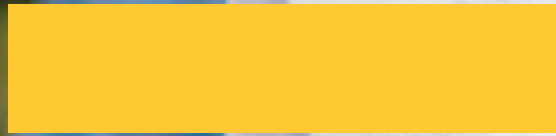




2022-2026 STRATEGIC PLAN

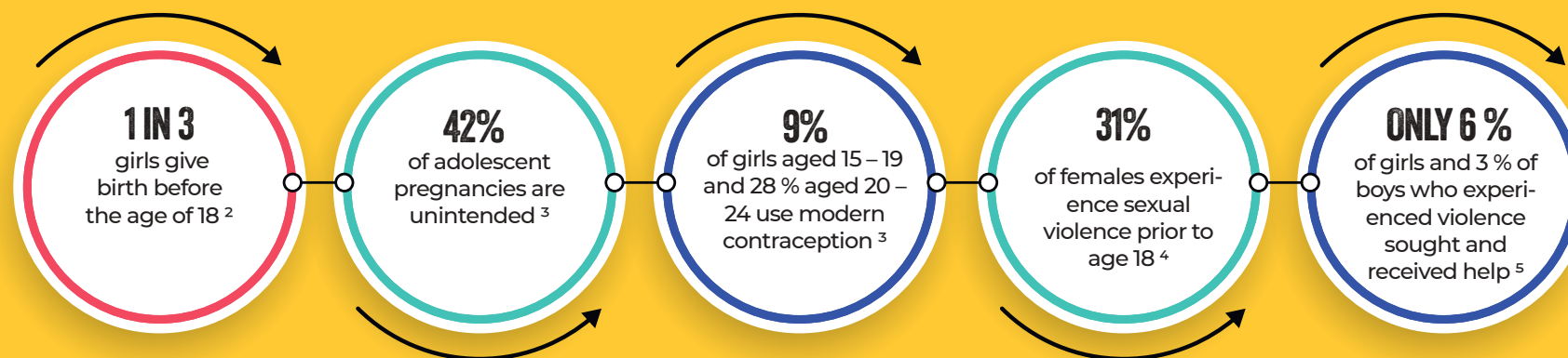


Introduction

Girl Up Initiative Uganda’s (GUIU) 2022-2026 Strategic Plan takes into account where we are coming from; where we are; and where we want to be given the current context and projected resources. This plan provides us with a roadmap of intentional, collective goals in alignment with GUIU’s mission, as well as global sustainable development goals. In looking forward, we are carrying with us our foundational values built on intersectional feminist and human rights theory under the overarching theme: *“Healing from the Past and Ready for the Future.”* In conceptualizing our next five years of impact-driven and girl-centric programming, we designed this strategy to respond to COVID-19 related challenges—touching all aspects of life, especially for vulnerable women and girls—as well as key lessons learned during our previous Strategic Plan period. This plan also spells out our goal to scale our proven, in-school programmatic model to other regions in Uganda.

RATIONALE FOR STRATEGIC CHOICES

In the shadow of COVID-19, Uganda is amidst an unprecedented education crisis. Due to prolonged school closures, an estimated 30% of learners will be unable to resume formal schooling¹. Vulnerable young women and girls have been hit hardest by the knock-on effects of lockdown measures—the heightened risk of gender-based violence, increased levels of teenage pregnancy, early and forced marriages, and financial precarity and exclusion. While the government acknowledges that these challenges require action, there is a need for local organizations to drive meaningful engagements with officials, decision-makers, and community members. Through close collaboration with young people and key stakeholders, Girl Up Initiative Uganda has co-designed this strategy so that communities and the government, alike, champion girls' and women's rights.



¹ Uganda National Planning Authority, UNICEF (2022)

² UNICEF (2021)

³ UNFPA (2021)

⁴ UN Women (2016)

⁵ UBOS (2021)

STRATEGIC GOAL

By 2026, Girl Up Initiative Uganda will contribute to the increased and sustained well-being of 34,000 girls, young women, and boys in communities that promotes their rights and gender equality.

Our Strategic Goal will be achieved through three core domains:

1 Gender-Responsive Sexual Reproductive Health & Rights (SRHR) Education

Increase the number of adolescent girls and young women who have autonomy over their bodies and enjoy quality SRHR information and services. We believe that access to quality, inclusive SRH services are critical to gender equality.

3 Quality, Gender-Transformative Education for Adolescent Girls & Boys

Expand our efforts in supporting vulnerable adolescent girls' safe school return (enrollment and retention), while also mentoring them to be confident leaders, role models, and advocates for girls' rights in their community, home, and school environments.

2 Skilling and Employability for Girls & Young Women

Boost our efforts in helping marginalized and vulnerable girls and young women recover from the effects of the COVID-19 pandemic. We shall continue with our flagship social enterprise, Mazuri Designs Hub, to help us achieve the program objective of increasing the number of girls and young women who are economically self-reliant, resilient, and have improved livelihoods.

STRATEGIC TARGETS

1,000

women and girls economically empowered through vocational education

1,000

teachers trained in gender-sensitive and healing centered pedagogy

1,000

of the most marginalized adolescent girls supported with full scholarship funding

9,000

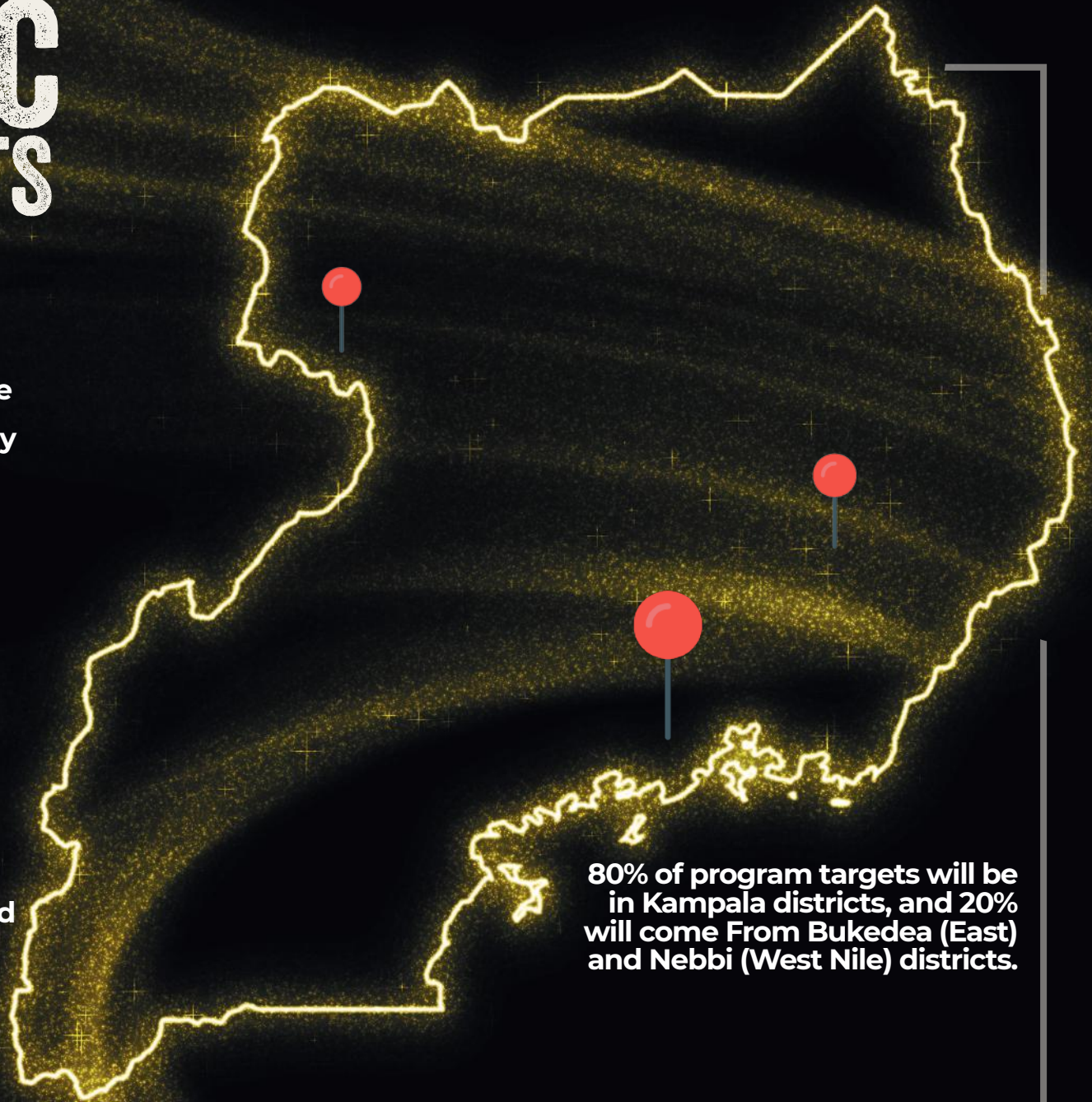
caretakers trained in gender equality and positive parenting skills

10,000

youth equipped with comprehensive, age-appropriate SRHR knowledge

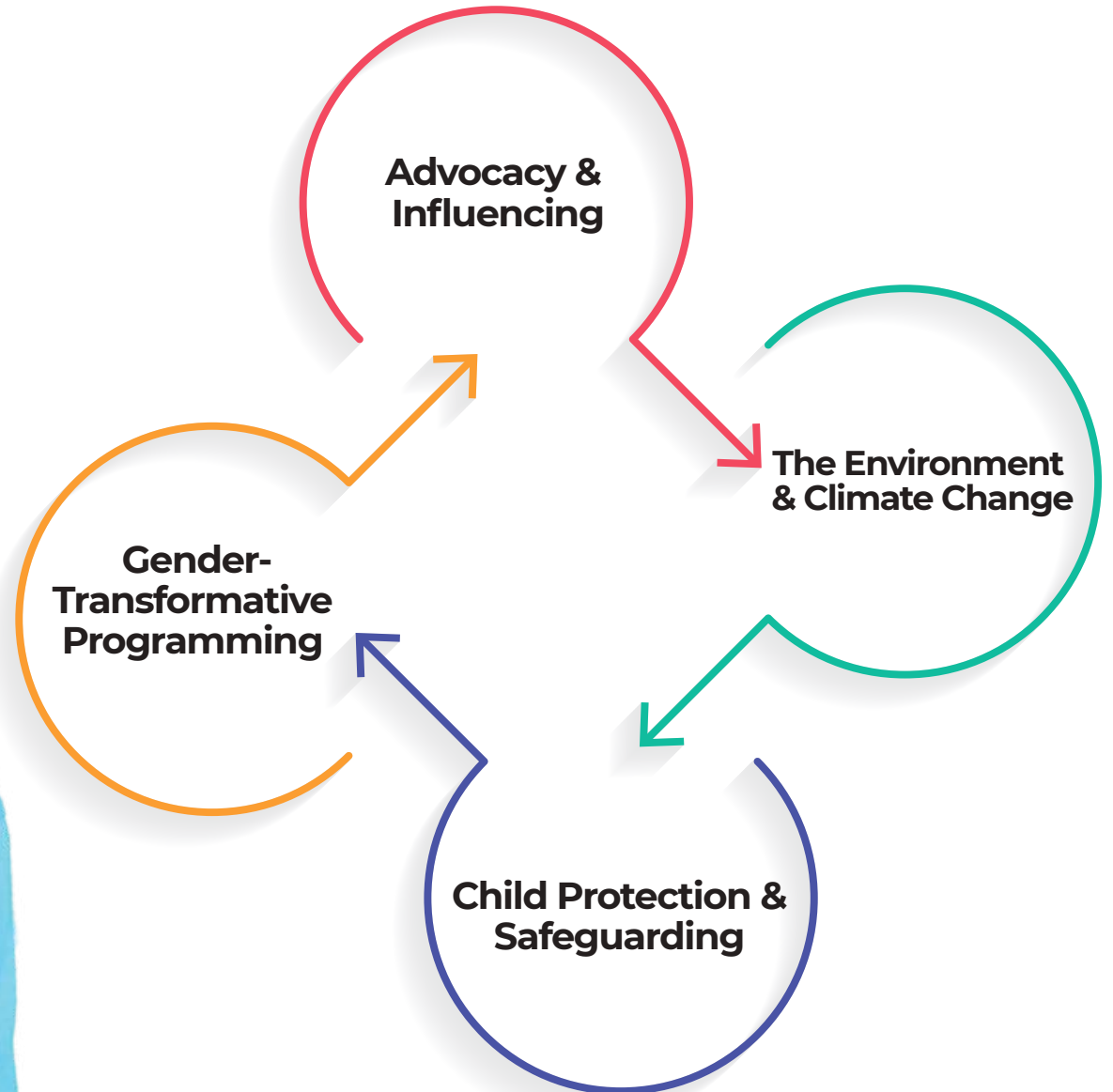
18,000

adolescent girls and boys mentored in leadership and life skills








80% of program targets will be in Kampala districts, and 20% will come From Bukedea (East) and Nebbi (West Nile) districts.

CROSS-CUTTING ELEMENTS



THE BIGGER PICTURE

| STRATEGIC DOMAIN | NATIONAL DEVELOPMENT PLAN III | SDG |
|--|--|---|
| Gender-Responsive SRHR Education | Increase in the proportion of the population accessing universal healthcare Reduce maternal mortality rate |   |
| Skilling & Employability for Girls and Young Women | Increased generation of more skilled, better motivated, and healthier workforce Reduction of youth unemployment rate from 13.3% to 9.7% |  |
| Quality, Gender-Transformative Education for Adolescent Girls & Boys | Increase primary to secondary school transition rate by 18% Improve retention of pupils and students in school by 20% |   |

GROWTH-MINDED RESOURCE MOBILIZATION

For us to be able to finance this strategy over the next five years, we shall need to grow our funding portfolio to USD 4,763,209 (UGX 17 billion). This will require strengthening our resource mobilization mechanisms, and expanding both non-conditional and conditional grants. Below are the strategic interventions to be undertaken:

- 1** Strategic donor mapping for well-matched partnerships.
- 2** Upgrading our current resource mobilization practices.
- 3** Diversifying & expanding upon individual donor base; institutional, foundational, and bi-lateral partners; and organizational sponsorships.

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