



ALL GIRLS MUST FLY

## STAKEHOLDERS NEEDS ASSESSMENT MEETING



## ACTIVITY REPORT

Scope of the Assessment, NAKIREBE in December 2023

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## Background

The Florence N. Kuteesa Foundation LTD was established in honor of the founder: Ms. Florence Nightingale Kuteesa, to take forward her legacy for career advancement and economic empowerment of young girls and women in special circumstances, respectively. The Foundation is registered as G230927-2402 with Uganda Registration Services Bureau in September 2023. It is based in Kiringente Wave 3, Kikondo, Central, Mpigi, Nakirebe, Uganda,

### Vision:



Vulnerable Girls and Youth attain and enjoy their career and economic advancement for their wellbeing and that of the community.

### Mission:



To provide a platform that supports girls' engagement and participation in career and economic empowerment opportunities.

## Strategic Objectives



To enhance ability among girls and youth to solve problems encountered in their empowerment path



To increase the number of girls completing basic education or attaining literacy



To have more girls with enhanced employability skills (functional literacy and vocational skills) for lucrative trades and enhanced employability.



To increase the levels of incomes generated from girls owned economic enterprises



To mobilize resources and establish educational opportunities for vulnerable girls and youth

**To inform the design of the Start-Up program for 2024-2026,** The Founder embarked on a stakeholders' needs assessment to determine both;

- the specific needs for girls in special circumstance to complete formal education, and access skilling programs, and
- support required to increase income generated from women-owned businesses and enhance their ability to fund career advancement of target girls. The Stakeholders consultation was scheduled at three levels with LC Council, community leaders in Katabi Zone and youth (both boys and Girls) in the Community.

**The first meeting with LC Chairmanship was held at Nakirebbe on, November 25, 2023** and attended by Mr. Katende, the LC Chairman, Hadija N. Mutyaba, the LC Vice Chairperson and the founder- Ms. Florence Kuteesa. The meeting considered the objective of the Foundation and shared the current access to and completion of formal education; economic activities of the community including constraints to enhanced pr better business performance; functional literacy of the adults and existing NGOs (WATOTO, and SODI (Skill Oriented Development Initiative) with potential for partnership in pursuant of the mission of the Foundation. The meeting recommended a broader meeting to bring together a stakeholder meeting mid December 2023 to discuss the community actions that can help the girls attain their career aspirations.

## Scope Of Stakeholders' Needs Assessment

### Objectives

The stakeholders' meeting was held on December 18th at Nakirebbe with the following objectives.

- To determine girls' access to and completion of formal education and skilling programs with a specific aims that relate the following.
- To get a clear understanding of the level access and completion of formal education and skilling programs by youth and girls within the community.
- To determine the problems that constrain the youth and girls from accessing and completion of formal education and skilling programs.
- To rank the needs for access and completion of formal education and skilling programs (prioritization).
- To define the status of existing enterprises to get a better understanding of the following.
- Scope, profitability, and sustainability of women owned income generating activities within the community.
- On-going efforts to improve business entrepreneurship within the community. To build consensus on action required to enhance cost effective, lucrative, and sustainable income generating activities within the community.

### Organisation of the Meeting

The meeting was conducted in participatory and interactive manner and focused on two thematic areas namely entrepreneurship in marketing and good practice in micro-and small businesses. The discussion was facilitated by two experienced resource persons as indicated below.

#### Success Story of Entrepreneurship in Marketing (KATALE)

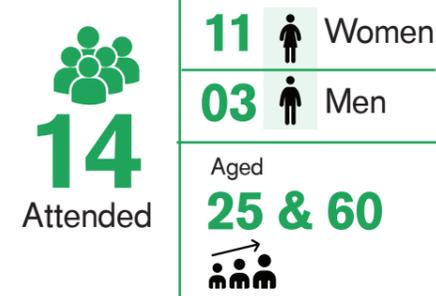
Mr. Muyego Hatwib, CEO Hatwib Suppliers and Logistics shared his success story entrepreneurship covering saloon, transport and marketing (KATALE) that are main areas of occupation of the participants. He illustrated his journey of achievement. Originally a barber, he left his previous position and relocated to work at Nakawa Market. Later, he resigned his job and opened a wholesale store, but after it failed, he was so determined that he began carrying people's baggage around the market for customers and merchants while, investigating the reasons why it had failed in the first place. Eventually, his new venture began to sell more products, such tomatoes, beans, and Irish. Then, he got an idea for his business: a lot of customers prefer fresh food. Upon realising that numerous customers were in need of fresh produce but were unable to visit the market owing to time constraints, he founded a delivery service that allows customers to place orders online and have them delivered to their residences.

#### Good Practices of Small-Scale Businesses

Mr. Otim Richard, an Ivory Consults Limited business consultant, led this session. The group found the session to be eye-opening as he began by defining capital as knowledge that comes from creating a business plan that outlines the kind of venture you wish to launch before you launch it. In addition, he pointed out that the majority of firms fail to reach their first birthday due to a variety of reasons, including fear of losing money, apprehension about launching the company, inadequate planning, poor management, inexperience, unfavourable locations, and, ultimately, a lack of understanding about how to manage a business. He then asked the participants why affluent people make more money and have fewer expenses than the poor, in response, he said that most wealthy individuals have numerous enterprises and are more disciplined than the poor.

### Participants Analysis

Fourteen (14) people attended the meeting out of which 11 were women and 3 men. The participants were aged 25 and 60. They represented the local council, the Anglican and Catholic churches, women's organisations, and Bumu Family Nakirebe, the Muslim community Nakirebe, the Atamusuza Women's group, "Grace on the Throne light Church" Kataba, and the Anointed church. Majority of participants operated micro and small-scale enterprises in various fields: farming, animal husbandry, wholesale stores, barbershops, tailors, instruction, catering, crafts, and market sellers.



### Venue and Time

The Meeting was held on 18th December 2023 in Nakirebbe from 9am to 12pm.

## Welcome Statements



The LC Vice Chairperson, Mrs. Hadija N. Mutyaba extended a warm welcome all attendees and applauded the Founder for her efforts to enhance the community by working with young people, particularly girls. She commended the meeting's goal aimed at soliciting solutions to select problems encountered by the girls in the community, including early pregnancies and dropping out of school which make them the most challenged group in the township.

The LC1 Chairperson thanked the participants for their attendance and the Founder for her community service. Thereafter, he appealed for a brief meeting to enable him attend to the other equally important priority areas later in the day.

## Message from the Founder of FNKF - Ms. Florence Kuteesa

Message from the Founder of FNKF - Ms. Florence Kuteesa  
The Founder also thanked everyone for their attendance and commended the LC1 Chairperson for his outstanding contribution to the development of the community and LC Vice Chairperson for mobilization of the participants. She shared that during the previous thirty years of her career, she had worked on development programmes targeting both men and women, but her primary interest had always been on girls in special circumstances. Accordingly, she preferred to establish the Foundation in the community of her country home based in Nakirebbe- an idea endorsed by her daughter- Mrs. Martha Nabaasa Lutwama.

She asked for cooperation between various organizations, including the church, mosques, and others, to pursue Foundation's mission and vision to empower females. She underscored that girls encounter numerous obstacles, including early pregnancy and school dropout due to lack of school fees. She asked the attendees to consider ways in which they may assist orphans and young girls who find themselves dealing with early pregnancies in either returning to school or pursuing vocational skills. Accordingly, she mentioned that the Foundation's primary focus group would be girls and orphans to give them with an opportunity for transformation economic advancement through training, empowerment, and exposure to literacy and career-changing skills.



She stressed that the Foundation, unlike other support agencies, would not provide direct support or grants for schooling or skilling. Instead, the Foundation envisages building capacity for generating funds from business opportunities which should, in turn, cater for aid to education or skilling. Hence, the Foundation would have supplemented a few necessities. This is intended to instill interest in income generation within the girls as an initiative to help them access and complete education and skilling on a sustainable basis. In conclusion, the Founder asked the participants to answer two questions: (1) Which youngsters should be assisted, and whether to assist them in completing school or develop their vocational skills? and (ii) which businesses should be targeted for business development services, and what would be the specific needs for expansion or diversification?

## Highlights Of Deliberations

The meeting appreciated the experience shared by the resource, discussed the solutions to the current challenges, prioritized the best practices and guided the interventions by the Foundation.

### Opportunities in Marketing

- Targeting expansion of a business is critical and should be the ultimate goal of every business person. Formulation and execution of a marketing plan underlies a successful business.
- Embracing digital marketing: The participants were encouraged to join WhatsApp groups and or search websites that align with their businesses.
- Mr Hatwib Buyengo, CEO of Hatwib Suppliers and Logistics, illustrated ways he adopted to expand sales and delivery of his market produce. Examples include using an on-line facility and -t-shirts to market his services. He also mentioned that some platforms would be a bit costly in the initial stages but would pay off substantially in the long run.



### Formal Education and Skilling Gaps

- The meeting welcomed the initiative to support the engagement of the target girls (vulnerable girls and young mothers) in income generating activities to mobilize resources to cover the education or skilling fees.
- The neighborhood had significant vulnerable girls and orphans, and that empowering them could help them become more resilient and productive.
- Within the community, it was revealed that there are over 2,000 households filled with youths in the Kataba zone, and most of them are unable to send their children to school because of their parents' low financial situation.
- Many parents find it difficult to provide for all family's social needs and hence resort to stop paying school fees resulting into a high dropout rate. The fees are estimated at Ushs 80,000 for USE and Ushs 40,000 for UPE), educational supplies, pads, and lunch money.

### Tips for Lucrative Business Management

- Participants were urged to spend money on entrepreneurship courses so as to increase their own knowledge and improve practices for modern and sustainable business management.
- Mr. Richard Otim encouraged the participants to formulate business ideas (in what ever raw form) and engage their business colleges, family members or potential investors to explore the design and feasibility of the innovation,
- Better planning and budgeting for the business, including expenses on themselves as salaries for the manager; and
- Proper record keeping, especially regular review of the expenses and incomes to determine the profitability of the business, and guide the planning for a specified period or on a weekly basis.
- Examined reasons why small or micro-businesses spend relatively more as compared to their cash inflows or income, which is contrary to the medium and large enterprises.
- Better understanding and application of good saving practices which include formulation of savings goals (or a purpose) to underpin the commitment to savings which could be initiative with a small amount ie shs1000= or Ushs5000 on a weekly basis. Its difficult to develop a savings culture if there is no motivation.



## Youth Empowerment Program

While cognizant of the need to prioritize girls under special circumstances, participants underscored the need to cater for the empowerment needs of those girls or boys who are not necessarily within the target group. They requested career guidance and counselling as well as youth empowerment programs targeting all youth or adolescents (both boys and girls) within and out of school or training program.

Integration of male youth or adolescents in the empowerment programs. The male integration approach was perceived as a strategic intervention to help the male youth appreciate the potential risks related to boy-girls relations, and understand measures to deal with the emotions, which in most cases was accorded.

The initiative would aim at building capacity of youth to transit into self-esteemed, confident, employable and self-reliant adults, and focus on career advisory courses, mindset shifts, personal self-discovery, and practical vocational skills like catering, and tailoring. But since the programmes won't work without everyone's participation.

Agreed to formulate a database on target girls under special circumstances within the community. Data needs would include name of family, potential target girls, age, level of education, specific education and training needs, income generating capacities of heads of families or girls themselves, access to resources, among others. LC Vice chairperson was requested to coordinate the assignment.

## Need for better business management

A growing number of women are operating microbusinesses within the community. Likewise, the men or boy youth have explored new areas of economic engagement or diversifies their areas. Many of the women are employed in SMEs (kiosks, handcrafts) and catering establishments, which more active at night, along the Masaka highway. They have also formed small women cash-round groups that allow them to access capital for their businesses.

However, they lack the business management and financial literacy skills needed to support growth of their enterprises. They cited issues that limit lucrative economic engagement to include a lack of capital and insufficient skills to run a business.

The discussion, facilitated by the market entrepreneur, Mr. Hatwib Buyengo and business development expert Mr. Otim Richard, identified the needs related to business knowledge and abilities for entrepreneurship needed to manage a profitable firm. The participants were advised to exploit all opportunities for entrepreneurship development.

Thereafter, the meeting asked delivery of entrepreneurship classes conducted every Saturday from 9 a.m. to 4 p.m for four weeks effective January 2024.

It was agreed that training program should inform both the type of businesses that can be undertaken to help the target girls generate income for school fees and support development of businesses owned women who obliged to support education for vulnerable girls.



## Way Forward

The meeting requested the Foundation to design and deliver develop training initiatives that would help the economic engagements of the community, with a particular emphasis on orphans and young females and empowerment of the youth.

### The Foundation committed to undertake the following activities during the next 12 months (January -December 2024):

- Development of a curriculum for an entrepreneurship training that is aligned with the community needs and availability.
- Delivery of entrepreneurship classes conducted every Saturday from 9 a.m. to 4 p.m for four weeks effective January 2024. This would help determine the specific needs for youth and community members.
- Conduct a needs assessment for girls in special circumstances, and their relatives, to determine assistance and guidance on activities that will help generate income that can be used to pay for school fees and other basic needs for them complete their formal education and skilling programs.
- Design and conduct Empowerment programs for the youth targeting boys and vulnerable girls, and specifically to motivate self-discovery and promotion of mental health awareness.

# Annexes

## Annex 1: Attendance Forms

#	NAME	SEX	TITLE/POSITION	INSTITUTION	CONTACT
1	Nakabuyo Harriet	F	Representative Kwagariza Women's group	Kwagariza Women's group	Phone: 0754962017
2	Laban Bagume	M	Representative Anointed Church	Anointed Church	Phone:
3	Nannono Mariam	F	Women representative	Bumu Family Nakirebe	Phone: 07501272258
4	Lutwama Gyavira	M	Youth Chairperson	LC1	Phone:0701946744
5	Nalubowa Annet	F	Representative Catholic Church	Catholic Church	Phone: 0700171474
6	Nankya Sharifah (Shayma's Tea Hub)	F	Amirat	Moslem Community Nakirebe	Phone: 0700799615
7	Lubowa Vicent Paul	M	LC1 Secretary Kataba	LC1 Kataba	Phone; 0702945241
8	Nakato Hadijah	F	Vice Chairperson LC1	LC1 Kataba	Phone:0701859361
8	Mary Tuheirwe	F	GISO	LC1 Kataba	Phone: 0709816789
9	Namutebi Magadaren	F	Representative women's group	Atamusuza Women group	Phone:075795318
10	Namukose Lydia	F	Representative Church	Grace on the Throne Light Church Kataba	Phone: 0741967466 Email: lydianamukose@gmail.com
11	Passy Nakaweesi	F			Phone: 0703319650 Email
12	Namutebi Sylvia	F	Member	Kelezia	Phone; 0700120549
13	Otim Richard Tomson	M	Business Consultant	Ivory Dev't Consults LTD	Phone:0759094971/ 0772492584 Email: richieotim@gmail.com
14	Buyengo Hatwibu	M	CEO	Hatwib Supplies and Logistics	Phone: 0780156567 Email: buyegohatwib186@gmail.com
15	Nabunje Tracy M	F	Volunteer	FNK foundation	Phone:0781495338 Email: tracymutaawe1923@gmail.com
16	Zawedde Miriam	F	Volunteer	FNK foundation	Phone: 0753088095 Email: miriam017zawedde@gmail.com
	Florence N Kuteesa	F	Founder	FNK foundation	Phone: 0756656730 Email: fnkuteesa@gmail.com

## ANNEX 2: Program

FLORENCE N. KUTEESA FOUNDATION STAKEHOLDERS NEEDS ASSESSMENT MEETING 18TH DECEMBER 2023 AT NAKIREBE FROM 9AM TO 12.00PM.

TIME	SESSION	RESPONSIBLE PERSONS
<b>SESSION 1: Welcoming And Introductory Remarks MC:</b> Ms. Zawedde Miriam		
9:00 - 9:15 am	Opening prayer and Introduction	LC Vice Chairperson
9:15 - 9:20 am	LC 1 Welcoming Remarks	LC1 Chairperson
9:20- 9.30 am	Statement by Founder	Ms. Florence N. Kuteesa
<b>SESSION 2: Good Practices of Successful Small Business</b>		
9: 30- 9:40 am	Success story of an entrepreneur in Marketing (KATALE)	Mr. Hatwib Mayengo
9:40 - 10:20 am	Good Practices of Small-Scale Businesses	Mr. Otim Richard
10:20 – 10: 40am	Question and Answers	
10.40 - 11:00am	Breakfast and Group photo	
<b>SESSION 3: Needs for Girls Education, Skilling and Potential Generating Activities</b>		
11:00 am - 11:40am	Suggestions for support: • Access and completion of Education & Skilling • Start and expansion of Income Generating Activities.	Community members
11:40 – 12:00pm	Closing remarks	LC Vice Chairperson and Founder

## ANNEX 3: Planned and Actual Expenditure

Stakeholder's Needs Assessment -18th December 2023 at Nakirebbe Budget Estimates and Actual Expenses

#	Item	Quantity	Unit cost	Total (Estimates)	Actual
<b>A</b>	<b>MOBILISATION</b>				
	Field Coordinator Allowance + Airtime	1	150,000	150,000	150,000
	LC chairpersons Allowance + Airtime	1	50,000	50,000	50,000
	Program Coordinator Allowance + Airtime @sh100,000=	2	100,000	200,000	200000
	Travel Kampala- Nakirebe ( One day)	1	40,000	40,000	40,000
	Founder Travel Kampala +Nakirebe	1	100,000	100,000	100,000
	<b>Sub total</b>			<b>540,000</b>	<b>540,000</b>
<b>B</b>	<b>EATS AND DRINKS</b>				
	Sugar	2	6000	12,000	12,000
	Teabags	1	5000	5,000	5,000
	Bogoya	3	7000	21,000	
	Chapati	20	1000	20,000	20,000
	serviettes	1	3500	3,500	4,000
	water	1	20000	20,000	40,000
	<b>Sub total</b>			<b>81,500</b>	<b>81000</b>
<b>C</b>	<b>SUNDRY</b>				
	Toilet paper	3	1000	3,000	3000
	Toilet soap	1	4000	4,000	4000
	<b>Sub total</b>			<b>7,000</b>	<b>7000</b>
<b>D</b>	<b>MEETING EXPENSES</b>				
	Airtime ( Lumpsum)	1	50000	50,000	50,000
	Tent hire	1	50000	50,000	50,000
	chair hire	25	400	10,000	50,000
	Table hire	1	20000	20,000	20,000
	Transport for hire items	1	40000	40,000	40,000
	Facilitation +Travel for Facilitators	2	250,000	500,000	500,000
	Facilitation + transport for Coordinators	2	150,000	300,000	300,000
	Transport refund for participants	15	10,000	150,000	120,000
	Stationery	1	100,000	100,000	20,000
	Miscellaneous (5%)	1	90,175	90,175	
	<b>Sub total</b>			<b>1,310,175</b>	<b>1,150,000</b>
	<b>Grand total</b>			<b>1,938,675</b>	<b>1,778,000</b>

### Funding

Zeridah Zigiti (Chair + Fuel +Mobilisation )	600,000
Hellen Opolot	500,000
Martha Lutwama	350,000
FNK	328,000
<b>TOTAL</b>	<b>1,778,000</b>



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