



MABOSHE MEMORIAL CENTRE (MMC) STRATEGIC PLAN 2021-2025.



Maboshe Memorial Centre (MMC) is working in rural/remote communities in which all girls and young women with disabilities are fully included as equal members of society and are able to achieve their full potential.



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DIRECTOR'S STATEMENT

I am happy to present to you 2021 - 2025 *Maboshe Memorial Centre (MMC)* Strategic Plan, since its inception in 2006, the MMC has been devoted to getting all children with disabilities everywhere into school for a good education.

On behalf of the communities we work with in Western province, Zambia, the groups, the Trustees, the Board and staff of *Maboshe Memorial Centre (MMC)*, I wish to express my sincere gratitude to all the stakeholders and partners that contributed to *MMC* to make it what it is today and for their contribution to the development of this 2021 - 2025 Strategic Plan.

Further, I would like to thank the Board for their guidance and support throughout the process of developing the Plan. The reflection and the brainstorming sessions prior to the planning workshops were rich and informative.

This strategic plan builds on those achievements and sets out the long-term vision, mission, strategic goals, and core strategies of the MMC. Our vision is To empower children with disabilities from poverty stricken families in Zambia by providing them with Humanitarian aid, Women governance & Human Rights, Climate change & disaster risk reduction, clean safe Water, Sanitation and Hygiene (WASH), Menstrual Hygiene Management (MHM), Community shelter, Women & youth economic empowerment, Child legal aid (Child Protection), Sexual reproductive health rights, HIV prevention, Inclusive technical and vocational skills training, Inclusive education sponsorship (primary, secondary & tertiary), Drug abuse, Disaster Risk Reduction and Management, Child disabilities learning centre and Young school gardening farmers clubs to help them become healthy, independent and productive members of their communities.

This 2021 - 2025 *Maboshe Memorial Centre (MMC)* Strategic Plan provides direction to the organization's work and focuses on clean safe Water, Sanitation and Hygiene (WASH), Menstrual Hygiene Management (MHM), community shelter, economic empowerment, legal aid, sexual reproductive health rights, HIV prevention, vocational and education sponsorships (primary, secondary & tertiary). MMC considers these to be the anchors in promoting sustainable human development.

The plan was developed in a participatory manner, MMC staff and Board members, partners and friends of *MMC* took part in developing the Plan. The Plan responds to the many significant changes in the operating environment particularly related to changes in partners' focus area by and the fund-raising environment. The responds include revision to the *MMC* vision, mission, goals and objectives as well as thematic and spatial areas of focus. These changes took into account the aforementioned changes and the number of objectives has therefore been reduced.

To the *MMC* team, let me just say "Bravo!" for being focused and hard working as usual. Let me conclude by saying "united we stand, divided we fall". We have walked with rural/remote children with disabilities from poverty stricken families far and wide, in very communities and villages. We have done this so that they help themselves by becoming masters of their own destiny. This is our struggle, this is our empowerment and this is our development.

Ms. Namukolo Mulumemui
Acting Executive Director



ABBREVIATIONS/ACRONYMS

CIDRZ	Centre for Infectious Disease Research in Zambia
CLTS	Community Led Total Sanitation
DEBS	District Education Board Secretary
MMC	Maboshe Memorial Centre
MHM	Menstrual Hygiene Management
MoE	Ministry of Education
MDH	Ministry of Health
MLGH	Ministry of Local Government and Housing
MOGE	Ministry of Education General Education
O&M	Operations and Maintenance
PPP	Public Private Partnership
PTA	Parent Teacher Association
RWSSP	Rural Water Supply and Sanitation Programme
SLTS	School Led Total Sanitation
UNICEF	United Nations Children's Fund
UNESCO	United Nations Educational, Scientific and Cultural Organization
USAID	United States Agency for International Development
WASH	Water Sanitation and Hygiene
WHO	World Health Organisation
WinS	Water Sanitation and Hygiene in Schools
FGD/s	Focus Group Discussion/s
KII/s	Key Informant interview/s

Maboshe Memorial Centre (MMC) works in rural/remote communities in which all girls and young women with disabilities. We work with them from birth until they become young people and continue to support them as they make the, often difficult, transition to adult life.



POPULATION SIZE AND DISTRIBUTION.

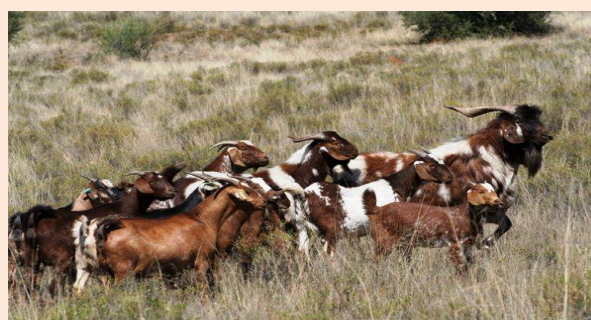
SCOPE AND PURPOSE

- Population (2018 projection) 1 million people
- Total land area is 126,386 km²
- Population density is 7.1 people per km²
- Population growth rate of 2.7%
- Annual inflation rate is 9.0%
- Contribution to National GDP is 2.9%
- Total Western GDP K6,210.6 Million
- Unemployment rate 67.4%
- Youth unemployment rate 70.5%
- Incidence of Multi-Dimension Poverty 75%



HOLISTIC PROBLEMS IN WESTERN PROVINCE COMMUNITIES NEED HOLISTIC SOLUTIONS

- Lack of electricity
- Lack of clean water
- Poor sanitation
- Limited or no access to health care services
- Lack of knowledge and skills
- Child Marriage & pregnancy
- Poor quality of housing
- Poor agriculture practices
- Lack of internet connectivity



WHO ARE WE?

Maboshe Memorial Centre (MMC) is an adolescent with disabilities not-for-profit making community development organisation with no religious or political affiliations founded on the 24th November, 2006 in memories of the late Dr. Rodney Aongola Maboshe in Mongu, Western, Zambia and registered under the laws of Zambia.

OUR FOCUS: - Helping girls and young women with disabilities from poverty stricken families with: -

- Humanitarian aid.
- Women governance & Human Rights.
- Climate change & disaster risk reduction.
- Clean safe Water, Sanitation and Hygiene (WASH).
- Menstrual Hygiene Management (MHM).
- Community shelter.
- Women & youth economic empowerment.
- Child protection (legal aid).
- Sexual reproductive health rights
- HIV prevention.
- Inclusive technical and vocational skills training
- Inclusive education sponsorship (primary, secondary & tertiary).
- Drug abuse.
- Disease reduction.
- Child disabled learning centre.
- Young school gardening farmers clubs.

Maboshe Memorial Centre (MMC) considers district community centre's under (Community Volunteers) to be critical to the development of communities and ultimately.

OUR VISION

To see an inclusive and barrier free rural/remote community for girls and young women with disabilities fully included as equal members of society and able to achieve their full potential.

OUR MISSION

To transform, empower and promote the realization of equal rights for children with disabilities and their families in Zambia and to facilitate their meaningful inclusion in all aspects of life.

OUR GOAL

To contribute in improving the living standard of girls and young women with disabilities in rural/remote communities.

OUR OBJECTIVES

1. Improve access to Menstrual Hygiene Management (MHM) in disabilities schools and female correctional facilities.
2. Improve access to safe clean water, safe hygiene and sanitation (WASH) for schools, health centre facilities and communities with cases of diarrhea, pneumonia, typhoid and trachoma and good hygiene practice.
3. Provide sustainable, affordable and durable housing units for children with disabilities and other slum dwellers.
4. Increase access to justice for children with disabilities victims in counseling, psychosocial support, first aid, referral, free legal aid, case management and representation in courts of law.
5. Improve access to vocational and education sponsorships.
6. Improve the health and social services status of children with disabilities.
7. Improve livelihoods income, nutrition and food security.
8. Improve community resilience, livelihoods and climate change.
9. Humanitarian aid, disaster management and emergency response.
10. Organizational development and institution strengthening.

OUR PRINCIPLES AND CORE VALUES.

1. **CHILD PARTICIPATION:** MMC will ensure meaningful child participation and call for children with disabilities to be engaged in the design and delivery of solutions.
2. **CHILD EMPOWERMENT:** Empowering children with disabilities to exercise and claim their rights by advocating for and facilitating their participation in national, regional and international human rights mechanisms and processes.
3. **CHILD TRAINING:** We seek to teach and train children with disabilities to "bake bread so that they may bake bread for the rest of their lives."
4. **TEAM WORK:** Team work for the generation means that decisions are made in consultation; there is sharing of information, experiences and challenges, encouraging entrepreneurial activities, innovation, creativity and change for the better, with an acknowledgement mindset that we cannot solve problems of poverty alone but only through team work and mutual partnerships.
5. **CONFIDENTIALITY:** The work for the generation is involved in, demands the highest standards of confidentiality. All staff workers are expected to handle all information they receive with utmost integrity.
6. **FINANCIAL:** To be transparent in all matter associated with money providing a complete accountability for all resources received
7. **NETWORKING:** Collaboration with all those who share our vision and working with disabled organisations.
8. **INCLUSION:** Leaving no one behind. We aim to ensure that all children with disabilities especially those representing key and marginalized populations are meaningfully involved in our programming.

OUR SECTOR AREA

Maboshe Memorial Centre (MMC) defines the following sector areas in which our work and our partnership development will be focused. Our focus through partnerships we will seek to develop work in areas of access to Humanitarian aid, Women governance

& Human Rights, Climate change & disaster risk reduction, Clean safe Water, Sanitation and Hygiene (WASH), Menstrual Hygiene Management (MHM), Community shelter, Women & youth economic empowerment, Child legal aid (Child Protection), Sexual reproductive health rights, HIV prevention, Inclusive technical and vocational skills training, Inclusive education sponsorship (primary, secondary & tertiary), Drug abuse, Disease reduction, Child disabled learning centre and Young school gardening farmers clubs to children with disabilities from poverty stricken families.

OUR OPERATIONAL AREAS.

MMC has been working with rural schools, health care facilities, correctional facilities and communities in the operational areas since its inception in 2006. The organization is working with children with disabilities from poverty stricken families in western province of Zambia, covering all districts in western province. MMC operates as a rural/remote organization in Western, Zambia with its National Secretariat located in Mongu, working in Mongu, Sesheke, Kalabo, Kaoma, Senanga, Sikongo, Lukulu, Nalolo, Shangombo, Mitete, Sioma, Limulunga, Mwandi, Luampa, Nkeyema and Mulobezi districts of Western of Zambia.

ORGANISATIONAL DEVELOPMENT PLAN

We aim to be a well organized, highly effective community programme that is able to deliver on the commitments of this strategy. Maboshe Memorial Centre (MMC) values its staff as a source of new ideas and a prerequisite for organisational effectiveness and critical in driving the implementation of the strategy. Effective employee engagement will be on top list of priorities of the change management agenda to enable MMC maximise the contribution of staff to the effective delivery of the strategy.

ORGANISATIONAL STRUCTURE

The current organizational structure will be revised in order to have a structure that is fit for purpose. This will be done by re-aligning job functions to deliver the new strategy and drive the change that is needed. The current structure will be transformed to address the challenges of the new strategy by ensuring:

1. Proper coordination of functions in accordance with the programmatic approach.
2. Smooth communication.
3. Appropriate decision-making mechanisms at all levels.
4. Inter-departmental synergy and optimization of team performance management.
5. Programme quality.

STAFF CAPACITY

The contextual analysis, key strategic shifts and strategic objectives will form the basis for assessing the skills requirements. We will diagnose the current staff capacity and skills required at all level and identify different areas which need to be developed and also how best to obtain the skills and knowledge needed beyond just traditional methods of recruitment. Maboshe Memorial Centre (MMC) will undertake in-house staff development initiatives to improve the existing skills and knowledge. We will optimize use of other NGOs training programmes, engagement in various on-line development programmes. Specific focuses will be placed on development of capacity in technical and behavioural competencies to position ourselves to deliver the strategy.

MMC commits to supporting children with disabilities from poverty stricken families with clean safe Water, Sanitation and Hygiene (WASH), Menstrual Hygiene Management (MHM), community shelter, economic empowerment, legal aid, sexual reproductive health rights, HIV prevention, vocational and education sponsorships (primary, secondary & tertiary) and will undertake initiatives to support this within the organization through child leadership development, mentoring, coaching and creation of spaces for children with disabilities to express their specific challenges and support needs.

PROGRAMME LEADERSHIP

We will continue to develop and strengthen managerial and leadership capabilities at all levels to drive the implementation of the strategy. The management team of MMC commits to modelling values based leadership, to providing relevant support and guidance and to ensuring that the community programme has vibrant and effective teams. Specific attention will be given to strengthening SMT functioning to ensure the leadership effectively work together in the implementation of the new strategy. Consistent performance

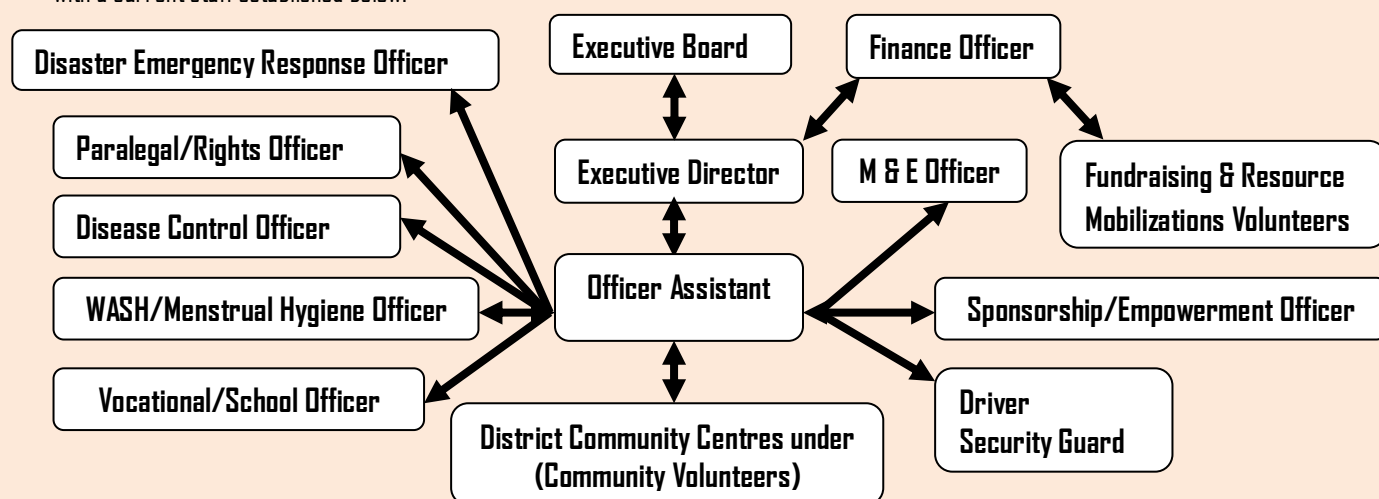
based on new expectations will be strengthened to ensure that line managers set clear expectations, but more importantly give clear feedback about performance and hold their teams accountable, as well as support their teams to learn and to improve performance.

STAFF ENGAGEMENT

MMC will continue to engage in constant communication with staff and improve mechanisms for staff engagement and participation, to ensure that key engagement issues, as identified in the MMC Strategic Plan 2021 – 2025 are addressed and show an improvement in subsequent surveys. We will encourage cross functional working and joint planning and review sessions in order to promote integration of our work, coordination, team work and inclusive working.

ORGANIZATION/GOVERNANCE STRUCTURE

The Secretariat: Headed by the Executive Director, the Secretariat manages the day-to-day running of the organization on full time with a current staff established below.



ORGANISATIONAL ASSESSMENT.

MMC conducted a situation analysis of its internal and external environment with regard to Strengths, Weaknesses, Opportunities and Threats (SWOT) to be able to respond effectively to children with disabilities support responses. The SWOT analysis helped MMC to evaluate its performance in responding to the challenges of disabled, orphans and vulnerable girls support responses. The following were the prioritized outcomes:

SWOT ANALYSIS

The SWOT analysis is an assessment of the strengths and weaknesses which are internal to the organisation, and opportunities and threats that are in the operating environment.

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> ▪ Local and international partnership ▪ Local and international networks ▪ Shared core values ▪ Human resource ▪ Good relationship with stakeholders. 	<ul style="list-style-type: none"> ▪ Insufficient staffing at the secretariat. ▪ Inadequate office space. ▪ Inadequate office equipment ▪ Inadequate funding for implementation of programmes. ▪ Lack of paid staff. ▪ High demand for services with limited resources.
OPPORTUNITIES	THREATS
<ul style="list-style-type: none"> ▪ International and local networks. ▪ Funding partners ▪ Willingness of community members to work with MMC. 	<ul style="list-style-type: none"> ▪ Donor fatigue. ▪ Lack of commitment by Zambian government to clean safe Water, Sanitation and Hygiene (WASH), Menstrual Hygiene Management (MHM) to rural schools.

<ul style="list-style-type: none"> ▪ Opportunities of networking with external players ▪ Recognition by the Government of Zambia. ▪ Ability to get volunteers all over the world ▪ Respect from community leaders ▪ Ability to work harmoniously with partners 	<ul style="list-style-type: none"> ▪ High poverty levels ▪ Early marriage. ▪ Lack of recreation facilities and resource centres. ▪ Risk of current workers looking for well paying jobs elsewhere.
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MMC has not yet responded to the analysis of internal weaknesses by developing a partnership with some of the organizations, to bring in capacity building skills in the areas of management systems and organizational development. MMC has not had full time members of staffs to strengthen the capacity of the organization. Through the development of planning, management and organizational systems that these enhancements to our staff team will bring, the aim is to equip MMC to fully utilize its opportunities and strengths to strengthen services delivery and achieve its goals.

MONITORING AND EVALUATION – M&E.

The overall purpose of Monitoring and Evaluation (M&E) is to track inputs, activities (processes) outputs and ultimate outcome (impact) of strategic plan implementation. It is a process of ensuring that resources are spent as planned within the framework of strategic plan projections and AWP's budgets; and that activities take place as planned within the planned time frames to realize the stated strategic objectives specifically, Monitoring of strategic plan implementation will assist in

- Checking whether the implementation is on schedule as planned (work-plans are followed as closely as possible)
- Assisting in making adjustments and corrective action when necessary.
- Keeping management and stakeholders informed on time
- Assisting in making timely solutions where bottlenecks are identified
- Checking that allocated resources are used efficiently and effectively
- Ensuring that inputs are ready on time.

Evaluation is defined as periodic assessment of the relevance, performance, efficiency, effectiveness and impact of the projects activities. The 'relevance' will respond to what extent are the project interventions responding to the needs and priorities of the children with disabilities.

Efficiency focuses on whether available resources (financial and non-financial) have been optimally used while effectiveness responds to the question as to what extent the children with disabilities are benefiting from the project as formulated in the project purpose. The purpose of evaluation is therefore to improve project planning and management; to strengthen organization; promote institutional learning and to inform policy. This will cover assessment of the changes made as a result of the implementation of the project.

The main objectives of undertaking outcome evaluation are to:-

- Assess results and effects of intervention of children with disabilities from poverty stricken families with clean safe Water, Sanitation and Hygiene (WASH), Menstrual Hygiene Management (MHM), community shelter, economic empowerment, legal aid, sexual reproductive health rights, HIV prevention, vocational and education sponsorships (primary, secondary & tertiary) activities.
- Assess impact to justify the resources.
- Drawn lessons learnt
- Justify replication.






The tools provided in the strategic plan logical framework form key inputs into a Monitoring and Evaluation System. It is expected that Maboshe Memorial Centre (MMC) will develop a comprehensive.

M&E framework consisting of:-

- Preparation of shorter term Operational Plans (OPS) possibly at thematic, resource centers and clusters levels as appropriate.
- Detailed AWP's as basis for both plan implementation as well as M&E.
- Appropriate data collection tools/instruments at all levels from community to secretariat for purposes of monitoring and evaluation.
- Monitoring and evaluation process at all stages of inputs, processes, outputs and outcomes, frequencies (monthly, quarterly, half –yearly and annual etc).
- Feedback reporting mechanism including reporting formats, reports writing, documentation and dissemination processes
Interim, Mid-term and End of Programme/Project evaluation by external agencies commissioned by MMC will be undertaken as appropriate.

HOW DOES MABOSHE MEMORIAL CENTRE (MMC) INTEND TO IMPLEMENT THIS PLAN?

OBJECTIVE	TASK ACTIVITIES	PERFORMANCE INDICATORS	EXPECTED RESULTS
<p>Improve access to Menstrual Hygiene Management (MHM) in disabilities schools and female correctional facilities.</p>   	Procurement of sewing machines for rural schools and females disabilities inmates correctional facilities to make reusable sanitary pads.	<ul style="list-style-type: none"> ▪ No of sewing machines procured. ▪ No of rural schools benefited. ▪ No of pupils using sewing machines per rural school. ▪ Field Report/Photos 	<ul style="list-style-type: none"> ▪ 60 sewing machines procured for 30 rural schools. ▪ 20 sewing machines for 10 correctional facilities.
	Procurement of materials for making washable, reusable sanitary pads to help girls and female disabilities inmates manage menstruation better.	<ul style="list-style-type: none"> ▪ No of roll reusable sanitary pads materials procured. ▪ Field Report/Photos 	<ul style="list-style-type: none"> ▪ 30 roll materials procured (1 per each school). ▪ 10 roll materials procured (1 per each correctional facility).
	Train menstruating disabilities school girls and female inmates from correctional facilities to make local washable, reusable sanitary pads to manage their menstrual hygiene.	<ul style="list-style-type: none"> ▪ No of training held. ▪ No of menstruating disabled school girls trained. ▪ No of female disabled inmates trained. ▪ Field Report/Photos 	<ul style="list-style-type: none"> ▪ 5 training held. ▪ 300 rural schools. ▪ 100 correctional facilities).
	Engage parliamentary committee on roundtable on creating and advocating for national policy on free tax sanitary pads for poor menstruating disabilities school girls in rural schools. Increased political support for the inclusion of MHM into Governmental policies.	<ul style="list-style-type: none"> ▪ % of politicians who consider MHM a topic of importance ▪ No of parliamentary committee meetings held. ▪ No of parliamentary attended the meeting. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 10 parliamentary committee members engaged. ▪ 45 stakeholders engaged. ▪ 45 stakeholders engaged. ▪ 2 days meeting held.
	Run campaigns on free sanitary pads for poor disabilities girls in rural schools.	<ul style="list-style-type: none"> ▪ No of run campaigns on free sanitary pads held. ▪ No of rural schools run campaigners on free pads participated. ▪ Field Report/Photos 	<ul style="list-style-type: none"> ▪ 5 run campaigns on free sanitary pads held. ▪ 30 rural schools run campaigners participated.
	Engage rural schools on Menstrual Hygiene Management (MHM) dialogue forum.	<ul style="list-style-type: none"> ▪ No of rural schools engaged. ▪ No of rural schools reached. ▪ Field Report/Photos 	<ul style="list-style-type: none"> ▪ 30 rural schools engaged. ▪ 30 rural schools reached.

	Production of IEC materials (T-shirts, brochures, leaflets, fliers) on washable reusable sanitary pads in Silozi.	<ul style="list-style-type: none"> No of IEC printed in Silozi. No of schools received IEC materials in Silozi. No of T-shirts produced. Field Report/Photos 	<ul style="list-style-type: none"> 5,000 newsletters IEC materials for (30 primary and basic schools) printed. 500 T-shirts with MHM message printed.
	Construction of the menstrual materials disposal facilities.	<ul style="list-style-type: none"> No of disposal facilities constructed. No of rural schools reached. Field Report/Photos 	<ul style="list-style-type: none"> 30 rural schools disposal facilities constructed. 30 rural schools reached.
	Procurement of sanitary bin accessories in schools.	<ul style="list-style-type: none"> No of sanitary bins procured. No of schools with disposal bins within the toilet compartments. Field Report/Photos 	<ul style="list-style-type: none"> 60 sanitary bins procured. (2 per each school) rural schools. 30 schools supplied with sanitary bins.
	Construction of shower facilities with water for menstruating disabilities school girls.	<ul style="list-style-type: none"> No of shower facilities constructed. Field Report/Photos 	<ul style="list-style-type: none"> 30 school shower facilities constructed.
	Construction of school resting facilities to menstruating disabilities school girls' feeling unwell during menstruation.	<ul style="list-style-type: none"> No of school resting facilities constructed. No of schools reached. Field Report/Photos 	<ul style="list-style-type: none"> 30 resting facilities constructed. 30 schools reached.
	Workshops for rural disabilities school girls and female inmates on the importance of menstrual hygiene	<ul style="list-style-type: none"> No of workshops held. No of rural school girls and female inmates attended. Field Report/Photos 	<ul style="list-style-type: none"> 5 workshops held. 450 (3 each) rural school girls attended. 150 (3 each) female inmates.
	Train female teachers to conduct Menstrual Hygiene Management (MHM) awareness sessions for both rural disabilities school boys & girls.	<ul style="list-style-type: none"> No of trainings conducted. No of female teachers trained. Field Report/Photos 	<ul style="list-style-type: none"> 5 trainings conducted. 300 (2 per each school) female teachers trained.
	Train school junior correspondent in (MHM) and WASH articles news, newsletters writing, social media about (MHM)	<ul style="list-style-type: none"> No of trainings conducted. No of rural schools reached. Field Report/Photos 	<ul style="list-style-type: none"> 5 trainings conducted. 30 rural schools reached.
	Workshops for school PTA members for ensuring a holistic approach to MHM and mobilise resources for implementation proper MHM practices to dispel taboos associated with menstruation school girls on the importance of menstrual hygiene.	<ul style="list-style-type: none"> No of workshops held. No of rural schools reached. No of rural school PTA members attended. Field Report/Photos 	<ul style="list-style-type: none"> 5 workshops held. 150 rural schools reached. 300 (2 each) rural school PTA members attended.
	School hand washing campaigns on behavior change among menstruating disabilities school girls.	<ul style="list-style-type: none"> No of rural school hand washing behavior campaigns held. No of rural schools reached. Field Report/Photos 	<ul style="list-style-type: none"> 30 rural school hand washing behavior campaigns held. 30 rural schools reached.
Develop guidelines for the implementation and management of MHM among menstruating school girls.	<ul style="list-style-type: none"> No of MHM schools guidelines developed. Field Report/Photos 	<ul style="list-style-type: none"> 30 rural schools developed MHM guidelines. 	
Advocate campaigns for allocating adequate funding for implementing Menstrual Hygiene Management (MHM) services in rural schools	<ul style="list-style-type: none"> No of advocate campaigns conducted. No of rural schools reached. 	<ul style="list-style-type: none"> 1 Advocate campaigns conducted. 30 rural schools reached. 	

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in the national budgets.	<ul style="list-style-type: none"> Field Report/Photos. 	
Train rural school female teachers and female disabilities inmates on menstrual hygiene guidance.	<ul style="list-style-type: none"> No of trainings conducted. No of female teachers. No of female disabled inmates trained. Field Report/Photos. 	<ul style="list-style-type: none"> 5 trainings held. 300 (2 per each female school teachers. 100 (2 per female disabled inmates.
Stakeholder meetings on collaboration with different ministries, CSDs and private partners to improve MHM in rural schools and correctional facilities.	<ul style="list-style-type: none"> No of stakeholder meetings held. No of stakeholder attended. Field Report/Photos. 	<ul style="list-style-type: none"> 3 meetings held. 180 stakeholders attended.
Organize rural school interface discussions (IDs) on menstrual Hygiene Management challenge taboos, social norms and stigma & influence the attitudes of both boys and girls.	<ul style="list-style-type: none"> No of IDs meetings held. No of rural schools reached. Field Report/Photos. 	<ul style="list-style-type: none"> 5 rural school interface discussions (IDs) meets conducted. 30 rural schools reached.
To equip learners with good practices in menstrual hygiene management.	<ul style="list-style-type: none"> No of rural school menstrual hygiene sensitization organized. No of rural schools reached. Field Report/Photos. 	<ul style="list-style-type: none"> 30 rural schools organized. 30 rural schools reached.
Organize interschool competitions on Menstrual Hygiene Management (MHM) services.	<ul style="list-style-type: none"> No of interschool competitions organized. No of rural schools reached. No of awards awarded. Field Report/Photos. 	<ul style="list-style-type: none"> 5 interschool competitions organized. 30 rural schools reached. 3 awards awarded to winners each year.
Workshop on addressing MHM barriers with female teachers, disabilities school girls in schools and female disabled inmates in correctional facilities.	<ul style="list-style-type: none"> No of workshops held. No of rural schools reached. No of correctional facilities reached. Field Report/Photos. 	<ul style="list-style-type: none"> 5 workshops held. 30 rural schools reached. 10 correctional facilities reached.
School meetings on collaboration with local Health Care Facilities (HCF) for care, support access for basic pain relief medication within schools.	<ul style="list-style-type: none"> No of meeting held. No of rural schools reached. Field Report/Photos. 	<ul style="list-style-type: none"> 5 meetings held. 30 rural schools reached.
Engage the media on Menstrual Hygiene Management (MHM) radio and television documentations.	<ul style="list-style-type: none"> No of school MHM radio & television documentations produced. No of correctional MHM radio & television documentations produced. No of rural schools reached. No of correctional reached. Field Report/Photos. 	<ul style="list-style-type: none"> 2 school MHM radio & television documentations produced. 2 correctional facilities MHM radio & television documentations produced. 30 rural schools reached. 10 correctional reached.
Referrals to health posts/clinics linkages	<ul style="list-style-type: none"> No of rural schools linked. No of rural schools reached. Field Report/Photos. 	<ul style="list-style-type: none"> 30 rural schools linked. 30 rural schools reached.
Provide a first aid kit at each school that contains pain medication and sanitary pads for girls when they are menstruating.	<ul style="list-style-type: none"> No of rural schools first aid kit provided. No of rural schools reached. Field Report/Photos. 	<ul style="list-style-type: none"> 30 first aid kits provided to rural schools to help with relief pain. 30 rural schools reached.

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	Train rural school junior correspondent in MHM Behavior change communication through mass and social media	<ul style="list-style-type: none"> No of training conducted. No of rural schools reached. Field Report/Photos 	<ul style="list-style-type: none"> 5 training conducted. 30 schools reached.
	Establish rural district school menstrual Hygiene health information hubs to help girls to cope with menstruation.	<ul style="list-style-type: none"> No of rural district school MHM health info hubs established. Field Report/Photos. 	<ul style="list-style-type: none"> 10 rural district school MHM health information hubs established.
	Development of Menstrual Hygiene Management (MHM) Action Plan by School Based Management Committees for provision of sanitary pads for adolescent girls	<ul style="list-style-type: none"> No of rural schools MHM action plan developed. No of rural schools implement MHM action plan Field Report/Photos. 	<ul style="list-style-type: none"> 30 rural schools MHM action plan developed. 30 rural schools MHM action plan implemented. 30 schools reached.
	Menstrual Hygiene Management (MHM) baseline studies	<ul style="list-style-type: none"> No of MHM baseline studies conducted. No of rural schools and correctional facilities participated. Field Report/Photos 	<ul style="list-style-type: none"> 2 rural schools & correctional facilities MHM baseline studies conducted. 30 rural schools participated. 10 correctional facilities participated.
	28 th May Menstrual Day events	<ul style="list-style-type: none"> No of Menstrual Day events held. No of rural schools participated. No of correctional female inmate facilities participated. Type of MHM materials used during the MHM events. Field Report/Photos. 	<ul style="list-style-type: none"> 5 Menstrual Day (1 per year) events held. 30 rural schools participated. 10 correctional facilities participated. MMC distributed free sanitary pads to rural school adolescents
	Train rural disabled school girls in puberty and Menstrual Hygiene Management (MHM) education.	<ul style="list-style-type: none"> No of trainings held. No of rural schools reached. Field Report/Photos. 	<ul style="list-style-type: none"> 5 training conducted. 30 rural schools reached.
	Train rural disabilities school girls in budget tracking on Menstrual Hygiene Management (MHM) services	<ul style="list-style-type: none"> No of trainings held. No of rural school staff trained. Field Report/Photos. 	<ul style="list-style-type: none"> Improve transparent and accountability of funds allocated. 5 training held 300 rural school staff (2 per each) trained.
	Drilling or re-drilled of borehole water points at selected rural schools.	<ul style="list-style-type: none"> No of drilled or re-drilled boreholes. No of rural schools reached. Field Report/Photos. 	<ul style="list-style-type: none"> 30 rural school boreholes drilled or re-drilled. 30 rural schools reached.
	Strengthen capacity of menstruating rural disabilities school girls to act as change agents in schools.	<ul style="list-style-type: none"> No of rural school girls trained to promote social change and reduce negative behaviours linked to MHM 	<ul style="list-style-type: none"> All 30 identified and targeted rural schools actors have been trained to promote social change and reduce negative behaviours linked to MHM by end 2025.
Improve access to safe clean water, safe hygiene and sanitation (WASH) for schools,	Train WASH Health Care Facilities (HCF) and WASH rural school champions.	<ul style="list-style-type: none"> No of training held. No of HCF and rural school WASH champions trained. 	<ul style="list-style-type: none"> 5 training conducted 150 Health Care Facilities (HCF) WASH champions trained

<p>health centre facilities and communities with cases of diarrrhea, pneumonia, typhoid and trachoma and good hygiene practice.</p>  		<ul style="list-style-type: none"> Field Report/Photos. 	<ul style="list-style-type: none"> 150 school WASH champions trained.
	Workshop addressing barriers to WASH Health Care Facilities (HCF) and WASH school champions.	<ul style="list-style-type: none"> No of workshops held. No of WASH HCF and WASH school champions trained. Field Report/Photos 	<ul style="list-style-type: none"> 5 workshops conducted 150 Health Care Facilities (HCF) WASH champions trained 150 school WASH champions trained.
	WASH awareness for Health Care Facilities (HCF) and rural school.	<ul style="list-style-type: none"> No of WASH HCF & rural schools awareness conducted. No of HCF and school WASH champions participated. Field Report/Photos. 	<ul style="list-style-type: none"> 5 WASH awareness' conducted. 30 HCF and 30 schools WASH awareness conducted. 30 WASH HCF & 30 school champions participated.
	Establishment of Health Care Facilities (HCF) and rural school WASH committees.	<ul style="list-style-type: none"> No of rural schools and HCF WASH committees established. No of HCF and school WASH champions reached. Field Report/Photos. 	<ul style="list-style-type: none"> 30 rural school WASH committees and 30 HCF WASH committees established. 30 HCF WASH and 30 school WASH champions reached.
	Procurement of water filters for Health Care Facilities (HCF) and rural schools	<ul style="list-style-type: none"> No of water filters procured. No of water filters distributed. Field Report/Photos. 	<ul style="list-style-type: none"> 120 HCF and rural schools water filters procured. 120 HCF and rural school water filters distributed.
	Meeting on establishing a Public-Private Partnership for hand washing to address WASH issues for Health Care Facilities (HCF) and rural schools.	<ul style="list-style-type: none"> No of meetings held. No of joint awareness drives conducted. Field Report/Photos. 	<ul style="list-style-type: none"> 2 meetings held. 5 joint HCF and rural schools awareness drives conducted.
	Procurement of water tanks for Health Care Facilities (HCF) and rural schools.	<ul style="list-style-type: none"> No of HCF and rural schools water tanks procured. No of HCF and rural schools water tanks received. Field Report/Photos. 	<ul style="list-style-type: none"> 30 HCF water tanks procured. 30 rural schools water tanks procured. 30 HCF received. 30 rural schools received.
	Drilling or re-drilled of borehole water points at selected Health Care Facilities (HCF).	<ul style="list-style-type: none"> No of drilled or re-drilled boreholes. No of Health Care Facilities (HCF) reached. Field Report. Photos. 	<ul style="list-style-type: none"> To reduce child and maternal mortality rate among under five children's & pregnant women in selected HCF. 30 Health Care Facilities (HCF) boreholes drilled or re-drilled.
	Train of borehole mechanics on maintenance and repairing water boreholes.	<ul style="list-style-type: none"> No of trainings held. No of borehole mechanics trained Field Report/Photos. 	<ul style="list-style-type: none"> 5 trainings held. 150 borehole mechanics trained.
	Procurement of borehole spare parts	<ul style="list-style-type: none"> Type of borehole spare parts procured. No of borehole serviced. Field Report/Photos. 	<ul style="list-style-type: none"> 60 Pkts borehole spare parts procured. 30 borehole serviced.
Campaign awareness on hand washing in rural schools and Health Care Facilities	<ul style="list-style-type: none"> No of campaigns held. No of rural school and HCF 	<ul style="list-style-type: none"> 5 hand washing campaigns held. 	

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(HCF).	<ul style="list-style-type: none"> participated. ▪ No of rural schools and HCF reached. ▪ Field Report/Photos 	<ul style="list-style-type: none"> ▪ 30 HCF participated. ▪ 30 rural schools participated. ▪ 30 rural schools reached. ▪ 30 HCF reached.
Train MMC volunteers using rice husk heating sterilize faecal sludge to create human faecal to safe faecal fertilizer.	<ul style="list-style-type: none"> ▪ No of trainings held. ▪ No of MMC volunteers trained. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 trainings held. ▪ 50 MMC volunteers trained.
Construction of Health Care Facilities (HCF) and rural schools water tank stands.	<ul style="list-style-type: none"> ▪ No of water tank stands constructed. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 30 HCF water tank stands constructed.
2021 WASH/MMH General elections questionnaire campaigns on raising voices and hold duty-bearers to account for their promises towards WASH/MMH.	<ul style="list-style-type: none"> ▪ No of questionnaires printed. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 100 WASH/MMH General elections questionnaire copies printed. ▪ Support rural school children to hold political leaders and policy-makers to ensure action on WASH in HCF and school facilities to improve maternal & newborn & quality education.
Construction of Health Care Facilities (HCF) environment-friendly Ventilated Improved Pit Latrines (VIPs) and rural school child-friendly VIPs facilities with the recommended pupil-to-toilet ratio.	<ul style="list-style-type: none"> ▪ No of HCF and rural schools environment-friendly-gender-separated VIP facilities constructed. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 30 Health Care Facilities (HCF) VIP facilities constructed. ▪ 30 rural schools VIP facilities constructed.
Construction of hand washing facilities in Health Care Facilities (HCF) and rural schools.	<ul style="list-style-type: none"> ▪ No of HCF hand washing facilities constructed. ▪ No of rural school hand washing facilities constructed. ▪ Field Report/Photos 	<ul style="list-style-type: none"> ▪ 30 HCF hand washing facilities constructed. ▪ 30 rural schools hand washing facilities constructed.
Cleaning rotate for Health Care Facilities (HCF) and rural schools Ventilated Improved Pit Latrines (VIPs).	<ul style="list-style-type: none"> ▪ No of HCF with VIPs cleaning rotate. ▪ No of rural schools with VIPs cleaning rotate. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 30 HCF with VIPs cleaning rotate implemented. ▪ 30 rural schools with VIPs cleaning rotate implemented.
WASH meetings with Health Care Facilities (HCF) and rural schools management	<ul style="list-style-type: none"> ▪ No of meetings held. ▪ No of HCF management attended. ▪ No of rural schools management attended. ▪ Field Report/Photos 	<ul style="list-style-type: none"> ▪ 5 meetings held. ▪ 30 HCF management attended. ▪ 30 rural schools management attended.
Strengthen capacity on hand washing hygiene promotion and behaviour change in Health Care Facilities (HCF) and rural schools.	<ul style="list-style-type: none"> ▪ No of trainings held. ▪ No of HCF WASH and rural schools WASH champions trained. ▪ No of HCF with soap and water on hand washing facilities. ▪ No of rural schools with soap and water on near hand washing facilities. 	<ul style="list-style-type: none"> ▪ 5 trainings held. ▪ 150 HCF WASH champions trained. ▪ 150 rural schools WASH champions trained. ▪ 30 HCF with soap & water on hand washing facilities. ▪ 30 rural schools with soap & water on hand washing

		<ul style="list-style-type: none"> Field Report/Photos 	facilities.
Ensure that hand washing hygiene audio messages, TV messages, newspapers, billboards, social media campaigns messages reaches all Health Care Facilities (HCF) and rural schools in Western province, Zambia.	<ul style="list-style-type: none"> No of HCF reached hand washing hygiene promotion messages No of rural schools reached hand washing hygiene promotion messages Field Report/Photos 	<ul style="list-style-type: none"> 30 HCF reached hand washing hygiene promotion messages 30 rural schools reached hand washing hygiene promotion messages. 	
<ul style="list-style-type: none"> Mainstream hand washing hygiene into programmes: <ul style="list-style-type: none"> maternal and neonatal care; menstrual management; HIV/AIDs and TB; Child nutrition; Expanded Programme on Immunisation. 	<ul style="list-style-type: none"> % of new mothers, AIDS, TB patients, caregivers with knowledge of the importance of washing hands with soap, and the link between hygiene and disease. Field Report/Photos 	<ul style="list-style-type: none"> 30 Health Care Facilities (HCF) reached hand washing hygiene promotion messages. 	
Health Care Facilities (HCF) and rural school with VIPs disinfection programmes.	<ul style="list-style-type: none"> No of HCF VIPs disinfected. No of rural school VIP disinfected Field Report/Photos 	<ul style="list-style-type: none"> 30 Health Care Facilities (HCF) VIPs disinfected. 30 rural school VIP disinfected 	
Train Health Care Facilities (HCF) and rural school WASH champions with skills to construct simple low cost technology for hand washing.	<ul style="list-style-type: none"> No of trainings held. No of HCF WASH champions trained. No of rural school WASH champions trained. Field Report/Photos 	<ul style="list-style-type: none"> 5 trainings held. 150 Health Care Facilities (HCF) WASH champions trained. 150 rural school WASH champions trained. 	
Harmonize existing WASH policies and customary and statutory legislation on rural schools and Health Care Facilities (HCF).	<ul style="list-style-type: none"> No of statutes that have been reviewed and revised. No of officers participated in the review. Field Report/Photos 	<ul style="list-style-type: none"> 3 WASH policies reviewed. 30 MMC officers participated in the review. 	
Workshops on cultural taboos and social norms around gender equality and specific WASH-related needs in Health Care Facilities (HCF) and rural schools WASH champions.	<ul style="list-style-type: none"> No of workshops held. No of HCF WASH champions attended. No of rural schools WASH champions attended. Field Report/Photos 	<ul style="list-style-type: none"> 5 workshops held. 150 HCF WASH champions attended. 150 rural schools WASH champions attended. 	
Workshops ending Health Care Facilities (HCF) and rural schools open defecation.	<ul style="list-style-type: none"> No of workshops held. No of HCF WASH champions attended. No of rural schools WASH champions attended. Field Report/Photos 	<ul style="list-style-type: none"> 5 workshops held. 150 HCF WASH champions attended. 150 rural schools WASH champions attended. 	
Advocate for the provision of and availability of hand washing facilities, adequate water and soap in rural schools and Health Care Facilities (HCF) to facilitate hand washing hygiene.	<ul style="list-style-type: none"> % of Health Care Facilities (HCF) with a hand washing facility with soap & water in or near sanitation facilities for use by clients. % of schools with hand washing facility with soap & 	<ul style="list-style-type: none"> Hand washing facility with soap & water in sanitation HCF facilities use by clients. Hand washing facility with soap & water in sanitation school facilities for use by clients. 	


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		<p>water in or near sanitation facilities for use by clients.</p> <ul style="list-style-type: none"> ▪ Field Report/Photos 	
	Organize provincial WASH school ambassador as part of long term WASH programmes	<ul style="list-style-type: none"> ▪ No of provincial WASH school ambassador events organised. ▪ Field Report/Photos 	<ul style="list-style-type: none"> ▪ 5 provincial WASH school ambassador events organized every year to champion access to quality and clean water in rural schools. ▪ Highly publicized school visits with provincial WASH school ambassador.
	Train on mainstreaming hand washing hygiene in Health Care Facilities (HCF) and rural schools to early learning development.	<ul style="list-style-type: none"> ▪ % Health Care Facilities (HCF) & rural schools with hand washing hygiene programmes in place ▪ No of Health Care Facilities (HCF) and rural school teachers trained. ▪ Field Report/Photos 	<ul style="list-style-type: none"> ▪ 30 HCF staff trained. ▪ 30 school teachers trained. ▪ 30 HCF mainstream hand hygiene to clients. ▪ 30 rural schools mainstream hand hygiene to pupils.
	Construction of rural school child-friendly and environment-friendly tippy tap drinking water facilities.	<ul style="list-style-type: none"> ▪ No of rural school with a tippy tap drinking water facilities constructed. ▪ Field Report/Photos 	<ul style="list-style-type: none"> ▪ 30 rural schools child-friendly and environment-friendly tippy tap drinking constructed.
	Construction of Health Care Facilities (HCF) and rural schools child-environment-friendly hand washing facilities.	<ul style="list-style-type: none"> ▪ No of Health Care Facilities (HCF) and rural schools hand washing facility with soap and water in or near sanitation facilities constructed. ▪ Field Report/Photos 	<ul style="list-style-type: none"> ▪ 30 HCF hand washing facility with soap and water in or near sanitation facilities constructed. ▪ 30 schools hand washing facility with soap and water in or near sanitation facilities constructed.
	Health Care Facilities (HCF) and rural schools-based hygiene promotion activities	<ul style="list-style-type: none"> ▪ No of Health Care Facilities (HCF) and rural schools hygiene behavior change campaign conducted. ▪ No of Health Care Facilities (HCF) and rural schools theatre groups to raise awareness of safe hygiene practices established. ▪ Field Report/Photos 	<ul style="list-style-type: none"> ▪ 30 HCF hygiene behavior change campaign conducted. ▪ 30 rural schools hygiene behavior change campaign conducted. ▪ 1 theatre group to raise awareness of safe hygiene practices established.
	Construction of Health Care Facilities (HCF) and rural schools drinking Water facilities.	<ul style="list-style-type: none"> ▪ No of Health Care Facilities (HCF) and rural schools with an improved drinking water source on premises and water points constructed. ▪ Field Report/Photos 	<ul style="list-style-type: none"> ▪ 30 HCF with an improved drinking water points constructed. ▪ 30 rural schools with an improved drinking water points constructed.
	School sensitization and promotion of key WASH messages	<ul style="list-style-type: none"> ▪ No of rural school WASH sensitization organized. 	<ul style="list-style-type: none"> ▪ 30 rural schools WASH sensitization organized.

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	<ul style="list-style-type: none"> ▪ No of teachers, boys and girls attended. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 30 rural schools will increase key WASH messages.
Stakeholder meetings to increase awareness of school WASH project objectives and activities, as well as to discuss progress and challenges.	<ul style="list-style-type: none"> ▪ No of meetings held. ▪ No of stakeholders attended. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 meetings held. ▪ Stakeholder will increase awareness of school WASH's objectives & activities, to discuss progress and challenges.
Rehabilitating, maintaining and expanding Health Care Facilities (HCF) and schools WASH infrastructure – water supply, latrine and hand-washing facilities – needs to be a priority to ensure universal access to quality health care and child education.	<ul style="list-style-type: none"> ▪ No of rehabilitated, maintained & expanded HCF WASH infrastructure ▪ No of rehabilitated, maintained and expanded rural school WASH infrastructure. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 30 rehabilitated, maintained and expanded HCF WASH infrastructure. ▪ 30 rehabilitated, maintained and expanded rural school WASH infrastructure.
Anti-vandalism campaigns of WASH facilities	<ul style="list-style-type: none"> ▪ No of Anti-vandalism campaigns held. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 30 schools anti-vandalism campaigns held.
Train teachers to use participatory, life skill based hygiene education approaches and to develop extra-curricular activities that strengthen home and school linkages	<ul style="list-style-type: none"> ▪ No of trainings held. ▪ No of teachers trained. ▪ Field Report/Photos 	<ul style="list-style-type: none"> ▪ 5 trainings conducted. ▪ 300 (2 per each school) female teachers trained.
Procurement of water treatment for Health Care Facilities (HCF) and rural schools.	<ul style="list-style-type: none"> ▪ No of water treatment cases procured. ▪ No of Health Care Facilities (HCF) and rural schools supported. ▪ Field Report/Photos 	<ul style="list-style-type: none"> ▪ 30 HCF supported with procured water treatment. ▪ 30 rural schools supported, procured water treatment.
Train representatives from Health Care Facilities (HCF) and rural schools in designing and implementing water policies and information management systems.	<ul style="list-style-type: none"> ▪ No of trainings held. ▪ No of HCF and rural schools trained. ▪ Field Report/Photos 	<ul style="list-style-type: none"> ▪ 5 trainings held. ▪ 300 (2 per each HCF) trained. ▪ 300 (2 per each school) female teachers trained.
Procurement of Wash Aid such as Jerry cans, soap, brooms, detergents, brush, disinfectants, etc	<ul style="list-style-type: none"> ▪ Type of water aid procured. ▪ No of Health Care Facilities (HCF) and schools supported. ▪ Field Report/Photos 	<ul style="list-style-type: none"> ▪ 30 HCF supported with procured water aid. ▪ 30 schools supported, procured water aid.
Advocate for more allocating adequate funding for implementing WASH services in Health Care Facilities (HCF) and rural schools in the national budgets.	<ul style="list-style-type: none"> ▪ No of advocate campaigns conducted. ▪ No of stakeholder attended advocate campaigns. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 advocate campaigns conducted. ▪ 100 stakeholder members attended advocate campaigns.
Organize schools interface discussions (IDs) on WASH challenge taboos, social norms and stigma, and influence the attitudes of both Health Care Facilities (HCF) and rural schools.	<ul style="list-style-type: none"> ▪ No of schools interface discussions (IDs) held. ▪ No of rural schools reached ▪ No of HCF reached ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 school interface discussions (IDs) meetings conducted. ▪ 30 rural schools reached. ▪ 30 HCF reached.
Train on budget tracking on WASH in Health Care Facilities (HCF) and rural schools.	<ul style="list-style-type: none"> ▪ No of training held. ▪ No of rural school staff 	<ul style="list-style-type: none"> ▪ Improve transparent and accountability of funds

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		<ul style="list-style-type: none"> trained. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> allocated. ▪ 5 training held ▪ 300 rural school staff (2 per each) trained.
<p>Provide sustainable, affordable and durable housing units for children with disabilities and other slum dwellers.</p> 	Train MMC volunteers in housing construction	<ul style="list-style-type: none"> ▪ No of training held. ▪ No of MMC volunteers trained. ▪ Field Report/Photos 	<ul style="list-style-type: none"> ▪ 5 training held. ▪ 50 MMC volunteers trained.
	Fundraising campaign awareness on community Housing Fund in western province.	<ul style="list-style-type: none"> ▪ No of campaigns held. ▪ Field Report/Photos 	<ul style="list-style-type: none"> ▪ 5 fundraising campaigns held.
	Stakeholders meeting on construction of low cost 3 or 4 bed roomed houses.	<ul style="list-style-type: none"> ▪ No of meeting held. ▪ No of stakeholders attended. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 meeting held. ▪ 200 stakeholders attended.
	Low cost 3 or 4 bed roomed houses to housing caregivers for disabled, orphans and vulnerable girls who can't afford a good comfortably house and lives below poverty levels.	<ul style="list-style-type: none"> ▪ No of low cost houses built. ▪ No of caregivers supported ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 100 low cost houses built. ▪ 100 caregivers supported
<p>Increase access to justice for disabilities children victims in counseling, psychosocial support, first aid, referral, free legal aid, case management and representation in courts of law.</p>  	Train in paralegal & advice child disability rights	<ul style="list-style-type: none"> ▪ No of training held. ▪ No of paralegals trained. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 meeting held. ▪ 10 paralegals trained.
	Establishment of the Maboshe Child Legal Aid Clinic (MCLAC).	<ul style="list-style-type: none"> ▪ No of Maboshe Child Legal Aid Clinic (MCLAC) established. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 2 Maboshe Child Legal Aid Clinic (MCLAC) established.
	Referrals to Maboshe Child Legal Aid Clinic (MCLAC) linkages with respective government departments and other legal aid organizations.	<ul style="list-style-type: none"> ▪ No of clients linked. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5,000 clients will be linked to other legal service providers per week.
	Schools and communities child rights dialogue forums.	<ul style="list-style-type: none"> ▪ No of dialogue forums held. ▪ No of rural school and communities reached. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 dialogue forums held. ▪ 30 rural schools reached ▪ 25 communities reached.
	Schools and communities Will-writing dialogue forums.	<ul style="list-style-type: none"> ▪ No of dialogue forums held. ▪ No of rural schools and communities attended. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 dialogue forums held. ▪ 30 rural schools reached ▪ 25 communities reached.
	Train advocacy on rights of children with disabilities.	<ul style="list-style-type: none"> ▪ No of training held. ▪ No of children with disabilities trained & Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 training held. ▪ 250 children with disabilities trained.
	Awareness on inclusive education in public schools.	<ul style="list-style-type: none"> ▪ No of Awareness conducted. ▪ No of rural schools reached. ▪ Field Report/Photos 	<ul style="list-style-type: none"> ▪ 5 awareness conducted. ▪ 30 rural schools reached.
	Community Conversation (CC) meetings on child rights of children with disabilities in schools and communities.	<ul style="list-style-type: none"> ▪ No of CC organized. ▪ No of rural schools reached. ▪ No of communities reached ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 CC organized. ▪ 30 rural schools reached. ▪ 25 communities reached
Stakeholders meeting on the rights and accessibility of basic services for children	<ul style="list-style-type: none"> ▪ No of meeting held. ▪ No of rural schools reached. 	<ul style="list-style-type: none"> ▪ 5 meeting held. ▪ 30 rural schools reached. 	

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with disabilities in schools & communities.	<ul style="list-style-type: none"> ▪ No of communities reached ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 25 communities reached
Community Conversation (CC) meetings on ending child marriages in relation to child education.	<ul style="list-style-type: none"> ▪ No of CC organized. ▪ No of rural schools reached. ▪ No of communities reached ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 CC organized. ▪ 30 rural schools reached. ▪ 25 communities reached
Production of IEC materials (T-shirts, brochures, leaflets, fliers) on children with disabilities rights in Silozi.	<ul style="list-style-type: none"> ▪ No of IEC printed in Silozi. ▪ No of schools received IEC materials in Silozi. ▪ No of T-shirts produced. ▪ Field Report/Photos 	<ul style="list-style-type: none"> ▪ 5,000 newsletters IEC materials for (30 primary and basic schools) printed. ▪ 500 T-shirts with MHM message printed.
Train children with disabilities in leadership and governance in schools.	<ul style="list-style-type: none"> ▪ No of training held. ▪ No of children with disabilities trained. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 training held. ▪ 250 children with disabilities trained.
Train paralegals on Child Help hotline operations	<ul style="list-style-type: none"> ▪ No of training held. ▪ No of paralegals trained. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 meeting held. ▪ 10 paralegals trained.
Train child rights watchdog champions on abused children face in relations to codification of traditional practices and others child rights violence.	<ul style="list-style-type: none"> ▪ No of training held. ▪ No of child rights watchdog champions trained. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 training held. ▪ 100 child rights watchdog champions trained.
Train Journalists in children's rights ethical reporting.	<ul style="list-style-type: none"> ▪ No of training held. ▪ No of Journalists trained. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 training held. ▪ 150 Journalists trained.
Train MMC volunteers on the importance issuing of Birth Registration (BR)	<ul style="list-style-type: none"> ▪ No of training held. ▪ No of MMC volunteers trained. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 training held. ▪ 10 MMC volunteers trained.
Sensitization pupils on the importance of Birth Registration (BR) certificate exercises.	<ul style="list-style-type: none"> ▪ No of BR sensitization conducted. ▪ No of rural schools reached. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 Birth Registration (BR) sensitization conducted. ▪ 30 rural schools reached.
Community Birth certificate exercises.	<ul style="list-style-type: none"> ▪ No of BR rural schools identified. ▪ No of rural schools reached. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 30 Birth Registration (BR) rural schools identified. ▪ 30 rural schools reached.
Meeting on enact, review and enforce the implementation of existing and new relevant child protection laws, through development of regulations, procedures and guidance.	<ul style="list-style-type: none"> ▪ No of meetings held. ▪ No of paralegal officers attended. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 meetings held. ▪ 10 paralegal officers attended.
Schools and communities awareness on property grabbing and inheritance	<ul style="list-style-type: none"> ▪ No of awareness conducted. ▪ No of rural schools reached. ▪ No of communities reached. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 awareness conducted. ▪ 30 rural schools reached. ▪ 25 communities reached.
Train children with disabilities on Child rights advocacy.	<ul style="list-style-type: none"> ▪ No of training held. ▪ No of children with disabilities trained. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 trainings held. ▪ 300 children with disabilities trained. ▪ 250 OVC trained.
Train traditional leaders on child protection	<ul style="list-style-type: none"> ▪ No of training held. 	<ul style="list-style-type: none"> ▪ 3 training held.

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	and introduction of by law to protect children.	<ul style="list-style-type: none"> No of traditional leaders trained. Field Report/Photos. 	<ul style="list-style-type: none"> 300 traditional leaders trained.
	Training of the Trainers (TOT) on Child Rights and Child Protection for rural school teachers.	<ul style="list-style-type: none"> No of training held. No of rural schools reached. Field Report/Photos. 	<ul style="list-style-type: none"> 3 training held. 30 rural schools reached.
	Establish Child Violence Empowerment Network (CVEN), an engaging and amplifying the voices of disabled adolescent boys and girls in decisions that affect their lives in line with child rights.	<ul style="list-style-type: none"> No of CVEN meeting held. No of rural schools reached. No of CVEN established. Field Report/Photos. 	<ul style="list-style-type: none"> 5 Child Violence Empowerment Network (CVEN) meetings held. 30 rural schools reached. 30 established.
	Engage perpetrators of violence in meaningful discussions.	<ul style="list-style-type: none"> Increased awareness of the communities on the harmful effects of child abuse. 	<ul style="list-style-type: none"> Increased awareness on harmful effects of child abuse.
	Provide social care and safety nets for victims of violence.	<ul style="list-style-type: none"> No of child abuse and GBV cases prosecuted and convicted. Field Report/Photos. 	Referral & information system & for survivors of violence set up
	Establish boy action groups	<ul style="list-style-type: none"> No of action groups established. No of rural schools reached. Field Report/Photos. 	<ul style="list-style-type: none"> 30 boys action groups established. 30 rural schools reached.
	Sensitize communities on the rights and obligations of children with disabilities.	<ul style="list-style-type: none"> No of sensitizations on the rights and obligations of children with disabilities held. No of communities reached. 	<ul style="list-style-type: none"> 20 sensitizations on the rights and obligations of children with disabilities held. 20 communities reached.
	Handle individual complaints from children with disabilities on any human rights violation or abuse annually	Proportion of the total individual complaints handled each year	Enforce laws that protect children with disabilities against discrimination & abuse.
<p>Improve access to vocational and education sponsorships.</p> 	Identification and registration of children with disabilities database in partnership with community leaders & community caregivers.	<ul style="list-style-type: none"> No of children with disabilities identified. Field Report/Photos. 	<ul style="list-style-type: none"> 1,500 children with disabilities identified.
	Reintegrating children with disabilities in to the family system	<ul style="list-style-type: none"> No of children reintegrated Field Report/Photos. 	<ul style="list-style-type: none"> 2,500 children with disabilities reintegrated.
	Procurement of material support such as blankets, clothes, soaps, etc. to children with disabilities	<ul style="list-style-type: none"> Type of materials procured. No of children with disabilities supported. Field Report/Photos. 	<ul style="list-style-type: none"> Blankets, clothes, soaps, etc, procured. 2,500 girls CWDs supported.
	Establish and/or renovate reading and recreation facilities.	<ul style="list-style-type: none"> No of district recreation centres established. Field Report/Photos. 	<ul style="list-style-type: none"> 10 district recreation centres established for community children reading and recreation facility.
	Train MMC volunteers and health personnel in sign language.	<ul style="list-style-type: none"> No of trainings held. No of MMC volunteers and health personnel trained. Field Report/Photos. 	<ul style="list-style-type: none"> 5 trainings held. 10 MMC volunteers trained. 30 health personnel trained.
	Procurement of mobility aids such as crutches, wheelchairs	<ul style="list-style-type: none"> No of mobility aids items procured. 	<ul style="list-style-type: none"> Crutches, wheelchairs, hearing aid, etc, procured.

	and hearing aids for children with disabilities	<ul style="list-style-type: none"> No of disabilities children supported Field Report/Photos. 	<ul style="list-style-type: none"> 1,500 girls' disabilities children supported. 	
	Fundraising campaign on building Namakau Mukelabai Child Disabilities Learning Centre & vocational.	<ul style="list-style-type: none"> No of campaigns held. Field Report/Photos 	<ul style="list-style-type: none"> 5 campaigns held. 	
	Improve access to and retention in quality education in Namakau Mukelabai Child Disabilities Learning Centre.	<ul style="list-style-type: none"> No of child disabilities schools established. Field Report/Photos. 	<ul style="list-style-type: none"> 1 Child disabilities school established by 2024. Materials procured. 	
	Improve access to and retention in quality skills training in Namakau Mukelabai Vocational Training Centre for youths with disabilities.	<ul style="list-style-type: none"> No of youths disabilities skills training centres established. Field Report/Photos. 	<ul style="list-style-type: none"> 1 youth's disabilities skills training centre established by 2024. Building materials procured. 	
	Education sponsorship for disabilities	<ul style="list-style-type: none"> No of disabilities by age, sex and grade supported. Field Report/Photos. 	<ul style="list-style-type: none"> 1,500 disabilities supported. 	
	Procurement of school materials (Pens, uniforms, shoes, etc.) for children with disabilities.	<ul style="list-style-type: none"> Types of school materials procured. No of children with disabilities by age, sex and grade supported. Field Report/Photos. 	<ul style="list-style-type: none"> School materials (Pens, uniforms, shoes, etc.) procured. 2,500 children with disabilities supported. 	
	Train children with disabilities in survival skills.	<ul style="list-style-type: none"> No of trainings held. No of children with disabilities trained. Field Report/Photos. 	<ul style="list-style-type: none"> 5 trainings held. 2,500 children with disabilities trained. 	
	Strengthen the child and family welfare system to prevent and respond to child marriage and other related protection concerns.	<ul style="list-style-type: none"> Child protection policy developed. Capacity gaps of social welfare work force gap analysis and addressed. Case management system developed and implemented. 	<ul style="list-style-type: none"> Social welfare workforce capacity strengthening program implemented by 2025. Case management file available for all children receiving care and support. 	
	Improve the health and social services status of disabled children.	Sensitization of rural school disabilities adolescents on reproductive health rights through family HIV/AIDS prevention and ART adherence clubs	<ul style="list-style-type: none"> No of rural school disabilities adolescents aged 15-24 years accessing SRHR reached. Field Report/Photos. 	<ul style="list-style-type: none"> 30 rural schools of school disabilities aged 15-24 years accessing reproductive health services reached
		School awareness on new HIV prevention infection information among disabilities adolescents aged 15-24 years.	<ul style="list-style-type: none"> No of rural schools reached. No of new HIV infection awareness conducted. Field Report/Photos. 	<ul style="list-style-type: none"> 30 rural schools reached. 30 rural schools on HIV awareness by 2025.
		Promote positive behavioural change on sexual reproductive health & rights	<ul style="list-style-type: none"> No of SRHR awareness conducted. No of young people reached Field Report/Photos. 	<ul style="list-style-type: none"> 2,500 young people with disabilities.
		Sensitization on addressing challenges to cultural practices that expose them to HIV infection for rural school disabilities adolescents aged 15-24 years.	<ul style="list-style-type: none"> No of new HIV challenges sensitization conducted. Field Report/Photos. 	<ul style="list-style-type: none"> 30 rural schools on new HIV challenges sensitization conducted by 2025.

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	<p>Dissemination of information on HIV testing Counseling for adolescents with disabilities aged 15-24 years.</p>	<ul style="list-style-type: none"> ▪ No of rural schools HIV testing counseling awareness conducted. ▪ No of schools reached. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 30 rural schools HIV testing counseling awareness conducted. ▪ 30 rural schools reached by 2025.
	<p>Condom distribution and education in fishing camps for disabilities adolescents aged 15-24 years.</p>	<ul style="list-style-type: none"> ▪ No of fishing camps condoms awareness conducted. ▪ No of fishing camps reached ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 60 fishing camps condoms awareness conducted. ▪ 60 fishing camps reached by 2025.
	<p>Sensitization adolescents aged 15-24 years on Voluntary Medical Male Circumcision (VMMC).</p>	<ul style="list-style-type: none"> ▪ No of fishing camps VMMC sensitization conducted. ▪ No of fishing communities reached. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 60 fishing camps VMMC sensitization conducted. ▪ 60 fishing camps reached by 2025.
	<p>Train community leaders, traditional healers, pharmacists, MMC volunteers and health facility staff about Community Children ART & Adherence Groups (CCAAGs) implementation program.</p>	<ul style="list-style-type: none"> ▪ No of trainings held. ▪ No of MMC volunteers and health facility staff trained. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 trainings held. ▪ 300 MMC volunteers trained 2025. ▪ 150 health facility staff trained by 2025.
	<p>Sensitization community people on Community Children ART & Adherence Groups (CCAAGs).</p>	<ul style="list-style-type: none"> ▪ No of CCAAGs sensitization conducted. ▪ No of communities reached. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 30 CCAAGs sensitization conducted. ▪ 30 communities reached by 2025
	<p>Establish linkages and referral systems for HIV care and treatment for children on ART through Community Children ART & Adherence Groups (CCAAGs).</p>	<ul style="list-style-type: none"> ▪ No of linkages systems between community and clinic based programs established. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 30 linkages systems between community and clinic based programs established by 2022
	<p>Establish Community Children ART & Adherence Groups (CCAAGs) with ARVs picking points and HIV/ARV treatment literacy desks.</p>	<ul style="list-style-type: none"> ▪ No of CCAAGs picking points established. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 30 Community Children ART & Adherence Groups (CCAAGs) picking points established by 2022.
	<p>Stakeholder meetings on Community Children ART & Adherence Groups (CCAAGs) activities</p>	<ul style="list-style-type: none"> ▪ No of meetings held. ▪ No of stakeholder members attended. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 meetings held. ▪ 50 stakeholder members attended by 2022.
	<p>Fundraising campaign on building a drug and alcohol abuse rehabilitation centre</p>	<ul style="list-style-type: none"> ▪ No of campaigns held. ▪ Field Report/Photos 	<ul style="list-style-type: none"> ▪ 5 campaigns held by 2025.
	<p>Sensitization disabilities adolescents aged 15-24 years on drug and alcohol abuse.</p>	<ul style="list-style-type: none"> ▪ No of drug & alcohol abuse sensitization conducted. ▪ No of communities reached. ▪ No of schools reached. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 30 drug & alcohol abuse sensitization conducted by 2024. ▪ 30 communities reached by 2025. ▪ 30 schools reached.
	<p>Radio program on disabilities adolescents aged 15-24 years drug and alcohol abuse.</p>	<ul style="list-style-type: none"> ▪ No of radio program held. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 30 radio program held by 2025.
	<p>Establish drug and alcohol abuse rehabilitation centre and literacy desk.</p>	<ul style="list-style-type: none"> ▪ No of rehabilitation centre established. 	<ul style="list-style-type: none"> ▪ 1 rehabilitation centre established by 2025.

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		<ul style="list-style-type: none"> ▪ Field Report/Photos. 	
	Talking VCT, VMMC, new HIV infection prevention and ARVs in churches.	<ul style="list-style-type: none"> ▪ No of talking VCT, VMMC, new HIV infection prevention and ARVs in churches conducted. ▪ No of churches reached. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 50 talking VCT, VMMC, new HIV infection prevention and ARVs in churches conducted by 2025. ▪ 50 churches reached by 2025.
	Advocate against church leaders on discouraging church members to test for HIV and live a positive life.	<ul style="list-style-type: none"> ▪ No of HIV testing awareness conducted. ▪ No of churches reached. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 50 HIV testing awareness conducted by 2025. ▪ 50 churches reached by 2025.
	Advocate against treatment defaulters with church leaders on discouraging church members to test for HIV and adhere to ARVs	<ul style="list-style-type: none"> ▪ No of ARVs awareness conducted. ▪ No of churches reached. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 50 ARVs awareness conducted by 2025. ▪ 50 churches reached by 2025.
	Stakeholder meetings with public and private drivers to prevent new HIV infection.	<ul style="list-style-type: none"> ▪ No of meeting held. ▪ No of public and private driver stakeholders attended ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 meeting held. ▪ 500 public and private driver stakeholders attended.
	Stakeholder meetings with young disabilities sex workers to prevent new HIV infection.	<ul style="list-style-type: none"> ▪ No of meeting held. ▪ No of young disabilities sex worker stakeholders attended ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 meeting held. ▪ 500 with young disabilities sex workers stakeholders attended.
	Conducting quarterly stakeholders meetings and community feedback in order to create ownership on Community Children ART & Adherence Groups (CCAAGs).	<ul style="list-style-type: none"> ▪ No of meeting held. ▪ No of stakeholders attended. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 meeting held. ▪ 250 stakeholder members attended.
	Creating learning and sharing platforms on Community Children ART & Adherence Groups (CCAAGs).	<ul style="list-style-type: none"> ▪ No of platforms meeting held. ▪ No of stakeholders attended. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 meeting held. ▪ 250 stakeholder members attended.
	Train MMC volunteers as peer educators in counseling in Community Children ART & Adherence Groups (CCAAGs).	<ul style="list-style-type: none"> ▪ No of trainings held. ▪ No of MMC volunteers trained. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 trainings held. ▪ 50 MMC volunteers trained
	Campaign awareness on HIV prevention infection to initiation schools.	<ul style="list-style-type: none"> ▪ No of meeting held. ▪ No of stakeholders attended. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 meeting held. ▪ 250 stakeholder members attended.
	Provision of malaria prevention and control kits.	<ul style="list-style-type: none"> ▪ Proportion number of households reached with malaria prevention and control kits in high risk communities. 	<ul style="list-style-type: none"> ▪ 3,500 households reached with malaria prevention and control kits in high risk communities.
	Establish Reproductive Health Information Centre (RHIC).	<ul style="list-style-type: none"> ▪ No of Reproductive Health Information Centre established. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 1 Reproductive Health Information Centre (RHIC) established by 2025.
Improve livelihoods income, nutrition and food security.	Train young women with disabilities in goats keeping and empower them with 1,000 goats.	<ul style="list-style-type: none"> ▪ No of training held. ▪ No of MSVBF members trained. ▪ No of goats acquired. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 1 training held. ▪ 500 MSVBF members trained. ▪ 1,000 goats acquired.
	Train young women with disabilities in liquid	<ul style="list-style-type: none"> ▪ No of training held. 	<ul style="list-style-type: none"> ▪ 1 training held.

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	<p>soap making and selling businesses.</p>	<ul style="list-style-type: none"> ▪ No of MSVBF members trained. ▪ Type of liquid soap materials acquired. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 500 MSVBF members trained. ▪ Different liquid soap materials acquired.
	<p>Train young women with disabilities in bar soap making and selling businesses.</p>	<ul style="list-style-type: none"> ▪ No of training held. ▪ No of MSVBF members trained. ▪ Type of bar soap materials acquired. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 1 training held. ▪ 500 MSVBF members trained. ▪ Different bar soap materials acquired.
	<p>Train young women with disabilities in shampoo making and selling businesses.</p>	<ul style="list-style-type: none"> ▪ No of training held. ▪ No of MSVBF members trained. ▪ Type of shampoo materials acquired. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 1 training held. ▪ 500 MSVBF members trained. ▪ Different shampoo materials acquired.
	<p>Train young women with disabilities in candles making and selling businesses.</p>	<ul style="list-style-type: none"> ▪ No of training held. ▪ No of MSVBF members trained. ▪ Type of candle materials acquired. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 1 training held. ▪ 500 MSVBF members trained. ▪ Different candle materials acquired.
	<p>Train young women with disabilities in peanuts butter making and selling businesses.</p>	<ul style="list-style-type: none"> ▪ No of training held. ▪ No of MSVBF members trained. ▪ Type of peanuts butter materials acquired. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 1 training held. ▪ 500 MSVBF members trained. ▪ Different peanuts butter materials acquired.
	<p>Train young women with disabilities in groundnut cooking oil making and selling businesses.</p>	<ul style="list-style-type: none"> ▪ No of training held. ▪ No of MSVBF members trained. ▪ Type of groundnuts cooking oil materials acquired. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 1 training held. ▪ 500 MSVBF members trained. ▪ Different groundnuts cooking oil materials acquired.
	<p>Train young women with disabilities in fish farming and selling businesses.</p>	<ul style="list-style-type: none"> ▪ No of training held. ▪ No of MSVBF members trained. ▪ Type of fishing materials acquired. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 1 training held. ▪ 500 MSVBF members trained. ▪ Different fishing materials acquired.
	<p>Train young women with disabilities in poultry layering and selling businesses.</p>	<ul style="list-style-type: none"> ▪ No of training held. ▪ No of MSVBF members trained. ▪ Type of chickens acquired. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 1 training held. ▪ 500 MSVBF members trained. ▪ Different chickens' materials acquired.
	<p>Train young women with disabilities in eggs project production and selling businesses.</p>	<ul style="list-style-type: none"> ▪ No of training held. ▪ No of MSVBF members trained. ▪ Type of eggs produced. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 1 training held. ▪ 500 MSVBF members trained. ▪ Different eggs materials acquired.
	<p>Train young women with disabilities in pig layering and selling businesses.</p>	<ul style="list-style-type: none"> ▪ No of training held. ▪ No of MSVBF members trained. ▪ Type of pigs acquired. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 1 training held. ▪ 500 MSVBF members trained. ▪ Different pigs' materials acquired.
	<p>Train young women with disabilities in cassava processing and selling businesses.</p>	<ul style="list-style-type: none"> ▪ No of training held. ▪ No of MSVBF members trained. ▪ Type of cassava produced. 	<ul style="list-style-type: none"> ▪ 1 training held. ▪ 500 MSVBF members trained. ▪ Different cassava materials

		<ul style="list-style-type: none"> Field Report/Photos. 	acquired.
	Train young women with disabilities in tailoring.	<ul style="list-style-type: none"> No of training held. No of MSVBF members trained. Type of materials acquired. Field Report/Photos. 	<ul style="list-style-type: none"> 1 training held. 500 MSVBF members trained. Different tailoring materials acquired.
	Train young women with disabilities in carpentry & joinery	<ul style="list-style-type: none"> No of training held. No of MSVBF members trained. Type of materials acquired. Field Report/Photos. 	<ul style="list-style-type: none"> 1 training held. 500 MSVBF members trained. Different carpentry materials acquired.
	Train young women with disabilities in motor-vehicle mechanics	<ul style="list-style-type: none"> No of training held. No of MSVBF members trained. Type of materials acquired. Field Report/Photos. 	<ul style="list-style-type: none"> 1 training held. 500 MSVBF members trained. Different motor materials acquired.
	Train young women with disabilities in metal works	<ul style="list-style-type: none"> No of training held. No of MSVBF members trained. Type of materials acquired. Field Report/Photos. 	<ul style="list-style-type: none"> 1 training held. 500 MSVBF members trained. Different metal work materials acquired.
	Provision of the Mabushe Small Village Bank Fund small business loans.	<ul style="list-style-type: none"> No of MSVBF members accessed small loans. Field Report/Photos. 	<ul style="list-style-type: none"> 5,000 MSVBF members accessed.
 <p>Improve community resilience, livelihoods and climate change.</p>  	Community and village meetings with community and traditional leaders to develop and implement by laws (On controlling tree cutting & charcoal burning)	<ul style="list-style-type: none"> No of meetings held. No of communities and villages meetings held. Field Report/Photos. 	<ul style="list-style-type: none"> 5 meetings held. 30 communities and villages meetings held.
	Stakeholder meetings with climate change NGOs, government department, charcoal burners, community & traditional leaders.	<ul style="list-style-type: none"> No of meetings held. No stakeholders attended. Field Report/Photos. 	<ul style="list-style-type: none"> 5 meetings held. 250 stakeholder members attended by 2024.
	Organic farming promotion through training and information sharing.	<ul style="list-style-type: none"> No of meetings held. No of communities and villages meetings held. Field Report/Photos. 	<ul style="list-style-type: none"> Changed attitudes, people aware of organic farming existence.
	Young Farmers Club (YFC)	<ul style="list-style-type: none"> No of meetings held. No of young farmers clubs established. Field Report/Photos. 	<ul style="list-style-type: none"> Improved food security in schools and nearby communities.
	Train Mabushe Small Village Bank Fund (MSVBF) members in business management skills	<ul style="list-style-type: none"> No of training held. No of MSVBF members trained. Field Report/Photos. 	<ul style="list-style-type: none"> 5 training held. 5,000 MSVBF members trained.
	Sensitization grassroots communities and villages to raise mass awareness on impact of the climate change among diverse vulnerable group to engage key people and motivate other to act.	<ul style="list-style-type: none"> No of climate change sensitization conducted. No of communities and villages reached. Field Report/Photos. 	<ul style="list-style-type: none"> 30 climate change sensitization conducted. 30 communities and villages reached.
	Media engagement on climate change on raising mass awareness on impact of the climate change among diverse vulnerable groups to engage key people and motivate others to act	<ul style="list-style-type: none"> No of media houses engaged. No of communities and villages reached. Field Report/Photos. 	<ul style="list-style-type: none"> 1 media house engaged. 30 communities and villages reached.

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Promote small farmers river, stream & drip irrigation to tank storage to save water through irrigation dropping watering for growing up crops that able to stand against climate change.	<ul style="list-style-type: none"> ▪ No of small farmers' river, stream and drip irrigation advocate campaigns conducted. ▪ No of communities and villages reached. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 30 small farmers' river, stream and drip irrigation advocate campaigns conducted. ▪ 30 communities and villages reached.
Promote tree growing.	<ul style="list-style-type: none"> ▪ No of trees painted. ▪ No of communities and villages sensitized. 	Tackle climate change and environment degradation. <ul style="list-style-type: none"> ▪ 15,000 trees painted. ▪ 30 communities and villages sensitized.
To advocate for environmental protection in 10 districts of Western province, Zambia.	<ul style="list-style-type: none"> ▪ No of advocacy meetings held. ▪ No of districts reached. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 1 meeting held. ▪ 10 districts reached.
Community Conversation (CC) meetings on climate change in each district.	<ul style="list-style-type: none"> ▪ No of CC meetings held. ▪ No of districts reached. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 1 meeting held. ▪ 10 districts reached.
Establish Environmental and Climate Change Centres (ECCC)	<ul style="list-style-type: none"> ▪ No of ECCC established. ▪ No of districts reached. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 10 ECCC established. ▪ 10 districts reached.
Sensitize communities and villages about Environment Conservation (EC).	<ul style="list-style-type: none"> ▪ No of EC meetings held. ▪ No of communities reached. ▪ Field Report/Photos. 	Contributed to the reduction of vulnerability to risks of floods and droughts among households and communities.
Community seed banks (CSB) empowerment & training	<ul style="list-style-type: none"> ▪ No of CSB meetings held. ▪ No of CSB established. ▪ Field Report/Photos. 	Improved food security among communities.
Beekeeping empowerment & training	<ul style="list-style-type: none"> ▪ No of beekeeping meeting held ▪ No of people reached. ▪ Field Report/Photos. 	Improved food security among communities.
Crop diversification training	<ul style="list-style-type: none"> ▪ No of Crop diversification training held. ▪ No of people reached. ▪ Field Report/Photos. 	Improved food security among communities.
Avocado farming empowerment & training.	<ul style="list-style-type: none"> ▪ No of Avocado farming training held. ▪ No of farmers empowered & reached. ▪ Field Report/Photos. 	Improved food security among communities.
Livestock empowerment & training	<ul style="list-style-type: none"> ▪ No of Livestock farming training held. ▪ No of farmers empowered & reached. ▪ Field Report/Photos. 	Improved food security among communities.
Fish farming empowerment & training	<ul style="list-style-type: none"> ▪ No of fish farming training held ▪ No of farmers empowered & reached. ▪ Field Report/Photos. 	Improved food security among communities.
Building Community Resilience and Adaptive	<ul style="list-style-type: none"> ▪ No of Livestock farming 	Contributed to the reduction of

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	Response (BRAR)	<ul style="list-style-type: none"> training held. <ul style="list-style-type: none"> No of farmers empowered & reached. Field Report/Photos. 	vulnerability to risks of floods and droughts among households and communities.
	Promote household gardening and small livestock rearing.	<ul style="list-style-type: none"> No of meetings held. No of districts reached. Field Report/Photos. 	Improved food security among communities.
	Train young women with disabilities in tents designing & making.	<ul style="list-style-type: none"> No of training held. No of MSVBF members trained. Type of materials acquired. Field Report/Photos. 	<ul style="list-style-type: none"> 1 training held. 500 MSVBF members trained. Different tents materials acquired.
<p>Humanitarian aid, disaster management and emergency response.</p> 	Community led and early warning training.	<ul style="list-style-type: none"> No of trainings held. No of communities reached. Field Report/Photos. 	Improved the resilience of communities affected by disasters.
	Provision of humanitarian aid.	<ul style="list-style-type: none"> Type of humanitarian aid helped. No of people reached Field Report/Photos. 	Improved food security among communities.
<p>Organizational development and institution strengthening.</p>  	Resource mobilization and partnership expansion	<ul style="list-style-type: none"> No of training held No of staff/board, trained Field Report/Photos. 	<ul style="list-style-type: none"> 3 training held. 30 MMC staff, board, volunteers trained.
	<ul style="list-style-type: none"> Conduct human resource capacity needs assessment Develop human resource establishment requirements. Prepare human resource training and development plan. Organize and conduct human resource training and development programmes. Procure additional human resource appropriately. 	<ul style="list-style-type: none"> Capacity needs assessment results Number and types of personnel required Human resource training and development plan Number of staff trained Number of staff recruited, appointed and deployed, types and quantities of equipment, supplies, Field Report/Photos. 	<p>MMC Human resource capacity enhanced, strengthened to implement the strategic plan.</p> <ul style="list-style-type: none"> Capacity assessment reports HR training and development plan Training development reports Staff procurement reports Procurement registers reports
	Develop and implement an M&E system (including information management system and M&E plan).	<ul style="list-style-type: none"> M & E system on MMC community activities developed. No of M&E reports prepared quarterly. Database on MMC community activities updated regularly. Field Report/Photos. 	<ul style="list-style-type: none"> M&E system in place by August 2021. Quarterly M&E activities conducted and reports prepared. Mid-term review of the strategy undertaken 2022 End term evaluation undertaken by 2025
	Meetings on establishing strategic partnerships to share best practices	<ul style="list-style-type: none"> No of international and regional partnerships established, strengthened. No of meetings held. Field Report/Photos. 	<ul style="list-style-type: none"> Share information & linkages. Identify strategic funding partners to support in building a stable resource base. 5 annual meeting held by

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			2025
	MMC Board, Staff and Volunteers training (internal and external).	<ul style="list-style-type: none"> ▪ No of trainings held ▪ No of Board/Staff/Volunteers trained 	<ul style="list-style-type: none"> ▪ 5 trainings held ▪ 30 MMC Board/Staff/ trained
	Procurement of equipment (vehicles, office furniture, computers, mobile, etc).	<ul style="list-style-type: none"> ▪ No of equipment procured. ▪ Type of equipment procured. 	<ul style="list-style-type: none"> ▪ Vehicles, office furniture, computers, mobile procured.
	Board and Staff retreats	<ul style="list-style-type: none"> ▪ No of retreats held ▪ No of staffs' gone retreat. ▪ Field Report/Photos. 	<ul style="list-style-type: none"> ▪ 5 retreats held. ▪ 30 staffs went for a retreat.
	Board and Staff meetings	<ul style="list-style-type: none"> ▪ No of training held ▪ No of staff/board, trained 	<ul style="list-style-type: none"> ▪ 5 meetings held. ▪ 30 staff trained
	Training in Internal financial management systems and procedures developed.	<p>Transparent and efficient management of financial resources</p> <ul style="list-style-type: none"> ▪ No of training held ▪ No of staff/board, trained 	<p>Financial resources will be timely and adequately available.</p> <ul style="list-style-type: none"> ▪ 5 training held ▪ 30 staff/board/volunteers
	Strengthening district centres and membership management	<ul style="list-style-type: none"> ● Proportion of district centres with resource mobilization initiative. ● Proportion of district centres that meet their financial obligations 	<ul style="list-style-type: none"> ▪ Enhance district centres resource mobilization initiatives. ▪ Strengthening membership ▪ Volunteer data management
	<ul style="list-style-type: none"> ▪ Develop a project proposal writing training programme. ▪ Project proposal preparation. 	<ul style="list-style-type: none"> ▪ Project proposals being prepared ▪ No of projects funded by cooperating partners. 	<p>Continued goodwill of cooperating partners to support MMC activities in rural activities.</p>
<ul style="list-style-type: none"> ▪ Adapt and revise a code of governance adopting best international practices; ▪ Adapt the new governance code for use by grant partners; ▪ Develop and publicise a code of conduct for all MMC employees and all those who engage with Maboshe Memorial Centre. 	<ul style="list-style-type: none"> ▪ Adapted code of governance for the Maboshe Memorial Centre (MMC). ▪ Code of conduct for the Maboshe Memorial Centre (MMC). 	<p>Adoption of improved systems, structures and procedures for the management and governance of the Maboshe Memorial Centre (MMC).</p>	
<ul style="list-style-type: none"> ▪ Develop an HR and pay roll management system. ▪ Develop a staff performance management system. 	<ul style="list-style-type: none"> ▪ Human resource and pay roll information system ▪ Staff performance management system ▪ Terms and conditions of service ▪ Human resources development strategy. 	<p>Adoption of improved systems, structures and procedures for the management and governance of the Maboshe Memorial Centre (MMC).</p>	

WHAT ARE THE RESOURCES REQUIRED TO IMPLEMENT THE PLAN?

Maboshe Memorial Centre (MMC) proposes a budget of 90% of the amount will be spent on direct programme implementation with 10% going to operational costs. MMC will look to different sources of funding from both external and internal sources. Partnerships with bilateral, foundations and trusts will be sought and the emphasis will be on entering into short to medium term arrangements for implementation of the whole strategic plan.

ASSUMPTIONS

MMC Strategic Plan 2021 – 2025 has been prepared based on the institutions experience over the last three years, and specifically within the review of activities implemented since its inception. In addition, the planning process took into consideration the current situational analysis and evidence-based approach to formulating strategic objectives, strategies and subsequent major activities.

However, implementation of the strategic plan takes cognizance of assumptions made given the dynamics environment of plan implementation as well as the dynamics of clean safe Water, Sanitation and Hygiene (WASH), Menstrual Hygiene Management (MHM),



community shelter, economic empowerment,

legal aid, sexual reproductive health rights, HIV prevention, vocational and education sponsorships (primary, secondary & tertiary) and subsequent response interventions. The assumptions are made within the framework of socio-cultural issues; political and economic changes as well as technological and country trends.

RESOURCES MOBILIZATION

Based on the past experiences and future projections it is expected that Maboshe Memorial Centre (MMC) will mobilize its funds and other resources from several sources which include but not limited to:

- Development of proposals for various programmes/projects within the thematic areas for funding from government and development partners.
- Provision of consultancy services to various clientele – individuals and institutions.
- Resources inputs/contributions (human and non-human) through partnerships networking and collaboration linkages.
- Volunteers inputs in terms of skills, time and other resources.
- Donations and grants from individual and institutional well – wishers.
- Various fundraising strategies and events.

In addition to various funding and resources mobilization, MMC will also be responsive to cost reduction and cost – effectiveness mechanisms and ensure overall efficiency and effectiveness in all its administrative and operational (programmatic) activities.

