

KadAfrica- Girl Selection

OBJECTIVE:

Not all girls are the same. Some girls are more shy than others and other girls more outspoken. The purpose of conducting a workshop is to get to know a number of girls and assess which girl would be best suited for providing insight into the entrepreneur's business. It is often a girl that is engaged, can communicate her ideas and thoughts clearly, and is apt to learn. Any of these characteristics often makes for a fruitful candidate. Much of this exercise will rely heavily on the judgment of the researcher – and which girls she thinks and feels will be the best suited based on the girl's response to activities and direct questions in the "Fun Corner."

RESEARCH PARTICIPANTS

All selected participants should have the following characteristics:

- Critical thinkers, able to express opinions openly
- Able to work in a small group setting without overpowering others
- From a socio-economic background that is representative of the KadAfrica target market (earning from 0 UGX to 20,000 UGX per month)

Segment 2: Past participants who did not finish the program

All participants selected for Segment 2 should have ALL the following characteristics:

- Age range: 17-19 years of age
- Did not complete 6 month curriculum training
- Target 3-5 girls

Segment 3: Prospective participants

All participants selected for Segment 3 should have ALL the following characteristics:

- Age range: 15-18 years of age
- Balance between people with no knowledge of KadAfrica and individuals with knowledge who are prospective participants but have not yet joined
- Should be at least 2 years out of school
- Approximately 50% should have children
- Should live no more than 20 kilometers from a tarmacked road; no more than 10 kilometers from a formal market place
- Actively seeking employment OR engaging in informal employment
- Target 4-6 individuals

- NGO should start in Kiburara Kihangi area of Fort Portal to identify girls who have heard of KadAfrica but never participated (approximately 0km - 5km radius from the main KadAfrica farm)
- Will then work away from this area to find girls that have not heard of the program. (Within 5km - 10 km radius of the main KadAfrica farm).

During down selection, participants will be evaluated for the following characteristics:

- Critical thinkers and able to express opinions openly
- Able to work in a small group setting without overpowering others
- Exhibit basic knowledge regarding the difference in 'safe' and 'unsafe' water

METHODOLOGY

Using the activity tool below you will be able engage these girls in an energetic brainstorming activity. To manage girl's expectations and ensure no girl feels left out, communicate clearly to girls that at the end of the session you will be selecting 8 girls that you will work with at a later date (see below on how to choose girls and communicate this to girls).

Time: 1.5 hours

Materials Needed:

- Flipcharts,
- Different colors of post-it notes (at least 4)
- Markers
- A pre-drawn girl on flipchart

GIRL SAFEGUARDING: During discussions in the workshop, all facilitators should listen out for any situations where the girls could be at risk, and all safety concerns should be reported to the girl safety officer. If a girl makes a disclosure alleging abuse, you should stay calm, listen carefully, be reassuring and explain that you need to share the information. Do not promise to keep it a secret but explain that you are obligated to inform the girl safety officer who may need to seek support for you from others.

Introduction and Icebreaker: (10 minutes)

When you first start a session with a girl it's important to establish a safe space and help girls to feel comfortable. Explain to girls that we are here to listen to what they have to say. Today we can share freely what we like and there is no right or wrong answer. And most importantly we're here to have fun!

Suggested Icebreaker: The Parrot

Have all the girls in the room, including you, stand in a circle. Explain to the girls that we are going to introduce ourselves by saying our names , followed by a sound. **Facilitator says:** “Hi my name is Mary, Meeeooww!” Girls will then respond: “ Hi Mary, Meeeooww!” For every girl that introduces herself, we will say hi and repeat the sound of every girl before her until everyone has introduced themselves.

Introducing the objective of today:

Facilitator Says: “Today we are going to work together to understand what you aspire to be one day. I’ve created an activity to help us out, but I’ll need your help to complete it. It should take about 1.5 hours to complete. But before we get started, I want to let you know that at the end of today’s session I will choose 8 girls to continue to help me out with better understanding what it’s like to be a girl. If you are not chosen, that is okay and you’ve done nothing wrong.”

How to Choose Girls: What to look for

- Girls who are actively engaged
- Can communicate their ideas clearly and with confidence
- Are apt to learn
- Are energetic and speak out

Activity: A Perfect Day

The objective of this activity is to capture the hopes and dreams of girls and what they aspire to be.

Scenario 1: The perfect day in the present (45 min)

Explain to the girl that we are going to use our imaginations.

Ask the girls to imagine it is night time and they are going to sleep, they have a good sleep tonight and tomorrow they wake up in a city they’ve always wanted to visit and have a ‘perfect day’. A day where they are happy and everything goes right – it can be anywhere they can imagine (encourage to think of a different place to encourage context shift)

›Ask the girls to open their eyes. Ask them to write down their thoughts for 5 minutes.

What would happen at each point in the day? You’ll want them to speak openly and discuss their thoughts. You can prompt them with the below questions.

- › What would the city/place look like?
- › What would a perfect day be like when you first wakes up?
- › How would you feel?
- › What would you be doing?
- › Who would you be with?
- › As you go through the day: morning, afternoon, evening
 - › What would you do?
 - › Who would you see?

Now tell the girls you would like to have a discussion with them on what they wrote. Have them guide us through their day using the questions above.

Scenario 2: The perfect day 5 years from now (45 min)

Ask the girls to close their eyes again and imagine they go to sleep, this time for a few years.... As if by magic they wake up in 5 years from now. When they wake up...

› Ask the girls to open their eyes. Ask them to write down their thoughts for 5 minutes. What would happen at each point in the day? Again, You'll want them to speak openly and discuss their thoughts. You can prompt them with the below questions:

- › What would you imagine life being like? What you would feel/what would you be doing?
- › What would you hope for? Who would you live with?
- › What would you do? Who would you be friends with?
- › What are your best hopes v's worst fears?

Now tell the girls you would like to have a discussion with them on what they wrote. Have them guide us through their day using the questions above.

Activity: Fun Corner

This activity will be held simultaneously to the perfect day group activity & the perfect day 5 years from now activity. We will pull every girl here into the fun corner for some one-on-one questions with our other team members (1 spring member & 1 translator).

1. Do you know how to farm?
 - a. If yes, Do you harvest? Do you plant? Who taught you? Tell me about the skills involved?
 - b. If no, are you interested in learning how to farm? Why or why not?
2. How are women farmers viewed in your community?
3. Do you hope to have your own job someday? Describe the job and why you want it.
 - a. What skills would you have to learn in order to be able to do that job?

Wrapping up (10 minutes)

Say: "We've learnt such a lot from you. Are there any questions you would like to ask us?" If yes, respond to them in an honest way. Tell the girls that we need a few minutes to discuss who will be chosen.

Say: "We are going to play a last closing game together. After which, we will let you know which of you we have chosen to help us in our research.

Conduct a closing activity/game during this time. When the team has chosen, pull aside the 8 girls you would like to stay behind. Then thank the whole group again for their insights and participation so that the girls feel valued and say goodbye.

The girls that have been chosen:

Go over with the girls again what is expected of them and where and when they need to be for the research sessions.