

Women Empowerment through Training and Micro Enterprises Development in Kenya



2017-2018

Table of Contents

INTRODUCTION	2
BACKGROUND	3
PROBLEMS AND JUSTIFICATION.....	4
NEEDS ASSESSMENT	9
STAKEHOLDER IDENTIFICATION & ANALYSIS	11
1. Main Stakeholders	Error! Bookmark not defined.
2. Project's Implementation.....	Error! Bookmark not defined.
ABOUT THE PROJECT	11
3. Objectives	13
<i>a) Main objective</i>	13
<i>b) Specific objectives</i>	13
Sustainability.....	15
Impact	17
Evaluation	17
Sources	18

INTRODUCTION

Rotary International is committed to service above self and advancing peace and development around the world through supporting its peace fellows, who graduated from a Rotary Peace Fellowship. Many partnerships and new initiatives have been created thanks to this program in order to create sustainable peace in different parts of the world. In 2018, a collaborative effort was born between two Rotary Peace Fellows who lead non-profit organizations with a common mission of creating opportunities for women and children living in extreme poverty and confronting devastating circumstances like living with HIV. These women are social entrepreneurs and Rotary Peace Fellows: Elizabeth Ngere and Ximena Murillo. They both graduated from the University of Chulalongkorn in Thailand, Class 24 and are committed more than ever to lead efforts at achieving sustainable peace in the fragile communities by enhancing the lives, dignity and independence of local women and children.

This joint initiative is based on the importance of creating new economic opportunities in the Kisumu City Slums of Kenya, where women, especially those living with HIV and in extreme poverty, can increasingly enhance control over their own destiny. When women are economically empowered, they have proven to contribute to more sustainable and healthy families and communities, which are essential ingredients for sustainable localized peace. This proposal, *Women Empowerment through Training and Micro Enterprises Development in Kenya*, is grounded in the extensive experience of both organizations working with women and children in vulnerable and fragile communities. Both peace fellows, as well as the organizations they lead, have acquired a deep understanding of many of the critical challenges confronting women living in extreme poverty and with HIV, especially cultural and economic challenges such as limited mobility, access to capital, and access to markets and absence of essential technical information.

This project will prepare and equip up to 180 women living with HIV/AIDS in the Kisumu City slums to become more economically independent, self-reliant, develop positive self-esteem, and reduce financial vulnerabilities. This project will provide women and their families with three (3) centers to learn new technical and entrepreneurial skills for the purpose of launching viable microenterprises. Rotarians in collaboration with U4C and WAPC will provide support to launch such microenterprises. The project's estimated budget is **US\$ 80,000.00**.

Both organizations, United4Change Center for International Development & Global Citizenship (U4C), an award-winning global development nonprofit profit organization in the United States and Women Arise for Positive Change (WAPC), a community-based organization in Kenya that works with women and children living with HIV/AIDS in urban slums of Kisumu,

Kenya, have the expertise and capability to work alongside active Rotarians to implement a Global Grant project.

U4C has been the cooperating partner for different Rotary Clubs and Districts and possesses valuable prior experiences with Global Grants and understands the related requirements. U4C, led by Rotary Peace Fellow Ximena Murillo, has worked with the Hobbs, Lovington, and San Jorge (Bolivia) Rotary Clubs, along with the New Mexico and Bolivia Districts in three different Global Grants that have been successfully implemented in vulnerable mining communities of Bolivia, relying heavily upon Rotarian volunteers in project assessment, execution, monitoring and evaluation. The impact of these Global Grants projects have been outstanding, changing the lives of thousands of women in the areas of education, healthcare, economic development and domestic violence.

Established in 2016, WAPC, the organization led by Rotary Peace Fellow Elizabeth Ngere has operated on the need to have a population, most of whom are not beneficiaries of the formal education system, to have hands-on skills to help them better fend for their families. The slum women have suffered the brunt of HIV and a culture of disposition of the female gender upon the death of the man of the house. These are examples of the ill-effects upon women that WAPC has been helping overcome over several years while working to alleviate challenges and empower families affected by the HIV pandemic in Kisumu City area in Kenya. Because WAPC is a Local Community Based Organization (CBO), non-political and non-religious, it works effectively in partnership with both local and international partners tackling wide spread poverty, responding to emergencies and disasters that emerge, promoting peace and justice and transforming conflict into opportunities for peace and development as well as human rights advocacy. WAPC has successfully trained 120 women in handiworks and entrepreneurship, supporting the establishment of 8 savings groups among the alumni group. This is supported by sourcing materials for training on basketry, baking, beadworks, and recycled paper basketry, making of clutch bags among other training, in addition to development of soft skills related to investment and saving.

U4C and WAPC propose to utilize strategies acquired from Rotary Peace Fellowship training to address the plight of this especially vulnerable population within the framework of a peace building initiative.

BACKGROUND

With a population of 48,397,527 (July 2018 est.), Kenya has been experiencing rapid population growth, as a result of its high birth rate and declining mortality rate, early marriage and childbearing along with the lack of family planning, contributed to more than 40% of Kenyan's population of under the age of 15. Kenya's persistently rapid population growth strains the labor market, social services, arable land, and natural resources. Because of the HIV epidemic that

started in the 90's, the government stopped its efforts in slowing the birth rate of the Country. (Source: CIA).

According to studies, Kenya's stagnant economy and political issues during the 1980s and 1990s, led to an outpouring of Kenyan students and professionals seeking permanent opportunities in Western and Southern Africa. Kenya's relative stability since its independence in 1963, has attracted hundreds of thousands of refugees escaping violent conflicts in neighboring countries. For example, there are approximately 300,000 Somali refugees in Kenya as of April 2017.

Kisumu is the third largest city in Kenya after the capital Nairobi, and the most important city in Western Kenya. Officially known as Kisumu City (and formerly Port Florence), Kisumu is the Kenyan inland port city on Lake Victoria and the capital city of Kisumu County, Kenya. At an elevation of 3,711 ft, the city has an estimated population 500,000, while the metropolitan region comprising the city and its suburbs and satellite towns of Maseno, Kondele, and Ahero has an estimated population of over 1.5 million as of 2017. As the principle city of Western Kenya, Kisumu is the headquarters of the Lake Region Economic Block, which is a conglomeration of 15 counties in Western Kenya. Kisumu town (capital of Nyanza Province) is located on the northeastern shore of Lake Victoria, which is known for its lakeside viewpoints at Dunga Hill Camp and Hippo Point.

Kisumu is the commercial, industrial and transportation center of Western Kenya, serving a hinterland populated by almost four million people. Kisumu is an important connection in the trade route between Lake Victoria and Mombasa, due to its water and rail connections. It also serves as the chief terminus for the agricultural produce of Nyanza and Western provinces. Industries in Kisumu's most important industries are the manufacturing of textile, agricultural products as well as brewing.

PROBLEMS AND JUSTIFICATION

According to the World Bank over the past decade Kenya has made a significant political, structural and economic reforms that have largely driven sustained economic growth, social development and political gains. However, Kenya's key development challenges still include poverty, inequality, climate change and the vulnerability of the economy to internal and external shocks.

More than 1 billion people in the world live in extreme poverty (defined as living on \$2 or less per day) and many of them being women. Recent research suggests that while both men and women suffer the consequences of living in a cycle of poverty, woman have fewer resources to deal with sustained, intergenerational extreme poverty. Many women in Sub-Saharan Africa like Kenya are disproportionately affected by HIV. In 2016 alone, 34,000 adult women were infected

with HIV, compared with 22,000 adult men. The adult women accounted for 910,000 of the 1.6 million people living with HIV in the country. According to UNAids, women also face challenges with sexual and reproductive health issues such as, limited access to family planning, as well as stigma and discrimination when they seek services.

Women and girls make up about 50.1% (Kisumu Population Data) of the total population of the slums of Kisumu City and the gross inequalities and inhuman conditions they endure in such areas both as a result of poverty and poor infrastructural development, and in general, is a key factor contributing to Kisumu city's extremely poor human development index in the slum areas. The situation of women and girls in Kisumu slums is particularly dire and presents real concerns for prospects for fair treatment, access to justice and overall human rights protection. Of the 390,164 people that currently live in Kisumu County, 51% are women of reproductive age. Many of the women in Kisumu slums are widows and heads of households with hardly any access to property, health care and education. Maternal mortality rates in the slums of Kisumu City is amongst the highest in Kisumu slums. Early marriages and teenage pregnancies in slums of these areas are common. Girls who get married or give birth at a young age have a greater vulnerability to health risks. 65% of women between the ages of 15-64 participate in the domestic hard labor workforce (Kisumu Population Data).

Women bear a disproportionate brunt of the hardships occasioned by poverty, conflict, natural disaster and a deeply clan-based culture which promotes strict male hierarchy and authority. A critical element of hardship emanates from the women's increasing roles as providers of basic needs or amenities to the members of their households – which are typically extracted from natural resources, i.e. land, water, vegetation etc. In these circumstances, women come under extreme pressures and violence, which further complicate the already stressful conditions which persist in Kisumu city. This is further exacerbated by religious and cultural limitations on the role and status of women in Kisumu County. As a result, deeply rooted gender inequality prevails; Kisumu women are either excluded from decision making and asset ownership or operate through a patriarchal filter. This is dictated by cultural beliefs of the Luo community who are the main inhabitants of this region.

Women and girls of this community often suffer cruel, inhuman and degrading treatment including Sexual and Gender Based Violence (SGBV), a general lack of access to formal justice mechanisms and extreme marginalization and repression under the traditional and harsh implementation of harmful cultural practices of the Luo Community. In the slums of Kisumu City, the practice of women inheritance, substance abuse among children (including girls) and early marriages, remains widespread in its severest form.

The continued insecurity in most parts of these slums in Kisumu City further aggravates the dire situation of women and girls as this presents threats to humanitarian organizations thus

limiting their capacity to provide full assistance to Kisumu City's citizens in critical need who live in such slums. To address manifest gender imbalances and respond to the acute challenges faced by women and girls in the slum areas of Kisumu, WAPC as an organization reaffirms and emphasizes child protection and Gender Equality and Mainstreaming as "an irreducible condition for inclusive, democratic, violence-free and sustainable development". Thus, WAPC intends to make women and girl's concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of all policies and programs in the political, economic and social spheres of life in Kisumu and its environs.

Through linkages and partnerships, WAPC's and U4C's proposed mutual project is a result of wide and inclusive consultative meetings with all the stakeholders within the area who identified the needs for any possible action. Notably, WAPC observes that women and girls' gender roles have been stretched beyond traditional limits to meet the new domestic, social and economic needs of the family and local community. Many women are now taking the main role in domestic decision-making and working in whatever way they can to provide an income for their families, even where men are present in the household. Women have been at the forefront of emergency care and social recovery efforts at the community level, often playing active public roles to influence and mobilize support.

There is a great need for this project owing to the fact that slums within Kisumu City have been without a proper management in place for a long period of time. This has led to lack of existence for human rights and democratic space for its citizens especially women and girls. Women and girls are the most vulnerable groups among the population living in the aforesaid communities. This group is vulnerable to all aspects of violations from the armed groups and deep-rooted cultural practices in the Luo Community. Illiteracy also continues to serve as another plague that hounds the society further jeopardizing any hopes of women knowing their rights.

In Kisumu City, women have remained unrepresented in social, economic and political arenas due to weaknesses associated with complete lack of non-gender sensitive policies, lack of economic capacity, cultural limitations and domestic burdens and clan-based representation system. As such, women have remained victims of serious neglect and abuse within these societies and families that are charged with the responsibility of providing care and protection. As their rights get violated, women and girls are further forced into harmful cultural practices.

Ignorance among community members and law enforcement agents is a major setback to the realization of women rights. Most of the local administrators do not understand that Harmful Cultural Practices such as women's right of inheritance is among the main causes and widespread of poverty and health risks such as the HIV/AIDS pandemic; moreover, early pregnancy and marriages are among some of the reasons behind a disempowered society. There is therefore need for them to be educated on, and sensitized to, the existing legal documents that are meant to protect

the women and girl-children for instance the UNCRC acknowledges the rights of children in a full international human rights treaty; rights to survival, protection, participation and development, the ACRWC that complements the UNCRC in that it directs parental responsibility to care and protection of their children.

The highest prevalence rate of XXX in the nation is the neighboring county to the South of Kisumu, Homa Bay County standing at 25.7% and the second highest prevalence nationally being yet another neighboring county to the North of Kisumu County, Siaya County at 23.7%. This prevalence is associated with the high poverty levels that push people into commercial sex work and sex in exchange for steady supply of fish for trade. The continued engagement in such risky behaviors perpetuates poverty trends as children are left orphans with the death of HIV/AIDS menace is highest along the Lake Victoria shores as compared to all other parts of Kenya. The HIV prevalence rates in Kisumu stands at 19.9%, which is 3.4 times higher than the national prevalence rate which can be estimated at 5.6%. The prevalence rate among women in Kisumu stands at 21.2% which is way higher than that of men in Kisumu which stands at 18.3%. Kisumu therefore contributed to 9.5% of the total number of people living with HIV in Kenya and is hence ranked the third highest in the entire nation of Kenya according to the National Aids Control Council of Kenya as of 2015.

In Africa, women-owned enterprises make up as little as 10% of all businesses (USAID). In Kenya, approximately 85% of women-owned microenterprises and small businesses are in the informal sector. Women in slums like Kisumu City face many gender-based barriers when they want to get educated and especially when they want to start a business. Women & girls make up about 50.1% of the Kisumu City Population and the gross inequalities and inhuman conditions they endure in such areas both as a result of poverty and poor infrastructure. The situation of women & girls in Kisumu slums is particularly dire and presents real concerns for their fair treatment, access to justice and overall human rights protection. Of the 390,164 people in Kisumu County, 51% are women of reproductive age and many are widows and heads of households with extremely limited access to healthcare and/or education. 65% of women (ages 15-64) participate in the domestic hard labor force and suffer cruel, inhuman and degrading treatment including Sexual and Gender-Based Violence, a general lack of access to formal justice mechanisms and extreme marginalization and repression under the traditional implementation of harmful cultural practices of the Luo Community. In Kisumu City, women have remained underrepresented in social, economic and political arenas due to lack of non-gender sensitive policies, lack of economic capacity, cultural limitations and domestic burdens and clan-based representation system. If our organization gets this award and funding opportunity, we would invest in a community-led Training Center and Microenterprises Incubator where women and girls will be effectively empowered. This empowerment program includes education, leadership, skills and entrepreneurial training. This project will provide women and their families with a place to learn new technical and entrepreneurial skills and will provide the essential support to create and launch their own

microenterprises. This will give them the confidence to be included in the formal business sector, create more saving groups and have access to greater financial opportunity. This community-based program will directly impact up to 180 women and their families in three villages of *Kisumu City, Kenya: Manyatta, Nyamasaria, and Nyalenda*.

- Women and girls make up about 50.1% (Kisumu Population Data) of the total population of the slums of Kisumu City and the gross inequalities and inhuman conditions they endure in such areas both as a result of poverty and poor infrastructural development, and in general, is a key factor contributing to Kisumu city's extremely poor human development index in the slum areas.
- The situation of women and girls in Kisumu slums is particularly dire and presents real concerns for their fair treatment, access to justice and overall human rights protection. Of the 390,164 people that currently living in Kisumu County, 51% are women of reproductive age.
- Many women in Kisumu slums are widows and heads of households with hardly any access to property, health care and education.
- Maternal mortality rates in the slums of Kisumu City is amongst the highest in Kisumu slums. Early marriages and teenage pregnancies in slums of these areas are common. Girls who get married or give birth at a young age have a greater vulnerability to health risks. 65% of women between the ages of 15-64 participate in the domestic hard labor force.
- Traditional ideas about the roles of girls and women restrict their contributions to Kenya. These ideas hold women back from contributing to important development goals; especially in the areas of economic growth, nutrition and food security.
- Women in Kenya are underrepresented in decision-making positions. They also have less access to education, land, and employment. Those living in rural areas spend long hours collecting water and firewood; interfering with school attendance and leaving them with little time to earn money or engage in other productive activities.
- The untapped potential of women and girls is gaining greater attention in Kenya. The country's new Constitution, passed in 2010, provides a powerful framework for addressing gender equality. It marks a new beginning for women's rights in Kenya; seeking to remedy the traditional exclusion of women and promote their full involvement in every aspect of growth and development.

- When Kenyan women have the freedom to reach their potential, all Kenyan families and communities will grow stronger. USAID is empowering women to exercise their rights as guaranteed by the Constitution. Our partners are bringing the perspectives of women and girls and their full participation to the frontlines; and men and boys are important partners in this effort.

NEEDS ASSESSMENT

Furthermore, WAPC, U4C and Rotarians, performed an assessment process that focused on getting up-to date socio-economic statistics of the region, conducted interviews to local authorities, leaders, professionals (teachers, doctors and trainers), women and social auditors assigned by the community itself, using the *Zopp Methodology*¹. This methodology allowed the team to systematize the information and to identify the community's existing problems in terms of economic development. This 'problem tree' analysis and the 'solution tree' provided an overview of the range of interventions that were needed to occur in order to solve identified problems. This also allowed us to assess the strengths, weaknesses, needs and assets of the community of Kisumu City Slums.

A needs assessment was also carried out with a survey of 60 women from Kisumu City Slums, including those women who participated in WAPC programs in the past years as well as women who haven't participated. The purpose of this statistical survey was to demonstrate that women in this community have the desire and willingness to learn different skills and that they want to participate in the labor market or become entrepreneurs.

The following groups, persons, and organizations were consulted and/or surveyed for the assessment:

- Local community structures, including; CBOs, women groups,
- Church leaders
- Local authorities
- Political leaders
- Educationists
- Village elders
- Barazas (public meeting place)

The following needs have been identified:

^{1/} The ZOPP approach (*Zielorientierte Projektplanung*), or GOPP- Goal Oriented Project Planning is an approach that provides a systematic structure for identification, planning, and management of projects developed again in a workshop setting, with principal interest groups.

- ✓ Inadequate capacity on family life.
 - ✓ Inadequate capacity on economic and entrepreneurship development.
 - ✓ Sexual and domestic violence.
 - ✓ Drug and substance abuse.
 - ✓ Child neglect/malnutrition.
 - ✓ Prostitution.
 - ✓ Poor infrastructural development.
 - ✓ Insecurity.
- Other methods were also employed to survey the community and to collect and evaluate its feedback.
 1. Observation
 2. Community interviews (one on one and group interviews)
 3. Focus Group Discussions
 4. Questionnaires

Women empowerment is crucial in fostering economic independence among women who depend on their husbands for their daily bread, subjecting themselves to the possibility of mistreatment. This is unfair to them, given that they have the capacity to perform and add to the economic benefits of the society apart from exhibiting economic independence themselves. In order to reduce scope domestic violence and sexual exploitation. As mentioned in the previous point, when independence is acquired all sorts of mistreatment can be prevented and/or lessened. Mistreatments includes domestic violence and sexual exploitation, even in marriage. Women empowerment also serves in contributing to the economic benefits of the household and the society as a whole. Women empowerment seeks to stimulate the confidence in women by providing to them everything in their capacity to help them see the skills that they contain and are dormant within them.

The organization shall facilitate the registration of the beneficiaries into Self-Help Groups (SHGs) to lead the project. These SHGs will then be fully charged with the management of the project to be located at the WAPC center. This will create a sense of ownership and sustainability of all the activities conducted at the center. The SHG membership will generate their own resources through offering their services and products to continue sustaining themselves. In particular, U4C has learned from its extensive work with women that economic empowerment must be accompanied by support structures that both enable and sustain change. The project will empower and enable the beneficiaries to position themselves in strategic decision making processes that take place at varying levels in social, economic and political issues of the region and country at large.

Targeted primary beneficiaries to this project shall include 180 families with approximately 900 family members (from the 5 selected slums) within Kisumu slums of Kisumu City – Kenya.

STAKEHOLDER IDENTIFICATION & ANALYSIS

A variety of community stakeholders and beneficiaries have been identified. They will participate in the project and/or will be going to be positively or negatively affected by it. These stakeholders include the following:

- Women working and/or living in City Slums: Kisumu City Slums and surrounding areas
- Men working and/or living in City Slums: Kisumu City Slums and surrounding areas.
- Municipal and local authorities, representatives, social auditors and local professionals (doctors, teachers among others). They will follow-up with the campaigns in all the areas.
- Community members (women, men and children). They will provide feedback and participate in the implementation process.
- We are expecting active members of the Rotary Club (host partner) that will provide continued support and will oversee the project's implementation and logistics coordination with the local authorities and representatives of the cooperating organization, U4C in Houston and Kenya. U4C will assume primary responsibility for ensuring continuity of the programs in the four areas until they become sustainable.
- In addition, a Memorandum of Understanding is being signed between the local Rotary Club (host partner) and the Hobbs and Lovington Rotary Clubs (international partners) with the U4C, the cooperating organization.

WAPC's team coordinated with local stakeholders several one-on-one conversations between the Rotary Clubs' members (facilitators/interviewers) and a group of community stakeholders (the respondents). After these conversations, it was possible to determine a strategy of intervention taking into consideration existing possibilities, local ownership, cost, resources, relevance and effectiveness.

The implementation of the project will be carried out in coordination with all the stakeholders mentioned above as well as other local authorities who would have influence on the implementation process. In order to assure the project's sustainability, WAPC has maintained a good relationship with local and regional authorities.

ABOUT THE PROJECT

According to Grown and Gupta², "women empowerment means not only women with equal capabilities (such as education and health) and equal access to resources and opportunities

²/ Source: C. Grown, G. Rao Gupta, and A. Kes. 2005. Taking Action: Achieving Gender Equality and Empowering Women. London. United Nations Millennium Project Task Force on Education and Gender Equality and Earthscan. p. 33.

(such as land and employment), but they must also have the agency to use those rights, capabilities, resources, and opportunities to make strategic choices and decisions (such as is provided through leadership opportunities and participation in political institutions). And for them to exercise agency, they must live without fear of coercion and violence.” Studies in the African region have shown that increasing participation of women in the labor market can lead to poverty reduction. Furthermore, studies have demonstrated that women spend a higher percentage of their income on education, health, and nutrition for the household. That is why it is imperative to create new economic opportunities where women can increasingly control their own destiny.

This project is based on the following components of women empowerment defined by the United Nations:

- ✓ Women's sense of self-worth;
- ✓ Women’s right to have and to determine choices;
- ✓ Women’s right to have access to opportunities and resources;
- ✓ Women’s right to have the power to control their own lives, both within and outside the home;
- ✓ Women’s ability to influence the direction of social change to create a more just social and economic order, nationally and internationally.

A critical failure of local leadership, governance and management in Kisumu Slums has created gross poverty and high unemployment levels among the women in projected populace of these peri-urban areas of Kisumu City. For this reason, the project will prepare and equip up to 180 women living with HIV in Kisumu City Slums in becoming economically independent, self-reliant, develop positive self-esteem, and reduce financial vulnerabilities. The project is focusing on capacity building of the women who are socially and economically disadvantaged. WAPC and U4C seek to assist these women and other vulnerable families in Kisumu city slums to improve their livelihood through offering tailor-made vocational training opportunities and enhancement of local opportunities for holistic development.

Our goal is to empower, and create economic opportunities for women living with HIVA in The Kisumu City Slums through technical training and the development of microenterprises. This proposed Global Grant will also support the launching of three Training Centers and Incubators in Kisumu City Slums, with the capacity to train up to 180 women entrepreneurs and support the creation of up to microenterprises. Advancing gender equality, equity and the empowerment of women, will help foster and support reduction, and mitigate effects, of violence

against women and children through full involvement and participation in social, economic and political spectra at all levels and bringing women and children into the main stream of development.

Objectives

a) Main objective

The Project aims to provide technical and managerial skills to 180 women living with HIV in the Kisumu City Slums for the creation of microenterprises in order for them to achieve their economic independence and security.

b) Specific objectives

1. To implement three Training Center and Incubators with technical areas such as: *cookery, basketry, soap making, recycled-material sandals, clutch bags.*
2. To train up to 180 women in one year in any of these technical areas according to their abilities.
3. To build skills in microenterprise development and management for 75% of graduates.
4. To support the creation of up to 4 microenterprises.
5. To facilitate microenterprise start-up financing through a seed capital for each microenterprise.

The project targets the young women who will be recruited at different levels of intervention depending on prevailing needs and role in the community. Objectively, the project prioritizes the most vulnerable women (the organization targets poor illiterate, marginalized and displaced members of the society. Priority is given to the completely illiterate poor women, who are accorded basic literacy skills). These are determined through recruitment evaluation procedures with the assistance of local authorities and religious leaders.

The proposed project shall be women-focused and steered. The project is designed to be all inclusive, with the ability to create a viable platform for intergenerational dialogue; objectively, the project shall by design, showcase the women's abilities which are hardly noticed in various communities. As a women empowerment advocacy organization, WAPC proposes to use the support sought to empower the selected women through skills and entrepreneurship trainings to economically empower them through capacity building.

As Community-Based Organization, we seek to offer vocational trainings to the 180 selected women within communities of the 5-earmarked slums of Kisumu City.

Proposed Project Activities

WAPC will implement among others the following activities:

- i. Preliminary planning of the prescribed activities for implementation.
- ii. Sensitization and selection of the project beneficiaries.
- iii. Conducting the project's needs assessment for the identified beneficiaries
- iv. Acquisition of training items and other relevant equipment's
- v. Identification and engagement of qualified trainers
- vi. Conducting a 3-year period vocational/technical trainings to the project beneficiaries.

Specifically, the organization hopes to offer vocational trainings to the selected beneficiaries in *cooking, basketry, soap making, recycled-material sandals, clutch bags, and entrepreneurship skills*. These will equip them with relevant skills and knowledge to enable self-reliance among these target group. It will also increase their chances to access job opportunities, thus, improve their livelihoods by at household levels.

Upon successful completion of their courses, the trained individuals will be able to start their own businesses, thus, creating job opportunities for themselves and other community members. The community will easily access products and services resulting from the project at affordable rates. The project will be able to train more people from the community at different intervals as it will be able to sustain itself from products' sales. The preparatory phase will include available support mechanism and joint planning with all relevant stakeholders. The project is envisaged to be highly participatory with all the stakeholders involved. WAPC proposes to work with all relevant stakeholders to promote women's empowerment projects and disseminate information and skills to advocate against gender based violence and discrimination against women and girls.

WAPC seek to offer vocational trainings to 180 selected women and girls within the 5 identified slums of Kisumu in various skills depending on the identified needs ~~for a period of 3-years~~. The organization targets poor, illiterate, and marginalized individuals. The general criteria for beneficiary selection to be supported through WAPC programs include Priority to; female-headed households, including widows, families with children at risk of malnutrition, families supporting elderly or disables, families without income earning members.

We operate in partnership with several community based organization and international NGO's in empowering grass root communities for enhanced socio-economic development. The organization goal is to "Create *access to social and economic opportunities towards empowering women and girls*". To achieve this goal, WAPC works by mobilizing and recruiting women and girls (youth) into self-help groups through which the youth and women engage in various socio-economic activities.

Management arrangements

The Organizations' management is based on a participatory approach, which promotes collaboration with other stakeholders such as the Government and County Government departments, Non-governmental Organizations and other Community Based Organizations.

Management of funds

WAPC applies strong recognized Financial Management Principles in managing its financial resources. A strong system has been instituted to safeguard utilization of the organizations' resources and ensure appropriate Internal Controls over the financial function which includes; Custody of assets, Segregation of duties, Approval and Authorization of transactions at different levels of responsibility. With a strong inbuilt Design, Monitoring, Evaluation and Reporting procedures, the system facilitates provisions of timely regular reports for all the stakeholders. U4C similarly has good financial controls and accountability. Further, the leadership of U4C has served in the capacity of a cooperating partner on several Global Grants with extensive knowledge of Rotary Foundation expectations and requirements for best practices in project planning, oversight, and reporting.

SUSTAINABILITY

As a women empowerment advocacy organization, the project proposes to use the support sought to empower the selected women through skills and entrepreneurship trainings to economically empower them through capacity building. As a local NGO, the project seek to offer vocational trainings to the up to 180 selected women led households within communities of the 5-earmarked slums of Kisumu City. This project is built from the basics and is formulated to benefit the community from women and girls who form the majority of the marginalized population in the

region. The empowerment of a core group will ensure that the entire community owns the project. This intervention has a self-protecting mechanism in dealing with conflict situations.

Besides WAPC's presence in the project area and the goodwill of communities it works with, the project will seek the endorsement of religious leaders, relevant government authorities and other influential individuals as the basis of community entry process. U4C has extensive experience in engaging local community stakeholders in fostering conditions favorable to sustainability. U4C will lend its experience in collaboration with WAPC in this and many other important regards.

WAPC will facilitate the registration of the beneficiaries into Self-Help Groups (SHGs) to lead the project. These SHGs will then be fully charged with the management of the project to be located at the WAPC center. This will create a sense of ownership and sustainability of all the activities conducted at the center. The SHG membership will generate their own resources through offering their services and products to continue sustaining themselves.

This project has been designed based upon best practices in empowering women in poverty and is formulated to benefit communities in which women and girls form the majority of a marginalized population. The empowerment of a core group will better position community-wide ownership of the project. This intervention has a self-protecting mechanism in dealing with conflict situations. Besides WAPC's presence in the project area and the goodwill of communities it works with, the project will seek the endorsement of religious leaders, relevant government authorities and other influential individuals as the basis of community entry process.

In order to ensure the sustainability of the project, the following activities are needed to be implemented and reviewed every year for at least a 3-years.

1. Carrying out a formal needs assessment of the community of Kisumu City slums, respecting intercultural values of families and women and children living in such City Slums. The needs assessment process involved active participation of local authorities, representatives and professionals as well as members of the Rotary Clubs (international and host partners) and WAPC's team.
2. Maintaining regular meetings with local authorities to ensure that they embed these programs and campaigns in their Strategic Plan, Annual Operating Plan and annual budget.
3. Building capacity by training local professionals, providing them with updated information and curriculum support.

4. Engaging beneficiaries in the implementation and evaluation process so they can work with their local authorities and representatives for the perpetuation and continuing improvement of these programs.
5. Supporting new leaders selected by beneficiaries who will be committed to replicate the programs and campaigns as well as advocate before local authorities, representatives and social auditors.
6. Implementing an evaluation and measurement system that will assess the effectiveness of the programs/campaigns based on quantitative and qualitative objectives.

We envision that, after one year, the activities and the Training Center & Microenterprises Incubator will continue to operate and expand. Sustainability will mean that:

- a) The individual microenterprises established after the project will continue to function, to generate income, and to create jobs after the end of the project.
- b) Graduates from the program will become mentors and will provide ongoing support to new participants of the centers.

IMPACT

The impact of this project will be measured by meeting with local leaders on a regular basis who will complete an evaluation form and provide feedback on the impact of the project. Furthermore, participants will be surveyed at the beginning of the project, 6 months later and then every year after completion of each program/campaign.

EVALUATION

In order to achieve sustainability, the local Rotary Club (Host Partner) in coordination with the International Partners and the Cooperating Organization (U4C-Kenya), will be working with representatives of Kisumu City Slums in order to monitor and evaluate the project by gathering all the data and information needed. U4C and WAPC has developed an evaluation and monitoring system that includes specific goals, objectives, activities and expected results. U4C and WAPC has secured a commitment from Edge Philanthropy (Edge) to conduct an independent analysis of the implementation and outcomes related to this Global Grant proposal. Edge has agreed to conduct its assessment of this project free of charge as a contribution toward U4C and WAPC's effort. Edge's assessment will be provided to the Rotary Foundation as well as any stakeholders who request copies.

In close cooperation with the Host and International Rotary Clubs, WAPC and U4C will regularly monitor the project in order to verify the proper implementation and the needs. Reports of activities will be regularly provided in accordance with the Partner's guidelines. Monitoring will be a continuous process assessing whether the project is progressing towards the achievement of set objectives. Implementation of plans will be the subject of monitoring and the results of monitoring will be fed-back into the re-planning process for subsequent periods. The purpose of monitoring will be to compare the progress of activities and their outputs with the plans as developed in the project.

A final internal evaluation will be carried out in order to draw lessons for future. The results coming up from the evaluation will be integral part of the final report. The evaluation will be conducted at the final stage of the project implementation.

Sources

<https://www.avert.org/professionals/hiv-around-world/sub-saharan-africa/kenya>

https://www.agrilinks.org/sites/default/files/resource/files/snv_ewe_gender_analysis_popular_version_edited_2.pdf