

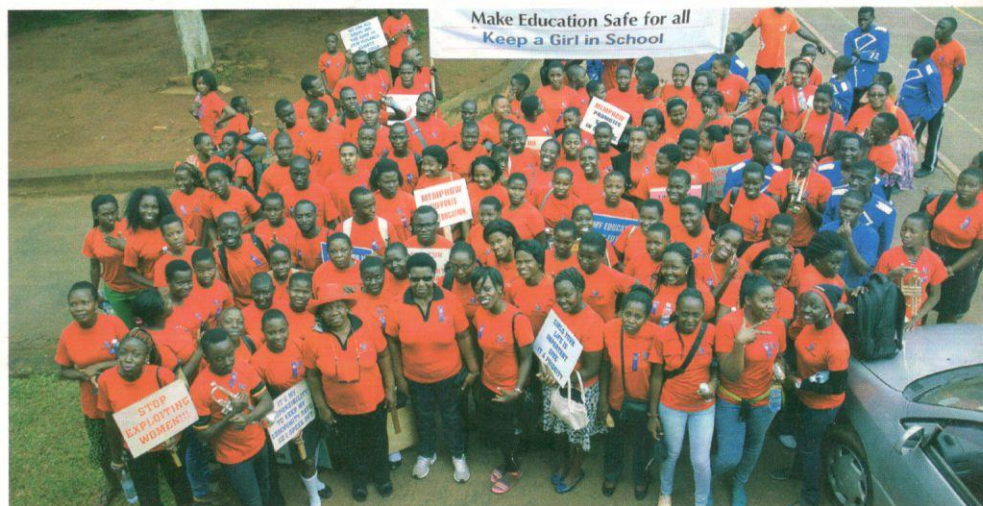


# The MEMPROW Girl

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## Who is a MEMPROW Girl? How does one become a member of the Uganda MEMPROW Girls' Network?

A MEMPROW girl is one who has successfully participated in the following;

- Social Survival Skills Training:** This is a two weeks rigorous training in institutions of learning. Participants engage on issues of social survival, stress management, peer learning, communication, sexual and reproductive health and rights, gender and violence against women and counseling for those that need it.
- Intergenerational mentoring and gender dialogue:** This is a space where MEMPROW girls and boys convene to discuss different topics such as entrepreneurship, bills and current affairs once every month at the MEMPROW offices. When one attends at least six sessions of the intergenerational dialogues, she becomes a member of the network.
- Attended any other programme training organized and conducted by MEMPROW** such as the feminist leadership training, Sexual Reproductive Health and Rights training, business and entrepreneurship among others.

In nutshell, a MEMPROW girl is;

- A socially intelligent woman,
- Confident of who she is, loves herself, body, mind and soul and is not a victim,
- An agent of change and a leader; she inspires and mobilizes others for positive action.
- An advocate for social change and ensures that social change will not stop with her,
- Strong even in the face of unfair gender and age biases.

## MEMPROW Girl topic of the Newsletter

### Young Women in Leadership

#### How MEMPROW girls are taking up leadership roles

*"No solutions to our world's most pressing challenges – to end poverty, reduce inequality, bring sustainable peace and address climate change – can be achieved without the full and equal participation of women."* – **Phumzile Mlambo-Ngcuka**

From the local to the global level, women's leadership and engagement in all micro and macro sectors is limited. Women are underrepresented in leading positions in both the civil service and the private sector, government, institutions of learning, business, civil society and key positions of influence. This occurs despite their proven abilities as leaders and agents of change, and their right to participate equally in governance.

#### Consider the statistics

- **Just 21%** of members of parliament worldwide are women
- **Rwanda** has the highest number (64%) of women parliamentarians in the world followed by South Africa, Senegal, Seychelles at 40% and then Uganda, Angola and Tanzania at 35% while the worst performing countries include Swaziland, Nigeria and Benin in Africa
- **Less than 26%** girls are involved in leadership roles in their institution of learning in Uganda.



## Message from the Executive Director



MEMPROW's commitment to developing feminist leadership among young women remains the centre piece of our work. The current Strategic Plan has specified this as a goal for the next five years. We will continue to 'Strengthen girls and young women's agency and Voice' and 'Build a feminist movement of young women' as our core business.

The MEMPROW Girls' Network is a strong group of dedicated young women. They have contributed to the growth the network and they are always ready when called upon to participate and make their voices heard in all the MEMPROW activities. I am particularly grateful to all the girls and boys for the part they played, and for taking leadership during the Sixteen Days of Gender Activism. Thank you for coming out and advocating for your rights. You showed passion and tirelessness

I am also proud of the fact that most of you are independently engaged in different places as managers, bankers, or as mentors in communities. It warms my heart when I go to places and a young woman comes beaming to me "Dr. It is me.. A MEMPROW Girl".

If you are a MEMPROW girl/ boy, and you have relaxed on your participation, please remember we miss you and it gives us pleasure to see you, any time any place. MEMPROW is your home.

Women face several obstacles and structural barriers through discriminatory laws and institutions. The tangible manifestations of gender-based obstacles such as lower salaries, appointments at lower ranks, slower rates of promotion and lower rates of retention, and less recognition through awards—have been described extensively. Further, the capacity gaps mean women are less likely than men to have the education, contacts and resources needed to become effective leaders. Individual women have overcome these obstacles with great acclaim, and often to the benefit of society at large. But for women as a whole, the playing field needs to be level, opening opportunities for all.

### MEMPROW's Approach

MEMPROW's mission is to develop girls and young women's leadership capacities and self-reliance through training and intergenerational mentoring within institutions of learning and local communities. This has resulted into young women's self-awareness, improved self-worth and knowledge. MEMPROW Girls' are also making informed choices, are able to resist sexual abuse and challenge discrimination and gender stereotypes.

MEMPROW's distinct approach has enabled many girls and young women to compete for leadership positions in their respective institutions of learning. Secondly MEMPROW girls are empowered to have marketable skills which has enabled many girls to compete favorably in the job market. At least 75% of the MEMPROW Girls who completed University 2014 reported to have acquired jobs immediately in private and public sectors such as banking sectors, Insurance companies, Medical sectors etc.

- *Between 2012- 2014, of 100% targeted institutions of learning schools collectively had 49 girls competing for leadership positions.*
- *71% of the respondents in a 2014 evaluation indicated that the SSST had increased their self-esteem and confidence, and they felt better equipped to deal with peer pressure and resist dangerous situations.*



# Highlights of the MEMPROW Girls' Network



## 1. 16 Days of Activism

The 16 Days of Activism for No Violence against Women and Children is an international awareness-raising campaign. It takes place every year from 25 November to 10 December. The objectives of the 16 Days Campaign are to:

- Combine technology, social media, the arts, journalism, religion, culture and customs, business and activism to draw attention to the many ways Violence against Women affects the lives of all people in all communities around the world.
- Ensure mass mobilization of all communities to promote collective responsibility in the fight to eradicate violence against women and children.
- Encourage society to acknowledge that violence against women and children is NOT a government or criminal justice system problem, but a societal problem, and that failure to view it as such results in all efforts failing to eradicate this scourge in our communities.

- Emphasize the fact that the solution lies with all of us.  
To achieve the above objectives, MEMPROW girls and Boys organise the following activities

### a) MEMPROW Advocacy Walk

MEMPROW Girls organised an advocacy walk during the 16 Days of gender activism. This was in commemoration of the international theme; *From Peace in the Home to peace in the world; make Education safe for all.*

The Match was attended by 154 participants and the chief walker was Dr. Miria Matembe and the Executive Director of MEMPROW; Dr. Hilda Tadria.

MEMPROW girls and boys demonstrated that education is important for both boys and girls and there is need for parents, teachers and the community to support girls to stay in school. This was through the messages the girls carried during the walk such as *I am as important as the boy, Let girls be girls, Education is the key to success etc.*





### b) Charity Visits

MEMPROW Girls collected items for donation such as clothes, shoes, toiletries, soap and sanitary towels, books and pens. MEMPROW girls visited M- LISADA, WAKISSA and Uganda Development Youth Link (UDYEL). These homes harbor of ex-street children, girls with crisis pregnancies and ex-commercial sex workers who are taught life and vocational skills such as Catering, Woodwork, mechanics, Candle Making etc. During the visits, the girls conducted peer learning, shared social survival skills and donated items listed above.

After the charity visits, the girls and boys in these homes appreciated what they had learnt from the MEMPROW girls and shared insights of how they had gained hope after group sessions.

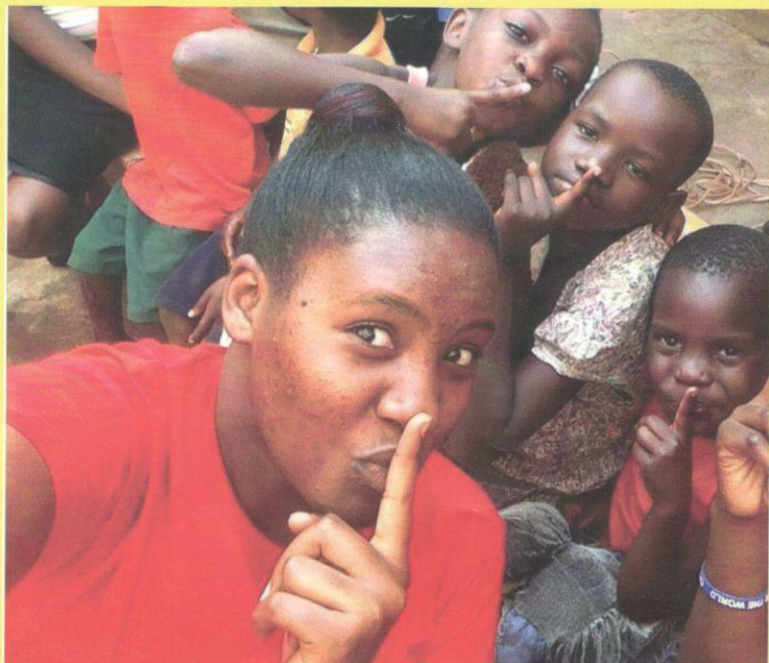
### c) Impact Assessment Dialogue

The impact assessment dialogue was organised by MEMPROW to assess the impact it has had on its stakeholders throughout the year. It is also to hear stories of change specifically from direct beneficiaries such as girls in secondary schools, those in universities and those in workplaces. This activity was attended by 190 MEMPROW girls, boys, mentees, mentors and MEMPROW's Board of Directors. The girls shared stories of change through drama, panel discussions and these were crowned by messages from the senior mentors.



*I now know that being here in this home does not mean that I am a failure, you have given me hope that i can still succeed. I am going to work hard and finish my course of hair dressing.....Mable*

*I have acquired knowledge to pass on to the community, I love the fact that at least I have improved on my confidence... Doreen*





# TOP STORIES

## MEMPROW Girl in New York, USA

Going to New York was a reality that had never been in my dreams.

You know how you get up one morning and you have a flight that evening but you feel like everything is just a mirage yet somewhat it should have been a dejavu, and after all this occurs you actually get to believe that "Okay, now this is real, this is actually happening to me right now!" You imagine the extreme joy and slight fear at that exact time, right? Now yeah, that's

what it felt like. So I visit New York for a week to attend a Leadership retreat organized by an organization known as Miracle Corners of the World (MCW) that was themed "Local change through Global exchange." We were only youth but from different parts of the world in this retreat and had the opportunity to share our stories, experiences and helped on how to come up with a vision that's inspired from the person you are or what you have been through and also from the perspective of the change you want to see in your society or where you come from. I went as a MEMPROW Girl and I'm glad to say I was the only representative from Uganda in 2015.

It was a delightful and at the same time a soothing experience I must say, it's astonishing how people from different parts of the World kind have similar stories and experiences especially issues regarding gender-based violence, war and conflict and also achievements and these synonymous differences in our various walks of life got us establishing an electrovalent bond amongst ourselves, embracing each other and understanding one another better.

You know there would come a point when we would all laugh out loud and a point when we'd all break down and drop a tear. But this only helped us become better people/leaders. I learned that it's actually rude to judge people without knowing who they are or what their perception of life is in addition I also learned that as a leader, one has to be tolerant, accepting and understanding, these three aspects are the main ingredients of humanity.



And if our social habits are embedded with a high percentage of humanity, unity becomes inevitable.  
Until next time  
Thank You,

*Hawa Nanjobe Kimbugwe*





## **MEMPROW uncaging opportunities for girls.**

Socialization from my school, and society imparted into me an idea that women and girls can never be

leaders. As a young and naïve girl, I believed this disastrous deceit unsuspectingly, as this portrayed in my character. I was the quietest girl in class; I even took it upon myself never to answer any question in class however much I knew the answer. During debates and public dialogues, I would struggle for the back seats for I was nurtured into knowing that keeping quiet and speaking softly while looking down were characteristics of a good well-behaved woman. I always branded argumentative girls as deviants, spoilt and unsuitable of being my friends. However, this act of keeping quiet and looking down had tremendous effects on my esteem, for I could hardly express myself. I was never objective, for I was blinded into believing that objectivity and assertiveness are characters that define men, not women. So I made sure that I refrained them as much as possible for I did not want to be identified with masculine traits.

But this all came to an end when I joined my cherished MEMPROW. When I joined MEMPROW, unlearning and relearning became heavy a baggage for me to carry, I thought I was doing a disservice to myself, by defying my own beliefs and culture. But after attending several dialogues and leadership trainings, I came to realize how much I was deceived and blinded by these so called societal beliefs, on the characteristics of a good woman. I came to know that I had as much potential and capacity as my male counterparts. Immediately after the leadership training, I took up class coordination for almost all my course units, a year later; I contested as an information minister, School of Women and Gender Studies Makerere University, and emerged a winner.

From then, I realized that girls and women have a lot of potential to be movers and shakers of the world though most of their chances are engulfed by society.

Nabukenya Sophie

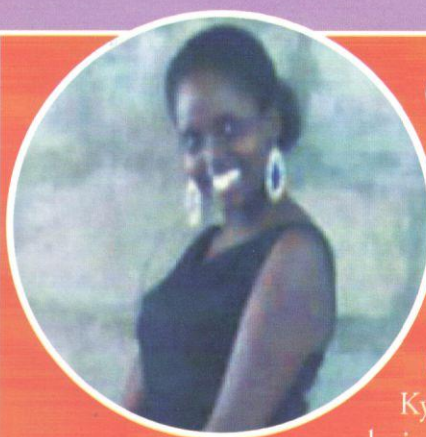


## **Time Management, an Important Tool in Leadership**

*By Suzan Baluka*

It's an honor being part of the MEMPROW family; I call it a family because it is nurturing most of us. I am in a new world of change since we started the feminist training, the changes include; time management being a resource I really honor and strive to fix my daily programs to meet the time and to respect it. I do recognize the fights of people in all spheres of life especially those that are being judged. I am too much in advocacy for feminism after all the sessions we had. The Yoga session was a blessing because it opened my daily routine to doing physicals and how health it is"

With all this information, I will be able to stand for what I think is right and always defend my values, goals and ambitions



## **Girls make good leaders**

Ibunyu Mable  
I met MEMPROW  
last year at

Kyambogo University  
during the sexual rights  
and reproductive health training.

I was already a leader at my faculty representing it in the guild council. However I had not fully thought about my reasons for being a leader.

SRHR training got me into thinking about my position, what people say about women in leadership, why there were fewer girls participating



## It is important for Girls to have a career

I came to MEMPROW with a very shallow and narrow mind, but with all the lessons that I have been given here I am more open minded than I came. I have learnt to love and value myself more; I have learnt that women have the same rights as men. I am more proud of the feminist in me. I have learnt not to place different kinds of people into categories and boxes. I am less of a criticizer now. I have learnt to respect and love my body and the fact that a woman's job is to be only submissive but should also chase their career. I have become more ambitious and given the zeal to set proper goals and chase them. I have learnt that women have a voice and change is not just a word, one has to be involved. So I am going to put all I have learnt into practice..... *Sera Kasten*

## Training girls to become job Creators not job seekers

I joined MEMPROW in 2010 through a friend. We used to attend Monthly dialogues and since I never want to be home alone, I never missed any; it was always plot. After a discussion on entrepreneurship, I got interested. I later became a leader in the Network as a dialogue mobilizer. Through the trainings, I learnt that I do not have to wait for a white color job and I started buying clothes and matching them. I am now a fashion collector and self-employed, I have a shop in Wandegeya near Makerere and still come for MEMPROW activities whenever I get a chance. Thanks to MEMPROW I do not have to be sexually harassed in the name of keeping a job"..... *Beatrice Nakasujja*

# Character equates to Effective Leadership

in leadership at the university and how their opinions are handled in the guild council. It all came down to esteem. Many of the girls I spoke to do not own who they are. They do not believe in their abilities, they do not think the leadership sphere is theirs to own, making statements like, "Leadership is

If you have lived over the soil for longer than a decade, you must've realized that the most important thing in life is not an exam result or an appraisal or a reputation. The most important thing in Life is Character! This is something that defines who you are and brands you. An exam result just merely determines your cramming capacity a night before the paper or the luck you have at reading the exact topics going to be examined. Appraisal may never be real, sometimes you need to receive it from people who just have to be Nice to you and Reputation is just merely the perception people have about you.

But The upper case of who you are is Character, it's the only thing that dictates the angle at which you view things, the way you talk to people, the influence you have on people, the vision of your life and your Lifestyle.

They say Leadership comes from GOD, and I surely may not disagree but sometimes what you are is what you attract and therefore if the character that you possess is a composition of understanding, respectfulness, integrity, listening and considerate one then Leadership is bound to come running towards you, and trust me it won't let go until it does get what it's looking for. Leaders are not different from ordinary people, they just merely choose to do things differently and they automatically become extraordinary but I want you to NOTE that this is not an option it is a Choice they make and they go back and live it up.

I'd like to leave with you an insightful food for thought as I conclude...." The world over are never the masses, the masses are always led, They wait for the leadership" I love, that MEMPROW has done a tremendous job in equipping human beings with Social survival and Entrepreneurship skills, skills that have helped lots of girls know who they are and has eased their approach towards situations and artificial calamities in this crazy world.

Proud to be A MemprowGirl.....Hawa.K, Kyambogo University



## Leadership was the last thing on my mind

After joining MEMPROW, I felt leadership was the least of my passion. Attending the different dialogues and meeting different women in leadership opened my eyes and I gained courage to stand as vice president of the MEMPROW Girls' Network.

This has helped me realize my higher potentials in my life; I have used these leadership skills in my family, my community and at my work place as well. Being a leader has boosted my self esteem and confidence levels. It has also helped widen my networks and get more involved in Feminism....

**Bagaya Elizabeth, Vice President**



I got to know MEMPROW through my sister and after attending the six consecutive intergenerational dialogues, I became a MEMPROW girl. Later alone I started attending their trainings like the entrepreneurship trainings where I was equipped with business knowledge that helped me up-to-day. With the entrepreneurship knowledge, I was able to start up my own business dealing in ladies outfits that has sustained me throughout my entire life at the university.

Through MEMPROW I acquired the courage and confidence to contest for leadership positions at school even in my area of residence and am now the youth vice chairperson in my area of residence.

MEMPROW has equipped me with knowledge on feminism and this has made me become an advocate for gender equality wherever I go even among the people I lead. This has inspired most of my friends to join MEMPROW after realizing the great change in my attitude and character.

Geat thanks to MEMPROW.....  
**Nanyonjo Catherine MUK Representative**



## Embracing Leadership changed my life

*By Ajwang Mary Goretti, Law student at IUIU and President of the Girls' Network*

I came to know MEMPROW during my senior three back in 2009 in Rock High School Tororo. As a teenage girl, I faced many hardships ranging from school to home. After my encounter with MEMPROW Social Survival Skills Training at Pope Paul Memorial Hotel, I became more and more vigilant which was seen as a threat to the family. I took on many leadership positions after that, for instance, I was elected the vice president of YCS. I lost contact with MEMPROW in 2010. Despite all this, I was still optimistic and determined that I would once again reach MEMPROW. During my senior six vacation, I went on a search for MEMPROW and behold got it.

At school I was always seen to be a capable leader and was always voted for; took on posts of dormitory representative, health minister, treasurer Red Cross Society club to mention but a few this continued even at the University. I have taken on different leadership positions not only because I can lead but mainly because of the leadership skills acquired during the several MEMPROW trainings I have participated in. Currently, I am the president Human Rights club IUIU FC, Legal Adviser Law Society as preferred by the team and most importantly the MEMPROW Girls' Network President.

Today, I have the full support of my family because they just can't believe I have reached heights they didn't expect me to. I ventured into business which saw me manage my finances at Campus, for instance in my hall of residence; I do hair plaiting, make jewellery and sell clothes to students. I am looking into poultry farming which I believe should be in existence by next year. This is none other than the experiences I got from the entrepreneurship trainings acquired at MEMPROW.

Special thanks go to MEMPROW for making me what I am today and for what I look forward to being in the next 5 years. To the MEMPROW GIRLS, it's our obligation to carry on the candles of the network and keep them burning. Together we will work for the benefit of our fellow girls and for the betterment of our nation Uganda.



## Break Through!

You see, I never wait in vain,  
It's a lazy way of doing things  
Life is a stop clock,  
If you don't fit into your timeline  
You're bound to get mocked before you get shocked.

Our lives have been sugar coated with impositions,  
like materialism, entertainment and an education system  
which never teach us the core value of life which is survival.  
I still wonder why I studied the oscillations of a pendulum bob,  
it has never helped me solve any problem in my life.  
The photosynthesis theory has done nothing either.

Yet I have been taught to judge people based on cars and expensive perfumes  
without knowing what takes place behind their closed doors.

That as we wiggle and jiggle,  
there's that homeless war child who has never heard bells jingle  
Even on Christmas day.

That as we brace ourselves with laughter each day,  
There's that orphan child who has defined the world as a place so cold.

That as we travel miles and encounter smiles,  
there's that little girl who was raped and beaten to infinity growing up.

So now she lives but in pain,  
With tears from her eyes dropping like rain

Yet all the victims have been groomed to disown their stories  
Because they lost the game,

And there were no defendants to blame  
So they held their breath on silent screaming in fear of the shame, that would befall them.

And those that shut them up claim to understand them;  
Them humans be like: "I know what chronic pain feels like, my grandma had it!"  
Really???

I often wonder where people's hearts are when their mouths are bluffing.

I'm a girl not a bride,  
Give me a pen not your penis.  
Ask for my books not for my boobs.  
Pay my school fees not bride price  
give me an education not an ejaculation.  
Help me strive these trials and fight with might.  
Help me wrestle these indifferences differently.  
For I'm so going to fight,  
I'm so daring to speak

To speak for that little child who has never known the meaning of Father  
To speak for that innocent girl who's current existence is based on narrow survival.

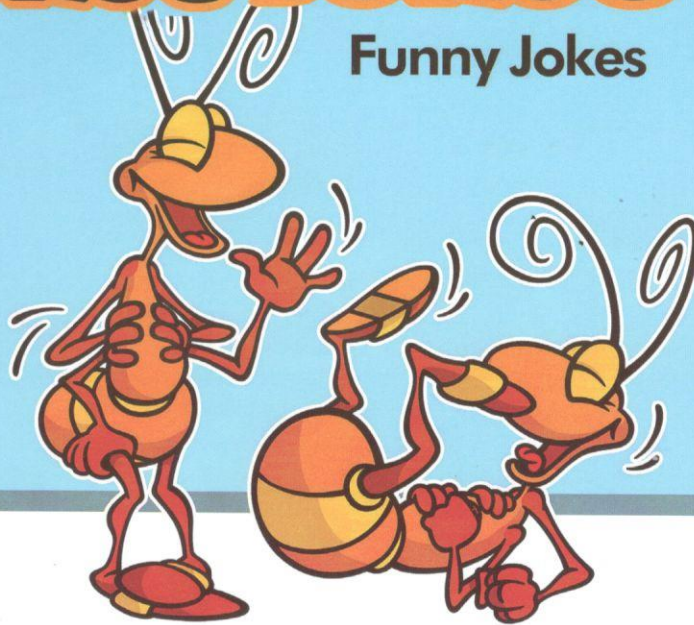
To speak about racial, cultural and social power discrimination.  
To speak for those voiceless humans who get acceptance from within for they fail to get tolerance from without.  
To speak for those people who found families on the outside cause their families on the inside were too deem.

I, together we!  
Are going to turn these tables round,  
And she stand our ground.  
We have to be bold at the right time under the right circumstances  
we've got not fear for small things for we think big  
so! When we have all these troubles over with  
we shall brace ourselves too much before we dare to exhale.  
And trust me you won't wonder how.



# Jokes Jokes

## Funny Jokes



**1. Woman:** "I can make the boss give me the day off."

**Man:** "And how would you do that?"

**Woman:** "Just wait and see." She then hangs upside-down from the ceiling.

**Boss comes in:** "What are you doing?"

**Woman:** "I'm a light bulb."

**Boss:** "You've been working so much that you've gone crazy. I think you need to take the day off." The man starts to follow her and the boss says: "Where are you going?"

**The man says:** "I'm going home, too. I can't work in the dark."

**2. Teacher:** "Why are you late, Joseph?"

**Joseph:** "Because of a sign down the road."

**Teacher:** "What does a sign have to do with you being late?"

**Joseph:** "The sign said, 'School Ahead, Go Slow!'"

**3. Teacher:** "If you had one dollar and you asked your father for another, how many dollars would you have?"

**Vincent:** "One dollar."

**Teacher:** "You don't know your arithmetic."

**Vincent:** "You don't know my father."



## The MEMPROW Girls' Executive Team

The MEMPROW Girls Network is managed by a team of leaders known as the Executives; these are selected and approved by the MEMPROW Girls in schools/ institutions. In June 2015, the girls had an Annual General Meeting where a new team that comprises of 18 members was elected.

Name	Position
<b>Executive Committee</b>	
1. Mary Gorretti Ajwang	President
2. Elizabeth Bagaya	Vice President
3. Sharifah Kagoya	Secretary General
4. Sandra Asiimwe	Public Relations Officer
5. Monica Tayebwa	Treasurer
6. Martha Kateme	Motivator
7. Maria Ariso	Dialogue Coordinator
<b>School representatives</b>	
8. Catherine Nanyonjo	Makerere University
9. Joselyn Comfort	Kyambogo University
10. Bella Musiimenta	YMCA
11. Suzan Baluka	KIU
12. Rebecca Mutoni	Islamic University
13. Nasimolo Vanessa	Nabisunsa Girls
14. Akullo Leah Rispa	Bishop Cipriano Kihangire
15. Nakhumitsa Moureen	Bishop Cipriano Kihangire
16. Kabagaaju Jane Vivian	Bishop Cipriano Kihangire
17. Agaba Viola	Luzira Secondary School
18. Apio Lilian Dolly Akinfa	Luzira Secondary School



# About MEMPROW

<b>VISION:</b>	A transformed, violence free society where young women and girls can claim their rights and achieve their aspirations
<b>MISSION:</b>	To develop girls and young women's leadership capacities and self-reliance through training and inter generational mentoring; feminist movement and advocacy networks building; social analysis and research; as well as peer learning within institutions of learning and local communities
<b>THE GOAL:</b>	To be a centre of excellence in promoting girls and young women's access to their rights right and gender equality.

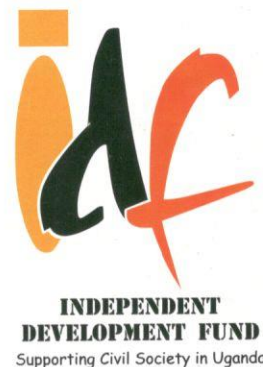
## Where to find the Uganda MEMPROW Girls' Network

The Uganda MEMPROW Girl's' Network is a programme of MEMPROW located on  
Plot 1476 Muyenga Road  
P.O. Box 11192, Kampala  
Uganda

If you would like to join, contact us at:

MEMPROW Uganda: + (256) 4 14466511 or + (256) 70 1200776.  
Mail: [Memprow@memprow.org](mailto:Memprow@memprow.org)  
Facebook: [www.Facebook.com/memprow](http://www.Facebook.com/memprow).

## Our Partners



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