

# Becoming Less Dependent



Elizabeth Glaser  
Pediatric AIDS  
Foundation

*Until no child has AIDS.*



# Project Summary

The Eswatini Ready, Resourceful, Risk Aware (Triple R) Project: OVC, Adolescent Girls, and Young Women (locally named Insika Ya Kusasa) aims to prevent new HIV infections and to reduce vulnerability among orphans and vulnerable children (OVC) and adolescent girls and young women (AGYW) in Eswatini. Insika Ya Kusasa helps HIV-negative OVC and AGYW stay HIV-free and supports those who are HIV-positive to lead healthy lives. To these ends, the project increases socio-economic resilience to the impact of HIV and uptake of high-impact HIV, sexual and reproductive health, family planning, and sexual and gender-based violence services among OVC and AGYW.

For more information about the project or Pact, the organisational lead for this project, please contact us:

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# Acknowledgements

This job aid was developed with technical assistance from the Johns Hopkins Center for Communication Programs (JHCCP) for Pact's Ready, Resourceful and Risk Aware (Triple R) Project. It was written by Nosisa Mkhwanazi, Lungile Dlamini-Zwane, Beth Deutsch, with technical support from Tyler Best and Jen Boyle, for Life Mentors in Eswatini to use with AGYW aged 15-29 in small group sessions and through one-on-one mentorship. Input was provided by Pact's Mphikeleli Dlamini, Chantelle Hulett and Nicole Miller and was further refined through feedback from pre-test focus group discussions with AGYW and Life Mentors.

Job aid themes and priorities were developed based on focus group discussions held in July 2019 with AGYW reached within the Insika programme and Life Mentors. An Innovations Workshop conducted with beneficiaries, Life Mentors and Field Officers in August 2019 further refined content and approach for new job aids, and are intended to reference key content and messages covered from previous Insika job aids.

Key inspiration for messages for this job aid reflect the voices of AGYW and Life Mentors within the Insika programme. The activities in this job aid were mainly original, with some activity methodologies partly adapted from JHCCP (2008) African Transformation and *Ematje Ekwewela* (Stepping Stones 2015) Swaziland for the REACH III Project, which is adapted from Jewkes R et al. Stepping Stones (2008) South Africa. It is also supported by original video content of testimonies from two young women enrolled in Insika's Business Mentorship programme.

## **Disclaimer**

This job aid is made possible by the generous support of the American people through the United States Agency for International Development (USAID) and the U.S. President's Emergency Plan for AIDS Relief (PEPFAR), under the terms of Award No. 72067418CA00007. The contents are the responsibility of Pact and Johns Hopkins Center for Communication Programs (JHCCP) and do not necessarily reflect the views of USAID, PEPFAR, or the United States Government.

## BECOMING LESS DEPENDENT

### CONTENTS

#### DISCUSSION GOALS

Help AGYW to stand on their own and not depend on a man for everything.

Learn how being independent can bring positive change to one's life and relationships.

#### DISCUSSION TOPICS AND ACTIVITIES

Reflections (3 minutes)

Activity 1: Take A Stand: Dependency Versus Independence (10 minutes)

Activity 2: Risk of Dependency (Nomsa's Story) (15 minutes)

Activity 3: Getting Your Priorities In Order (15 minutes)

Activity 4: Success Story (5 minutes)

Activity 5: Let's Talk Needs And Wants (15 minutes)

Take-Home Activity (3 minutes)

Wrap-Up (2 minutes)

#### Note to mentor:

By end of mentorship session, AGYW should have:

- ✓ Reflected on how dependency can limit her options
- ✓ Identified steps to becoming less dependent.
- ✓ Identified any immediate support or services needed
- ✓ Agreement on next group or one on one mentorship session.

**DISCUSSION LENGTH** | 1 hour 10 minutes

#### KEY TO ACTIVITY PLANNING



Activity Objectives



Activity Time



Materials Needed



### Getting Started

- ▼ Find a comfortable, private location for you and your mentee(s) to sit together to talk.
- ▼ If you are working with a small group, ask everyone to sit comfortably in a circle. Sit in the circle with the group. Everyone should be at the same level, including yourself.
- ▼ Ask your mentee(s) to quickly share something good that has happened since the last session.

### Reflection

- ▼ Remind her (or group) of key messages learned from the last time you were together as well as any actions they may have taken.
- ▼ Check for any questions from any of the previous topic(s) that they would like to discuss.
- ▼ Politely correct any wrong information without embarrassing the person who gave it.

### Introduce Mentorship Topic

- ▼ Today, we are going to talk about dependence on others and how it can affect our lives.

## ACTIVITY 1: Take A Stand: Dependency Versus Independence



To help AGYW understand what is meant by dependency and think of ways of becoming less dependent



10 Minutes



None

**Step 1:** Ask 3 or 4 AGYW (*or the AGYW you're having a one-on-one session with*) the following:

- ▼ **What do you think it means to be dependent on someone?**
- ▼ **What do you think it means to be independent?**
- ▼ **Can you give an example, from your own experience or from someone you know, of either being dependent or independent?**

**Step 2: Say:** *Dependency is needing someone for financial, emotional or other support which you might otherwise not survive without. Sometimes, however, we find ourselves depending on others even for things we do not necessarily need.*

*Independence is NOT depending on another for survival. Independence is not just about having your own money but it is a form of self-love. It means you put yourself first, you do not compromise on your dreams and your health just to maintain someone's support.*

**Step 3:** Read the following statement, then ask AGYW if they **agree**, **disagree**, or are **not sure**.

**Say:** Stand up if you agree, sit down and shake your head if you disagree, sit down and put a hand over your mouth if you're unsure. (*If having a one-on-one, ask AGYW to just say whether they agree or disagree or are unsure, then explain why.*)

**Statement 1:** Being independent can bring positive change to me and my relationship(s).

**Statement 2:** Depending on someone can put me at risk of getting HIV.

**Statement 3:** Independence gives me peace of mind. I can do what I want at any time.

**Step 4:** Ask them to discuss why they take that view.

**Step 5:** Summarise key takeaways by mentioning these:

- ▼ All of us rely on others for our wellbeing in some way or another. It may be in the form of physical help, emotional or spiritual support or financial assistance. As such, being independent should not mean that we start being disrespectful to others and their self-worth.
- ▼ Some of us may find that we are dependent on others to take care of our needs or support our families. This can be problematic if we're giving up an important aspect of our freedom of choice because of our dependency.
- ▼ Taking steps to become more independent can bring up different emotions (i.e. uncertainty or fear of the unknown, as well as excitement for the future).

Let's talk a bit more about what this might mean for us.

## ACTIVITY 2: Risk Of Dependency: Nomsa's Story



To understand the disadvantages of being totally dependent on someone and the risks that this can put us in



15 Minutes



None

### Step 1: Read the following story:

*Nomsa is a 21-year-old beautiful young woman who has completed high school and aspires to become a teacher. However, because her parents cannot afford to pay her tertiary fees, she found a job at PEP as a shop assistant in order to pay for her studies, but her salary barely takes care of food, let alone rent and tuition.*

*She also wishes to one day become a wife and a mother of two kids. She believes she has found the man she wants to spend her life with and thinks life begins and ends with this man. The man works at a factory in Big Bend, which is where Nomsa is from, but she has moved to Nhllangano in order to be closer to school (Ngwane Teachers College). Her boyfriend offered to help her out by paying her tuition fees and rent, which was an offer she gladly accepted as she really needed the help.*

*Ever since she left Big Bend, she has been hearing stories from close friends about her boyfriend sleeping with multiple girls and has been receiving threatening calls from some of the girls. Her friends have been advising her to dump him, but she believes she would be nothing without this man and owes it to him to stay in the relationship. She even fears asking him about his affairs with other girls but, most of all, fears for her health because they do not use a condom when having sexual intercourse.*



*She is not sure if he uses condoms when having sex with all these other girls. She is now considering quitting her job and moving back home to be close to her boyfriend and register for distance learning. She is very much aware that distance learning will be challenging and will mean taking longer to attain her diploma, however, she feels she has no choice but to move back to Big Bend in order to save her relationship.*

**Step 2: Ask AGYW:**

- ✔ What do you think about Nomsa's situation?
- ✔ Do you think Nomsa is dependent on her boyfriend? Why?

**Responses could include:**

- *Yes, she is financially dependent on him because he pays her rent and tuition, which she wouldn't afford on her own.*
- *Yes, she is emotionally dependent on him because she thinks life begins and ends with him and she feels she is nothing without him. However, even though she is financially dependent on him, no woman should feel she is nothing without a relationship or her partner.*

**Ask:** Besides depending on a boyfriend, what other situations can make us dependent on someone else? *(Listen to the AGYW's discussions and then mention the following scenarios, if not mentioned):*

- An AGYW may be fully dependent on an uncle at home who ends up abusing her because he feeds her.

- There may also be an older community member who abuses a girl who is orphaned by taking advantage of her situation and providing material things in exchange for sex.
- It may also be a married woman who finds herself living with an abusive husband, but feels she cannot do anything about the situation because she depends on him. He may feed and clothe her and her children, or built her a house. Perhaps she doesn't see where else she could go or how she can stand up to him.

**What do you think are some of the DISADVANTAGES of being dependent in all these cases, including Nomsa's story?** *Listen to the AGYW's feedback and then mention the answers below, if not mentioned.*

**Responses to include, if not mentioned:**

- ✔ *Risking your health in order to maintain someone's financial support.*
- ✔ *Not being able to negotiate condom use and, as a result, increasing the risk of contracting HIV and unplanned pregnancy.*
- ✔ *Having little to no say or control over your future and sacrificing your goals in order to maintain the person's financial support.*
- ✔ *Being abused to the point that you get injured or killed.*

### **Step 3: Ask AGYW:**

**What would you do if you were in Nomsa's (or any of the other people's) shoes?** *(Listen to AGYW's responses)*

*Probe if needed:*

**For example, what would be the consequences if Nomsa (or the other women) were to follow their goals and stand up against dependency?**

- ▼ *School may help Nomsa become more independent because she would achieve her goal of becoming a teacher and get a job.*
- ▼ *They may lose their relationships, but they would have control over their health and may eventually have someone they can trust and who will treat them with respect and dignity.*
- ▼ *They could become less dependent on the other people if they pursue their goals of becoming economically independent by enrolling in the Insika Business Mentorship programme and eventually starting their own small income generation projects.*

**What would be the consequences if Nomsa went back home to marry this guy and have kids? Is she safe?**

- ▼ *He may already have been infected with HIV, putting her at risk for HIV infection.*
- ▼ *He may continue to cheat, putting her at risk for HIV.*
- ▼ *She may still not be able to negotiate for the use of a condom.*
- ▼ *She might end up not finishing her diploma, making her dependent on her boyfriend for the rest of her life.*

**Are there steps Nomsa (or the others) could take to stay protected in these situations or relationships?**

- ▼ Learn how to negotiate condom use by practicing roleplays with an LM.
- ▼ Visit the DREAMS on Wheels mobile clinic or nearby health facility for a safe and confidential discussion on PrEP. Remember that you can even initiate PrEP at the DREAMS on Wheels mobile clinic.
- ▼ Use contraception to prevent unwanted pregnancy and avoid the additional financial burden that comes with having a baby.
  - Do you remember our discussion about the consequences of unplanned pregnancy discussed under My Children and Me?  
*(being forced to leave school, poor child care, child's father rejecting you and the baby, financial problems, which may force you into sex for cash, illegal abortion, etc.)*
  - Do you remember the methods available through DREAMS on Wheels?

**Note to Mentor:**

Always check to see what they remember from previous sessions about these prevention methods and if they have questions.

You can remind them of topics discussed earlier – show the PrEP video if they haven't seen it, discuss again the condom negotiation skills, and contraception.

Remind AGYW of Dreams on Wheels services and referrals for pills, injections, implants, the loop. Also remind them of where they can get other relevant services they may need.



- ▼ Explore ways to become more financially independent through livelihoods training, starting a business, or joining a savings group.
- ▼ Seeking support from the LM or any service provider if being abused, including reporting it to the family, community leaders or the police.

#### Step 4:

##### *Summarise:*

- ▼ Nomsa's story highlights why it is important to set goals for ourselves, and keep our health as the most important priority. In her situation, she may be giving up her health and future by staying in this relationship.
- ▼ It is very important to find ways to increase our independence (or control) even if they are small steps.
- ▼ If you recall, we started our mentorship process together with the development of a mentorship plan.
- ▼ Many of you started with specific goals around health and safety.
  - How far have you come to achieving those goals?
  - What steps are you taking to increase your safety?

## ACTIVITY 3: Getting Our Priorities In Order



To highlight achievable goals for AGYW



15 Minutes



Crumpled paper ball,  
Flip Chart paper,  
coloured markers

**Say:** Ladies, it's time we made a plan!

### Step 1: Revisit mentorship goals:

- ▼ While seated in a circle, toss around a ball made of crumpled or crushed paper. ***(If having a one-on-one session, take turns with the AGYW coming up with potential goals for AGYW.)***
- ▼ Ask each AGYW receiving the ball to come up with a goal they think females their age have (e.g. *getting a skill like braiding, sewing; starting a small business; getting a job so they can have money to buy basic things; finding a boyfriend; staying healthy; avoiding pregnancy; staying HIV free; getting married; having children; finishing school; going back to school after dropping out due to various reasons, such as pregnancy, lack of school fees; getting a degree, etc.*). Write down the goals on a flip chart and place it where everyone can see.

***(If meeting one-on-one with your mentee, you can review the mentorship goals they had identified using the mentorship plan and discuss using the questions below).***

### Step 2: Ask these questions for clarity:

- ▼ Why are these goals important to reach?
- ▼ How would reaching your goals help you become less dependent?
- ▼ Have you (or someone you know) already reached some of these goals and can share your experience?

### Step 3: Reflect on priority mentorship goals.

**Say:** It is very important for us to think about the kind of future we want for ourselves because this helps us prioritise our goals, as well as identify the steps we need to take in order to achieve those goals. Always remember that “your tomorrow begins today.”

- ▼ Let's reflect on what we had identified as our goals *(from our mentorship plan if having a one-on-one).*
- ▼ Break the girls into two or three groups *(or one group if having a much smaller group, or just discuss with the one AGYW, if having a one-on-one session).*
- ▼ Select one goal relating to health, to relationship and to money and discuss as a group what steps you would take today in order to achieve each goal. List the steps according to their importance. One team member can do the writing. *(Mentor can use the table guide (on next page) to help AGYW, if they are struggling or do not understand what they are expected to do.)*

	GOAL	STEPS TO TAKE	Will this goal help me become less dependent? How?
What steps can I take to be less dependent in the next three months?			
Health	Practicing safe sex by using a condom at every sexual encounter	a) Take action by visiting my nearest healthcare facility, or b) Talking to a trusted person, like my LM, to refer me to someone that can assist me to gain more condom negotiation skills and encouraging my partner to use them	<ul style="list-style-type: none"> <li>• Yes, it will give me more control over my health</li> <li>• I will be protected from STIs, including HIV, as well as unwanted pregnancy</li> <li>• All this will give me peace of mind</li> </ul>
Relationship	In a relationship with a man that respects me	a) Identify what qualities I want in a partner b) Choose the right partner amongst my suitors, when I'm ready for a relationship c) Tell my partner what he can do to make me feel respected d) Ask him what I can do to make him feel respected	<ul style="list-style-type: none"> <li>• Yes, I will be patient enough to wait for the right partner and not feel like I have to be in a relationship with anyone that comes along</li> <li>• In that way I will be in a relationship where I have a voice and am respected, thus able to stand and be less dependent</li> </ul>
Money	Join a savings group	a) Find out (from friends and family) if there are any savings and loans groups I can join in my community b) Draw up a budget to see how much I can afford to contribute to the savings and loans group	<ul style="list-style-type: none"> <li>• Yes, I will gain some control of my finances, which will make me less dependent on other people</li> </ul>

Let each group (**or AGYW, if having a one-on-one**) share what they discussed or wrote for the above activity.

## Ask this question and discuss:

- ▼ How many of you remember your priorities from the fruit tree (from our first session: What Are My Needs And Priorities?) If you recall, the goals or fruits you identified were about health, relationships and economic independence.
- ▼ They are all important goals, but some may require more steps to achieve than others.



## ACTIVITY 4: Success Story



To give AGYW a practical example of other young women they can relate to, who have taken steps to become less dependent



7 Minutes



Livelihoods story video

**Step 1:** Show the video of the girl from the business mentorship programme (have 3-4 girls sharing one phone if it is a larger group).

- ✔ *Explain* – This is an example of some of the Insika girls who have taken steps to achieve their goals for less dependence through the business mentorship programme.

**Step 2:** Discuss reactions with AGYW

- ✔ What do you think of Nomfundo and Silindile's story? What were their goal(s)?
- ✔ What key steps did they take to achieve their goal(s)?
- ✔ Do you think they are feeling less dependent? Why?

Now that we have thought about our goals and what steps we will take to achieve them in order to become more independent, let's discuss some of the things that can make us dependent on others.

## ACTIVITY 5: Let's Talk Needs And Wants



To help AGYW prioritise their needs and wants by developing budget skills to reduce dependence on others



15 Minutes



Flip Chart paper,  
coloured markers

**Step 1:** **Sitting in a circle (or across from your mentee),** ask the AGYW to close their eyes for a moment and sit quietly for about 10 seconds, then ask them to think about their responses to the following question (with eyes still closed).

**If I gave you E500 today, what would you spend it on?**

- ▼ Give AGYW exactly 1 minute to think of the things they would spend the money on. If they want to, and have something to write on, they can list them down.
- ▼ After the minute, ask each AGYW to share what items they would spend the money on. You must list these items down on a flip chart (**or a piece of paper, if having a one-on-one**) as they are mentioned and place them where everyone can see.
- ▼ Now, I'd like us to discuss whether you think the items listed are needs or things that make you look/feel good but you can live without.
- ▼ On the flip chart, draw the table shown on the next page and, as you discuss, place each item in the column they belong to. **(You can make the activity fun by asking AGYW to stand up if it is something they need and stay seated if it's something they want, e.g. something that makes them look or feel good but can live without.)**

You can add the examples provided on the next page, if they do not come up.  
At the end, ask how many were actual needs?

Things I need	Things I want that make me look/feel good, but can actually live without
Food	Doing my hair every month
Place to live	Nails
Money to buy electricity	New Clothes
Diapers for my baby	Cellphone
School uniform	Data
Milk for my baby	Going out for drinks

## Step 2: Summarise

- ▼ Imagine if you already had a budget in place before I conducted this exercise. Chances are, you would have already known exactly what you actually NEED and be able to spend most of the money on those items.
- ▼ This is why budgeting is so important. It gives you an opportunity to prioritise your needs and wants according to the order of importance, thus helping you spend your money wisely.
- ▼ Budgeting also helps you become less dependent because any money that comes your way, whether expected or not, will go a long way. As a result, you have less and less reasons to keep going back to other people for more money.
- ▼ When you get home, take a second to ask yourself, if you depend on a partner, whether the things you depend on your partner for are needs or just wants?
  - *If they are wants, can you live without them?*
  - *If they are needs, like food or shelter or school fees, is there something you can do to get them from a supporter (relative, friend, etc.) or make a plan to get them yourself?*

**Step 3:** Now, read the following scenario to the AGYW.

*Thobile is a 24-year-old young woman who was involved in a car accident while travelling with her parents when she was 12 years old. She lost both parents in that accident and was the only survivor. She was placed under the care of her uncle, who moved into her father's home with his family and eventually kicked her out so she became homeless. With nowhere to turn, she moved in with her boyfriend who was physically abusive but stayed with him because she needed the roof over her head. She started doing volunteer work in her community and, with the stipend she received as a volunteer, she started selling airtime. The business eventually grew to a point where she owned her own spaza shop. She left the abusive boyfriend and now lives peacefully at her own place. She still works as a volunteer in her community, sharing her story to other women and, from time to time, she conducts motivational talks in various schools and tertiary institutions around the country, encouraging people to never give up on life and to use what they have to stand on their own and be independent. She gets paid for these talks, which puts food on the table and allows her to be independent.*

**Say:** After listening to Thobile's story, think about Thobile's life. **What can we learn from her?**  
(**Possible answers:** overcoming difficulty, using your strengths to find a job that works for you, becoming more independent despite your circumstances)



**Step 4: Highlight the following to the AGYW:**

- ▼ Even after suffering from the enormous loss of both parents and being kicked out of her family's home, Thobile has overcome incredible hardship to keep living. Women are strong. We can overcome anything.
- ▼ Everyone has something to offer. Thobile used her ability to speak, along with her personal experience, to create a rewarding job. She also used the little money she had to start a business and was disciplined enough to make sure her business grew. You too can do the same by exploring your talents and looking at the resources that are currently available to you and using them to uplift you from a state of dependence to independence. So, think carefully about your talents and experiences when looking for a job and coming up with business ideas.
- ▼ Remember, though, that being independent doesn't mean you will not need help from friends, family, your partner, etc. but what is important is that your survival as a human being should not completely rest on the support of another person because that can put you at a great disadvantage and also at risk for HIV.

## Take-Home Activity

**Say:** Everything we have discussed in this session is to help us start taking steps towards becoming less dependent, however, there are so many other things we can do that can help us become less dependent.

Due to the fact that our backgrounds and experiences are different, some of the solutions that will work for me may not necessarily work for you.

So, tonight, please think more about the goals and steps we discussed earlier and come up with steps towards achieving your personal goals that you think would work best in your situation. As you saw today, this means taking small steps and is not as scary as we may have been made to think it is.

As your mentor, I will be making follow ups with you individually to ensure that you work on your goals. I am here to assist you meet your goals. Anyone who may want to see me after this session for her goals, kindly remain behind.

### Summarise as follows:

- ▼ Remember, your priorities and goals matter!
- ▼ Because they matter, we need to protect ourselves and our future.
- ▼ While we may find ourselves in different situations, **each one of us can take more charge of our lives** for positive change and be less dependent on our partners.

- ▼ Being fully dependent on someone else (for example your partner) can have disadvantages.
  - It gives that person power over you and your actions.
  - It can make them feel they own you and allow them to control you.
  - It can even put your life at risk as he may abuse you, force you to have unprotected sex, etc.
- ▼ Becoming less dependent on other people will allow us to be more in control of our future. We should be able to stand up against what we don't want and reduce our risk to HIV, unplanned pregnancy or violence.
- ▼ Being independent can allow you not to depend on someone else to take decisions about your health and safety.
- ▼ As AGYW, it is okay to have other goals besides being married and having children. Even if we are already married and have children, there is nothing wrong with pursuing other goals.
- ▼ As your LM, I can help you assess your progress on goals in the Mentorship Plan.
- ▼ I can also arrange for a Business Mentor to come to our next session.

### WRAP-UP

1. Thank AGYW again for coming. Ask each AGYW to mention one thing that they have learnt today and one thing that they are looking forward to applying in order to become less dependent.
2. Ask if there are any more questions about today's discussions that anyone would like to ask.
3. Agree on and remind everyone of the time and place for the next meeting and say you look forward to seeing them all again there.

## Next Step: Schedule one-on-one Mentorship Meetings

## BECOMING LESS DEPENDENT

### Specific probing questions for one-on-one mentorship or follow-up to session:

- ▼ How do you feel about your ability to make safe choices in your relationship right now?
- ▼ Do you feel that you are too dependent on your partner or others?
- ▼ What steps can I help you take to become less dependent?
- ▼ Would you like to discuss options further with me, or a Business Mentor or someone who has been through this process?

### Key Checklist of Next Steps For Mentorship Support:

- ▼ Link AGYW to a Business Mentor and/or girls in the Livelihoods programme for additional insight on how it works.
- ▼ Suggest she joins the Insika social media platforms, like *WhatsApp, Facebook, as well as U-Report*, where she can engage with other AGYW on these and other issues or ask questions in an anonymous way.
- ▼ Remind her of specific services offered that she might need (*these could be contraceptives, PrEP, condoms, post GBV care, OVC support*).
- ▼ As a Mentor, always refer to content from specific job aids done previously if a related situation comes up. (*E.g. How Do I Protect Myself With Condoms? My Children and Me, PrEP and PEP, etc.*)

### Check Your Mentee's Progress Towards Meeting Goals and Actions that were set during Job Aids 1 and 2:

- Let's review your Goals and Actions.
- Have you taken any steps to reach those goals?

### ACTION STEP for LM:

- Mark any completed goals in mobile tool/phone as "COMPLETE", "NOT STARTED" if it hasn't started or "ONGOING" if it has started but is not complete.
- Find out why the goals are not complete and address any needs for linkage.



## REFERENCES

The Insika Job Aids are evidence-based materials drawn from formative research with AGYW and Life Mentors reached through the Insika programme and further refined through joint development of themes and content through an Innovations Workshop. The methodologies used are drawn from well-known behavioural theories and adapted curricula. Two key theories provide the foundation for curricula design: Albert Bandura's Social Learning Theory – which proposes that people learn new behaviours and identify their own strengths and self-efficacy when they see them modelled in others and Paolo Friere's Empowerment - Education model, which states that knowledge comes not from “experts” but rather, group discussions and knowledge people have from within themselves and their communities.

The job aids are meant to be used as a package in conjunction with a mentorship guide that outlines targeting based on age profiles, key content and participatory methodologies based on USAID mentorship curricula, as well as a simplified mentorship process and template. Specific reference is made to priority Insika job aid themes previously covered for further discussion on issues that come up through mentorship discussion. Highlighted job aids referenced here include Insika's Job Aid 3: How Do I Protect Myself With Condoms, Job Aid 5: My Children And Me, and Job Aid 7: PrEP and PEP.

While the issues tackled in this job aid have not been previously extensively dealt with through evidence-based SBC materials, where possible, every effort was made to engage existing curricula which are based on these models. Tested experiential techniques were reviewed and specific activities adapted to AGYW in the Eswatini context. Additional new content was developed to enhance individual mentorship plan development and mentorship sessions. Detailed references are provided below for each activity source and adaptation.

**Activity 1: Take A Stand: Dependency versus Independence:** original content, but concept of statements is adapted from JHCCP (2008) African Transformation.

**Activity 2: Risk of Dependency (Nomsa's Story):** original content, partly adapted from from JHCCP (2008) African Transformation.

**Activity 3: Getting Your Priorities In Order:** partly adapted from *Ematje Ekwewela* (Stepping Stones 2015) Swaziland for the REACH III Project, which is adapted from Jewkes R et al. Stepping Stones (2008) South Africa.

**Activity 4: Success Story:** original content and video of testimonies from young women enrolled in Insika's Business Mentorship programme.

**Activity 5: Let's Talk Needs And Wants:** partly adapted from *Ematje Ekwewela* (Stepping Stones 2015) Swaziland for the REACH III Project, which is adapted from Jewkes R et al. Stepping Stones (2008) South Africa.

**Take Home Activity:** Concept adapted from Grass Roots Soccer AMAA SKILLZ Toolkit (2016)

INSIKA YA KUSASA JOB AID SET DEVELOPED FOR AGYW (15-29) MENTORSHIP SESSIONS

