strategize and being more realistic while setting our targets

In general I attained so many skills that have helped my business grow and I am so grateful for the opportunity and continuous support and solutions from network.

SEXUAL REPRODUCTIVE RIGHTS TRAINING



We equip young women with SRHR information and skills to make informed choices regarding their reproductive health





There is only one me

~Ruth Nsimenta (24 years), Graduate - Kampala International University

irst of all, special thanks to the MEMPROW fraternity for the conducive and free space given throughout the training for the few

While in the sexual reproductive health rights training, I realised what I wanted after understanding what I missed for so long.

That "there is only one me", it's only me who knows what is good for me and the society is secondary on this matter, therefore I try to give "me" the very best spiritually, mentally, physically and economically.

My entitlements, Able to stand for my sexuality through my behaviour, voice, perception and attitude, that is, I stand and watch society at a distance as I listen to my inner feelings.

My reproductive rights, when should I have sex? with who? Discuss with my partner how many children we can have at the very beginning [using my mouth to talk] contrary to being driven and suffocated.

University students posing with their certificates training on sexual reproductive health and rights

That I will achieve my sexual reproductive health rights only if I am economically independent and learned to put in more efforts to work and be financially independent.

Initiatives.

As a lawyer, I will use my voice on behalf of the voiceless and most especially the victims [girls and young women].

As a first born, I will ensure that all my siblings are free and open to their sexual and reproductive health rights through phone therapy and round table talks.

As a leader, any space given to me with two or three people, I will sensitise and go against practices and norms that hinder these rights by openly criticising them.

I can't keep quiet and watch a girl / woman being denied these rights. Perhaps the previous generations raised their voices in smaller numbers and that is why we have these rights violated.

Finally special thanks to Prof. Sylvia Tamale, Dr. Flavia Victoria Namuggala and the MEMPROW Community at large.

Power of Decision Making

– NABBOSA JOSEPHINE –

learnt a lot about my sexual rights and health rights from MEMPROW most especially decisions about family planning, the use of the particular methods how effective they are and how they specifically look like for example the condoms, contraceptives among others and for these there mainly those that are hormonal and non-hormonal in nature.

Listening to other people's stories throughout some sessions during the training gave me strength to stay strong no matter the circumstances that I go through and also sharing the stories of what I have been through gave me room for healing and forgiveness to those that may had wronged me.

My confidence greatly been developed, this was through the interaction with many people that I had not met earlier on and though many of them looked like strangers from start I left with friends.

The main impact or change that I got from the training is the power of decision making regarding especially relationships, and how to deal with people among others.

Network building is also a new initiative in my brain, before coming to MEMPROW I had a belief in the working together but after all this my belief has become stronger and growing so strong as a youth and with the knowledge and boost that I have got from MEMPROW I strongly believe this network building is to help me change and also change the society.

Mindset Change

~SHAKA'S STORY



#SexualReproductiveRightsTraining

thank MEMPROW for organizing this wonderful training because it changed mindset towards certain things for example contraceptives, maternal death and others. I used to have negative feeling towards the use of contraceptives because of myths or realities around it.

When I reached a certain age where I could understand things I would hear that using contraceptives before giving birth, one would end up not giving birth because contraceptives burn up the eggs and sometimes make one grow small or fat. But through the training I got to know that these things weren't true and that one shouldn't just go for any contraceptives that they feel like but first seek advice from the doctor.

I also used to fear giving birth naturally because of the high immortality rate in Uganda but when Dr. Judith Ajeani mentioned that it can be prevented, this helped me deal with my fears and I gained courage. In addition lhave also been treating infections like every month but during the training, Dr took us through a session on how to manage them.

And even though I have been educating and sensitizing women and girls in my community on SRHR issues, I had little information on it. Now with the all the information on SRHR and other areas such as valuing self, I can confidently go back to the community and sensitise the girls so that they are empowered. I am ready to conquer the world ,i have set out to be a woman of substance and I want to bring change among girls and women.



I did not know which wave to follow

~Lamuno Abigail (S 5 Arts) St Kizito S.S Bugolobi

As the saying goes "leaders are not born but made".

As I rambled into this pool of knowledge, I came across intellectual custodians of knowledge. The MEMPROW fraternity is over flooded with majestic and holistic people. I was mentored for 5 days with the best meals to feed my belly.

All my life, I have been in between the ocean and the deep blue sea. I did not know which wave to follow; all that I needed was sail's woman. I have come to know that whatsoever I do now it has a great effect to my tomorrow. I should know that it starts with me; I usually sit around waiting to be picked. Sometimes our weaknesses and threats are the stumbling block between my opportunities and

strengths. Mrs. Sarah helped me to know that I am stronger than I think. Above all I have to love myself.

A feminist is someone who believes in equality for both men and women. I came to know that women fail to take up leadership roles not because they are not given the opportunity to do so but they lack the confidence and are conservative. I personally want to sensitize ladies in my school because both men and women have rights and opportunities. In that I am going to dismantle the bias from every body's mind by eliminating gender-based violence and deconstructing stereotypes.

I have come to know that since I want to be become an advocate, I must know what I stand for and have objectives and goals which are SMART and know how to convince. I have to trust people and I should be trustworthy, in this I am being made a leader by the custodians of knowledge at MEMPROW fraternity.

We should be free from violence and discrimination when we make choices on reproductive health and rights.

Now I can properly SPEAK OUT...

~Sanyu Damalie (S 5 Arts), Luzira S.S

EMPROW has greatly changed my life, looking at the way other girls behave has greatly pushed me to work on myself and be the best person I can be. Being taught by women of purpose has made me believe that I can also make it in life so as to be independent like them.

Through this program I have learnt that anyone can be a feminist leader. Growing up as a young girl, I have been living opportunities to others. I have always kept quiet on some injustices at school for example; teacher – student relationships, now I can properly speak out in the right way, thinking about my life as a student who wants to be a great lawyer.

This program has helped me gain confidence as young girl who is remaining with one year to finish my high school. Uganda should be a country of confident young women, women with a purpose and those who know what they want in life, therefore I should be confident in whatever that I do.

MEMPROW has enabled me to learn about all the forms of gender-based violence, which affects different people including my parents, friends and society as a whole, it is me to stop it in my power and energy.

The program has taught me to practice virginity, the dangers of early pregnancies and the way to keep myself busy to avoid early pregnancy. I learnt the different types of family planning methods, their dangers, importances and the right time to use them in my life.

Never be idle in life

As a girl, I have learnt how I can best take care of my reproductive system, diseases that are likely to attack it and how I should prevent myself from getting them.

~Martha Priscilla

he session has taught me to live a principled life, to think beyond my own understanding to think critically, analytically before responding to either an argument or conversation.

Besides that, MEMPROW has taught me on how to start simple business based on practical skills besides the academics in school.

I have learnt: (1) to never be idle in life and always put my mind to think, (2) that to be a good advocate one that must know herself, her fears, strength and threats. I also learnt that I must have good networking and communication skills. And lastly that to stand up as a feminist leader advocating for people's rights, equality, empower women in the society and mentor them is key.

The lesson I draw from this MEMPROW session is to be out spoken and overcome my personal weaknesses so as to be confident in public.



PERSONAL
AND
ORGANISATIONAL
TRAINING

I am nolonger a weakling

~Nabadda Juliet

he training was very good and helpful for me as a young lady because it covered in all spheres; social, political, economic, mental and physical. It has equipped me with knowledge and boosted my morale.

I came to the training a little depressed with work related issues but during the training i realized that there is power in sharing and that no matter the challenge we must always get up because there is light at the end of the tunnel. So, challenges must be stepping stones for us to go higher places. Different stories from different members made me realize that each and every person goes through issues so wasn't alone in this. This empowered me to always have courage to get and never give up on life.

I learnt about employability skills that are elevator pitch, how to write an effective resume and a cover letter which will make me competitive in the job market, in this I also learnt how confidence is built as early as possible.

I learnt about gender and patriarchy where I strongly believe that we must have gender equality everywhere especially at work places and that is us who have got the knowledge to spread it to our fellow women not to have power over them but to help them in any way possible. We must also involve men in gender trainings for them to support us. On these grounds I got morale to keep up any post or role without fear and to stand up to them. I feel I have the confidence now to do anything that men do for as long as I have the knowledge.

I know my strength, learnt public communication, imposter syndrome that is to say I will never say no to opportunities again, I don't fear money in fact I want to have lots of it, I assessed my goals of life, team building, how to behave at work, home etc. With all this information and knowledge, I believe and I know am no longer a weakling. Am a feminist who can go miles and miles without fear and I will inspire more women to stand for gender equality, feminism and know their rights.

Thanks for the opportunity MEMPROW, all our facilitators and Lilian our coordinator you are so cool.

Power is in my hands

~Kabuyo Sarah Mercy

hen I came to MEMPROW I thought I knew most of the things concerning personal and organizational management but I realized I really did not know much especially things like feminism, sexuality, power, patriarchy and the general understanding that I had to change my mind about the above-mentioned ideologies.

I learnt that power is in my hands and for it to be exerted effectively it has to be shared. I also learnt about self-care, how to manage stress, anger management and that can be through health coping mechanisms like meditation.

I learnt about the values and principles of feminism, and social etiquettes, I thought I knew but my eyes were opened more because I used to take stuff for granted.

I appreciate MEMPROW for this training

May God bless you always

Love is **Permanent**

~Nakanwagi Latifah

ove, I have learnt that love is permanent in every sect of life. Love for each other and the support we must offer.

Self-management, which later creates self-love and care for self and you are able to spend/spread it to others.

Feminism, which is a big deal, I have to know and understand my rights, the training helped me to know and understand how I can fight for my rights through empowerment and advocacy.

Liberation / independence, the training has helped me to know how I can liberate myself from all forms of violence, brutality and torture.

Power: ability to have power, support. I learnt to show myself support in order to prevent violence, discrimination and inequality.

Diversity, training has helped me to know more sexes of different kinds and then show support to them.

Non-judgmental, training has helped me not to judge people because of their appearance, sex and others.

Free environment, MEMEPROW has showed me that I have the power to make myself free and have peace with the surrounding environment and others.



ello, my name is Patience Poni Ayikoru and I am currently a final year student of Law at Uganda Christian University in Kampala. I am also currently a student leader: I serve as the Guild Speaker of the University and a Member of Parliament for their law faculty. My journey as a leader started way back when I was young in primary school in primary five I was information Minister at school but the highlight to my leadership and confidence today started from high school when I joined Bishop Cipriano Kihangire S.S.S. I was in senior two, at the age of 14 years. I decided to join the debaters club and became very articulate so I kept on engaging in spaces like the school clubs around like MEMPROW, Interact club where I was a leader too and in Youth Alive Club as well.

MEMPROW has impacted so highly in my life because it really helped me discover my potential beyond any limitations. When I was a member of the club we always had talks to do with gender and talks to do with empowering the girl child that is where my love and energy escalated to become an agent of change. I contemplated about my society in Koboko District, my encounters with the patriarchal society, the insecurities I faced as a young girl. I was so hurt by what was happening. My mind opened up and I began thinking beyond school, beyond being a young girl. I became unstoppable since I realized my voice could change the world. I knew I had to become a champion for the girl child and women worldwide.

My turning point in all this was when we were tasked to write down the names of our icons and people we look up to. I wrote Dr. Miria Matembe's name and I

secretly prayed to God that I could meet her. The next year in my senior three at the age of 15, MEMPROW organized a walk in solidarity of the girl child. The walk was to start from Centenary Park and end at Nsambya Sharing Hall. Lucky for me Dr. Miria Matembe was the chief guest that day. I knew it was time for me to be bold and go for what I wanted. The day happened and I walked to Dr. Miria and told her everything I thought about her. Well that ended that day and I didn't get in touch with her again. But like I said I knew I was unstoppable and could do anything as a result of MEMPROW.

I told Hon. Norbert Mao about my wish to be mentored by Dr. Miria and he immediately shared my message to her. She texted me and I was so surprised and excited. Today I am one of her youngest daughters and she has always been a mother to be and mentored me in every aspect of my life.

As a result of the optimism MEMPROW instilled in me, of recent, 2020; I registered a Community Based Organization in my hometown called Femme Talk West Nile. Femme Talk West Nile is a new entry in the community development sector of Koboko District with hopes of creating a safe space for the empowerment of young girls and women and the youth at large in Koboko district and the region of West Nile at large.

Without MEMPROW, I think I would not be this courageous to step out and multitask amidst my studying. I am happy that today i use this platform to mentor young people, and to be a better person by the days



ithout knowledge and creation of awareness, change in the existing patriarchal society will not be able to occur. As a girl child, it takes a lot to be known, acknowledged and recognized in the current society that we tend to live in. Over the years, there has been control of the girl child over their sexuality and reproduction.

I plan to set up small engagements like meetings in the hostel to pass on the knowledge I attained on sexuality and reproductive rights. I plan never to be judgmental in life unless I have heard their story and offer counselling to the women in my village with the knowledge acquired.

I had started a girl child NGO called Hope foundation but due to some personal reasons had stopped it but I plan to continue with it and look for sources of finance because it will be of great help and impact to young girls and provision of pads and scholastic materials. I plan to train young girls how to make crochets and to widen the project of accessories making me economically independent.

Am really grateful to MEMPROW for the great sessions rendered to us.

Adongo Scovia, 2nd year student Makerere University Bachelor degree of Arts in social sciences major in gender and women studies.



MEMPROW Legacy

~Tumuhaise Phionah

y name is Tumuhaise Phionah, a proud MEMPROW girl, being at MEMPROW has done my life great most especially the Sexual Reproductive Health Rights, I got my masters scholarship when I shared with one of the professor that I had trained with MEMPROW on SRHR, she said you are the person I am looking for, and

immediately she gave me a scholarship and an opportunity to work as a research assistant on her project Centering the Marginalized voices that focuses on young mothers. I am currently pursuing a masters'degree at the School of Women and Gender studies Makerere University.

More to that, as a MEMPROW girl, I mobilized my fellow Makerere university MEMPROW girls and led an advocacy activity in Kaina 1, Ntungu Nyakitunda, we distributed sanitary pads to young girls who were going back to school, sensitized them on menstrual hygiene, gender based violence, domestic violence, how to keep in school, growing up as a girl child, leadership, sexual violence among others, it was a great work and everyone appreciated our activity, may God bless MEMPROW that brought us together.

Being at MEMPROW is one of the great opportunities I have gotten in my life, I have learnt leadership, gender-based violence, advocacy, feminism and how to defend a girl child, and I am doing it now.

May God bless MEMPROW and the team that makes us feel at home when we visit.

Personally I am thankful, and I will remain a MEMPROW girl even when I attain my PhD. I love MEMPROW, its part of my life.



Charity Visits

During the commemoration of 16
Days of Gender Activism against
Women, the MEMPROW Girls
Network organised and visited 2
charity homes that MLISADA, a
home for ex street children and
WAKISA, a home for teenage
mothers. MEMPROW girls carried
essentials items, encouraged the
young boys and girls and played /
entertained each other.





Poems



GET UP! SPEAK UP!

Get up! Speak up! Overcome your weaknesses and thoughts Gain that confidence To face your fears.

Speak out on the violence We hurt, we break We cry and drown in tears No one to embrace.

Get up! Get up! Lead the rest Show them the way And fight ignorance

Speak out! on drug abuse Physical torture, mental disorders Psychosis, anorexia, anxiety, depression and Suicidal thoughts; Let us be guided as the young youth.

Get up! Get up! Advocate for the girl child sexual rights Honor and respect for the girl

children
To create independency for the

ladies.

Speak out! on gender equality Fairness and transparency for both sexes

Justice for the broken victims And non- discriminative environment.

Get up! speak up! On youth empowerments, Voices for health, Livelihood, skills development, Sexual Reproductive Health and Rights

Jercy Ritah Aber Bishop CipranoKihangwa (S6)

BLOSSOMING WOMAN

The best in me is out. It has been watered. It is ready to flourish Already nourished.

Am blooming.

I have said no to mediocrity
Am standing as a pillar
A long pillar I mean
I was sitting
And withering
Because the land was infertile
I was planted in stones
By a hypocrite a self-centered
one.

But now pollen grains are out Exposed to sunlight My strength is regained My tap root has gained The stems are supported By florists.

My heart is rejoicing full of energy Am still jumping east, west, north and south

Am walking with consistence but smart

Am dancing because of freedom
It is just and fair
My flowers are now fruits
Energy giving fruits
Proteins I mean.

I guess no one knows
I know someone has seen and
seeing
The empowered plant
Which had lost shape shining now
They sprayed and watered my
plants

For five days

Ooh wow! I cannot believe hope is
now my portion.

Akello Moureen

GENDER! GENDER! GENDER!



What a great word this is! "Sounds small but big to interpret Men and women Boys and girls Suffer gender issues in different ways.

Ooh gender gender Gender discrimination at its own level "Gender division of labor", I cannot tell "Gender gaps" sensitization is needed " Gender stereotyping" needs

advocacy

Ooh God! Ooh MEMPROW hand
Thanks goes to MEMPROW leaders
What a hand to we young women
Can now stand upright and defend my gender
Advocacy is my goal now and after
Empowering others is my role
Using non-gender
terminologies will be my wish

Namusobya Firidausi

It's a birth mark She carries a virgina From then all the dirty work Rolls up her selves Blinded with a series of false truth Encouraged to settle for less

She is told that the public isn't her place It's a bright burn So, she cooks to men's test Listen and never speak There she believes, she is the polite one

The learned society Has dictated to her soul her version Beautified her and made her fit for life Imposed that she should not rob money and power.

But all these false truths drain her intellect A brain that ably huddles intersectionality Is trashed and told to listen and speaks less Bow down to the best she can Then she becomes another's life and she dies.

Herself looking at her A quest that falls to the hands of ignorance For the kind words of a pointer She learns to find herself Beyond what society has taught her But to look deeper into herself Be her first fun Fake her new-found self Until it's a reality Then hits the patriarchy society

Abaho Patricia

SOCIAL FEEDS

Like & follow MEMPROW on FACEBOOK, INSTAGRAM & TWITTER



The setting was so welcoming and what stood out for me was the fact that no one acted like the almighty giver of knowledge. It was a very interactive, informative and a conducive learning space for me. I vowed to continue drinking from MEMPROW cup that never ran out of empowerment, cheerfulness but most importantly knowledge and information on how to make the world a better place for me and women in all their diversities.

DIANA NANSUMBA

Feminist, women rights activist MEMPROW gal, counselor and seamstress

Growing up, I was a shy and bitter child, I was always insecure about everything, I lacked self-confidence and I always felt ugly and without friends. This was due to the fact that I studied in single sex schools and would come back for holidays and stay indoors because my parents were tough and didn't allow me to go anywhere or have friends. But ever since I joined MEMPROW, my life changed for the better; my confidence and self esteem were built, and I can now talk to people freely.

> **NYAMUNGU PATRICIA** Accountant, MEMPROW Gal

I got the courage to run for several leadership positions while at Campus and outside the Campus because of the different trainings I acquired in leadership and advocacy, I have also been able to encourage other youths more especially girls to take up leadership positions.

> WATSEMBA IMMACULATE Graduate from Makerere University



Being a student in the diaspora, some days can be really despondent and homesickness can have the best of you. I have managed to use the life lessons learned from MEMPROW to go on with my university life. With recent occurance of the pandemic, these life lessons have kept me at bay and I have been able to survive on those poignant days.

> **BWEGOMBE B. VANESSA D.** MEMPROW Gal





MEMPROW Girls posing with books received from one of partner organisation, Girls not Brides



Young women during a session on understanding legal principles and practices for women empowerment





MEMPROW provided some of its stakeholders with relief funds/items as a way to carb the adverse effect of COVID 19 Young women and men during a dialogue organised to discuss inclusion of men engagement in women empowerment



MEMPROW Staff leading a discussion on the impact of COVID 19 on the youth and way forward.

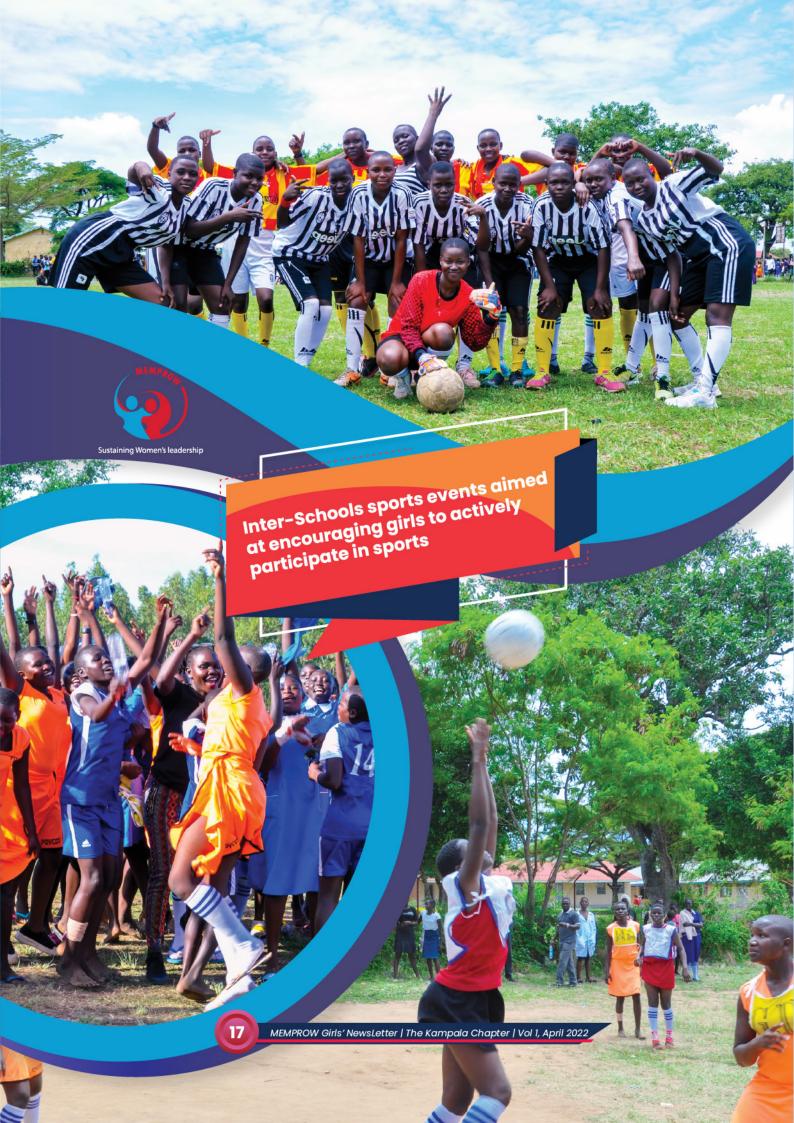




MEMPROW
Values
wellness, a
healthier mind
in a healthier
body

Community members during a self-care session







Community members learning basic counselling skills to effectively offer psychosocial support to the girls and promote a safe, conducive environment that promotes and protects the rights of young women and girls in their communities.



Girls during a Myth Burster Camp aimed at promoting confidence, positive self-worth and agency.



Old MEMPROW Girl sharing her university experience with Makerere university freshers during their orientation week.



MEMPROW staff during the #Hike4GirlsUg campaign in Karamoja region organised to raise awareness about menstruation and supporting underprivileged girls with sanitary materials



This Newsletter is a publication by Mentoring and Empowerment Programme for Young Women (MEMPROW)

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