

She Leads narrative report

Reporting period: 2022

Name of your organisation:

She Leads programme component:



This narrative report is connected to your financial report for She Leads, and both documents should be developed in relation to each other and be submitted jointly to Defence for Children-ECPAT Netherlands. The narrative report should reflect your reported expenditures, and vice versa.

The narrative report should be based on your narrative workplan for She Leads, which you have developed at the end of last year. We hope this narrative report template will facilitate your reporting process on what your organisation achieved during 2022 during the Outcome Harvesting meeting, to be held in February 2023.

This narrative reporting format consists of three sections: A - narrative reflections and reporting, based on formulated questions that are in line with the annual workplan you have developed and follow the logic of the consortium's templates. Section B reporting on the activities implemented for capacity strengthening of your organisation on areas related to the She Leads programme. Section C is a small table in which we ask you to report on indicators which are part of the programme's Results Framework – we ask you to fill in your actual results per indicator over this reporting period.

Please make sure to send your narrative and financial report back to your contact person at Defence for Children – ECPAT Netherlands by January 16th 2023.

A. Narrative reflections and reporting

1. Reflections: highlight(s) this reporting period

Please give a narrative description of achievements or results you are most proud of during the reporting period (max 2 highlights). This can be something programmatic, but it can also be something related to your team/organisation in She Leads. Please describe also why this is a particular highlight for you so far (use max 500 words)

Strong Male Involvement in advocacy on Women's Rights and Gender Equality

There has been a massive male involvement in our project implementation during the period under review. Isaac Adu Adjei, a Male Leader in Kuntenase moderated and facilitated community engagement with GYW groups. He also assisted RRIg to undertake international day celebrations in schools. This is a highlight because boys and men are becoming awareness of the abuses and discriminations GYW face in the society which affects their socio-economic development and are standing up to speak for the rights of girls and young women.



Community engagement at Kuntenase

Strong commitment by District Assemblies for Girls and Young Women (GYW) inclusion in decision making

There is a strong commitment by District Assemblies to support GYW leadership and inclusion in decision making. Following a one-on-one discussion with the District Coordinating Director for the Bosome Freho District, he reiterated that they were in the process of compiling the Annual Workplan for 2023 and the inclusion of a ringed fence budget line to encourage Girls and Young Women to participate in public hearings. This is a highlight because government officials understand the role of GYW play in nation building and are willing to commit to the cause.

2. Context: impact on your programme implementation

What have been contextual changes during this reporting period that have affected your programme implementation? What challenges were faced? Remember, there can also be enabling contextual changes. (use max 500 words)

High cost of inflation

The high cost of inflation had a greater impact in our project activities. During the later part of the year, the inflation shot up to more than 100% percent which affected the budget. The team had to spend more on logistics than it had already planned. In meeting the current inflation, RRIG adopted different strategies to meet the current economic crises and ensure value for money.

3. Programme activities

Please base this section on the programme activities you have outlined in your She Leads narrative annual workplan!

For each of the programme activities you listed in your annual workplan, please indicate to what extent you have been able to execute your planned activities for this reporting period. Indicate per planned activity:

- The status: done/in progress/not started yet
- A brief description/explanation of the activity or of the reason why it is not done yet
- A brief description of gaps identified and challenges faced during implementation

Please use the same structure for this as in your annual workplan: activities per strategy per outcome area.

Outcome area 1: socio-cultural domain

- **Strategy 1: [Mobilizing communities & role models (lobbying informal decision makers)]**

Activity 1.1.1

Sensitize traditional and religious leaders, boys and men leaders, parents and caregivers identified as champions of change for the programme at the regional level.

Status: Completed

RRIG continued sensitising champions of change in the Bosomtwe and Bosome Freho districts through community engagement and one-on-one visit to project communities. CoC were sensitised on the Domestic Violence Act 2007 (Act 732) and the referral protocols. Copies were shared with them.

Activity 1.1.2

Support quarterly workplans for CoC (Chiefs, Queen mothers, religious leaders, men and boys' groups leaders, parents, teachers etc.) to publicly challenge discriminatory gender norms e.g. during a community durbar, traditional festivals/ gatherings, religious festivals/ gatherings etc., at the regional level.

Status: Completed

RRIG provided funding to CoC to undertake advocacy work. Isaac Adu Adjei, CoC and a Boys Group Leader in Kuntense in Bosomtwe District was provided funding to undertake micro media education on Community Information Centre in Kuntense Market. The education highlighted the benefits of ending of Gender Based Violence in the home, community and the district where we operate.

Activity 1.1.3

Organize quarterly dialogue meeting with men and boys' groups in each community e.g. debate, panel discussion etc. to change negative gender norms.

Status: Completed

Two meetings were held in Abono in Bosomtwe and Asiwa in Bosome Freho. The topics discussed include; Teenage Pregnancy, School Drop out, Poverty, Drug Abuse, Negative Peer Influence and Lack of Parental Care. Parents were urged to control their wards and provide them with their basic needs. In all the communities, it recommended that, there should be job opportunities in the community to prevent teenage pregnancy. There should also be law enforcement. In Abono, one of the men suggested that the information should be sent to everyone through their information centre that there is a law that no child under 18 years should indulge in sexual activities.

Activity 1.1.4

Organise capacity building for CoC in Legal Literacy at the national level.

Status: Completed

The training was held at DCI-Ghana conference room on 22nd August, 2022 for the regional COC and GYW. Participants were taken through the concept of Gender, Feminism and Affirmative Action.

- **Strategy 2: [Media influencing & advocacy]**

Activity 1.2.1

Engage media houses/ individuals in framing gender positive messages/ jingles/ advertisement/ IE&C materials in counteracting negative gender norms and stereotypes etc

Status: Completed

RRIG participated in the Regional Media Advocacy at Luv and Nyhira FMs in Kumasi to discuss the She Leads Programme on August 18 – 19, 2022 which was coordinated by Plan International.

Activity 1.2.2

Engage media in portraying young female leaders and feminist narratives gaining more grounds.

Status: Completed

RRIG participated in an engagement with Women Commissioners of SRC in selected Universities on Girls and Young Women leadership at the regional level. The meeting which was held on the October 27, 2022 at the SSNIT Conference Hall, Kumasi

Outcome area 2: civil society domain

- **Strategy 1: [Resource girl-led organizing, collective action and activism]**

Activity 2.1.1

Identify capacity strengthening needs of GYW-led organisations and groups (including EWEF) and organize training for them at the regional and national levels.

Status: Completed

GYW strengthened the capacities of GYW in the project communities during group meetings and other district level activities focusing on the Domestic Violence Act 2007 (Act 732), Child Rights and Responsibilities, concept of Gender, Affirmative Action, Ageism, Feminism and other basic concepts related to GYW rights and gender equality.

Activity 2.1.2

Support GYW groups to register with National Youth Authority (NYA), women's rights coalitions and networks (Netright, WILDAF, GNB, SDG platform) and registrar general to increase their presence in civil society platforms-e.g. facilitate and pay registration fees where applicable for them.

Status: Completed

RRIG supported EWEF and DCI to register with Netright Ghana. They have also been linked to the Regional Coordinator who is currently following up on the registration.

- **Strategy 2: [Enable joint learning between girl-led groups, young feminist organizations and activists]**

Activity 2.2.1

Organize quarterly learning and sharing activities for GYW, their regional networks, CoC and mentors in each region e.g. climax this with an awareness creation or press conference/ release on any issue affecting their lives or drawing the attention of stakeholders on any concern.

Status: Completed

GYW shared their lessons from their advocacy work during the GYW meetings. Majority of the girls are now assertive and taking up leadership roles within the group. One Young Woman from Kuntense has returned to school while learning an apprenticeship. She expressed her profound gratitude to RRIG and She Leads for empowering her to believe in herself and her capacities.

Activity 2.2.2

Create safe space and support work plans for GYW especially marginalised GYW (e.g. Girls with disabilities, out-of-school girls etc) to meet quarterly with mentors and discuss issues affecting their lives including support to commemorate Int. day of PWD.

Status: Completed

There were two (2) meetings held at Kuntense and Toanfon in Bosomtwe district. In Bosomtwe, two (2) meetings held at Asiwa and Bobiam. The key issues identified by the GYW in the two (2) meetings were inability by their Parents/Guardians to support them adequately to be able to focus on their apprenticeship. As a result of this challenge, many of them resort to transactional sex to support their needs such as feeding, transport and child birth and clothing. This sometimes led to unintended pregnancies, unsafe abortions and child birth. The Hairdressers bemoaned the long hours they spent at their training centres. They work from Monday to Saturday at 7:00am to 6pm and over. According to them, it made it impossible for them to take up any livelihood ventures such as buying and selling. They also face challenges of unhealthy relationships with the families which led to withdrawal of support to them. They were cautioned to be respectful both at home and at work to be able to complete their training skills in their chosen field of skills acquisition.

Again, there were further discussions on how GYW can lead and the promotion of GYW. They were taken through the Sustainable Development Goal 5 (Gender Equality) that they should aim at putting themselves as Ministers of State, Nurses, Teachers, Assembly Women and finding themselves good jobs, skills.

One of the young women asked that she has been living on her own and taking good care of her two brothers so it was very difficult for her to live without depending on a man since she had no job. One young woman answered and said that it would be better for her to start doing something on her own by engaging in petty trading or engaging herself in skill training.

After the discussion:

- One woman said that it was difficult to control her daughter since her daughter does not heed to her advice
- One of the young women also said that she feels shy to stand in front of a crowd or group of people
- Another said that the GYW need support both financially and materially to achieve their goals.

- One also opted to be Champion of Change.
- They all agreed to do things to promote GYW in their communities.



RRIG supported GYW to commemorate the International Day of Persons with Disabilities in Bosomtwe and Bosome Freho districts. The celebration in Bosomtwe was held at the Jachie School for the Disabled Assembly Hall on the November 30, 2022. The theme for this year 2022 celebration of the International Day for Persons with Disability was, ***“Transformative solutions for Inclusive Development: The Role of Innovation in fuelling an accessible and equitable world.”*** There were seven (7) students who had no impairment but had been placed there by Ghana Education Service under the current TVET programme. Most of the students have physical disabilities mainly with their hands and legs, while 5 have hearing impairment. The students were reminded that Disability is not inability. Hence the clarion call for this year’s theme which calls for the need to take opportunity available for transformative solutions to create innovation and provide access their benefits. The benefits of scientific progress should be embraced by all of them though suffering from Health Conditions and Impairment. Aba Oppong, the Facilitator reiterated that was the only way Persons with Disability could be part of the Equitable Equation. She explained that in the 21st Century and as part of the Sustainable Development Goals, everyone should be included in all activities in both public and private spaces.

The meeting concluded with an explanation on the key actions for the celebration detailed as follows:

- Donate to Disability Charities
- Strengthen Anti-discriminatory policies
- Improve accessibility especially provision of Wheel Chair Ramps
- Assess Employees Diversity

- Make a Public Statement of support

The Bosome Freho Chapter of the Rights and Responsibilities Initiatives Ghana (RRIG) joined the rest of the world in celebrating the International Day of Persons with Disabilities (PWDs) on Tuesday, December 6, 2022. On the same day, the district edition was held at Asiwa Methodist Church. The program brought together about twenty (20) girls and boys with disability from various communities across the district. The participants in the meeting were mainly Girls living with Disability, Duty Bearers from the District Assembly included representatives from the Department of Social Welfare and Community Development, Information Service Department (ISD) and the Ghana Health Service (GHS). Mr. Kingsley Opoku Mensah, the District Assembly's representative for social warfare and community development, encouraged the community to embrace persons with disability in their various social gatherings, church activities, and so on, and that they must be given equal opportunities to contribute to the various discourse. He indicated that people with disabilities must be given equal employment opportunities to maximize their potential and that the community must not discriminate against them in the patronage of goods and services for them to become financially self-reliant. They must be included in economic workshops, skill training, and other economic forums that appear to harness society's economic potential. Aba Oppong encouraged participants not to rely solely on their parents and not to wait for government LEAP benefits, but rather to be with themselves by engaging in activities that will help them generate income to sustain their living. Rita Kyei, a Health Professional also advised parents to constantly monitor their children's movements to prevent child defilement and rape, which can result in teenage pregnancies. It was concluded that, people with disabilities who live in our various communities can realize their full potential and God-given talents when they are actively involved in the country's political, social, and economic development processes.



- Strategy 3: [Partner with feminist organizations, girls' / women's rights organizations and children/ youth organizations]

Activity 2.3.1

Create platform for adult-CSOs/ networks to engage with GYW to learn and network for their leadership development at the regional and national levels. E.g. 16 days of activism, advocacy around the affirmative action.

Status: Completed

RRIG joined the She Leads Voices Social Movement to undertake a mass media education at Dome Peace FM in Amansie Central to discuss the topic, “The future of Girls and Young Women activism in Ghana and the She Leads agenda.

RRIG organised micro media education to commemorate the 16 days activism against Gender Based Violence. This activity was held on the following information centres in the Bosomtwe District:

- Jaked information Centre, Abono
- Abrankese Information Centre
- Adehyeman Information Centre, Kuntanase
- Omanba Pa Information Centre, Kuntanase
- Megefeyege Information Centre, Jachie

The message was centered on how GYW can lead and take up responsibilities. The content of the message was recorded in an audio form and played on all the information centres. In Bosome Freho, a jingle was developed and shared with 5 communities, namely, Asiwa, Bobiam, Anyanso, Dannso and Nsuaem II. The key messages focused on the need to eliminate GBV in the home and community and promote to girls and young women’s participation in decision making.



Activity 2.3.2

CSOs and networks institutionalise GYW-led celebrations to highlight issues affecting girls e.g. Int. Day of the Girl Child, Int. Day of the African Child, at the regional and national levels

Status: Completed

The celebration of the International Day of Children was held at the St. George Catholic Basic School in Bosomtwe and Bobiam D/A Basic School in Bosome Freho. In Bosomtwe, there were 330 pupils at the celebration. In attendance were the two (2) Headteachers of both the Primary and Junior High School, Classroom Teachers and the District Health Educator of the District, Madam Richlove Asante Bruku and the facilitator, Madam Aba Oppong, the Executive Director of RRIg. The theme and signance for the celebration of the day was discussed. Madam Richlove Asante Bruku also educated them on the need to take good care of their health. She informed the gathering that any person above 15 years is required to take the COVID 19 vaccines which is being currently undertaken at the Kuntense Government Hospital. The teachers did appreciate the theme and the positive attitude of the celebration had on the children. In Bosome Freho, the event was attended by teachers of the school and the whole pupil population. After the presentation, some of the school children raised the concerns that sometimes their parents do not provide adequate resources for them. A contributor suggested that the inadequate provision by parents and guardian led the pupils to stay out of school. For some of the boys, they end up engaging in child labour while the girls also engage in early sexual encounters which could lead to teenage pregnancy. The children were also taken through Child Rights and Responsibilities.



Outcome area 3: institutional domain

- **Strategy 1: [Advocate for girls' access to regional and international institutions and human rights mechanisms]**

Activity 3.1.1

Sensitize relevant decision-makers of state and non-state institutions about the contribution GYW could make to better decision-making at the regional and national levels.

Status: Completed

RRIG organised meetings with Assembly Members and Institutional Community Leaders to discuss and develop affirmative action initiatives to promote GYW participation in leadership and decision making at the district and community levels. In Bosomtwe, the meetings were held in Abono, Kuntense, Patrensa, Abrankese and Toafom. The participants were informed that the 1992 Constitution of Ghana and the Domestic Violence Act 2007 (Act 732) prohibits Gender Based Violence, Defilement and Rape of Girls. As a result of the above issues, the girls drop out of school. They don't develop positive values such as humility, hard work, focus on their education and skills building hence lack of livelihood in their adult life. It was reiterated that, Girls and Young Women can lead only when they have acquired knowledge and skills to be able to make positive decisions that propels them into leaders wherever they find themselves. Throughout the discussion, all the participants agreed to take good care of their children and control them well so that they would grow up to benefit of the community.

In Toanfom, A task force led by Elizabeth Pinamang and Francis Amofa will engage parents on the need to constantly engage their children through Parent Child Communication to support them achieve academic excellence and appropriate behaviours. All the Community Leaders in the 5 communities by consensus agreed to form a Task Force to educate community communities for a sustained behavioral change from Gender Stereotyping into positive Gender

norms that value female leadership through the Information Centre with the exception of Toanfom which has its Information Centre being broken down so the 2 volunteers will engage parents and GYW including children on one on one basis.

In Bosome Freho, the meetings were held in Anyanso, Dannso, Nsuaem No. 2, Asiwa and Bobiam. The meeting discussed the following action points;

- Parent Child Communication should be intensified at the community level
- Adolescent Sexual and Reproductive Health Rights education focusing on children from the age of 10 years
- Parents who responsible and unemployed should be provided with leadership skills
- Sustained education to boys to stay in school
- Encourage CSOs to provide livelihood skills to parents who have no leadership skills to be able to work and support their children

It was recommended that, there should be one on one education with children to help them appreciate the benefits of formal education. Unit Committee Members will use the Information Centre to educate the community on the importance of Parent Child Communication for the overall well-being of children. Community leaders should collaborate with the school for regular Adolescent Sexual and Reproductive education to pupils from 10 years. In Nsuaem No.2 , the Unit Committee Chairman and Madam Yaa Donkor volunteered to use the community radio regularly to educate the community to value formal education and to keep both boys and girls in school. Throughout the discussion, all the participants agreed to take good care of their children and control them well so that they would grow up to benefit of the community. The Community Leaders in the 5 communities by consensus agreed to form a Task Force to educate community communities for a sustained behavioral change from Gender Stereotyping into positive Gender norms that value female leadership through the community radios.



Meetings with institutional community leaders in Bosomtwe and Bosome Freho Districts

RRIG organised meetings with Formal Decision Makers to discuss and develop affirmative action initiatives to promote GYW participation in leadership and decision making at the district and community levels. In Bosomtwe, the participants at the meeting included the District Social Welfare Officers, Helena Bediako and Dorothy Kufunah and The Planning Officer, Abubakar Salifu at the District Assembly. Even though we had mobilised the key DMs in the Assembly when we arrived only the 3 were available. The issues discussed was the stage of the planned promised in May. The planning officer who was the spokesperson reiterated that the decision to include Girls and Young Women in Public Hearings will be ring fenced and included into the workplan and budget for 2023. According to him the Bosomtwe District Assembly will work hard to achieve our objective of inclusion of GYW in key decision making in the Assembly.

In Bosome Freho, the participants at the meeting included the District Co-ordinating Director, Samuel Frimpong, The Human Resource Manager, Daniel Karikari, 2 Assisitant Directors, Isaac Amoako, Bright Assong, Planning Officer, James Boafo and the Finance Officer, Anthony Yiyugsah. Key issues discussed were: the preparation of the Annual Workplan is ongoing and the issue of providing a ringed fence budget for GYW to participate in public hearings. The District Co-ordinating Director reiterated that they were in the process of compiling the Annual Workplan for 2023 and the inclusion of a ringed fence budget line to encourage Girls and Young Women to participate in public hearings. We were also informed that women have benefited from some interventions aimed at promoting the economic independence of women through the Productive Inclusion.

The Planning Officer, James Boafo also informed the house that UNICEF in collaboration with the Department of Social Welfare in providing services in the Integrated Social Service (ISS) is focusing on providing adequate support for Girls and Young Women. In addition, he reiterated that School for Life is undertaking some interventions in the Bosome Freho District in collaboration with the District Education Service to support Girls and Young Women.



Activity 3.1.2

Promote GYW leadership in selected SHS at the regional level

Status: Completed

The sensitization meeting was held at the Colossal Assembly Hall and the Assembly Hall of Beposo Senior High School and St. George Senior High School respectively. The Students were made up of males and females. It was a follow up on the survey on student leadership in the school which was held in the last quarter of 2021. The strategies used include: brainstorming, lecture and role play. Key arrears of interest for selection of Student Leadership: hard work, decency including appropriate language and clothing, respect for oneself and others, trustworthiness and honesty. It was agreed by respondents that both boys and girls with the above positive qualities qualify to be a leader.

- **Strategy 2: [Research and policy advice]**

Activity 3.2.1

Collaborate with a research institution to conduct research on the involvement of GYW in decision making at all levels

Status: Not Applicable

This activity will be reported by DCI-Ghana.

Activity 3.2.2

Development of policy recommendations and advocacy actions.

Status: Not Applicable

This activity will be reported by DCI-Ghana.

4. Learning: organisational strengthening

Which activities -outside the ones you implemented in the framework of capacity strengthening support, please refer to part B - have you been able to undertake this reporting period with the support of She Leads to strengthen your organisation's capacities and/or to sustain your organisation's operations within the programme? What are the main lessons learned during this reporting period, the main gains for your organisation per activity – how did it strengthen your organisation for implementation of She Leads? (use max 500 words)

NB in case your organisation has been strengthened during this reporting period via other means (not through She Leads) but you feel it is relevant to report on that, please feel free to share.

1. RRIG participated in a 3-day residential technical working workshop to review proposals of the Coalition's draft strategy and draft operational policies on 14th – 16th December, 2022 organised by Tax Justice Coalition at Miklin Hotel Conference Room, East-Legon Accra. RRIG's representation played a significant role in the review of a Gender and Social Inclusion policy for the coalition.

2. RRIG participated in a Social Protection Shock Response Knowledge Sharing Workshop for the development of a national social protection shock response strategy on 24th November 2022 organised by World Bank at Golden Bean Hotel Conference Room, Kumasi. The workshop increased our awareness about government's ongoing efforts in resilience building of individuals, households, communities, and systems strengthening in response to future shocks and vulnerabilities.
3. RRIG participated in the "Averting the excessive delays in passing the Affirmative Action Bill – the role of stakeholders" on 17th of August 2022
4. organized by Ghana Centre for Democratic Development (CDD-Ghana) and Affirmative Action Bill Coalition (AABC) at the Ridge Condos Hotel Conference Room in Kumasi.
5. RRIG participated in a Regional CSO dialogue on "Building Evidence for Increased Accountability in Ghana on 25th August, 2022 at True Vine Hotel Conference Room, Ahodwo-Kumasi.

5. Collaboration: your reflections

She Leads is all about collaborating: within your consortium Network, with girls and young women, with the Dutch Ministry of Foreign Affairs/Dutch Embassy, with DCI-ECPAT Netherlands as well as with different stakeholders for influencing. Could you please briefly share some reflections on these different collaborations for your organisation – these can be highlights, results, process reflections, or challenges. Please (if relevant) share at least one positive reflection, and at least one negative reflection per category. (max 750 words in total)

- Collaboration within your consortium Network
- Collaboration with girls and young women (*not as beneficiaries, but as programmatic partners*)

GYW were involved in the implementation of project activities in the districts where we work.

- Collaboration with the Dutch Ministry of Foreign Affairs/with Dutch Embassy
- Collaboration with DCI-ECPAT Netherlands

6. Girls' and young women's meaningful participation and leadership

Please describe whether/how your organisation has meaningfully involved girls and young women in the start-up and implementation of the She Leads programme. How has your organisation been able to move beyond girls and young women as programme beneficiaries of She Leads, and towards girls and young women as decision-makers within the programme? What challenges did you face in enabling girls and young women to participate and be meaningfully involved? Please describe a maximum of 3 examples (use max 500 words).

In case your organisations did not yet meaningfully involve girls and young women as decision-makers in the programme, please describe briefly why not yet.

GYW participated in the regional and district level activities of RRIG. Some GYW moderated and facilitated group meetings and project activities, international day celebrations, advocacy work of the social movement and capacity building session organised at the regional, district and community levels.

7. Feedback to us

Is there anything you would like to share with us in terms of our communication with you and our support to you within She Leads? This can be a positive or a negative – we would like to learn from your feedback, so that we can work together with you in the best way possible. Honesty is appreciated. Thank you.

8. Photos

Please send us pictures of the project activities together with your report, as we aim to include pictures in our reports. To ensure a good quality of the pictures, we ask you to please send your pictures in an email attachment, or via a Google Drive link or via We Transfer. *Of course, please do make sure picture-taking and picture-sharing is done in line with your safeguarding policies (e.g. with consent of the children and their parents/caretakers involved).*

B. Capacity Strengthening

Part of the She Leads programme is capacity strengthening of your organisation in areas related to She Leads (eg lobby & advocacy, gender equality, meaningful youth participation, safeguarding, inclusion etc). For this, Defence for Children-ECPAT Netherlands has reserved an annual amount of 3.500 Euro per year for your organisation. Please share with us how you spent this contribution in 2022.

We ask you for a brief description of the capacity strengthening actions implemented, which staff from your organisation participated in the activity, when was the action done and what is the (expected) result of doing this capacity development for your implementation of the programme?

[please describe in short a) your capacity development action, b) who participated and when, and c) what is the (expected) result of the action - in max 200 words]

RRIG participated in the training on Financial Management organised by DCI-Ghana on 22nd September, 2022. The training was attended by Simon Atta Junior, RRIG Finance Officer. This has improved RRIG financial reporting for She Leads.

RRIG participated in the Board and Management Development workshop organised by DCI-Ghana on 29th December, 2022. The workshop was attended by 2 Management members (Executive Director and Finance Officer) and 4 Board Members. Board and Management were abreast with their roles and responsibilities in the organisation. The knowledge gained will be articulated in the governance of the organisation.

RRIG joined DCI-Ghana to review the Gender Equality policy for partners in December. RRIG has also shared its organisational policies with DCI-Ghana which are currently under review.

C. Reporting on She Leads output level indicators

Please input in the below table the actual output numbers for the indicators during this reporting period. These output level indicators are part of the overall She Leads results framework, and are part of what Defence for Children-ECPAT Netherlands is expected to report in the public, online reporting system used by the Dutch MoFA called 'IATI'.

The data on the other indicators of the She Leads Results Framework will be gathered through your network by the consortium Desk at central level for our reporting to our donor, the Ministry of Foreign Affairs.

Indicator number	Indicator	Actual	Qualitative Description
Output level: lobby & advocacy			
WRGE5.2.1	# of organizations ¹ with strengthened capacity to advance women's rights and gender equality	Actual	Describe in a few lines the following in the comment box of the <i>actual value</i> : How have the CSOs been working on improving its capacity and in what terms has it improved its capacity? By what measure do you assess the lobby & advocacy capacity of the CSOs and how has it changed over time? Would you consider having achieved the desired future capacity already?
WRG045	# of women-led CSOs		
WRG046	# of youth-led CSOs		
WRG047	# of Adult CSOs		
WRG048	# of GYW-led CSOs		

¹ This includes your own organisation as well as the formal and informal organisations/ networks/ CSOs that you work with as contracted and non-contracted partners. Please describe what type of organisations you are referring to in the qualitative description.

SCS6	# of CSOs ² included in the She Leads programme	Actual	Describe in a few lines the following in the comment box of the <i>actual value</i> : What is your current status in terms of effective partnering and what would still be your ambitions for the future?
SCS061	# of women-led CSOs		
SCS062	# of youth-led CSOs		
SCS063	# of Adult CSOs		
SCS064	# of GYW-led CSOs		
SCS7	# of CSOs ³ that have enhanced representation ⁴ of constituencies	Actual	Describe in a few lines the following in the comment box of the <i>actual value</i> : - How is the organization doing in improving its representational role. Did it achieve its ambition formulated at the start of the programme.
SCS071	# of women-led CSOs		
SCS072	# of youth-led CSOs		
SCS073	# of Adult CSOs		

² This includes your own organisation and your implementing contracted partners.

³ This includes your own organisation as well as the formal and informal organisations/ networks/ CSOs that you work with as contracted and non-contracted partners. Please describe what type of organisations you are referring to in the qualitative description.

⁴ The focus of this indicator is on representation. It's about assessing how diversity and representation within and by CSOs is achieved in their contributions to inclusive and sustainable development. Focus of this indicator is on **unique** CSOs. If a CSO has enhanced representation of constituencies in year 1 and also in year 2, this CSOs will only be included in the quantitative actual of year one. However, the same organization can see considerable improvement in the representation of constituencies over the five-year time period. Hence in the qualitative actual (asked in the comment box) it will be good to establish the magnitude of change in qualitative terms.

SCS074	# of GYW-led CSOs		
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