**PROPOSED CONCEPT NOTE ON GIRLS’ EMPOWERMENT 2021/2022**

**ZAMBIA (9210)**

1. **INTRODUCTION AND BACKGROUND**

The beauty of Rotary is that service means different things to different people around the world. Rotary International (RI) President Shekhar Mehta says, “There are many issues that girls face in different parts of the world and you as leaders will ensure that we try and mitigate the disadvantage of the girl that they may have.”

Our call to action is to leave no girl behind. Every Rotary Club should implement at least one Empowering Girls’ project this year. We are encouraged to partner with Rotary Action Group, share best practices, collaborate with other clubs, civil society individuals and share their stories.

One element, however, that we can incorporate into all our service initiatives is empowering girls. Unfortunately, even in this day and age, girls and young women face disproportionate challenges all over the world. We as Rotarians have the power to lead the change for gender equality. Empowering girls and young women to have greater access to education, better healthcare, more employment, and equality in all walks of life should be embedded in every Rotary project that we launch. Girls are future leaders, so we must ensure that we help them in shaping their future

Equality is a fundamental human right that is necessary for a peaceful, prosperous, and sustainable world that Rotary wants to be part. Girls and women worldwide face inequities in areas including health and education, and they experience violence and poverty at higher rates than boys and men. By ignoring gender inequities, many development and humanitarian projects fail to achieve their objective. And when development organizations do not focus on women and girls’ empowerment, they neglect the fact that empowered women have the potential to transform their societies.

By not intentionally putting women and girls at the Centre of global development, we lose the opportunities to maximize impacts across all of the areas in which we work as Rotarians. Women and girls’ empowerment is gaining a more prominent place. This calls for a transformative and innovate ideas that can sustainably change the lives and futures of women and girls. Empowerment of women and girls is also firmly embedded in the international development agenda, and in the Sustainable Development Goals (SDGs). Investing in the empowerment of women and girls means better development, better health outcomes, reduced poverty levels, a reduction in unintended negative outcomes and a more peaceful world.

The empowerment and autonomy of women and girls leads to an improvement of their political, social, economic and health status. The full participation and partnership of both women and men, boys and girls are required in productive and reproductive life, including shared responsibilities for the care and nurturing of children and the maintenance of the household. In most regions of the world, women and girls receive less formal education than men, and at the same time, women's own knowledge, abilities and coping mechanisms often go unrecognized. The power relations that impede women's attainment of healthy and fulfilling lives operate at many levels of society, from the most personal to the highly public.

The most important means of empowering girls and women is through equipping them with knowledge, skills and self-confidence necessary to participate fully in the development process is through Education. The Universal Declaration of Human Rights asserted that "everyone has the right to education" and in 1990, Governments met at the World Conference on Education for All in Jomtien, Thailand, committed themselves to the goal of universal access to basic education. Still more than one third of the world's adults, most of them women, have no access to printed knowledge, to new skills or to technologies that would improve the quality of their lives and help them shape and adapt to social and economic change. There are 130 million children who are not enrolled in primary school and 70 per cent of them are girls.

1. **THE GIRLS EMOWERMENT PROJECT**

Empowerment could be defined in five separate categories: social, educational, economic, political, and psychological. The team wants to initiate a project that will empower girls in all the five categories, hence the focus on the girls from age 13 to 30, (from teenage to early adulthood). The girls will be equipped with different activities that will change their lives. Achieving change requires policy and programed actions that will improve women's access to secure livelihoods and economic resources, alleviate their extreme responsibilities with regard to housework, remove legal impediments to their participation in public life, and raise social awareness through effective programmes of education, Information communication Technology and Skills development, making them drivers of change and entrepreneurs. By raising the status of these women and girls their decision-making capacity would improve at all levels and in all spheres of their lives, especially in the area of sexuality and reproduction.

1. **THE AIMS AND OBJECTIVES**

The Aim of the project is to empower girls and young women in order to eliminate inequalities, by establishing mechanisms for women's equal participation and equitable representation at all levels of the public and personal life in each community and society and enabling women to articulate their concerns and needs;

**4. OBJECTIVES**

(a) Promote the fulfilment of the girl's potential through education / skill development and employment, so that they eliminate poverty, illiteracy and ill health;  
(b) Assist them acquire skills for gainful employment and to be able to run their own businesses.

(c) Eliminating all practices that discriminate against girls, and to assist the girls to establish and realize their rights, including those that relate to reproductive and sexual health, violence against women and girls, so that they become the drivers of change  
(d) Adopting appropriate measures to improve the girls ability to earn income beyond traditional occupations, achieve economic self-reliance, and ensure girls equal access to the factors of production, the labor market and social security systems;

**5 PROJECT OUT PUTS AND OUTCOMES**

1. Girls with full potential, to fully engage in the development process.
2. The Project will provide a place for adolescent girls to learn from each other on deeply sensitive topics including child marriage, female genital mutilation, and sexual abuse, progressive and retrogressive cultural practices.
3. After graduating from the programmes run by the project these girls will become role models in their communities and continue to educate future generations.
4. The Project will reach out and influence the lives of the girls in these communities who will in turn be volunteer as peers and mentors after going through the mentorship this will ensure continuity and sustainability.
5. Girls who are able to articulate their concerns and needs
6. Reshaped power relations with girls able to negotiate and articulate their lace in society
7. A society free from GBV

**6 PROJECT COMPONENTS**

**i. Empowering women through provision of Education.**

Providing quality education to underprivileged girls and youth in urban and rural areas is key to Rotary’s work. Rotary supports education through the discussions on social issues in the classrooms, providing teacher trainings, workshops, educational centers and vocational trainings. Education can empower young girls because it teaches them that they are equal persons and have the right to live and thrive according to their own choices. Education gives girls the academic skills and teaches them that they have the right to use these skills for themselves.

**ii. Empowering Girls with Technological and appropriate skills**

Illiteracy is a barrier to girls in poor communities trying to develop themselves, therefore implementing simple, radical and futuristic ideas, approaches or methods to sustainable development where the poor girls can respect and own their projects is key to emancipation. Empowering the girls with technology and skills will enable them to meet their community’s needs and address the pressing challenges of economic inequality, human rights and climate change at a global scale. Through the use of technology and with IT skills acquired through computer lessons, the young girls can be able to connect with the world and create meaningful networks, exchange ideas with likeminded groups worldwide.

**iii. Empowering girls and young women to be drivers of change by giving them a voice to express.**

Eliminating all practices that discriminate against girls, and to assist the girls to establish and realize their rights, including those that relate to reproductive and sexual health, violence against women and girls requires that they become the drivers of change. By using the media and other means, the Rotary community can help demystify gender stereotypes. Through radio and television programmes, evening and weekend talk shows, women and girls can debate taboos, challenge traditional roles assigned to women, and present women as capable and assertive actors in society. This will allow them reshape the power relations giving women and girls a platform that entertains with music, informs with news, inspires with success stories and most importantly allows them to define their success. These forums would also help them reach out to one another, enable them stand together and never giving up even when all odds stand in their way

Mentorship can also help empower the girls to have an active voice in their communities, through mentorship, there is assured growth, creation of peaceful and resilient communities with no violence and where the most vulnerable citizens among them women, girls, the youth, and children work together and are represented in the power structures. The project will aim at building the capacities of the girls to their full potential, because by fully engaging the girls throughout the development process. The Project will provide a place for adolescent girls to learn from each other on deeply sensitive topics including child marriage, female genital mutilation, and sexual abuse, progressive and retrogressive cultural practices. After graduating from the programmes run by the project these girls will become role models in their communities and continue to educate future generations.

**iv. Empowering girls and young women to be entrepreneurs and run their own businesses**

Empowering the girls to start their own businesses and lift themselves out of poverty, provides training programmes to help build the confidence, sense of community, and skills that women need to succeed. Addressing critical areas of physical, mental, and social wellbeing. The Rotary Club of Maluba will focus on developing the girls by giving them the knowledge to be great entrepreneurs, the opportunity to practice their business skills every day and nurturing the space to grow in self - confidence, self-belief, and become a role model in their communities. **In addition, the empowerment will include grooming, mentorship, entrepreneurship. This will help the girls to become** leaders and give them decision making roles, help in creating more Job Opportunities for the girls and women. By investing in girls entrepreneurial ideas and skills, their emotional and financial capacities, personal development be able to take charge of their lives and become better citizens. The entrepreneurship component will have a business incubation session and during this time the girls will be taken through a rigorous process of learning.

1. **THE GIRLS EMPOWERMENT PROJECT – THE SCOPE**

The Project will be undertaken in four Locations where the Maluba Rotary Club has a presence and is already working in the areas, the project will utilize the space available for meetings and training. The Project will target girls between the ages of 19 – 30 years old, the main thrust will be economic empowerment through Skills training, entrepreneurship, attachment and mentorship. The team will focus on the areas where Maluba Rotary Club already has a presence and use the project sites for recruitment of the girls to be empowered. The tentative Project sites are as below:-

* 1. The Area around Chilenje Skills Center
  2. Bauleni Area around Bauleni School
  3. Ngombe Area around the Chikumbuso Centre
  4. One Rural Center in Kasenga around the Kasenga Clinic.

1. **ELEMENTS OF THE PROJECT AND ACTIVITIES:\_**

**The Project will have the following Components**

1. Empowerment through Promoting Basic Education: - Some funds will be sourced to pay schools fees for girls out of secondary school due to non - payment of fees and school requisites. The team will depend on Social Welfare department, the Community and the school Authorities to identify these girls and their needs and through scholarships.
2. Empowering the Girls to drive the Change and increase girl’s voices: - Through mentorship, grooming and running sessions with the different groups of girls, they will be taught how to be assertive and given an opportunity to learn from each other and to learn from women who have made it in society. The Team will organize a series of talks and assign the girls to mentors within the who is who in the Zambia Society a mentorship programme will be drawn up and mentors assigned from all walks of life based on the needs of the girls. Increase Girls voices and literacy through media coverage in order to change stereo types and community attitudes.

1. Empowerment through access to Technology: - A basic Computer Training will be provided to young girls so that they can acquire basic skills and be Computer literate
2. Empower the Girls through Entrepreneurship and skills training, this will include business incubation and encourage girls to set up their own Voices

The Money will be sourced initially from the Private Sector, well-wishers and the donor community and eventually the team will apply for a Global Grant or District Grants.

The Girls will be organized in Cohorts and graduated accordingly so that those who graduate can become role models and become mentors and eventually the Project can be run by the girls themselves and Rotary Club of Maluba can sustainably Withdraw.

1. **THE GIRL’S EMPOWERMENT PROJECT WILL CUT ACROSS SIX (6) OF ROTARY INTERNATIONAL’S AREAS OF FOCUS**
2. **Promoting Peace** – Reduction in GBV due to economic empowerment, acquisition of knowledge and skills
3. **Fighting Disease –** Reduced addiction to alcohol and drugs, mental health and depression, improved family health, reproductive health and HIV infections
4. **WATER, SANITATION AND HYGIENE**
5. **Maternal and Child Health –** Drop in early and child marriages, unsafe abortions, early pregnancies and improved maternal and child health
6. **Basic Education and Literacy – supporting basic education,** Increase in the number of girls that attain Basic Education. Increase in Literacy levels
7. **Community Economic Development** – Growing Local Economies, entrepreneurship and skills development
8. **SUMMARY TABLE OF ACTIVITIES**

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| --- | --- | --- | --- | --- | --- | --- |
| **OBJECTIVES** | **STRATEGY** | **ACTIVITIES** | **TIME FRAME** | **PROPOSED PARTNERS** | **BUDGET** | **COMMENTS** |
| Empowering girls through education and skills development | Provision of knowledge and skills and access to the Labour Market | Provision of vocational training | Short to Long Term | Private Sector,  Government Departments  TVETA |  |  |
| academic skills through bursaries | Medium to Long Term |
| Provision of,  Internship holiday work | Short to Medium Term |
| Self-confidence, by eliminating poverty and ill health |  | Medium to Long Term | Private Sector,  Government Departments  TVETA |
|  |
|  |
| Access to basic education | Scholarships  Funding Scheme | Medium to Long Term |  |
| Produce role models | Peer to peer education | Long Term | Rotarians and Friends of Rotary |
| Empowering through women’s voices and to be drivers of change, Women and girls to be drivers of change | Use of media to demystify gender stereo- types | Use of radio for girls to debate taboos. | Short to Medium Term | Radio and TV Stations.  Rotarians and Friends of Rotary  Rotarians and Friends of Rotary |  |  |
| Challenge traditional roles. |
| Radio & TV programmes and talk shows |
| Mentorship | Sessions in schools by Rotarians |  |
| One on One Mentorship  (Rotarians & friends to takes on groups of girls) |
| Leadership programs | Open discussions | Short Term | Rotarians and Friends of Rotary |
| Tailored leadership Programmes |
| Networking.  and partnerships | Discussions | Medium to Long Term |
| Exchange Visits | Selected Role Models / Rotarians and Friends of Rotarians |
| Sharing Experiences |
|  | Training and sessions | Medium to Short Term |
| Entrepreneurship | Equip the Girls to run their own businesses | Programmes to start own businesses. |  | BANKERS ASSOCIATION  DONOR COMMUNITY  PRIVATE INDIVIDUALS |  |  |
| Financial contribution. |  |
| Social and Economic Counselling |  |
| Business Incubation |  |
| Mentorship |  |
| Empowering women through technology | Provision and access to ICT | information workshops/ |  | DONORS  PRIVATE SECTOR |  |  |
| Computer lessons /ICT SKILLS |  |
| Networking and Exchange sessions Globally | Engage with global networks |  | YWCA  YMCA  GLOBAL PLATFORMS |
| Use of available platforms |  |
| Addressing pressing challenges globally | Alliances and Partnerships |  | YWCA  YMCA  GLOBAL PLATFORMS |
|  |  |

**3. PRIORITY PARTNERS:**

We have identified partners that we would complement and add value to our project of empowering girls and advancing girl child education. For immediate action, we have identified the Young Women Christian Association (YWCA) and the SMART VILLAGE. We are targeting private sector for support.

1. The YWCA is the longest Women Movement in Zambia. It is an ideal partner because it is an international NGO with a national standing, and it implements activities of Rotary’s interest.

The Women and Children’s Human Rights”. This is broken into four broad areas which covers the specific activities stated below.

* Gender Based Violence with an emphasis to end Violence against women and children.
* Drop-in Centre’s and Shelters for GBV survivors and the Child in Crisis Centre’s for sexually abused children.
* Gender equity and Equality
* Advocacy and Lobbying
* Awareness Raising and Safe Spaces for girls including mentorship.
* Safe Reproductive Health Rights (SRHR)
* Women and Girls Economic Empowerment: Entrepreneurship and skills training and
* Educational support.

[www.ywcazambia.zm.org](http://www.ywcazambia.zm.org) and face book.

1. SMART VILLAGE: Transforming Poverty to Prosperity. In Zambia, this is led by our own Rotarian. The partnership with Smart Village would benefit Rotary in various ways within our areas of focus with an emphasis on educational support and entrepreneurship. For further information check out the following website: <https://smart-villages.org>
2. Private Sector: We are yet to identify specific institutions and agree on collaboration to support specific activities that would empower a girl child.
3. The government remains a long-standing partner.

The Concept note is meant to help the clubs identify an activity within their area of interest if it is about empowering girls. We encourage clubs to work in their existing space and expand as need arise.

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