

Arise Integrated Development Effort (AIDE)

STRATEGIC PLAN



2023-2027

About the organization

Arise Integrated Development Effort Uganda (AIDE) is a women-led non governmental organization working towards improving the economic and social well-being of girls, women and children through empowering them with knowledge, skills, material support and advocacy.

AIDE focuses on enabling them to improve incomes, health, prevent violence, respond to climate change impacts, and increase their capacity to demand for better services provision as well as participate in leadership.

Our Vision

A society in which girls, women and vulnerable children are fully empowered, innovative, and resourceful

Our Mission

To support and facilitate the delivery of quality, participatory and sustainable services towards community development among girls, women and vulnerable children.

Our Core Values

Teamwork: AIDE believes that teamwork provides a platform for each person to equally contribute their knowledge and skills to the organisation.

Transparency: AIDE ensures transparency through sharing knowledge and experiences with relevant actors

Accountability: AIDE is accountable to the team members, the community, the leaders and the line ministries and bodies

Results based: AIDE is keen to track her performance to ensure that intended results are acquired.

Core programs

- Agriculture and economic strengthening
- Healthy Life Initiatives
- Education
- Climatic change
- Humanitarian support
- Prevention and response to violence
- Governance and leadership development

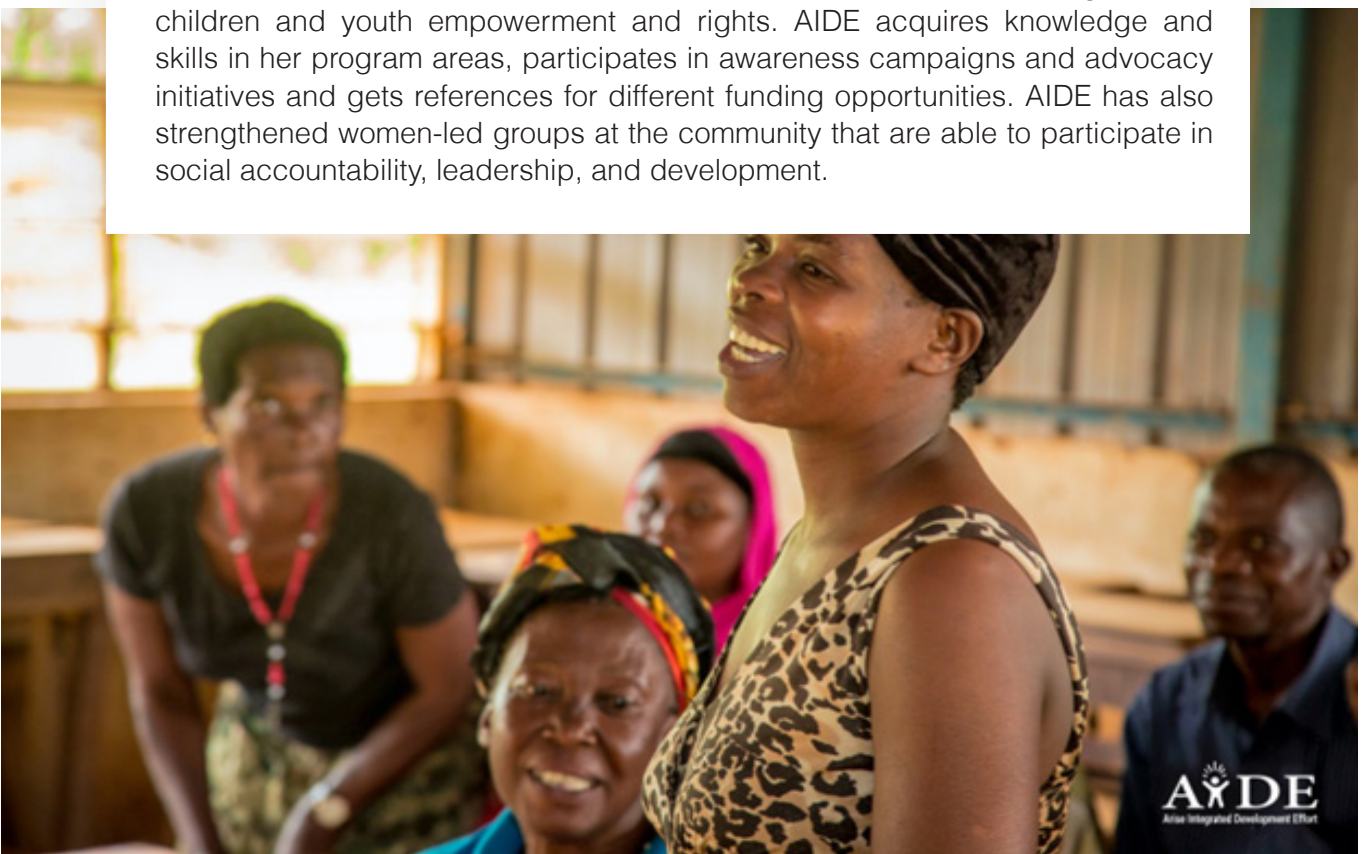
Five-year Strategic Goal

AIDE five- year strategic goal is to improve the economic and social well-being of girls, women, and children through empowering them with knowledge, skills, material support and advocacy. This will enable them to improve their income, health, prevent violence, respond to climate change impacts, and increase their capacity to demand for better services provision.

Strategic objectives and strategies

- To improve the well-being of 25,000 women, girls, and children through livelihood programs by 2027.
- To improve access to health services among 25,000 women, girls, and children by 2027.
- To improve knowledge and practical skills in vocational learning and education among children, girls, and women.
- To enhance climate change mitigation and adaption practices/measures among women in rural communities.
- To promote coping mechanisms for women, girls and vulnerable children and refugee communities.
- To promote prevention and response to Sexual and Gender Based Violence among women and girls.
- To enhance organizational good governance, financial and program management systems for effective service delivery.

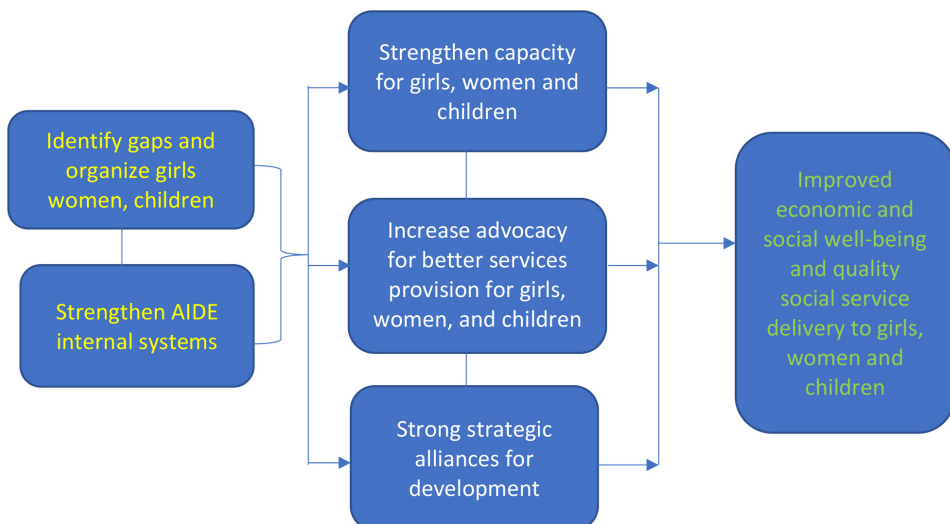
AIDE is part of national and international networks that are supporting women, children and youth empowerment and rights. AIDE acquires knowledge and skills in her program areas, participates in awareness campaigns and advocacy initiatives and gets references for different funding opportunities. AIDE has also strengthened women-led groups at the community that are able to participate in social accountability, leadership, and development.



AIDE's theory of change

AIDE is to improve the economic and social well-being of girls, women, and children through empowering them with knowledge, skills, material support and advocacy.

- IF AIDE strengthens the capacity of girls, women and children to be able to participate in their development, build resilience and voice issues of concern to the relevant duty bearers,
- AND IF AIDE increases advocacy to duty bearers and policy makers through provision of evidence on service delivery including provision of strategic service delivery and Policy and regulatory framework to respond effectively to the needs and demands of girls, women, and children
- AND IF AIDE strengthens her internal systems and structures builds adequate capacity to support broader integrated programs, enhance gender-responsive community-based initiatives, build strong strategic alliances for the promotion of sustainable and resilient communities that act as catalyst of development.
- THEN there shall be improved economic and social well-being as well as quality and improved social service delivery to girls, women and children and wider communities living decent life free of hunger, poverty, disease, and gender-based discriminations.





STRATEGIC PROGRAMS

1. Agriculture and Economic Strengthening

This aims at improving the well-being of 25,000 women, girls, and children through livelihood programs by 2027. It focuses on agriculture, food security and nutrition, access to gender friendly financial services and land governance.

1.1. Agriculture

This aims at increasing agriculture productivity among 25,000 rural farmers. AIDE will work with 25,000 farmers (80% women and 20% male) formed into groups for better mobilization and collective initiatives. AIDE will focus on equipping participants with knowledge and skills in group dynamics, leadership, and management to strengthen their groups. Further trainings will be conducted in financial management, savings and records keeping. AIDE will establish two farmer cooperatives. To ensure agriculture production, AIDE will equip farmers with knowledge, skills and facilities in best agronomic practices that are environment friendly, provide of agriculture inputs, post-harvest handling, collective marketing, and value addition such as food processing, maize milling, fruit processing, sugar processing to crude sugar, fish drying, branding, packaging, and marketing.

1.2. Food Security and Nutrition

This aims at improving household food security among 20,000 women households. AIDE will facilitate quarterly nutritional trainings among 20,000 women farmers and support seed multiplication of indigenous seeds/ foods by setting up 3 seed multiplication centres.

1.3. Access to Gender Friendly Financial Services

This aims at increasing access to gender friendly financial services among 25,000 women and girls in rural and peri-urban communities. AIDE will conduct monthly trainings in financial literacy, entrepreneurship, and business management among 25,000 participants. Participants will be linked to Gomme SACCO to access affordable financial services. Furthermore, AIDE plans to strengthen her existent gender responsive revolving scheme for capital as well as conduct advocacy initiatives to increase gender friendly financial services for rural women, girls and youth.

1.4. Land Governance

The program aims at empowering rural women farmers own land for production and shelter. AIDE plans to conduct quarterly awareness campaigns in land rights and governance, organize quarterly community land rights clinics, participate in quarterly radio talk shows on land rights and provide information through Information Education and Communication materials on land rights and registrations. AIDE will conduct all the initiatives through grassroots organizing and social movements to enable women to be at centre stage of their rights.

2. Healthy Life Initiatives

This program aims to improve access to health services among 25,000 women, girls, and children by 2027. AIDE focuses on Sexual Reproductive Health Rights and Services, HIV prevention, Water, Sanitation and Hygiene, Menstrual Hygiene Management as well as Mental Health and Psychosocial support.

2.1. Sexual Reproductive Health Rights and Services

This aims at increasing access and utilization of SRHR and services among 25,000 women and girls in rural communities using community-led approaches, AIDE will organise quarterly awareness campaigns on sexual reproductive rights among women, girls and MARPS through community outreaches in partnership with health centres, trainings of SRH peer educators and facilitation of technical trainings among community health workers in rights-based approaches. AIDE will also organize advocacy campaigns for establishment youth friendly corners at 6 health facilities and SRH corners in 5 government aided schools. AIDE also plans to do quarterly child protection and safeguarding sessions among key stakeholders as well as organize quarterly awareness campaigns on teenage pregnancy and early marriage. To foster learning and evidence-based advocacy AIDE will organize biannual community gender responsive health services audits.

2.2. Hiv Prevention

In this program, AIDE aims to increase access to testing, treatment, adherence, and retention to HIV services in rural communities
To foster the 95-95-95 strategy of HIV prevention, AIDE plans to conduct 120 HIV Counselling and Testing community outreaches, support distribution of

50,000 HIV and AIDS IEC materials (posters and fliers), support linkages of identified positive clients into care and screen for TB services, conduct monthly follow up on tested clients and index testing / partner assisted notification, conduct quarterly condom distribution among adolescent girls and women as well as conduct monthly home-based counselling and testing. To ensure learning and adoption of good practices, AIDE will conduct quarterly review meetings with the different stakeholders.

2.3. Water Sanitation And Hygiene

This aims at increasing access to clean and safe WASH facilities among women households

To ensure community empowerment, AIDE will organise quarterly awareness on safe and clean water among 25,000 women, girls and MARPs and support at least 100 women homes with household water systems. AIDE also aims to install 2 piped gravity water sources and will also equip water user committees with knowledge and skills in operation and maintenance of the facilities.

2.4. Menstrual Hygiene Management

AIDE aims to improve proper gender responsive menstrual hygiene practices among adolescent girls.

AIDE will conduct monthly awareness on menstrual health among 15,000 adolescent girls and young women. AIDE will also conduct quarterly trainings to locally produce menstrual supply kits as well as support at least 100 girls to set up MHM enterprises.

2.5. Mental Health and Psychosocial Support

AIDE aims at accessing safe spaces for mental health and emotional wellbeing of women, girls and vulnerable children.

AIDE focuses on promoting community based mental health service provision. AIDE will therefore conduct quarterly trainings in mental health and emotional well-being among 20 community health workers, support 20 Community Health Workers to provide psychosocial support for women and girls monthly as well as conduct quarterly advocacy campaigns for community based mental health. To ensure learning, AIDE will track changes through both qualitative and quantitative data.

3. Education

This aims at improving knowledge and practical skills in vocational learning and education among children, girls and women by 2027. AIDE focuses on vocational education, child sponsorship and school facility construction and renovation.

3.1. Vocational Education

This program aims at equipping girls and women in vocational and life skills for enterprise development

To ensure services are accessible to the participants, AIDE will establish a community vocational training center to conduct trainings in vocational skills development among at least 5,000 participants. AIDE will also support at least 2,000 participants with startup kits/capital to set up enterprises for incomes.

3.2. Child Sponsorship

AIDE will promote school retention among vulnerable children in rural communities. AIDE will support 5,000 vulnerable children with scholastic materials and school fees giving a 70% for girls and 30% for boys. AIDE will also support school nutrition programs in at least 3 schools to ensure children are healthy and keep in school. AIDE will also support formation of school clubs to grow talent and skills for the children in co-curricular activities.

3.3. School Facility Construction and Renovation

AIDE works towards creating safe learning environment for school children in rural communities.

To ensure that relevant structures are put in place, AIDE will conduct a rapid assessment to identify 5 school with structural gaps. AIDE will construct gender responsive sanitation facilities in 3 schools, rainwater harvesting tanks in 2 schools, classroom blocks in 2 schools and renovate classroom blocks in 2 schools. AIDE will also install incinerators in 3 schools and 3 health centers. AIDE will also ensure proper operation and maintenance of the facilities through training the relevant committees.

4. Climatic change

AIDE aims at enhancing climate change mitigation and adaption practices/ measures among women in rural communities. AIDE focuses on renewable energy and environment conservation.

4.1. Renewable Energy

This aims at promoting gender friendly renewable technologies in rural households. AIDE will promote renewable and alternative energies through capacity building, briquettes making, usage of energy saving stoves and solar technologies among 5,000 women and youth. Furthermore, AIDE will establish an energy credit fund for women to get various energy technologies as well as link 2,500 women to suppliers of energy saving technologies at lower prices. AIDE will also hold engagement meetings with energy actors on increasing access to clean energy sources to ensure gender mainstreaming and sustainability.

4.2. Environment Conservation.

This aims at influencing policy implementation in environment conservation at grassroots communities.

AIDE will hold community dialogues to collect information on environment conservation, support 5,000 farmer households to plant trees and conduct capacity building sessions in recycling waste materials among 1,000 girls and women. AIDE will also submit position papers and petition on environmental conversation to relevant departments as well as engage in national dialogues on environmental conservation with different actors.

5. Humanitarian support

AIDE aims to promote coping mechanisms for women, girls and vulnerable children and refugee communities. This will focus on food security and livelihoods, Sexual Reproductive Health Rights, Water Sanitation and Hygiene as well as Emergency relief and peace building.

5.1. Food Security And Livelihoods

Under this AIDE aims to enhance better livelihoods among 10,000 refugee women by 2027.

To enable sustainable food systems, AIDE will support refugee women and girls to grow their own food on the plots allotted to them by Office of the Prime Minister through conducting training sessions for refugees on better farming practices/methods as well as provide farm inputs and advisory services. AIDE will also support establishment of village savings and loans associations, hold monthly trainings in financial and business management among the VSLA groups, conduct vocational skills development among 5,000 refugee girls and youth as well as provide start up kits/capital to set up businesses among at least 4,000 refugees.

5.2. Sexual Reproductive Health Rights

This aims at strengthening access to sexual and reproductive Health services (SRHR) for at least 10,000 women and girls by 2027.

AIDE will conduct a needs assessment on SRH gaps and opportunities to ensure interventions are relevant and evidence based. AIDE will conduct quarterly awareness trainings in body integrity and decision-making, menstrual health and hygiene practices and Sexual Reproductive Health among girls and women. AIDE will also hold medical health outreaches and camps for sexual reproductive health services. Furthermore, AIDE will equip 2 friendly corners with equipment in 2 health centres as well as develop and disseminate Information Educative and communication materials among youth in the schools and communities. Similarly, AIDE will hold quarterly information sharing through meetings and radio talks on existing strategies and policies on gender-based violence. Moreover, AIDE will support litigation services for females who have faced violence.

5.3. Water Sanitation And Hygiene

This aims at increasing access to clean water and hygiene practices for 5,000 refugees by 2027.

AIDE will construct 2 gender friendly latrines in refuge settlements, conduct quarterly trainings in hygiene and sanitation practices, proper waste management disposal as well as install 2 gravity flow water systems. AIDE will also hold quarterly partnership meetings with actors in energy and environment conservation for increased access.

5.4. Emergency Relief and Peace Building

This aims to enhance access to basic needs and safety to vulnerable families, MARPs and refugees during crisis time.

AIDE will support at least 5,000 most vulnerable households with basic needs. AIDE will also conduct quarterly conflict resolution and peace building sessions in communities.

6. Prevention and Response to Violence

The program aims at promoting prevention and response to Sexual and Gender Based Violence among women and girls.

AIDE will conduct quarterly awareness campaigns and outreaches on information and knowledge on prevention and response to violence, support survivors for referrals services and support Community based resources for survivors of Violence. Similarly, AIDE will conduct advocacy campaigns better response to Violence using the multisectoral approach. AIDE will also conduct quarterly awareness counseling and psychosocial support among survivors as well as provide them with support to set up with income generation activities to reduce economic violence.

7. Governance and Leadership Development

AIDE seeks to enhance organizational good governance, financial and program management systems for effective service delivery. AIDE will focus on monitoring, evaluation and learning, finance management, communication, human resource development and resource mobilization.

7.1. Monitoring, Evaluation and Learning

This aims at enhancing better performance and knowledge management for informed decision-making

For effective information storage, AIDE will procure storage equipment unto which the database and data collection tools will be onboarded. Staff capacity in data collection and good MEL practices will be enhanced on a quarterly basis. Similarly, AIDE will do quarterly reviews of the annual workplan, biannual reviews of the strategic plan and biannual learning and sharing meetings with stakeholders.

7.2. Finance Management

AIDE will promote good financial and accountability practices in the organization. AIDE will procure a finance management software and finance management books to produce finance reports and reconciliations which will be submitted to the board. AIDE will do compliance measures including compiling annual organization audits, doing timely biannual and annual filing of returns and annual network fees.

7.3. Communication

AIDE aims to disseminate knowledge and information to wider audiences. This will be done through reviewing the communication and content strategy, content inform of writings, key message, documentaries, share information on AIDE 3 social sites on a weekly basis, update organization website on annual basis and conduct an audience analytics for informed decision making monthly.

7.4. Human Resource Development

AIDE will enhance board and staff capacity in governance and leadership. Under this action, AIDE will focus on holding quarterly board and staff trainings in leadership and advocacy and Feminism, hold annual staff learning and sharing retreats, conduct at least biannual exposure learning visits to different institutions and support at least one staff per year in further education. AIDE will also do facilitation sessions staffs to write, publicize and share lessons at national, regional, and international levels quarterly. AIDE will establish and review staff development, management, and capacity building plans. Reviews and plans will be done through the quarterly board meetings, fortnightly senior management meetings and weekly staff meetings.

7.5. Resource Mobilization

AIDE will increase organizational financial resources by at least 50% each year to guide the process, AIDE will develop a resource mobilization strategy, establish Partnerships and Strategic alliances, conduct quarterly board and staff trainings in resource mobilization, submit at least 2 proposals per month as well as participate in meetings and actions organized by network organization.





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