

CONCEPTNOTE
Mothers Of Decent EMPLOYMENT(MODE)

GENERALINFORMATION

1	Name of project	Mothers Of Decent And Safe Employment
2	Implementing organisation	Youth ark Uganda In partnership with Kampala Kawempe Rotary Club
3	Goal	To enhance the conduct and capacity of Teenage Single Mothers in Kawempe division in Kampala District
4	Location of coordinating office AND CONTACT	@Youth ark center Kazo Lugoba Road, Kazo Tel;+256701088356/+25677318566 EMAIL: youtharkug@yahoo.com P.O.Box 8311 Kampala, Uganda
5	Legal status of implementing organisation	Registered with Wakiso District as a Community based organisation
6	Name of Project coordinator	Mr.NsambaHenry (henrynsamba@yahoo.com ,- 256701088356)
7	Target area	4 villages of Kawempe division in Kampala District (Bwaise, Kawempe, kalerwe and kazo)
8	Target group	100 Young single unemployed & under employed mothers
9	Project duration	10 months
10	Total cost of project	A total of \$ 11.750.00 will be required towards implementing the entire 10 months project Budget share Youth ark Uganda will contribute 10% which is \$ 1.175.00 Kampala Kawempe Rotary club 10% which is \$ 1.175.00 Donors will contribute 80% which is \$ 9.400.00

EXECUTIVE SUMMARY

The areas of southern Kampala district are characterized with people living in high poverty, violence, early pregnancies of young girls who are now single mothers and school drop outs, high drug abuse, prostitution, gambling. People living in these areas seem to be comfortable with the vices, this is because their society produces and grooms its people in an environment with relative values. Children and youth grow up in an environment where people are smoking drugs, parents being drunk during day time and fighting all the time, old people speaking vulgar words in public and prostitutes standing on the road side during day time, old boys breaking into houses and grabbing other people's things to split into the dark and it all seems normal. But all this is due to a generation that lacks proper values and skills to live positively that later turns out to parent another generation.

You may say "a generation from a misguided environment or a shameless generation"

Kawempe division is the area in Kampala district, well known for habiting and generating thieves, prostitutes, gamblers, drug abuse and all sorts of shameless acts to others parts of the city. So empowering the communities with skills and values would completely improve their abilities, personalities and mindsets thus also changing positively the upcoming generation

These poor communities consist of indigenous residents and people migrating from the northern and rural areas of Uganda to search for better live hood in Kampala. As a means of survival most of the residents are involved in hawking, gambling/betting, prostitution and theft through grabbing people's valuable items and running away and small businesses put aside of the roads, like charcoal selling.

A large population of this area is living in poverty, with high HIV/AIDS levels, violence and hopelessness as they lack the skills and values to be productive in life. They cannot produce anything or be employed for good jobs or attract and keep valuable people around them who would enhance their lives. all this has led to a bad image of the area and the people who come from this area.

With Youth unemployment now at 86% in Uganda. The rate of Teenage pregnancies and mothers in the slum areas of Kampala, is very alarming.

Abandoned by the families and irresponsible males not willing and unable to look after them and their pregnancies or children, these unskilled helpless and hopeless young mothers desperately resort to prostitution or unsafe jobs like working in logdes, night bars to generate income, these young girls bare the challenges of rape at work by their employers and male gangs at night as they cross the dark corridors going home after after work. Very many organizations in the country have resorted to these desperate girl's bodies for medical experiments with so many now faced with heath complications.

It's for that reason that we Youth Ark Uganda have designed a project proposal titled

"Mothers of Decent and safe Employment (MODASE)" with the motto of ***"Integrity is the essence of everything successful"***.

While all other organizations believe that skilling people will change their lives to overcome poverty, we believe that putting equal effort on enhancing values like honesty, reliability, integrity so that they can attract and keep valuable relationships which can enhance their lives. Youth can live a better or successful life if they become honest,

hardworking, creative, multi skilled, reliable, and social and so on. Skills may not make them good citizens of society if they are lack values like honesty

The overall objective of the project is to enhance the integrity (values) and productivity (skills) of 100 young single mothers through empowerment in villages of Kawempe division in Kampala district ”

The initial training will be around reading and writing and then focus on life and vocational skill trainings on tailoring, hair braiding, ICT, catering, music production, nursery teaching for the those that drooped out of school and producing of enterprise products like making soap, Vaseline, urban farming and others, with the expertise support from training organizations and professional trainers. After the training, the trainees will be placed in various organizations and established micro enterprise to enhance their employability and skills as well livelihood security. In long run, the project will establish a Self Help Cooperative to facilitate the candidates to start their own small business through forwarding small startup loans and skills in financial management. the project shall also start a kindergarten that will enroll the children of these single mothers but also accept children from other community families

To achieve the project objectives, a project coordinator, two trainers and A financial requirement of \$ 11.750 will be required towards the entire project operation costs for the 10 months project.

1. Name of the Project: Mothers Of Decent Employment (MODE)

2. Implementing Organization Profile

YOUTH ARK is a nonprofit community based organization working towards Youth empowerment, education and livelihood promotion. YA aspires to improve the living conditions of the poor and marginalized by adopting strategies through community initiative, participation and sensitization. The organization has worked among backward communities in the southern areas of Kampala and Wakiso putting much effort to the most under developed areas. Youth and young women self help groups have been taken as the base for all interventions and livelihood activities enabling them to contribute towards main stream development process.

3. Background of the project

Kawempe division is the largest division in Kampala, with an estimate population of 265,000 according to the 2010 national population census. Kawempe division has the highest mortality and morbidity burden compared to the other four divisions. A survey in 2013, ranked it the highest in HIV/AIDS transmission out of the five divisions in Kampala, crime is also of concern. Much of its ground is in a swampy area which exposes it to floods in every rainy season. The health situation is very alarming due to the very poor economic and sanitation standards of people who are living in slums.

3.1 Problem statement:

Kampala being the capital city of Uganda has 5 divisions (Nakawa, Central, Makindye, Rubaga and Kawempe). However amongst all, kawempe is less developed, faced with floods, high levels of crimes, poverty and unemployment which have affected the image of the area and its people. The residents spend most of the day doing nothing but in bars and gambling/betting places, taking drugs and then turn out at night to engage in

theft, prostitution in other areas of the city.

Since the current generation in these villages is a result of early pregnancy and single parenting, high levels of illiteracy due to low home incomes, poor society morals. The cycle goes on to result in a recurring related generation with no integrity in these communities.

Why "Young" "Single" "Mothers" in "Kawempe division"

Young

From our research and assessment report in Bwaise kawempe division in the zones of katogo, Kimumbasa and California, we discovered that 67% of the population is youthful between the age of 13 – 22 years and 68% of the youths are girl, however 79% of the girls are young mothers, 34% are regarded illiterate while 42% are school dropouts to at least ordinary level according to the Ugandans education curriculum. Research further shows that most of them raise their income from working as prostitutes, bar and lodge attendants, part-time day time maids washing clothes and cleaning different homes, food vendors or managing multiple relationships with men.

Single

Research shows that 96% of these young girls are single parents due to the circumstances under which they get pregnant, research shows while others were raped by family members like their own fathers say after the death of their mothers, step fathers, uncles, bar and home employers and village gangs, others get pregnant in relationship with fellow irresponsible youths, students and others in desperate economic relationships with clients in bars and lodges.

Mothers

Change the mother; you will change the children and generations

While research shows that 96% of these don't want what they do like prostitution, multiple relationships, they say that they do it to find support for their children like food, clothes, education and medicine. For example they say they have to take alcohol to become drunk and act with influence of alcohol and get some esteem, however their conduct and values as mothers portrays a bad image to the children and the community

Kawempe division

The slum zones of katogo, kimumbasa, California in Bwaise, Kawempe division are characterized with slums, floods, unemployment, violence and the population is highly illiterate living in poverty. While our research shows that these areas are faced with several big challenges like poor health due to floods and stagnant water, lack of pit latrines, the number of pregnant or young single mothers is very alarming. In our research we discovered even other organizations have invited these younger girls for empowerment but the little fee charged for registration and distances or transport costs involved hinder them so we preferred to implement the program free and in the area.

Secondly, because of their desperate circumstances, these girls are normally exploited to the level of losing their lives.

a) some organizations use these girls for medical experiments which has led to some girls having health complications yet they can't even afford medical treatment. These organizations give as little as 50,000 shillings (15 dollars) and these girls offer their bodies just to put food on the table for their children.

b) some fake companies take these girls to Arab countries and our research shows with

proof that very many have died while working as maids others have lost their body organs.

3.2 Goal of the project:

To enhance the virtuous (values) and capacity (skills) of 100 young single mothers through empowerment in villages of Kawempe division in Kampala district "

Training will aim at imparting skills and values to increase productivity and employability capacity, change the mindset and values of the current generation thus also improving the characters of the next generation.

Project activities

- Mobilisation and orientation
- Training of trainers
- Purchase and Installation of training facilities in the training center and workshop
- Purchase of training materials
- Empowering of 100 young single mothers with good values and vocational skills
- Initiating and running of a self help saving scheme
- Evaluation and monitoring
- Certification and graduating of trainees

3.3 What makes the project unique

The project will put much and equal emphasis not only on imparting skills to the trainees but also endeavor to enhance their personal values, it's for that reason that we came up with a motto relating to integrity.

The project shall also endeavor to see that all trainees are multi skilled to increase their chances.

The project shall endeavor that trainees are employed or start up their own employment programs in their indigenous areas

4. Expected Outcomes:

1. Safety of the teenage mothers as they now have day time jobs, confidence and hope of survival
2. 20 young single mothers shall be retained on a permanent employment in the workshop and as trainers
3. Dissemination of Skills and values to 100 underserved, unserved and unreached young single teenage mothers.
4. Self reliant of the teenage mothers as they now generate income through safe and decent means.
5. Reduced vulnerability to HIV/Aids as young single mothers or girls shun prostitution and other indecent activities like multiple relationships.

6. Improved image of girls who are mothers, families and area or community at large as youth turn to decent live hood
7. Breaking the poor regeneration circle because we shall now have a generation of mothers with decent living and better values mothering another generation
8. Better living standards hence access to better human basic needs like medication, dressing and food diets more so the children.
9. Improved literacy rate of families and community at a large as mothers shall now have the ability to take their children to school
10. 50 teenage mothers shall have financial support through the help Self help societies scheme members
11. Living a decent life, personalities shall improve their image therefore also improving the social effect which will enable them to connect and attract good and helpful for example rotary and Rotaract friends
12. Incease in economic activity in the community shall bring in more direct and indirect employment opportunities
13. The changed images of different personalities shall be a good model for others living in indecent activities like prostitution.

4.1. Project Target Area

The project will cover 4 slum areas in Kawempe division in Kampala district namely Kazo, Kawempe, Bwaise and Kalerwe.

4.2. Target beneficiaries:

100 young single mothers unskilled working in unsafe and indecent means to generate income like prostitution and multiple relationships

4.3. Project duration:

The duration of the project is 10 months Starting as soon as funds have been secured

5. Project program

The annual training program for the trainees

In the 1st phase, YA will cover formation of core team, Orientation and training, design of course curriculum and pedagogy, area study and selection of training partners.

In 2nd phase, YA will give more focus on organizing quality trainings to selected beneficiaries on vocational and skill development by using local resources.

In 3rd phase, the trainees shall undertake a 2months theoretical training and a 2 months general practical training in various fields and 4 months specialized practical training in a given skill

In 4th phase YA will conduct placement activities for the trainees and build financial and market linkage for establishment of micro enterprises at community level for self employability. And establishment of a self help cooperative

In 5th phase YA will make an annual (3) assessments and evaluation on the effect of the project on the trainees, their families and community

6. Project SWOT analysis (strength, weakness, opportunities and Threats)

Challenges and weaknesses

Lack of funds has really crippled the project while also the beneficiaries have barely nothing to contribute meaning that the project has to depend on donation to practically develop

- Trainees with hard to bare values
Because of their background of trauma which makes them dishonor themselves and others, environment of speaking vulgar words and all kinds of insults, fighting and disrespect, therefore the trainers shall have to be patient, friendly, humble and able to accommodate the trainees
- Trainees with no basic skills
A large majority of the trainees lacks basic skills of reading and writing yet they are youth meaning they still have long journey to go thus giving them basic skills increases their chances for bigger opportunities and professionalism chances

Project strength and opportunities

- Majority of the trainees are youths with good energies, passion and dedication to change their lives and community positively
- Most trainees are willing to become models through sharing their experiences if it could help other young people's in the community through projected seminars which will make the effort more easier and quick to effect throughout the area and other communities
- The area of the project is faced with so many problems so developing problem-solvers of these challenges in our own community will enhance their own lives and communities at large

Project threat

- If the project does not affect the trainees and their children's lives practically, they become vulnerable to resorting back to their indecent means of survival This is being acknowledged now as the project is struggling to start that whenever we mobile trainees and just talk to them while we promise and delay to start practical training, we always lose them back to their original vices

Project sustainability

Economic sustainability

The training workshop

The workshop will contain training facilities that can also be used to provide services to the community, the generated income shall be used to sustain the center to recruit more beneficiaries.

The skilled trainees shall be retained in the workshop to operate the workshop and train new entrants hence reduced costs of production and training.

Selling of made

The trainees will produce clothes, crafts and shoes for sell hence earning some income for themselves and the centre

Fundraising drives

The centre shall organize seasonal fundraising events like plays, music and drama concerts and exhibitions by trainee.

Saving scheme

The project will run a saving scheme will aim at providing small loans to its own members with a small interest aimed at sustaining the programs

Project staff

Name	Position	Qualification		
Nsamba Henry	Project admin	ACCA, b.com Diploma in project management Certificate in conflict reconciliation		
Nsonyiwa Mary	Secretary/accountant	B.com Basic computer		
Linda Asimwe	Councillor	Diploma in counselling		
Sharon Nuasima	Trainer	B.economic Certificate in counseling Certificate in hair braiding		
Mugoya Joseph	Trainer	B. Agriculture Certificate in tailoring Certificate in catering and baking		

6. Budget: Amount is in dollars

Proposed Expenditure

Initiating Costs

No	Item	Qty	@ \$	Total \$
1.	Screening and team formation	2 session	50.00	100.00
2.	Trainers training and orientations	2 sessions trainers & administration	50.00	100.00
3.	Search and mobilisation of eligible trainees	4 villages	25.00	100.00
4.	Designing and production of curriculums	4 training programs	50.00	100.00
	Total			400.00

Purchase of Training equipment/ fixed expenditure

N o.	Item	Details	qty	Cost \$	Total \$
1	Purchase and installation of training facilities	Ordinary Sewing Machines	10	100.00	1000.00
		Motor and designer Sewing Machines	2	500.00	1000.00
		Embroidery machines	1	1000.00	1000.00
		Sweater making machine	1	1000.00	1000.00
		Buttoning machine	1	500.00	500.00
		Leather shoe making machine	1	500.00	500.00
		Shoe sharpening machine	1	500.00	500.00
		2.	Hair dressing and Beauty parlour training program requirements	Standing driers	1
Hand driers sets	4	50.00		200.00	
Rollers	5	10.00		50.00	
hair dressing training dummies	10	10.00		100.00	
	Computer program	Desktop Computer	10	100.00	1000.00
	chairs	For training classes	50	10.00	500.00
	Training tent /shelter	For extra training space	1 of 50	500.00	500.00
	Total				7,550

Operation costs

Item	Quantity	@	Total (10months)
Salary for admin	1	100	1000.00
Salary for trainers	2	50	100.00
Training materials	10	50	500.00
Trainee certification	1	250	250.00
Evaluation and report	1	250	250.00
Saving scheme fund	1	500	500.00
Evaluations	2	50	100.00
Audit	1	500	500.00
utilities	10	100	500.00
Total			3.700.00