

RIGHTS AND RESPONSIBILITIES INITIATIVES GHANA (RRIG)



**ANNUAL REPORT ON THE SHE LEADS PROJECT IMPLEMENTATION IN THE
BOSOME FREHO DISTRICT IN THE ASHANTI REGION**

REPORTING PERIOD: APRIL - DECEMBER, 2021

DECEMBER 20, 2021

INTRODUCTION

Rights and Responsibilities Initiatives Ghana (RRIG) worked in the Bosome Freho District in the Ashanti Region to implement the She Leads Alliance Project funded by the Defence for Children International (DCI) Ghana. The main objective of the She Leads project is to increase sustained influence of girls and young women (GYW) on decision-making and the transformation of gender norms in formal and informal institutions. The consortium envisages achieving this objective by working through three interrelated domains:

1. Social and Cultural Domain: Support by increased acceptance of positive social gender norms
2. Civil Society Domain: Enhancement of collective action of girls and young women in a gender-responsive civil society.
3. Institutional Domain: Enabling meaningful participation of girls and young women in decision-making by political institutions.

This report covers the activities undertaken by RRIG under the She Leads Project in the Bosome Freho District from April-December, 2021.

During the period under review, eight (9) activities were undertaken in the district:

1. Launch of She Leads Project (Social Cultural Domain-Project Launch)
2. Training of GYW groups/ organizations on the She Leads Project (Civil Society Domain-Fund and support girls and youth led-organizations)
3. Five (5) Engagement with communities on negative Socio-Cultural norms that limit GYW participation in leadership and decision making) with reference to the Children's Rights 1998 (Act 560), Child and Family Welfare policy and National Gender Policy (Social Cultural Domain- Mobilizing communities and role models)
4. Five (5) Engagement with communities: Micro Media education to commemorate the international day of the girl child on child: presentation of the findings from the time diaries and data collection on girls' leadership in SHS using the community information centres – Social and Cultural Domain
5. Two (2) Girls space forum for Girls-Led Organizations and Girls Groups to collect time diaries on time use by GYW on their male counterparts: Gender Norms and Roles: Boys and Girls roles analysis at home and the community (Civil Society Domain-Fund and support girls and youth led-organizations)
6. Five (5) Consultative Meeting with Community Leaders (Religious leaders, Traditional leaders, opinion leaders, District Assembly and Unit Committee): Presentation of evidence from time diaries on harmful norms that limit GYW participation in leadership and decision making (Institutional Domain-Lobby formal and informal institutions)
7. International Day of the Girl Child to present finding from the time diaries to duty bearers and promote girls inclusion in digital world (institutional domain)
8. Five (5) Meetings with institutional community leaders: presentation of evidence from time diaries on harmful norms that limit GYW participation in leadership and decision making in the 10 project communities (institutional domain)
9. Data collection about girls leadership in Bosome Freho Senior High School

A total of 408 participants were reached; 241 were female and 167 were male.

The COVID 19 public health and safety protocols were followed throughout the activities;

1. Physical distancing or 1-2 meters apart
2. Washing of hand with soap under running water for 30 seconds
3. Intermitted use of alcohol-based hand sanitizers
4. Wearing of face mask

DETAIL OF ACTIVITIES

1. LAUNCH OF THE SHE LEADS PROJECT IN THE BOSOME FREHO DISTRICT

Rights and Responsibilities Initiatives Ghana in collaboration with Defence for Children International Ghana launched the She Leads Alliance Project in the Bosome Freho District on the 10th of May, 2021. The launching of the She Leads Project was held at the Bosome Freho District Assembly Hall in Asiwa. The main goal of the project is to increase sustained influence of girls and young women (GYW) in decision making and the transformation of gender norms in formal and informal institutions

The participants included; Girls and Young Women (GYW), Traditional and Religious Leaders, Teachers and Duty Bearers of Social and Child Protection in the District Assembly. The duty bearers were drawn from the; Department of Social Welfare, National Commission on Civic Education (NCCE), Information Services Department (ISD), Ghana Education Service (GES), Ghana Health Service (GHS), Ghana Federation of Disability Organizations (GFD) and selected Assembly Members and Unit Committee Members. Table 1 depicts a summary list of stakeholders who participated in the launch;

S/N	Stakeholder	No. of participants
1.	Girls and Young Women	2
2.	Traditional and Religious Leaders	3
3.	Teachers	3
4.	Duty Bearers	8
5.	Media	1
6.	Assembly Members and Unit Committee	4
	Total	21

The programme started at 10:00am. The District Chief Executive was represented by Mr. Stephen Osei Poku who chaired the launch of the She Leads Project in the Bosome Freho District. He said Girls and Young Women (GYW) should fight for their rights and make leaders of themselves and others. He emphasized that the She Leads Project aimed at making a girl or young women in society to become self-reliant, economically independent and an influential person to be able to cause a change in the society by being a role model of positive change to others community members, especially GYW. Madam Aba Oppong gave a brief overview about the She Leads project.

The She Leads Project was duly launched in the Bosome Freho District by the Mr. Stephen Osei-Poku, Assistant Director and representative of the DCE. He was supported on the podium by the Queen mother of Anyanso Community, Duty Dearers, and the Executive Director of RRIG (log onto [hp://www.gna.org.gh/1.20929131](http://www.gna.org.gh/1.20929131)).

In conclusion, Madam Aba Oppong reiterated that project efficiency and effectiveness can only be achieved when the GYW, the Duty Bearers, Media, Parents/ Guardians, Assembly Members, Religious and Traditional leaders and the general public play their strategic roles to promote the goal and objectives of the project.

2. IDENTIFICATION AND TRAINING OF GIRLS AND YOUNG WOMEN IN THE BOSOME FREHO DISTRICT

RRIG collaborated with the Department of Social Welfare and Assembly Members in Asiwa, Bobiam, Anyanso, Dannso and Nsuaem No.2 to identify and mobilize GYW organizations and groups as advocates for the She Leads project in the Bosome Freho District. Three (3) She Leads GYW advocate groups were formed in the Bosome Freho District. Each of the group held elections to elect a Group Leader and Assistant Leader to support the group's advocacy work. That, each group has a Facilitator (a teacher in the school).

The one-day training was organized on Tuesday, May 11, 2021 for the Girls and Young Women (GYW). The training was held at the Bosome Freho District Assembly Hall. A total of seventeen (17) adolescent girls, aged between 13-17years participated in the training. The girls were drawn from three (3) girls' club schools: Asiwa Presbyterian JHS, Bobiam D/A JHS and Anyanso Virgin's Club. The training was facilitated by Madam Aba Oppong, Executive Director of RRIG. The GYW were trained on the basic principles of good governance which included social accountability, transparency, fairness, justice, honesty, integrity, and definition of rights, types of rights (individual, group, and community). It is anticipated that the GYW trained will be able to be youth advocates on the ideals of the She Leads Project.

3. ENGAGEMENT WITH COMMUNITIES ON CHILD PROTECTION FLASHBACKS

RRIG organized community engagement with boys/ men, parents/ caregivers and community leaders in 5 She Leads project communities on Child Protection Flashbacks, that is, negative socio-cultural norms that limit GYW participation in leadership and decision making. The communities were; Anyanso, Asiwa, Bobiam, Dannso and Nsuaem II. A total of 146 participants were reached; 102 were female and 44 were male as shown in the table below;

Name of Community	Male	Female	Total
Asiwa	1	31	32
Bobiam	11	14	25
Anyanso	14	22	36
Dannso	11	14	25
Nsuaem II	7	21	28
<i>Total</i>	<i>44</i>	<i>102</i>	<i>146</i>

Parents, caregivers and guardians were encouraged to hold regular informal Parent Child Communication (PCC) sessions with their children to promote positive values, respect for oneself and others, dignity, social accountability, benefits of formal education, honesty and discipline as therein lies the rudiments of leadership and good governance.

On the key issues of GYW participation in formal and informal decision making institutions, it was unanimously reiterated that GYW who wish to contest for a public office at all levels should be above reproach. That, they should be of high moral standing, with no negative habits which may be a bane of their aspirations and focus.

4. GIRLS SPACE FORUM FOR GIRLS LED ORGANIZATIONS AND GIRLS GROUPS TO COLLECT TIME DIARIES ON TIME USE BY GYW ON THEIR MALE COUNTERPARTS

Rights and Responsibilities Initiatives Ghana (RRIG) organized two (2) girls' space forum to collect time diaries on the time used by GYW on their male counterparts from in-school and out-of-school boys and young men (BYM) and girls and young women (GYW) in the five (5) project communities in the Bosome Freho District. The communities were; Nsuaem No.2, Dannso, Anyanso, Bobiam and Asiwa. A total of 100 respondents were reached with the time diaries card/questionnaire; 50 were Girls and Young Women (GYW) and 50 were boys and young men (BYM). 20 respondents; 10 female and 10 male were selected from GYW groups/ organizations and communities, namely;

1. Anyaaso T.I. Ahmadiyya JHS, Anyanso
2. Dannso D\A JHS, Dannso
3. Nsuaem Methodist JHS, Nsuaem No.2
4. Asiwa Presbyterian JHS, Asiwa
5. Bobiam D/A JHS, Bobiam

The finding revealed that, GYW spend majority of their time doing house work. This makes them tired and ends up performing poorly in school and in their apprenticeship training. It was recommended that house work should be a shared responsibility in the home: for the mother, the father and the brother. The results from the time diaries also revealed that, there is low interest of GYW in social and cultural activities in the communities. RRIG will reinforce the objectives of the She Leads Project to empower GYW to participate in leadership and decision making process through their engagement in social and cultural activities in the communities and district.

5. DATA COLLECTION ABOUT GIRLS LEADERSHIP IN BOSOME FREHO SENIOR HIGH TECHNICAL SCHOOL

RRIG undertook a data collection on girls' leadership in the Bosome Freho Senior High Technical School in the Bosome Freho District. The main objective of this activity was to find out about girls' leadership in selected senior High schools and use evidence to advocate and encourage girls' leadership in Senior High Schools in Ashanti Region and Ghana at large. The data was collected on positions held by girls over the period of 4 years, starting from 2018 to 2021.

The methodologies used during the data collection were;

1. Face-to-face Interview
2. Questionnaire
3. Secondary data from school administration

The data from the school indicates that, more girls are taking up leadership position. However the girls were only selected to assist the boys in the position. SRC position was dominated by girls. Thus girls' rights and welfare can be promoted for social and economic development of GYW. Girls should be sensitized on the importance of taking up lead roles when vying for leadership position in the school, community and district. That, civic spaces should be created for girls who are ready to take up leadership roles, to participate effectively in decision making process in the school, community and district where they live.

6. CONSULTATIVE MEETING WITH COMMUNITY LEADERS: PRESENTATION OF EVIDENCE FROM TIME DIARIES ON HARMFUL

NORMS THAT LIMIT GYW PARTICIPATION IN LEADERSHIP AND DECISION MAKING IN THE 5 PROJECT COMMUNITIES

Rights and Responsibilities Initiatives Ghana (RRIG) organized five (5) consultative meetings with Community Leaders in the 5 She Leads project communities in the Bosome Freho District. The purpose of the meetings was to present evidence from time diaries on harmful norms that limit GYW participation in leadership and decision making, to advocate for the creation of civic spaces for GYW. Participants include; Religious Leaders, Traditional Leaders, District Assembly and Unit Committee and Opinion Leaders. The meeting was held from August 27 – 31, 2021. A total of 75 participants were reached; 36 were male and 39 were female. Participants were present. Find below the sex disaggregation of participants;

S/N	Community	Male	Female	Total
1.	Anyanso	8	6	14
2.	Asiwa	5	10	15
3.	Bobiam	7	9	16
4.	Dannso	10	3	13
5.	Nsuaem No.2	6	11	17
	Total	36	39	75

Objectives

1. To lobby community leaders to develop and sign commitments to facilitate the creation of civic spaces for GYWs.
2. To lobby community Leaders to allocate space for the inclusion of GYW in the Assembly and local level committees including Unit Committees.

The findings from the time diaries and girls leadership in Bosome Freho District was shared with the participants.

1. Honourable Samuel A. Bosiako, Assembly Member for Asiwa/ Bobiam applauded RRIG for the time diaries research undertaken in the community. He stated that the research confirms the status of girls and boys in the community. That, young people are addicted to the mass media hence they spend most of their time watching movies on TV. He appealed to the community leaders to find measure to address the social norms that affects GYW in the district.
2. The Head teacher of Asiwa Presbyterian JHS who is an Opinion Leader in Asiwa community advised parents/guardians to reduce housework assigned to their children especially the girl child. He explained that too much house work makes the girls exhausted and end up sleeping in class during contact hours. That, the girls should have ample time to rest after house work and study at school and at home to improve on their academic performance.
3. Opanin Ohemeng Kwasi, a Religious Leader from Bobiam Community stated that the findings from the time diaries reflect the status of boys and girls in the community. He explained that, most girls and boys spend most of their time on the street in the evenings and during festive occasions and funerals. He encouraged parents/ guardians to share house work among both boys and girls and to give equal opportunities for the girls to pursue a lifelong education and/ learn a profession, vocation and trade to make them economically empowered in their adult life.

7. INTERNATIONAL DAY OF THE GIRL CHILD HELD ON FRIDAY 22ND OCTOBER, 2021 AT THE CHURCH OF PENTECOST IN THE BOSOME FREHO DISTRICT IN THE ASHANTI REGION

The 2021 International Day of the Girl Child was held on October 22, 2021 at the Church of Pentecost auditorium in Asiwa. The purpose of the celebration was focus attention on the need to address the challenges girls face in the digital world and to promote girls empowerment and the fulfillment of their human rights. The celebration organized by RRIG reiterated the theme “GIRLS NEED DIGITAL EDUCATION TO LEARN, TO EARN AND TO DEVELOP”. The programme was attended by forty-nine (49) participants; where twenty-seven (27) were female and twenty-two (22) were male including; Duty Bearers, Assembly Members, Unit Committee Members, Traditional Leaders, Religious Leaders, Champions of Change members, Girls and Young Women Advocates, Boys’ Groups, Parents / Guardian and school children from both Basic, Junior High Schools and Senior High School in the district and a news reporter from the Ghana News Agency.

The meeting was facilitated by Ms. Victoria Adomako. She mentioned that, a data was collected on Time Diaries in the Bosome Freho District on boys and girls daily activities and was revealed that girls do a lot of house chores activities than boy’s in terms of washing, cleaning, running errands and food preparation and these results in girls sleeping off in class and becoming more fatigue than boys. This she said affects the academic performance of girls. She therefore urged all parents and relevant stakeholders as a matter of urgency to address this issue to help the girl child improve on her academic performance.

She mentioned that, the celebration focus attention on recognizing girls’ rights and potentials in the digital world hence the theme for this year's celebration," Digital Generation, Our Generation. She encouraged the children to seize the opportunity of the digital generation to improve upon their learning and become future technologist. She urged all stakeholders to bring to reality the potential of the girl child in the digital generation.

8. ENGAGEMENT WITH COMMUNITIES: MICRO MEDIA EDUCATION TO COMMEMORATE THE INTERNATIONAL DAY OF THE GIRL CHILD ON CHILD: PRESENTATION OF THE FINDINGS FROM THE TIME DIARIES AND DATA COLLECTION ON GIRLS’ LEADERSHIP IN SHS USING THE COMMUNITY INFORMATION CENTRES

5 Micro media (Community Radio) education was organized in 5 project communities in the Bosome Freho District. (The micro media targeted a relative small number of people e.g. a school, community: a homogenous group with a lot of things in common). The micro media education focused on promoting digital inclusion for girls. Our team emphasizes the need for girls to be well educated in the digital world. As the RRIG theme state “The Digital World facilitate learning which intend facilitate the ability of girls to earn their living in their adults years thus making them economically independent”. This year’s theme is a clarion call on all stake holders to contribute their quota to ensure that all girls as well as their families and friends have access to digital education. Digital education is a way to go for a comprehensive holistic and worthwhile education. This is what we asking girls in Bosome Freho, Ashanti, Ghana and all over the world.

It also highlighted the key findings from the data collection on Girls' Leadership in Senior High Schools and Time Diaries on time spent by girls with the male counterparts on daily activities in a 24 hour period in July and August 2021. Jingles on positive gender norms that promote GYW inclusion in leadership and decision making and the digital world were developed and disseminated to all the 5 project communities.

9. MEETING WITH INSTITUTIONAL COMMUNITY LEADERS: PRESENTATION OF EVIDENCE FROM TIME DIARIES ON HARMFUL NORMS THAT LIMIT GYW PARTICIPATION IN LEADERSHIP AND DECISION MAKING IN THE 3 PROJECT COMMUNITIES: ASIWA, BOBIAM, DANNSO, ANYANSO AND NSUAEM NO. 2

RRIG organized 5 meetings with institutional Community Leaders to discuss the evidence from the time diaries on harmful norms that limit GYW participation in leadership and decision making. The meetings were held on November 15 to December 18, 2021 in Asiwa, Bobiam, Anyanso, Nsuaem No. 2 and Dannso communities. A total of 140 participants were present: 46 were male and 94 were female. Among the participants were; Traditional leaders (Chiefs and Queen Mothers), Chief Linguist, Family Heads (Abusuapanin), Women's Group Leaders, Men's Group Leaders, Assembly Members and Unit Committee members, Religious and Opinion Leaders.

Community	Male	Female	Total
Bobiam	9	11	20
Asiwa	8	20	28
Dannso	14	12	26
Nsuaem No. 2	6	39	45
Anyanso	9	12	21
Total	46	94	140

The findings from the data collection on girls' leadership in the Bosome Freho SHS and Time Diaries conducted in the 5 project communities were presented to the community leaders. The key barriers to GYW involvement in leadership and decision making were highlighted which includes;

1. Patriarchy or male dominance
2. Structural barriers both at the school, home and the community
3. Institutional mindset including various types of gender bias and stereotyping
4. Individual mindsets (low self-esteem)

RRIG called on community leaders including Traditional and Religious leaders, Opinion Leaders, District Assembly and Unit Committee to create civic spaces for girls and young women to participate in the leadership and decision making in schools, in the community and the district. It was reiterated that, Women participation in decision making is not just a right, but also key to sustainable development. Strong female leadership improves the status of families and communities, improves employee

productivity and increases corporate profitability. Our goal is to promote behavioural change by emphasizing positive masculinities and promoting gender equality norms in the school, home, the community and Ghana at large and to promote women's involvement and participation in local governance.

Participants shared their views on the findings from the time diaries data collection.

1. It was explained that, even though the GYW said they spend most of their time on house chores, it was not true. They stated that, GYW spend most of their time watching TV and using social media. Often the phones are not bought by their parents.
2. There is little economic activities in the town hence parents cannot provide for their children.

The following recommendations were made by the participants:

1. That, the government should regulate how much TV and social media GYW can assess.
2. The government should encourage teachers to give more homework to students for them to do in the house. This will prevent them from loitering around.

LESSONS LEARNED

1. On the key issues of GYW participation in formal and informal decision making institutions, it was unanimously reiterated that GYW who wish to stand for public officer at all levels should be above reproach, they should be of high moral standing. In addition they should pursue formal and informal, professions, skills and aptitude to be able to function in the leadership position when they are elected
2. The project efficiency and effectiveness can only be achieved when the GYW, the Duty Bearers, Media, Parents/ Guardians, Assembly Members, Religious and Traditional leaders and the general public play their strategic roles to promote the goal and objectives of the project.

NEWS PUBLICATION

2 news reports were published:

1. Launch of the She Leads project (log onto [hp://www.gna.org.gh/1.20929131](http://www.gna.org.gh/1.20929131))
2. News publication on the International Day of the Girl Child celebration published on the website of the Bosome Freho District; <https://bfdg.gov.gh/district-level-dialogue-to-commemorate-the-2021-day-of-the-girl-child-celebration-in-the-bosome-freho-districts-in-the-ashanti-region/>

RECOMMENDATION

During the training session with the GYW groups, it was realized that the mark for defining a leader does not include young girls' leadership. Sensitization on the benefit of GYW leadership for an inclusive sustainable development should be appreciated and sustained for a desired change for the She Leads project ideals: enhancement of collective action of girls and young women in a gender-responsive civil society (civil society domain), support by increased acceptance of positive social gender norms (socio-cultural domain) and by enabling meaningful

participation of girls and young women in decision-making by political institutions (institutional domain)