

**EMPOWERMENT FOR THE POOR-UGANDA  
(EFPU)**

**STRATEGIC PLAN  
NOVEMBER 2019- NOVEMEBER 2024**



*“Solutions for Community Transformation”*

### **PHYSICAL ADDRESS**

Located 60 Miles off Kampala –Mityana Road , In Kiwau Town,100 Meters on the Road to Malangala Sub County, Kiwawu LC1, Kiwawu Parish, Malangala Sub County, Mityana District  
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## **ACRONYMS**

EFPU: Empowerment For the Poor-Uganda

OVCs: Orphans and other Vulnerable Children

OVI: Objectively verifiable indicators

## **EXECUTIVE SUMMARY.**

### **ABOUT EMPOWERMENT FOR THE POOR-UGANDA**

Empowerment for the Poor-Uganda (EFPU) is a Non-Governmental Organization dully registered by Uganda NGO Registration Bureau with Registration Number: **INDR110972420NB**, and Operation Permit Number: **INDP105542420NB** that is committed to a rights based approach to community development where we work to free communities of poverty, violence and human rights abuse. Our work in addition to responding to immediate needs of vulnerable communities, we majorly focus on sustainable long term changes. Our programme interventions include education, child protection and child safeguarding, economic empowerment and self reliance enhancement among the youth and women through agricultural productivity and smart conservation and environmental friendly projects We also intergrate gender based violence prevention ,HIV & AIDS prevention and sexual and reproductive health pragraming among others. EFPU's education programming strives to provide quality formal and non-formal education opportunities that meet the needs of girls and boys in vulnerable and crisis environments. Our work has a particular focus on adolescent girls who are among the worst affected by dangerous environments and violence . Currently We work in Central Uganda in the districts of Kampala, Wakiso, Mityana, Kiboga and Masaka especially in areas with high rates of poverty, HIV infection, domestic gender violence and and with high school drop out by increasing access of children especially the girl child to education and health opportunities, building the capacities of their families to overcome their socio economic barriers through enhancing their business and entrepreneurship abilities empowering out of school youth to become self-reliant through mentorship, work readiness /soft skills, skilling ,accelerated education While we advance the rights of all children and young people and women in all their diversity, we focus particularly on girls and young women and the specific vulnerabilities they face.

Since its inception in 2014, EFPU discovered that poverty is the common denominator to all other development challenges like HIV infection, gender-based violence, education drop out among others. We believe that poverty incapacitates the ability of the poor people to dream, disconnects them from opportunities and in the end make them live disgraceful and miserable lives. That is why EFPU builds the capacity of impoverished women and youth to overcome their socio-economic barriers through enhancing their business and entrepreneurship abilities, creating for them opportunities in agriculture productivity and value addition as well as increasing their access to education and health services.

Our work supports specifically women and youth in rural areas with trainings in business and entrepreneurial skills, food security and agri-business ,value addition, branding, packaging and market research. Beneficiaries are supported with micro-loans to start business ventures; we also increase education opportunities to orphans and vulnerable children to ensure their access, retention and completeness to education plus promoting health programs in the community.

## **OVERARCHING STRATEGIC OBJECTIVE OF THIS STRATEGIC PLAN**

EFPU drives change with youth and women especially adolescents to advance their human rights and gender equality in all contexts. Our priorities are 1. Adolescent vulnerable girls and boys in schools and young women dropped out of school to ensure that their needs, rights, dignity and self-respect are upheld. We therefore concentrate more on empowering the children in schools with skills of the 21 century and business/employability skills to enable them become business leaders at an early age , empowering poor women and youth to start income generating ventures to help them come out of poverty. EFPU also supports increased access, retention and completeness to education among orphans and vulnerable children in government aided schools in line with implementation and attainment of Vision 2040 for Uganda as well as supplementing on both the local and central government's efforts of skilling the youth, promote agricultural productivity and value addition

The strategic Plan will also strive to become more inclusive and responsive to the voices of girls, people with disabilities, people living HIV positive lives and ensure meaningful participation of young people in the organization's programs. As a cross-cutting priority, we will develop strong partnerships and collaborate with many actors across borders and sectors. Since partnerships are critical for successful advocacy to deliver results for youth and women in amplifying their voices understanding that together our voices are stronger.

This Strategic Plan therefore will be implemented for a period of 60 months starting from May 2019 to June 2024 and it is budgeted to cost **US\$ 450,982** which is equivalent to Ug shs **1,623,535,200**. We call upon all partners to support us in implementing this Strategic Plan

Thank You  
Nalutaaya Viola  
Board Chairperson  
EFPU 2019

## **1.0 Programme Overview**

This section presents the strategic framework and direction for Empowerment for the Poor-Uganda for the period of 24 months (May 2022-June 2024)

### **1.1 Vision, Goal and Specific Objectives (SO)**

#### **Vision:**

“To create an empowered community where women and youth live healthier, peaceful and self reliant lives”.

#### **Mission:**

To promote socio-economic, health and education programs that build the capacity of impoverished youth and women to come out of poverty through skills equipping and connection to market opportunities

#### **Goal:**

To improve the capacity of individuals, families and communities living in poor conditions to enable them come out of poverty and maximize their potential.

#### **EFPU Objectives.**

1. To promote youth and women entrepreneurship programs for job creation and self-reliance
2. To promote agriculture value chain among the impoverished youth and women through agribusiness and branding training and increasing the market shelf of their agricultural products
3. To promote access, retention and completeness to education among adolescent girls and boys
4. To promote critical health interventions in the community that prevention HIV infection, sexual reproductive health challenges, domestic violence among others.
5. To enhance the Institutional Capacity of EFPU for effective programme implementation.



## 1.0 OBJECTIVES & PLANNED ACTIVITIES FOR 2019-2024

### PLANNED ACTIVITIES 2019- 2024

#### Objective 1. To promote youth and women entrepreneurship programs for job creation and self-reliance.

##### Intermediate outcome 45,000 : Improved provision of entrepreneurship and business/financial skills for school going children, out of school youth and women

- 1.1 . Conduct trainings for school youths in skills of the 21st century
- 1.2 . Conduct entrepreneurship and business mentorship meetings, seminars and workshops for Youth and women
- 1.3 . Conduct trainings to the youth and women Entrepreneurship skills (e.g. belt, wallets, bags & soap making, liquid soap, Book Making etc)
- 1.4 . Procurement of key machines for solar drying social enterprise to empower the Poor

#### Objective 2. To promote agriculture value chain among the youth and women through agribusiness, branding and increasing the market shelf of their agricultural products

##### Intermediate outcome 35,000: Improved provision of agriculture value addition skills among youth and women to support business

- 2.1 Conduct trainings in Honey harvesting and processing techniques
- 2.2 Training Youth in making of Bee keeping equipments (Kenyan Top Bar hives, local bee hives catcher boxes, bee gloves etc)
- 2.3 Training of youth & women in Bee value addition (Making body cream, lotions scented candles from wax etc)
- 2.4 Training of youth & women in good Poultry practices (local chicken keeping) and bulk marketing
- 2.5 Training of Youth and Women in Manure manufacturing and usage
- 2.6 Training of youth and women mushroom growing

2.7 Training of the Youth and women value addition of different agriculture products in mushroom growing and

2.8 Support poor households with micro credit to start income generating ventures

2.9 Carry out support Supervision and follow up on ventures

2.10 Training of youth and women in Value addition, branding and packaging

2.11 Conduct community trainings in nutrition and food security

### **3.To increase access, retention and completeness to education among vulnerable children**

#### **Intermediate outcome 1100: Improved provision of inclusive, safe, gender-responsive and equitable quality basic education for vulnerable children and adolescents, especially girls**

**Immediate outcome 1110: Improved availability of inclusive, protective, gender-responsive and equitable quality formal primary and secondary education for vulnerable children and adolescents**

- Primary and secondary school teachers and education managerstrained in inclusive, protective, gender-responsive, sensitive teaching-learning practices
- Construction, refurbishment& furnishing of gender-responsive and inclusive classrooms and other facilities (libraries, WASH facilities) in selected primary and secondary schools
- Teaching-learning materials provided to primary and secondary schools, and hygiene kits for adolescent boys and dignity kits for adolescent girls.
- Financial support provided for incentive payments to teachers in selected schools with high teacher shortages

**Immediate Outcome 1120: Increased availability of inclusive, protective, gender-responsive and quality Accelerated Learning Programs (ALP) for over-aged and out-of-school children and adolescents**

- Teachers trained/supported to deliver inclusive, protective, gender-responsive ALP to over-aged and out-of-school children and adolescents
- Inclusive, protective and gender-responsive ALP implemented in target communities for over-aged and out-of-school children and adolescents

**Immediate Outcome 1130: Strengthened school and community-based protection structures in support of child and adolescent safeguarding and Prevention of Sexual Exploitation and abuse (PSEA)**

- Adolescent peer-led school-based awareness creation on existing child protection risks, gender concerns including adolescent sexual and reproductive health and rights (SRHR) concerns, and solutions to existing concerns

- Teachers and school-based management committee members and Board of Governors trained and supported to promote child and adolescent safeguarding and Prevention of Sexual Exploitation and Abuse (PSEA)

**Intermediate outcome: 1200: Improved agency of children and adolescents, especially girls, to exercise decisions regarding their education and protection**

**Immediate Outcome 1210: Improved knowledge, skills and capacities of children and adolescents, especially girls, facing gender-based barriers to access, attend and complete their education and to protect themselves**

- Adolescent girls and boys, including those with disabilities, trained/mentored in gender-responsive life skills as well as addressing issues relating to gender roles, power dynamics and attitudes, positive masculinities, conflict resolution, self-protection, and communication skills
- Adolescent girls and boys, including those with disabilities, trained on peer education, SRHR and MHM, and supported to cascade training to other adolescents

**Immediate Outcome 1220: Improved capacity of parents/caregivers and communities to support children's and adolescents', especially girls', education and protection**

- Parents and caregivers trained on positive parenting of adolescents, especially girls, including building knowledge, confidence and skills and addressing gender barriers such as child, early and forced marriage (CEFM), SGBV and MHM
- Back-to-learning enrolment campaigns organized targeting parents/caregivers and community members, with a focus on enrolment of out of school children and adolescents, especially girls, including those with disabilities
- Community awareness and back-to-learning campaigns targeting parents/caregivers/community members of both out-of-school and in-school children in gender response

**Immediate Outcome 1230: Strengthened ability of local government structures to EFPU and deliver safe, protective, inclusive and gender-responsive quality education**

The National Strategy for Girls' Education (NSGE) communicated, popularized, and rolled out among key stakeholders including district officials, school community leaders and other sector partners in the target districts

**Immediate Outcome 9,000: Empowered orphans and vulnerable children**

- Support Orphans and Vulnerable Children (OVC) to acquire birth certificates
- Conduct Vocational training for OVC
- Procure Scholastic materials for OVC (30%) & tuition

- Procure Sanitary Pads for OVC
- Support individuals with start-up kits after completing vocational training & apprenticeship

**Objective 4. To promote critical health interventions in the community that prevention HIV infection, sexual reproductive health challenges, domestic violence among others.**

**Intermediate outcome: 1200: health interventions among children and adolescents, youth and women especially girls, to exercise decisions regarding their health and protection**

4.1. To promote health services among youths

4.4 Conduct community activation meetings to disseminate information on child safeguarding, Child nutrition and maternal health sessions

4.3 Conduct community visits to identify pregnant women and their husbands to don't attend health facilities and link them to care services

4.4 Conduct community activation meetings to disseminate information on child safeguarding, Child nutrition and maternal health sessions

4.5 Conduct home visits counselling and small group discussions disseminate sexual violence prevention & Sexual Reproductive health messages

4.6 Conduct community activation meetings to disseminate information on child safeguarding

**Objective 5. To enhance the Institutional Capacity of EFPU for effective programme implementation.**

5.1. Hold orientation workshop of Board members

5.2 Hold Bi -annual board meetings

5.3 Hold Board sub-committee meetings

5.4 Holding Board & Staff retreat

5.5 Hold Annual General Meeting

5.6 Hold a fundraising Dinner

## **6. MONITORING & EVALUATION**

6.1 Carry out Monitoring, Evaluation and Reporting

6.2 Develop and document best practices, success stories

## WORK PLAN / RESULTS CHAIN (MAY 2022-JUNE 2024)

				Time Frame						
Time Frame				Time Frame						
	Activities	Target	Responsible Person	YR1	YR2	YR3	YR4	YR5	What is required	Budget estimate UgShs
	Objective 1. To promote youth and women entrepreneurship programs for job creation and self reliance									
1	<b>Objective 1.</b> To promote youth and women entrepreneurship programs for job creation and self-reliance		Senior Programs Officer						Airtime Fuel Refreshments Stationary	<b>450,000,000</b>
	<b>Objective 2.</b> To promote agriculture value chain among the youth and women through agribusiness, branding and increasing the market shelf of their agricultural products		Senior Programs Officer						Airtime Fuel Refreshments Stationary	<b>400,000,000</b>
	<b>Objective 3.</b> To increase access, retention and		Business Development officer						Materials Venue Trainer	<b>600,000,000</b>

	completeness to education among vulnerable children								Machines	
	<b>Objective 4.</b> To promote critical health interventions in the community that prevention HIV infection, sexual reproductive health challenges, domestic violence among others.		Agriculture Officer						Airtime Stationary Refreshments Personnel Materials	
	<b>Objective 5.</b> To enhance the Institutional Capacity of EFPU for effective programme implementation.									<b>173,535,200</b>

## **APPENDICES. COMPOSITION OF THE TEAM BEHIND IMPLEMENTATION OF THIS PLAN**

### **Appendix 1: Composition of EFPU Board of Directors 2019-2024**

1. Violette Hilda Nalutaaya - Chairperson
2. Mukiibi Sperito– Vice Chairperson
3. Edith Kibonese - Secretary
4. Winnfred Arayo - Treasurer
5. Nakaye Dorah- Member
6. Daniella Akellot - Member
7. Matovu Richard -Member
8. Katamba Wycliffe - Member

### **Appendix 2: EFPU Management Team 2019-2024**

1. Mutyaba James Claude -Executive Director
2. Sandra Nabukalu – Senior Programs Officer
3. Christine Adongot – Finance Officer
4. Nalunga Jane – Administrative Assistant
5. Kanaabi Peter- Social Worker
6. Waiswa Fred- Social Worker