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2019 ANNUAL REPORT

People's Power for Social Justice

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2019

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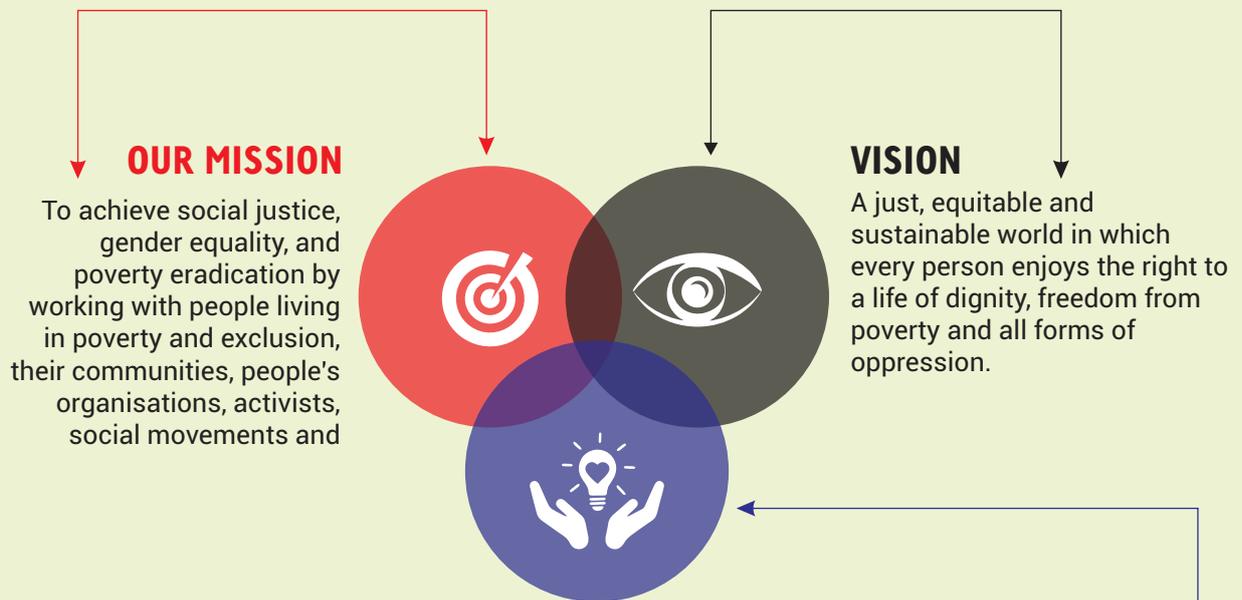
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SORRY FOR THE
INCONVENIENCE
WE ARE TRYING TO
CHANGE THE WORLD

Salamatu Mohammed Shiraz is an ambitious, dynamic and persistent young woman who believes everybody has the right to quality education. After overcoming harsh economic conditions to pursue an education, Salamatu uses her voice, as a member of Activista, to actively advocate for opportunities for women and girls to be educated and empowered.



OUR MISSION

To achieve social justice, gender equality, and poverty eradication by working with people living in poverty and exclusion, their communities, people's organisations, activists, social movements and

VISION

A just, equitable and sustainable world in which every person enjoys the right to a life of dignity, freedom from poverty and all forms of oppression.

CORE VALUES

Mutual Respect, requiring us to recognise the innate worth of all people and the value of diversity

Equity and Justice, requiring us to ensure the realisation of our vision for everyone, irrespective of gender, sexual orientation and gender identity, race, ethnicity, caste, class, age, HIV status, disability, location and religion

Integrity, requiring us to be honest, transparent and accountable at all levels for the effectiveness of our actions and our use of resources and open in our judgements and communications with others

Solidarity with People Living in Poverty and Exclusion will be the only bias in our commitment to the fight against poverty, injustice, and gender inequality

Courage of Conviction, requiring us to be creative and radical, bold and innovative – without fear of failure - in pursuit of making the greatest possible impact on the causes of poverty, injustice, and gender inequality

Independence, from any religious or party-political affiliation

Humility, recognising that we are part of a wider alliance against poverty and injustice

People's Power for Social Justice

Country Strategy Paper (CSP) VI 2018 – 2022

The CSP derives inspiration from the ActionAid's Global Strategy - 'Action for Social Justice' and our long experience engaging with people living in poverty at both the community and national levels in Ghana.

'People's Power for Social Justice' has four (4) Mission Priorities (MPs) and five (5) Strategic Enablers (SEs) to aid in the delivery of the MPs, which are aimed at contributing significantly to the achievement of the mission and vision of the Federation.

Mission Priorities

1. Strengthen resilient livelihoods and contribute to secure climate justice.
2. Address the root causes of violence against women and girls, reduce Unpaid Care Work and promote decent work.
3. Promote the rights of all citizens to equitable access to good-quality, child-friendly public education that builds their confidence and self-esteem to demand transparency and accountability from duty bearers.
4. Improve citizen's participation, public accountability, effective mobilisation and fair redistribution of public resources towards gender-responsive public services.

Strategic Enablers

1. Build a robust monitoring, evaluation, accountability and learning system that harnesses and communicates the impact of our work and generates credible evidence to advance human rights-based alternatives to achieve social justice.
2. Promote our brand, diversify and increase our income from sources aligned to our vision and values through a culture of adaptation and innovation.
3. Strengthen our financial system and technological infrastructure to enhance effective planning, reporting and accountability across the organisation.
4. Improve motivation and attitudes of staff to enhance performance and strengthen our organisational capacity and that of collaborators at all levels to optimally deliver the CSP.
5. Improve our governance system, promote mutual accountability and enhance achievement of organisational goals

COUNTRY LEADERSHIP TEAM



Sumaila Abdul-Rahman
Country Director



John Nkaw
Head, Programmes, Campaigns and
Innovation



Prince Osei-Agyekum
Head, Fundraising



Cindy Amponsah-Yeboah
Ag. Head, Human Resource and
Organisational Effectiveness



Francis Atta-Doku
Head, Finance

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Acronyms

AAG	ActionAid Ghana
AAI	ActionAid International
ALPs	Accountability Learning and Planning System
CRSA	Climate Resilient Sustainable Agriculture
CSP	Country Strategy Paper
FISP	Farm Input Subsidy Programme
GEAP	Girl Empowerment and Advocacy Platform
GES	Ghana Education Service
MoFA	Ministry of Food and Agriculture
NGIDP	Northern Ghana Integrated Development Project
PEOY	Providing Employment Opportunities for Young People in Ghana
POWER	Promoting Opportunities for Women Empowerment and Rights
PPL	People's Postcode Lottery
PRS	Promoting Rights in School
PTA	Parent Teacher Association
SLATLA	Sustainable Livelihoods and Transparent Local Authorities
URBANET	Urban Agriculture Network
YFPs	Young Female Platforms

Foreword

Hello Comrades,

Once again, the time has come for us to account for our stewardship to you all who were part of the struggle and made achieve significant progress in the second year of implementation of 'People's Power for Social Justice'. The year 2019 in retrospect was a great success, filled with great achievements and learnings that seeks to consolidate our work on the development landscape. We worked hard to deliver on our Mission Priorities for the year in line with our implementation framework which inter alia contributed to the achievement of our vision as a Federation.

The focus of 2019 was on the scaling of our engagement with the youth and promoting the rights of women to decent work. We built the economic capacity of both young people and girls providing them with vocational and skills training and set them up on the path to economic independence that would contribute significantly to the peace and stability of Ghana. They were also capacitated with advocacy and campaigns skills that enabled them to engage both local and national level duty bearers through digital technology to secure development for themselves and their communities.

We built on our work in 2018 and in 2019, we worked and reached out directly to 783,398 people with various empowering and rights-based initiatives. This figure is 106,940 more than the number reached in 2018.

In 2018, we built a solid foundation regarding our work with social movements such as Activista, Young Urban Women's Movement and Smallholder Women Farmers Association. In 2019, we utilised this strong foundation to intensify our efforts to strengthen these social movements. As our Country Strategy Paper is christened, we remain focused and relentless in our efforts aimed at empowering these social movements to be catalyst for the change they seek to see and most importantly lead efforts at promoting social justice in their respective communities and at the national level.

In the year under review, our national level campaigns aimed at reducing women's unpaid care work, promoting decent work for women in the informal economy, reducing violence against



women and girls, were intensified with high level engagements with key stakeholders and media partners. The highlight of these campaigns aimed at promoting the rights of women was the launch of a research report titled, "Falling Through the Cracks: Tackling the Justice Deficit for Women Survivors in Ghana". This report which is a major milestone in our Access to Justice Campaign, focused on barriers to justice for survivors of domestic violence and goes further to provide recommendations on best strategies to assist women have access to justice and hold perpetrators accountable.

In conclusion, 2019 was an eventful year, we chalked many successes, turned our failures into learning opportunities, collaborated more with local and international partners and most importantly we remained committed to our passion of promoting social justice.

On behalf of the Board, management, staff and our partners including our primary constituent-communities, I wish, to take this opportunity to thank all our stakeholders for this great year under review.

Please do take your time to apprise yourself with our progress and key successes as outlined in this report. Looking forward to reporting back to you next year, sharing the strides we have made in changing the world (Ghana) for women and girls.

Warm Regards,

Sumaila Abdul-Rahman
(Country Director)



Tilangandit, who lives in Damol-Tindongo in the Upper East Region of Ghana, started her piggery in 2015 under ActionAid's Promoting Opportunities for Women's Empowerment and Rights (POWER) Project. In a region where smallholder women farmers have limited access to fertile land, credit facilities, farm inputs and extension services, Tilangandit is hopeful about the prospects of her piggery.

Photo credit: Jane Lennon/ActionAid

1.0

Introduction

ActionAid Ghana (AAG) is an affiliate of ActionAid International (AAI) and registered as a National NGO in Ghana since 1990. The work of AAG has shifted over the years from addressing poverty through service delivery and provision of community needs, to the use of the Human Rights Based Approach (HRBA) which empowers and mobilises right holders to demand accountability and the fulfilment of their rights. Through this approach, AAG works with the active agency of the most vulnerable (poor, excluded and marginalised) and their communities, social movements and people's organisations to protect and promote their rights, build their resilience to poverty and climate change and ensure the redistribution of resources and power.

1.1 Executive Summary

The year 2019 marked a continuation of the implementation of the Country Strategic Paper (CSP) VI, dubbed, "People's Power for Social Justice". We worked actively with people's organisations, youth, and their social movements as well as people living in poverty and exclusion. Together, we worked to claim rights, empower communities, shifted, and challenged negative collaboration and joint actions amongst them. This has led to increased advocacy actions at the local level across our programmes.

At the national level, in line with our contribution to the Global Campaign on decent work and women's labour, we strengthened our collaboration with the Trades Union Congress (TUC) and other women's rights organisations including; ABANTU for Development, Women in Law and Development in Africa (WILDAF) and Network for Women's Rights in Ghana (NETRIGHT). We also continued to work with like-minded organisations such as the Tax Justice Network, Ghana National Education Campaign Coalition (GNECC), Local Governance Network and the Civil Society Network for Social Protection to push forward a common agenda. We also contributed to shaping national policies through research on women's Unpaid Care Work, progressive taxation, education financing and agro-ecology. The media were used effectively to reach a

AAG envisions a just, equitable and sustainable world in which every person enjoys the right to a life of dignity, freedom from poverty and all forms of oppression. In line with the Accountability, Learning and Planning System (ALPS) and the programme reporting guidelines of ActionAid International, AAG annually reviews and reports on its overall operations. The process involves a critical analysis and assessment of AAG's mission including advocacy and campaigns, functional work, visibility, and impact in relation to our vision and development priorities.

forms of power. We also held duty-bearers accountable and committed to social change.

In the year under review, we strengthened the capacity of the Young Urban Women, Activista Ghana and the Movement of smallholder women farmers by promoting

wider audience with information on our work during the year under review.

As indicated earlier, the key approach to our work has been the HRBA. This has proven to be effective as communities and rights holders have on their own taken up advocacy actions to find solutions to pertinent issues affecting their societies. The focus of our approach in 2019 was to promote rights, build the resilience of the most vulnerable persons and advocate for the redistribution of resources to ensure a just and equitable society.

We acknowledge that social change takes a long time to manifest. We further recognise that there are several factors and actors that influence the changes we seek in our communities. This report is therefore a documentation of our contribution to social impacts that can be seen in our project areas and at the national level. This account demonstrates accountability to us, our constituents, our donors, and the general public.

2.0

External Context that Influenced our Work

According to 2015 estimates, ten percent (10%) of the world's population lived on less than US\$1.90 a day, compared to eleven percent (11%) in 2013. This represents an improvement in the number of people living on less than US\$1.90 a day from nearly thirty-six percent (36%) since 1990. Despite this consistent decline in the poverty rates, the progress has been uneven across the globe. East Asia and Pacific have 47 million extremely poor people. Europe and Central Asia have 7 million extremely poor people. This represents a reduction in extreme poverty in these areas to below three percent (3%), thus achieving the 2030 target ten years ahead.

However, more than half of the extremely poor live in Sub-Saharan Africa with 413 million people living on less than US\$1.90 a day in 2015. This means that the extremely poor within the sub-region are more than all the other regions combined. If the trend continues, by 2030, nearly 9 out of 10 extremely poor will be found in Sub-Saharan Africa. The surge in globalisation of the world economy is characterised by industrialisation and global trade with an increase in collaboration and cooperation between different countries and regions. The establishment of regional blocks such as the European Union (EU), Economic Community of West African States (ECOWAS), Southern African Development Community (SADC) and Eastern African Community (EAC) gives credence to this.

However, while globalisation has led to the convergence of more developed economies, the welfare gap between the more and less developed economies keeps growing.^[2] In addition, while some of these power blocks have enhanced trade among themselves with various agreements such as the African Continental Free Trade Agreement (AfCFTA), Britain's exit of the European Union and trade between countries including United States of America and China has had negative effects on the global economy.

This trend shows that ongoing efforts to end poverty have not yielded the desired outcome. Therefore, it is imperative that we intensify efforts towards extricating the most vulnerable people and communities from poverty^[1].

The impact of Climate Change on the world today cannot be underestimated. It comprises changing weather patterns that threaten food production and rising sea levels that increase the risk of severe flooding. Moreover, as the human population increases, so does the demand for and consumption of goods and services. This puts a burden on renewable resources beyond the capacity to regenerate and replenish what has been used. The drastic extraction of non-renewable resources to the detriment of the natural environment makes the situation worse. As such, if appropriate measures are not adopted urgently to address the situation, these impacts will become unbearable in the future.

Global development is in transition, donor funding is running out and new forms of development financing are emerging. New players are entering the development sector including China, India, other middle-income countries, foundations and philanthropists, corporations and social impact investors. Development actors can therefore note with some level of satisfaction, the millions of people pulled out of extreme poverty, the advances in health and education and the recent attainment of middle-income status by many countries¹. Nonetheless, funds available to NGOs have declined steadily with an increased demand for innovation, accountability, and proof of the relevance of interventions. The situation has worsened by the proliferation of NGOs and Civil Society Organisations characterised by competition for funding and duplications of efforts. Thus, calling for concerted efforts and more collaboration to achieve the desired social change.

[1] The World Bank. Understanding Poverty. <https://www.worldbank.org/en/topic/poverty/overview>

https://www.economicsonline.co.uk/Global_Economics/Introduction_to_the_global_economy.html

[2] Brookings.edu. Global development disrupted a field in transition. <https://www.brookings.edu/events/global-development-disrupted-a-field-in-transition/>

[3] Brookings.edu. Global development disrupted a field in transition. <https://www.brookings.edu/events/global-development-disrupted-a-field-in-transition/>

3.0

National/Local Context

3.1 Poverty reduction

In Ghana, both state and non-state actors have worked tirelessly to contribute to the reduction of poverty in the country. Ghana's strong economic growth in the past two decades helped cut the country's poverty rate by half, from fifty-two point six percent (52.6%) to twenty-one point four percent (21.4%) between 1991 and 2012. However, according to the "Poverty Reduction in Ghana: Progress and Challenges" report (2015), sustained poverty reduction requires a commitment to

reducing inequality and improving access to opportunities for all citizens². According to UNICEF, although Ghana celebrates being a Lower Middle-Income Country, the gap between the poorest ten percent (10%) and the richest ten percent (10%) of Ghanaians has been on the rise since 2006³. Therefore, increased effort is critically required in dealing with inequality if we are to achieve the SDG1- end poverty in all its forms everywhere by 2030.

3.2 Job creation through agriculture

In line with its objective of transforming the Ghanaian economy and creating jobs through agriculture, the government rolled-out its flagship agriculture policy dubbed, "Planting for Food and Jobs (PFJ)". The policy largely promoted a Farm Input Subsidy Programme (FISP) through which farm inputs including fertilizers and seeds, mostly hybrids, have been heavily subsidized. This has seen an increased uptake and use of agro-chemicals and hybrid seeds of selected crops among many farmers including smallholder farmers. As a result, crop productivity has reportedly increased. This has improved agricultural productivity across the country. Nonetheless, the agriculture sector still plays host to the country's poor population compared to other sectors of the economy. The challenge though is that the FISP alone takes up over 40% of MoFA's budget. Thus, the sustainability of the programme beyond the political rhetoric is in doubt due to the huge cost involved. According to the Alliance for Green Revolution in Africa (AGRA) in 2017, Ghana's

food prices remained stable; there was no importation of maize and about 700,000 jobs were created with focus on the youth⁴.

Despite the positive outcomes of FISP on food security, there are consequential impact on smallholder farmers and the environment. The reason is that importation of seeds supplied to these farmers, as part of the programme, increases their dependence on foreign seed producers. Consequently, the ability of smallholder farmers to control their food production systems is compromised. There have also been reports of increased soil salinity because of persistent application of chemical fertilizers, which render the soils unproductive. This compels farmers to shift to new lands for food production. Our focus in 2019 was therefore to mobilise right holders to advocate for the improvement in the policy by demanding locally produced seeds and introduction of organic fertiliser.

3.3 Increasing access to education

In the area of education, there has been improvement in access, reduction in the teacher-pupil ratio and improvement in retention of children in school. Despite these achievements, authorities of primary schools are still grappling with overcrowded classrooms, inadequate water, and sanitation facilities as well as inadequate trained

teachers and textbooks. These inadequacies in the educational sector have resulted in poor performance of students in the Basic Education Certificate Examination (BECE) in recent times. Children living with disabilities face even daunting challenges and adolescent girls are often denied the chance to complete secondary education⁵. The government in its quest to increase enrolment and

2 The World Bank. Poverty Reduction in Ghana: Progress and Challenges.

<https://www.worldbank.org/en/country/ghana/publication/poverty-reduction-ghana-progress-challenges>

3 UNICEF. Ghana Poverty and Inequality Analysis <https://www.unicef.org/ghana/reports/ghana-poverty-and-inequality-analysis>

4 AGRA. Planting for Food and Jobs revolutionises agriculture in Ghana agriculture. <https://agra.org/planting-for-food-and-jobs-revolutionises-agriculture-in-ghana-agriculture/>

5 UNICEF Ghana. Education. <https://www.unicef.org/ghana/education>

educational outcomes at the Senior High School level introduced the free Senior High School (SHS) programme. Under this programme, government absorbed schools' fees and all related expenditure for all students who gained admission into high schools. The increase in enrolment has resulted in congestion in many Senior High Schools as well as adversely affected the teacher-pupil ratio. To address this challenge in the short term, the

government introduced the "Double Track" system. Indeed, there seem to be a high concentration of state attention and resources on the Senior High Schools to the detriment of basic education. As an organisation passionate about improving quality basic education, we will continue to demand increase in the Share, Size, Sensitivity and Scrutiny of government spending for improvement in education.

3.4 Deepening democracy

The democratic credentials of the country remain strong with Ghanaians very engaged in political processes from the local to national levels. In 2019, there was a referendum that resulted in the creation of six (6) new regions in addition to the previous ten (10). There was also high enthusiasm among citizens about the opportunity to elect Municipal, Metropolitan and District Chief Executives (MMDCEs) on nonpartisan basis, but this was suspended as the government preferred the election to be held on partisan basis. This was a missed opportunity to deepen local governance.

Civil Society Organisations like ours will continue to advocate for the devolution of power and deepening of local governance. The civic space however witnessed heavy police brutalities on demonstrators against various causes, attack on Journalists including the killing of a Journalist and attempted media censorship by the National Communication Authority. Fortunately, the passage into law of the Right to Information Act, the media plurality and considerable presence of Civil Society Organisations are great leverage for work in this area.

4.0

Programme Areas and Coverage

AAG operates in eleven (11) out of the sixteen (16) administrative regions of Ghana. These are Upper East, Upper West, Northern, Savannah, North East, Bono, Bono East, Ahafo, Volta, Oti and Greater Accra Regions. Using the Meta Theory of Change approach alongside our Accountability Learning and Planning System (ALPs), we delivered programme and project interventions to our constituents. With the advent of two new projects, the Northern Ghana Integrated Development Project (NGIDP) and Promoting Employment Opportunities for Youth (PEOY) project, we have extended our work in the Northern Region to cover Mion, Gushegu and Tatala Sanguli Districts as well as the Central Gonja District in the Savannah Region. We implemented the Human Rights Based Approach to empower communities as right

holders to take lead roles in advocacy and campaigns in finding solutions to their challenges.

Within the year under review, our activities, which comprise; community empowerment, sensitisation, training, sustainable livelihoods, advocacy, and campaigns, reached a total of 783,398 direct beneficiaries as compared to 676,458 reached in 2018. This was achieved through working with partners, social movements and the organisation of people living in poverty. We have reached several audiences including state authorities and the general public through the media and direct advocacy campaigns.

The table below presents a comparative analysis of people reached per Mission Priority in 2019 as against 2018.

MISSION PRIORITIES	ADULT MALE		ADULT FEMALE		YOUTH MALE		YOUTH FEMALE	BOYS		GIRLS		TOTAL			
	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019	
MP1: Strengthen resilient livelihoods and contribute to secure climate justice	56,698	58,320	131,358	141,357	51,150	51,344	42,300	43,502	0	0	0	0	281,506	294,523	
MP2: Address the root causes of violence against women and girls, reduce Unpaid Care Work and promote decent work	15,975	23,864	116,616	149,813	12,814	17,418	75,050	84,740	11,257	15,544	16,918	21,675	248,630	313,054	
MP3: Promote the rights of all citizens to equitable access to good-quality, child-friendly public education that builds their confidence and self-esteem to demand transparency and accountability from duty-bearers	7,656	9,985	9,587	11,310	11,958	13,010	13,828	15,883	14,825	9,541	18,166	6,036	76,020	95,765	
MP4: Improve citizens' participation, public accountability, effective mobilisation and fair redistribution of public resources towards gender-responsive public service	11,385	11,527	24,316	26,607	13,750	16,804	18,490	22,184	1,160	1,414	1,201	1,520	70,302	80,056	
Total	91,714	103,696	281,877	329,087	89,672	98,576	149,668	166,309	27,242	36,499	36,285	49,231	676,458	783,398	

Summary

YEAR UNDER REVIEW	NUMBER OF PEOPLE REACHED	POSITIVE VARIANCE
2018	676,458	106,940
2019	783,398	

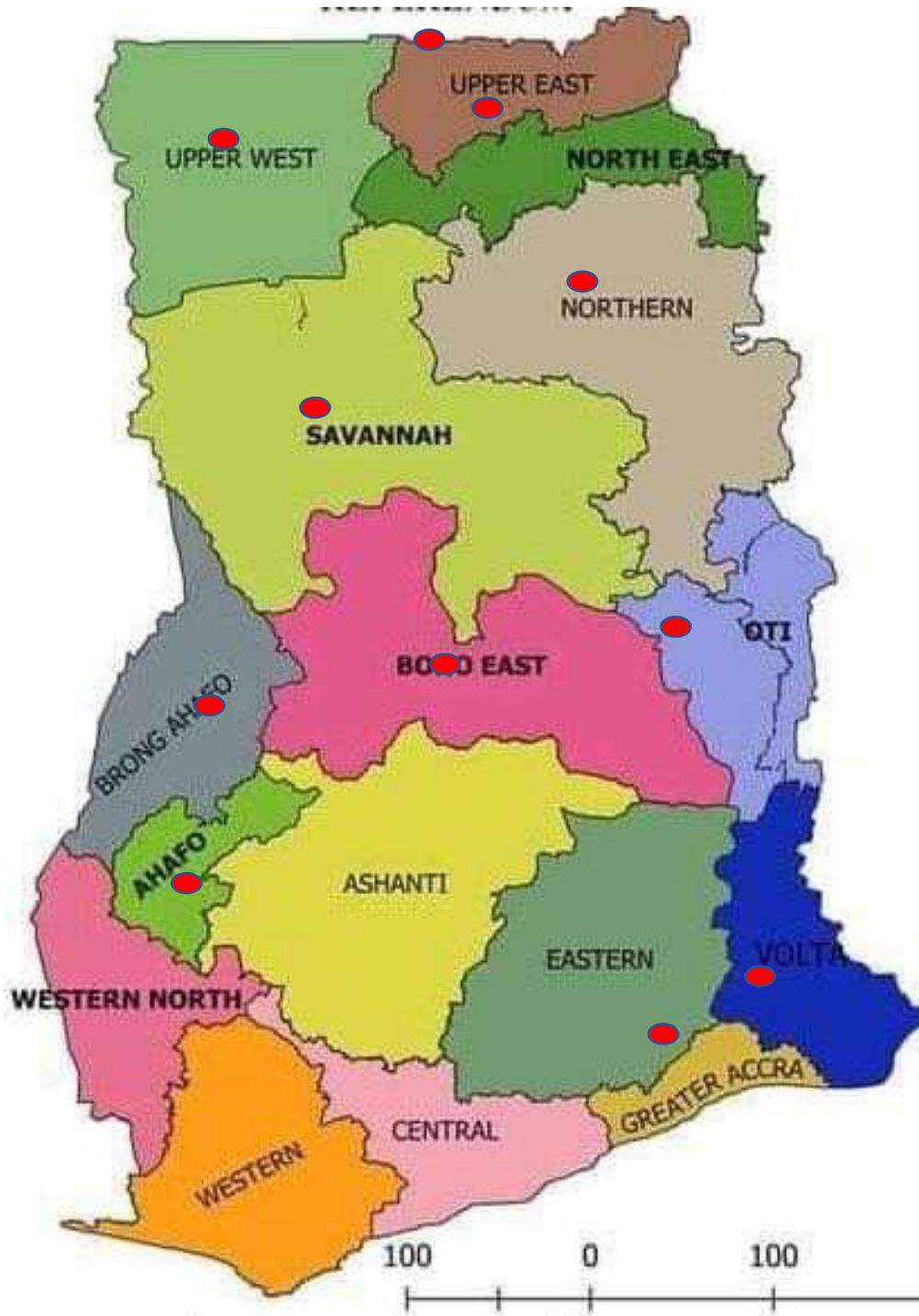


Figure 1: Map of Ghana showing regions in which AAG operates shaded Red

5.0

Impacts and Change Stories

SIGNIFICANT IMPACT ACHIEVED UNDER EACH OF THE FOUR MISSION PRIORITIES ARE SHOWN AS FOLLOWS:

5.1 National Engagement and Campaigns

5.2 Mission Priority One (MP1)

In this priority area, we work to strengthen resilient livelihoods and contribute to secure Climate Justice. Our work in this area focused on promoting agro-ecology, women access and control over land and other natural resources and Climate Justice.

Our work in 2019 reached **294,523** beneficiaries who were mostly smallholder women farmers in rural communities. Some of the impacts achieved under this area are outlined below:

5.2.1 Agro-ecology influences the livelihood of smallholder vegetable farmers

A focus area under our current CSP is to promote food sovereignty, agro-ecology, and resilient livelihoods. To do this effectively, we utilised a mix of several interventions, both programme and project, to promote biodiversity and build the resilience of smallholder farmers against Climate Change. Through the European Union funded Sustainable Livelihood and Transparent Local Authorities (SLATLA) and Dutch Ministry of Foreign Affairs funded Promoting Opportunities for Women's Empowerment and Rights (POWER) projects, we reached over 1,600 beneficiaries who have now adopted agro-ecological practices for vegetable farming.

Evidently, these smallholder farmers have found a source of livelihood in vegetable farming. Moreover, their income levels have increased due to the minimal cost of production. Their income supports the upkeep of their families including educational expenses of their children. In Nabdam District of the Upper East Region for instance, smallholder women vegetable farmers such as Pariopoka Tiia can testify to an enhanced livelihood. After participating in a Climate Resilient Sustainable Agriculture (CRSA) training, Pariopoka indicates that increase in yield from her farm has resulted in increased income. In her own words:

“ My name is Pariopoka Tiia; I am a 37-year-old woman from Damolgo-Tindongo. The CRSA training I attended has improved the livelihood and economic status of my household. After practicing compost preparation and application to my farm this year, I harvested an average of four basins of greener vegetables every market day (3 days' interval). Compared to previous years, I used to harvest an average of one and a half basins full of vegetables from my garden every market day. The increase in yield has increased my monthly income from an average of GHC200.00 to GHC550.00 currently. This has significantly improved my family's livelihood and wellbeing. ”



Figure 2: Pariopoka watering her vegetable crops during dry season gardening.



Figure 3: Pariopoka selling her harvested vegetables in the local market.

Elsewhere in the Sunyani West Municipality of the Bono Region, Mr. Pie Tsikata, after practicing agro-ecology for one year, has reduced the production cost and expanded his vegetable farm from one (1) to two (2) acres. The use of chemicals for farming activities especially for vegetable farmers has become rampant and Tsikata is challenging the status quo by calling for agro-ecology practises to reduce the impact of Climate Change. Tsikata started vegetable production as a new means of livelihood as part of activities under the SLATLA. The project has since 2017 trained 1,348 beneficiaries in various livelihood skills.

Figure 4: Tsikata working on his vegetable farm.



Life for the 38-year-old father of four (4) has improved tremendously following the vegetable production training and subsequent distribution of start-up tools. Tsikata recounts:

“ Maize and cassava production were the main crops being cultivated in my community. I decided to start vegetable production because maize and cassava cultivation was not lucrative due to the high cost of production. You must buy enough weedicides and fertiliser, which is increasingly becoming expensive. I therefore decided to divert into vegetable production so I can produce cabbage and tomatoes. I started practicing organic manure application, crop rotation, inter-cropping, mulching etc and used neem and tobacco extracts to prevent insects and weevils from attacking the crops on my farm. In 2019, I was able to increase the size of my farm from 1 to 2 acres of cabbage and pepper. I harvested 2,700 bulbs which I sold for GHS6,750.00 (£1,011.00). The increase in income has given me the opportunity to support my family and most importantly, my children's education. ”

5.2.2 Increase in agricultural extension and agronomic information to smallholder farmers through technology.

Timely and accurate access to Agriculture Extension Services as well as market information remains a major challenge confronting smallholder farmers, especially women across the country. Two factors account for this; inadequate extension officers and cultural challenges which prevent women from accessing extension information from male extension officers. The POWER project provides a solution that allows women overcome these challenges.

By partnering with ESOKO, these smallholder women farmers receive updates on agriculture via their mobile phones. This allows them to be

constantly updated with information thereby reducing their vulnerability to the variable weather. It also enhances their knowledge through the adoption of various CRSA measures including; composting, reduced burning and tree growing, leading to increased productivity and food security. About 6,000 women farmers were registered to receive text messages on extension services, weather information and commodity prices using the ESOKO platform. Madam Josephine Dabaala, a beneficiary explains:

“

Anytime I get a call from ESOKO, I get closer to my father and put the phone on loud speaker and we both listen. Through this, my father has learnt compost preparation and its application as well as the value of planting in rows. He gave it a try and gathered the residue from his farm from 2017 as well as the droppings from his goats and sheep into a pit to prepare compost. After ploughing the farm in 2018, small holes were created in rows and each filled with compost. Then we abandoned the grain that we usually picked from home and bought and sowed certified maize seed awaiting the rains. Early July, we sowed the certified maize seed and the germination was perfect. Weeding was done without using weedicides in order not to destroy the micro-organisms that help with soil fertility revitalisation.

”



Figure 5: Josephine Dabaala and her father listening to Esoko's mobile weather update and agro-ecology information on the farm.

“

It was unbelievable when my father harvested 15 bags of maize from our 2-acre farm in 2019. It was a very significant change from the previous years when we harvested just about three basins of maize (approximately 100kg). This was achieved after changing from the use of non-certified seed (grain), weedicides and application of only chemical fertilizer to the use of certified improved seed, organic manure and manual weeding. The mobile phone updates that I started receiving from ESOKO which I usually make available to my father, group members and other farmers also helped.

”

Another excited smallholder farmer from Bimbila, Ayishetu Karim had this to say:

“ This year, because I received weather information on my phone, my farm was not affected by the short drought that befell many farmers in Nanumba. Initially, I used to farm without knowing when I should expect the rains. This affected yields from my farm in the previous farming seasons. Last year, I harvested only one bag of maize from my half-acre farmland. The compost I applied was washed away by an unexpected rain. I lost all my investment and could not even recover the cost of ploughing my farmland. This year, after harvesting from my half-acre maize and soybeans farms, I had 5 bags from each half-acre farm. Unlike previously when I could get one or one and half bags from those same fields.”



Figure 6: Ayishetu Karim happily measuring maize she harvested from her farm.

5.2.3 Improved Sustainable livelihood of women through control of resources

For many women across Ghana, access to and ownership of land and other resources is almost impossible. Rooted in patriarchy and social norms, many communities believe that the ownership of resources is the sole preserve of men even if the resources were acquired through the hard work of women. In most cases, women would require the permission of either their husbands or male family heads to sell their crops, livestock, or anything they acquired out of their sweat. Such is the case of the women of Goefe, a community in the Adaklu District in the Volta Region. Just like their counterparts in other communities across Ghana, they have little or no access and control over the income they generate from their petty trading activities.

Things began to change for these women after several AAG community sensitisation and empowerment programmes under the POWER project. Through the sensitisation programmes, the entire community including, Traditional Leaders have become aware of the economic rights of women and the need to eschew practices that prevent women from owning and having access to resources. Consequently, the women of Goefe have been trained in how to rear small ruminants and animals.

Mama Wedigo, a member of the Goefe Community and beneficiary of the project had this to say:

Figure 7: Mama Wedigo feeding her animals.



“ Gradually, I see my fellow women having control over their household resources as well as being involved in community level decisions which wasn't the case initially. Currently, I express my views freely when we meet as traditional leaders of my community without any intimidation or fear and have control over my animals at home. I have seen my goats increase from 2 to 6 and my chicken are 14. I can sell them freely to meet my personal needs and my husband now understands that controlling my own resources enhances my ability to support the family ”

5.2.4 Disability is not Inability: Transforming lives through sustainable livelihood and entrepreneurship.

Through the innovative interventions implemented under the SLATLA and POWER projects, we introduced youth and other vulnerable groups to sustainable social entrepreneurship including; vegetable farming, animal rearing, soap making, tiling and plumbing, poultry feed production and waste management.

Through the SLATLA project, skills training in tiling was undertaken for some youth. John Kwame Antwi, a physically challenged man is one of the beneficiaries. John is a member of the Dumasua community in the Sunyani West Municipality in the Bono Region and is married with a son. After completing his training programme John was provided his start-up package. John has now set up a tiling business. He shares his story:



Figure 8: John displaying his start-up tools.

“ Initially, when I participated in the sensitisation meeting in my community, I was sceptical to be involved in any advocacy programme because the District Assembly did not listen to our concerns as much as we hoped. In addition, my earlier business in shoemaking was not profitable because of non-availability of start-up tools or capital. Upon further reflection, I decided to take keen interest in tiling. After the training and the support with the start-up tools, I have been fixing peoples tiles and earning some good income. I have so far completed over 10 small contracts with my group members which has earned us about GHS25,000.00 (GBP3,730.00) excluding my feeding and daily transportation expenses. The income earned from this work is being used for the payment of my son's education, other utilities and supporting the upkeep of the family. My next plan is to get my business registered with the Registrar General's Department. This will enable me win contracts from companies and government agencies to enable me earn higher income. ”



Figure 9: John carrying out a tiling job.

In line with economically empowering women under the POWER project, women in the Gbeogo community in the Upper East Region were trained in soap making. Many of these women had desired to acquire soap making skills. However, this dream could not be realised due to lack of funding to acquire start-up logistics and knowledge on how to market their products. After a series of training and empowerment sessions, the women of Gbeogo were equipped with the needed start-up tools to produce their own soap products.

These women now have an additional stream of income which they use to purchase seeds and organic fertiliser meant for their individual and group farms. One of the beneficiaries, an excited Madam Lahari Ayine tells what an additional stream of income can do for them:



Figure 10: Women in Gbeego learning how to make soap.



I have yearned for many years to learn how to prepare different types of soap, but it was difficult getting money to register for any training programme. So, I was excited when I heard that ActionAid would train our group to acquire this skill. In addition to training us, they provided all the logistics needed to start producing all the different types of soap. This has helped my group members and I to make extra income to cater for our needs. Not only do I get income from the sale of these products, I no longer buy soap for my household chores. Instead, the money will be used for other important household needs. I am particularly delighted that rather than solely relying on our unpredictable farm produce for income to sustain our families, the training has afforded us a reliable source of income. All we have to do now is to manage our income well.



Figure 11: Women in Gbeego designing soap.

5.3 Mission Priority Two (MP2)

Under this Mission Priority area, we focus our work on addressing the root causes of violence against women and girls; promote decent work principles and reduce the rate of Unpaid Care Work. Since women rights remain central to our work, we also strived to reach out to men and

boys to influence a change of attitude toward gender stereotype roles. Therefore, during the year 2019, we reached **313,054** direct beneficiaries. Women and girls made up **256,228** of this number. Some significant changes achieved are outlined below:

5.3.1 Leadership by example: Traditional Leaders taking lead in campaign for recognition, redistribution and reduction of Unpaid Care Work in Upper West Region.

Traditional Leaders were taken through several sensitisation sessions using food preparation competition, role plays and direct engagement. The outcome of these sessions is that some Traditional Leaders have decided to champion the campaign for reduction of Unpaid Care Work.

The Unpaid Care Work campaign received a massive boost in Gbare when the Chief of the community, Naa Bakuri Dagnaa James, called all men in the community to action. The Chief explains why he decided to become a champion for Unpaid Care Work:



Figure 12: Naa Bakuri Dagnaa James carrying out Unpaid Care Work at home.

“ After the Unpaid Care Work sensitisation programme was organised for traditional and religious leaders, men and boys in my community, my perception and attitude changed about the culturally accepted norm that it is the duty of women to carry out Unpaid Care Work. As a retired teacher, I used to feel that my wife was not contributing anything to the development of the household since she is a housewife. But the sensitisation made me realise that she has been contributing a lot toward the development of the household and did not even have time for herself. This was the turning point for me. So I started supporting my wife in carrying out the household chores. I also ensured that our male children are not left out when it comes to the redistribution of Unpaid Care Work roles in the household. My wife, children and I take up tasks as and when one is available in the house without assigning specific work to a specific person. I cook, wash clothing and carry fuel wood on motorbike from the farm to the house for use. As a result of the support that we give to my wife, she has been able to find time to cultivate two (2) acres of maize during the 2018 and 2019 cropping seasons. The frequent petty quarrels that used to occur in my house due to Unpaid Care Work are now over. As a Traditional Leader, anytime we have community meetings, I encourage my elders and the men to take up Unpaid Care Work. I must confess, there has been significant improvement since these sensitisation meetings were held in my community. Now, many men are supporting their wives in carrying out household chores.”



Figure 13: Naa Bakuri Dagnaa James contributing to reduction of Unpaid Care Work in his household by washing some clothes.

Achieving gender equality will require the redistribution of the disproportionate care burden on women to enable women and girls pursue equitable and sustainable economic opportunities. It is an all hands-on deck approach and this means that boys cannot be left out of the advocacy to ensure redistribution of care work at home.

Take the case of 16-year old Ayuba Fuseini who lives in the Massaka community in the Northern

Region for instance, after participating in a series of educational sessions on Unpaid Care Work, he decided to support his three sisters at home. Prior to the educational series, Ayuba was of the view that Unpaid Care Work was reserved for his three sisters. His perception was fuelled by society's stereotyped duties for boys and girls. Fortunately, his perception has changed. Ayuba recounts how happy his sisters are now:

“ Growing up with my three sisters, my parents did not allow me to do household chores such as washing of bowls, sweeping and fetching of water. I was made to believe it is prohibited and a sign of weakness for me to do any work at home. My mother and sisters always woke up very early in the morning to perform all the household chores while I slept or prepared to go to school. They did the same after school and in the evenings while I rested, played football or studied. Because of the Unpaid Care Work my sisters did, they were always late to school, thus missed their first lessons.

They always complained of how tired they were which made them sleep in class. However, things changed after AAG and SONGTABA organised series of educational programmes and drama on Unpaid Care Work in my school. Now, I perform household chores such as washing of bowls and fetching of water. This has helped my sisters a lot because they are able to devote time to their studies. They report to school early just as I do so their performance in class has improved. Our relationship has also improved a lot. We are always happy with each other. We do not fight as we used to.



Figure 14: Ayuba Fuseini washing the dishes at home after school.

5.3.2 Increased access to decent work for Young Women

As men continue to take part in Unpaid Care Work, women now have some time to engage in economic activities. They are therefore being empowered to engage in decent work activities. Such is the case of Mary Yin, a 31-year-old woman from the Kpale community in the Talensi District of the Upper East Region. She has found

an enterprise in hairdressing which earns her a decent income of GHS50.00 per day. Mary did not have this opportunity previously due to the burden of Unpaid Care Work she was engaged in. Her husband's decision to support her in carrying out the household chores made this possible. According to her:

“ At first, I could not attend to many customers because of the plenty work at home and I didn't have any apprentice. But now my husband helps me with most of the work at home. This has given me time to concentrate on my job as a hairdresser. I now have 2 apprentices and many customers. I make very good money for myself. For instance, today, I am attending to some customers while he is winnowing the maize.”



Figure 15: Mary, second from left, plating the hair of a client with assistance from her two apprentices.

Mary's husband, Felix Bagnaab, explains his decision to support her:



Figure 16: Mary's husband winnowing maize which is culturally a woman's role in Kpale.

“ I thought my wife was being lazy when she asked for help until I learnt about Unpaid Care Work and the need to reduce the burden on women and girls. Now, I do everything to support my wife. Even when she travels, the children do not realise her absence. She now earns income to support household expenses. ”

5.3.3 Building the power in girls through the Girls' Empowerment and Advocacy Platforms. Young females determined to change the status quo.

For the past three decades, AAG has been at the forefront of empowering girls to not only realise their potential but to also challenge systems that prevent them from taking up leadership positions in schools. There is therefore the need for platforms where they can learn from each other, be mentored, and shaped to be whoever they desire to be.

Through AAG's Building the Agency of Adolescent Girls and Young Women for Inclusive Leadership project, funded by the players of the People's Post Code Lottery in UK, girls are being empowered to challenge Gender-Based Violence (GBV) and to take up leadership roles at a young age in their schools and communities. Under the project, girls

are organised into the Girls Empowerment and Advocacy Platforms referred to as the Young Female Platforms (YFPs). The confidence levels of these girls have increased and have acquired skills to advocate and demand their rights as well as stand against violence in schools.

We have seen an increase in the number of members of the platform who take up leadership positions in their respective communities and schools. Many of them are living their dreams. Mavis Akoubila, an 18-year-old student of the Savulegu Senior High School is a beneficiary. Mavis used to dream of being a motivational speaker, thus joined the YFP in her school. She is now living that dream:



When I was in Junior High School, there wasn't anything like Young Female Platform and I wasn't confident when speaking in public. Now in secondary school, I have the opportunity to join this platform, which has built our capacities, confidence levels and public speaking skills. I want to be a motivational speaker so when I see people speaking, I wonder how they do it. Through the YFP, I have been empowered to take up a leadership position in my school. I doubt if I would have had the confidence to go through the interview for the position or campaign for votes if I were not part of the YFP in my school.



Figure 17: Mavis speaking to her colleagues at a meeting.

Also, in Zebilla in the Upper East Region, Victoria Namoo, an 18-year-old student of Zebilla Senior High Technical School and the President of her

school's Young Female Platform, has become aware of her potentials. She is geared up to assume leadership roles and bring change in her school and community. Victoria says:



Figure 18: Victoria poised to perform her leadership roles.



I have discovered that women can be leaders at all levels. Many of us females do not participate in decision-making because we think that the men are the heads. We therefore leave them to make all decisions on our behalf. However, in most cases, the decisions taken by male leaders do not favour females. Through the Young Female Platform, I have realised that any female who has the courage can become a leader and a decision maker in society. Thanks to ActionAid Ghana for establishing the Young Female Platform in my school. In fact, I have started learning a lot including the fact that I can be a President, Minister, Member of Parliament or assume any leadership position I want to. I have also discovered my leadership qualities and potentials. I will make sure that in the near future, I become a great leader in my country. This will enable me to make decisions that will address gender-based violence, end male dominance and bring change that will benefit women.



5.3.4 Bringing closure to violence against older women at risk of Witchcraft Accusation: re-integrating 35 women accused of witchcraft and the closure of Nabuli Camp.

The closure of the Nabuli Witch Camp in December, 2019 was characterised by an urgent call for all stakeholders to focus attention and efforts on the systems that support the establishment of such camps. As a result of AAG's extensive work in the area of women's rights, we have come to the very disturbing realisation that violence against women is deeply rooted in patriarchy and an imbalance of power. This often makes women vulnerable to all forms of violence and abuse. Our approach of addressing the root causes of violence and abuse against women led to the formation of a Reintegration Committee. The Committee led efforts to sensitise communities through their respective Traditional Authorities ahead of the closure of any witch camp.

The Nabuli Witch Camp was the second of six camps in the Northern Region to be closed. The closure was a relief to the 35 inmates as they would no longer be labelled as witches by residents of the communities. The most important change that resulted from the sensitisation work of the Reintegration Committee is the fact that residents of the communities are willing to accept and mingle freely with the former inmates.

Mmanim Wulaa, a former inmate of the Nabuli Witch Camp, is very hopeful about her future. Her release from the camp has offered Mmanim an opportunity to start a "Dawadawa" (African locust bean) business with the financial support received from AAG. She could not hide her excitement during the ceremony held to close the camp:

“ My greatest joy today is the fact that I am no more labelled as a witch. I have the opportunity to live together with my people again. The fear that people had about me is gone. I want to start a "Dawadawa" business with the cash support AAG gave me and I have no doubt that people will patronise it. As inmates, we never believed this could happen when AAG started the conversation about the reintegration and possible closure of the camp. We thought it was not possible. ”

Figure 19: Excited Mmanim on her way home after the closure of the camp.



5.4 Mission Priority three (MP3)

The focus of our work under this Mission Priority is to promote the right of all children to free quality public education while advocating for an increase in public education financing. Our interventions comprised; promoting gender, disability and child friendly school environment, increasing enrolment and retention of children in school,

especially girls, advocate for teacher rationalisation, improvement of performance in school and the re-entry of teenage mothers who dropped out of school. We were able to reach a total of **95,765** children. Females among them were **53,229**. Some significant impact achieved are outlined as follows:

5.4.1 Restoring hope for teenage mothers: Re-entry of teenage mothers into school after childbirth

Many teenage girls see pregnancy as the end of their education. This view is entrenched despite the existence of a re-entry policy introduced by the Ghana Education Service (GES). The policy, which is designed to promote and ensure access to education for girls after early childbirth, however, attracts stiff resistance from society. The resistance is rooted in prevailing cultures and norms. By working with the GES and other key stakeholders, AAG is ensuring that through the Girl Empowerment and Advocacy Platform

(GEAP), pregnancy does not mark the end of a girl's education.

After intensive sensitisation sessions, communities are beginning to support teenage mothers to continue their education. But for the sensitisation efforts of AAG and the key stakeholders, Dorothy Nyamekye's dream of continuing her education after childbirth would not have been realized. Having returned to school, 19-year old Dorothy recounts how she overcame psychological and physical barriers to continue her education:

“

I got pregnant and dropped out of school when I was in JHS 2 at the Hwidiem Presby School. I therefore lost interest in education. I was not comfortable going back to school because of the stigma associated with being a teenage mother. My parents were also not ready to support my education anymore because I had disappointed them. I stayed with my sister in Kumasi for one year and returned to Hwidiem helpless. My dream to become a nurse almost ended until a friend from Amanfrom D/A JHS informed me about the activities of GEAP and advised me to go back to school. After participating in the activities of GEAP, I was convinced and inspired to go back to school. I pleaded with my parents to send me back to school in order to achieve my dream of becoming a nurse. They agreed and I am now in JHS 2 at Amanfrom D/A school. Currently, I am an active member of GEAP and share my experience with my peers. I believe it will go a long way to shape their behaviour.

”



Figure 20: Dorothy in class upon re-entry into school.



Figure 21: Dorothy with her baby.

5.4.2 Promoting girl's education through the provision of girl-friendly school infrastructure



Figure 22: Wasilla Ibrahim standing in front of the new classroom block.

The idea of the Girls' Model Junior High Schools is aimed at promoting quality girl-child education through mental and social training to inculcate in them knowledge, creativity, innovation and confidence to harness their potentials to play active roles in the development of their communities.

With funding from the players of the People's Postcode Lottery of the United Kingdom, AAG commissioned and officially handed over a three-unit classroom block to authorities of the Pusiga Girls Model Junior High School in the Upper East Region. The building has ancillary facilities such as; a library stocked with books, a staff common room, a mechanised borehole, a urinal and six-seater toilet with a changing room stocked with sanitary pads.

This has created a safe and girl-friendly school environment which goes a long way to promote the rights of girls to good quality child-friendly public education. The children could not hide their joy as they engaged in a cultural display and drama during the ceremony to hand over the new block.

Wasilla Ibrahim, a Form 2 pupil of the school could also not hide her joy upon entering the new block:

“ I am so happy that at long last we have a decent classroom. In fact, we had a lot of challenges when we were learning in a private building which did not have many facilities like a toilet, library, urinal etc. We didn't have a lot of furniture and the classroom was not spacious enough to contain all of us so some of the students used to sit outside the classroom while lessons were going on. Learning was very difficult because we did not have enough books and other teaching and learning materials. This contributed to poor performance in the BECE by students from my school. Now we can smile because we have a beautiful school block with a girl-friendly environment. We now have spacious classrooms, a library, toilet with changing rooms and even pads, a urinal and new furniture. Our teachers also have a nice office. There is clean water for washing and drinking. That is why we are all glad to be pupils of this school.”



Figure 23: Pupils engaged in cultural performance during the inauguration of the school.

5.4.3 Girl's Model school triggers high commitment from Traditional Leaders and District Assemblies in the Sagnarigu District

In the Northern Region, the Chief of Sagnarigu, Naa Yakubu Abdulai and the Municipal Assembly donated 4 acres of land for the construction of the Girls' Model School in their community. The project was successfully delivered with the support of the players of the People's Postcode Lottery in the United Kingdom.

AAG provided complementary support through the formation and strengthening of girls' clubs, strengthening existing community level structures and the School Management

Committee (SMC). AAG also provided Violence Reporting Boxes to aid in the reporting and documentation of violence cases in schools as well as first aid items and sanitary pads to ensure female students are safe and comfortable in school. At the commissioning and handing over of the school, the Municipal Chief Executive (MCE), Hon. Mariam Iddrisu promised to add other infrastructure to transform it into a Girl's Model Senior High School.

At the commissioning ceremony, Naa Yakubu Abdulai expressed excitement about the project:



Figure 24: Commissioning of the Girls Model School in Sagnarigu.

“ I am very happy that my dream of establishing a Girls' Model School at the Basic Education level in my municipality has become a reality. When officials of the Sagnarigu Municipal Assembly paid a courtesy call on me to inform and seek my support to secure land for a project initiated by ActionAid, I welcomed this in excitement. Little did the team from the assembly led by the Municipal Chief Executive know I had already reserved a land for such an initiative. I gladly informed them about the designated land and instructed some of my elders to take them to the site. I gave out 4 acres of land to the Assembly to be used for the construction of the Girls' Model School. It is refreshing to state that I was part of the sod-cutting for the construction of the school and now the commissioning. It is out of the joy of my dream coming into reality that I donated Twenty Thousand Ghana Cedis(GHS20,000) to the Sagnarigu Girls' Model Junior High School to support them purchase more materials for effective teaching and learning.”

5.4.4 Girl-Friendly School Assessment in Jirapa Municipality ignites duty-bearers' commitment to ensure safe and conducive teaching and learning environment for girls.

Following the effective implementation of the Girl-friendly School Assessment initiative across AAG's operational areas, the exercise was extended to the Jirapa Municipality in 2019. All the 45 Junior High Schools in the Municipality were assessed using a 20-point set of criteria including how girl-friendly the school environment, management and learning practices were. The assessment revealed several deficiencies. These

comprised; absence of sanitary pads in schools and the prevalence of boys as Senior Prefects (SPs) in these schools. A female Senior Prefect in Tampalla Basic School was reportedly deposed because of agitation from her male colleagues. At a district stakeholders' forum to disseminate the results of the assessment, the Jirapa Municipal Director of Education, Mr. Leonard Angnonbaala expressed regret over the situation and committed that:



Figure 25: Front view of Sagnarigu Girls' Model School

“ I will be communicating to all schools to include sanitary pads as part of the School Performance Improvement Plans (SPIPs) when seeking the capitation grant. Also, a Girls' Participation in School Leadership Model will be fashioned out to do away with the stereotyped Girls Prefect (GP) position by ensuring that the overall pupil leadership position which is the School Prefect (SP) is not a preserve for boys. The model will ensure that at any given time, the School Prefect (SP) and the Assistant School Prefect (ASP) positions will be occupied by a boy or a girl. It will further be ensured that at least 40% of the school pupil leadership roles are occupied by girls. I will also urge ActionAid Ghana to consider providing copies of the Promoting Rights in Schools (PRS) Charter for distribution to all the schools as well as consider supporting the Directorate to train school authorities in how to use the Positive Discipline Approach. ”



Figure 26: Mr. Leonard Angnonbaala (standing) making a commitment to improve education in the Municipality

5.5 Mission Priority Four (4)

Although there has been great progress in the consolidation of democracy Ghana, there is still a lot to be done in ensuring that more women and youth participate in the decision-making processes and demand accountability of duty-bearers in the distribution of public resources.

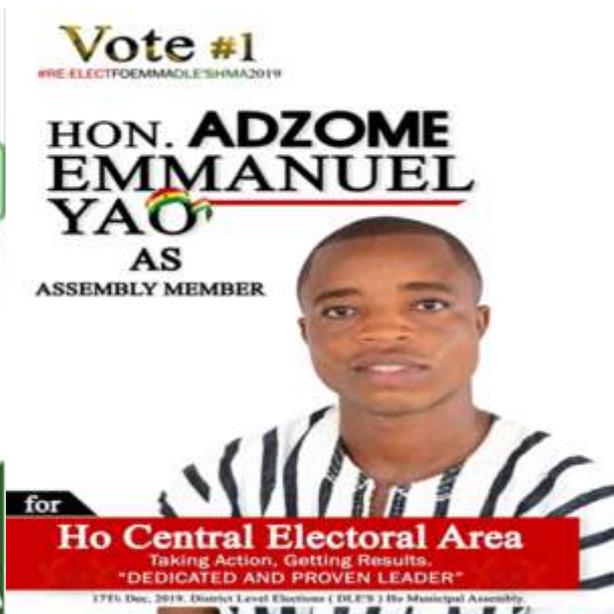
This Mission Priority is aimed at mobilizing right holders, movements, and people's organisations to demand their civic and political rights. We have therefore reached **80,056** of women and **50,311 men**. Under this Mission Priority, significant outcomes achieved include:

5.5.1 'Time to rise up': More youth and women Participate in Local Level Elections

Together with seven other countries namely, Mozambique, Nigeria, Sierra Leone, Tanzania, Uganda, Zimbabwe and Zambia, AAG is implementing a European Commission funded project dubbed, "Mobilizing Civil Society Support for the Implementation of the African Governance Architecture". Popularly known as the "Africa We Want" or "EC PANAF", the project aims at promoting the operationalisation of the African Governance Architecture (AGA) and the African Charter on Democracy, Elections and Governance (ACDEG) to ensure effective governance and democracy in order to promote sustainable development on the African continent.

In line with activities under the project, a series of capacity building programmes were held to empower young people, especially young women, to take up leadership roles in order to change the male-dominated governance narrative. After participating in several capacity building sessions, 25-year old Bridgette Asemia took a bold decision to contest in the Local Level Elections in Odumasi in the Sunyani West Municipality. Bridgette's decision to contest is a shining example to other young women in her community. She hopes to motivate more young women to actively participate in decision-making. She captures her motivation thus:

“ We have to effectively engage our leaders for them to listen to us and do things right. I am speaking against the wrong perception people have about young people, especially females in my neighbourhood. The very people who have not given my area girls the opportunity to be better are the same ones saying they are lazy and deviant. I hope to increase the knowledge of young girls about their rights and the ACDEG, especially areas that support our participation in issues that affect us. Initially, I did not know all these things have been codified to guide and give us our freedom. The question is, why should our leaders and elders hide them from us? We should no longer sit down. This is the time for us to rise. I have been very inspired by the sessions. ”



In the Greater Accra and Volta Regions, the programme supported 30 women and youth to participate in the Local Level Elections either as Assembly Women or Unit Committee Members. Their capacities were built in leadership skills, youth activism, stakeholder analysis, communication and facilitation skills, public speaking, non-violent strategies for mobilising and organizing, campaign planning etc. Two of the youth from the Volta Region, Samuel Bewaidzi who contested in the Ho Central Electoral Area and Emmanuel Adzome Yao for the Zongo Hofedo Electoral Area, were successfully re-elected to serve their second terms as Assembly Members.

In the Kutunse Electoral Area in the Greater Accra Region, Nafisah Quartey won the Unit Committee Elections amidst strong competition from some male contenders. Lydia Miyella emerged as the Assembly Woman in the Kulpelliga Electoral Area in the Upper East Region.



AAG will continue to build the capacities of women and young people to ensure that they are able to represent their people and engage with

Local Assemblies to bring social development to their communities.

5.5.2 Young People Join Global Forces to advocate for climate justice during the Climate Action Week

The impact of climate change on the poor and vulnerable cannot be overstated. The poorest communities are more vulnerable to devastations caused by Climate Change and this justifies the need for concerted advocacy efforts for Climate Justice globally. To demonstrate the power of young people to promote Social Justice, members of Activista Ghana and Young Urban Women's Movement across the country engaged in an extensive social and traditional media campaign during the African Climate Week. Youth activists from all over the country collected

messages relating to the impact of Climate Change and used artistic activism to disseminate the messages in an engaging manner. The youth activists got the attention of the entire nation by composing a Climate Justice- themed song. This was the anchor around which all the other artistic activism activities revolved.

The massive campaign was climaxed with a street action and a presentation of Climate Justice demands to the Mayor of Accra, Hon. Mohammed Adjei Sowah.



Figure 27: Watara, a youth activist projecting how plastic waste can be

5.5.3 Young People Lead Advocacy and Demand for Youth Participation in the Governance and Civic space.

In August 2019, just before the opening of nominations for the District Assembly Elections, young people gathered at the Madina market in Accra Ghana to engage in street action in support of youth participation in governance and leadership by singing a song titled; "Ghana youth for President". They engaged and persuaded the public to believe that young people can participate in governance. The outcome was significant because young people from the Madina market changed their perceptions about youth participation in governance.



Figure 28: Youth on a campaign march to present a petition on climate mitigation in the city to the Mayor of Accra.

6.0

Advocacy Campaigns and Women's Rights:

During the year under review, advocacy campaigns were focused on the Global One Campaign on women's labour, decent work, and public services. AAG therefore collaborated with some stakeholders to advance the campaign actions for the achievement of results. The stakeholders were the Ministries of Gender, Children and Social Protection and Employment

and Labour Relations, other development partners including; the NETRIGHT and ABANTU for development, Movements including the Domestic Services Workers Unions as well as various media houses. Some key achievements at the national level resulting from our advocacy campaigns include:

6.1 Progress made in the process towards approval of draft regulation on domestic services work:

As part of our decent work campaign for women in informal workspaces, AAG campaigned for the adoption and domestication of ILO C189 and C190 in Ghana with significant results. Series of activities including a press conference were organised in collaboration with the Domestic Services Workers Union. A statement on the issue was subsequently submitted to the Ministry of Employment and Labour Relations and the Ministry of Gender, Children and Social Protection. The Ministry of Employment and Labour Relations responded by issuing a letter to the effect that Regulation C189 has been sent to Cabinet for approval. This marks a huge step forward in a process that started about 4 years ago. This

became possible as a result of strong collaboration with Labour Unions.

In support of the campaign, the Young Urban Women's Movement (YUWM) joined the Domestic Services Workers Union to organise a Press Conference to observe the International Day of Decent Work. The group demanded that the state ratifies ILO Conventions on Decent Work for Domestic Workers and Gender Based Violence in the world of work. The Press Conference was also attended by representatives of the Trades Union Congress (TUC) and domestic workers from Accra and Koforidua as well as media houses like; UTV, Peace FM, Adom TV, Atinka Media, Daily Graphic etc.





Figure 29: A cross-section of young activists at the Madina market during the advocacy campaign for youth participation in governance.

Another activity that contributed to this achievement is the mobilisation of market women to launch global campaign in Accra under the theme; “Decent Work Now for Women in the Informal Economy” at the Madina Market Square on 28th May, 2019. Three survivors of sexual

harassment and economic exploitation in the informal economy shared their experiences at the ceremony and called on the government to address the situation, especially because the affected persons comprise mostly young women

Photo Gallery



An intensive media campaign launched as part of the activities contributed to the success recorded. The media covered all campaign activities. In addition, on 17th December, 2019 a special discussion programme was held on Unique FM 95.7 to specifically educate the public on the ILO Convention 190. The discussants made a special appeal to the Ghanaian government to ratify the

convention. Listeners to the programme were given the opportunity to share their views and ask questions. Similar discussions were held on Metro TV, GHOne TV, Agoo TV and Starr FM to explain the rationale for the campaign. Government was also called upon to support the ILO recommendations and adoption of regulations on Gender Based Violence at work.

6.2 Review of Early Childhood Development Policy (2004) currently underway as a result of series of engagement meetings with the Department of Children of the Ministry of Gender, Children and Social Protection.

AAG campaigned for the review of the Early Childhood Development Policy (2004) through several meetings with the Department of Children of the Ministry of Gender, Children and Social Protection. This led to a stakeholders' dialogue and eventually the inauguration of a Technical Committee to supervise the review process. The Committee was inaugurated by the Chief Director of the Ministry and assigned the responsibility of ensuring a successful review of the policy and the development of a revised one taking into

consideration global trends. The Technical Committee was made up of representatives of AAG, UNICEF, Ghana National Education Campaign Coalition, Ministry of Education, Ministry of Health, Christian Children's Fund of Canada etc. AAG and UNICEF were also given the responsibility to finalise the Terms of Reference (TOR) for advertisement which was published, and a consulting firm has been recruited by UNICEF for the assignment

6.3 Process to include women's time use in national frameworks and data has been accepted by the National Development Planning Commission and the Ghana Statistical Service.

The National Development Planning Commission (NDPC) has initiated a process to develop a framework that will give guidance to all Metropolitan, Municipal and District Assemblies on how to address Unpaid Care Work through the provision of services as part of the Medium-Term Development Plans. The Ghana Statistical Service has also started the process of valuing time use based on the time diaries we have collected from our programme areas as part of the POWER project. The next stage is the incorporation of time

use in the nation-wide labour survey to include a detailed section on Unpaid Care Work which has originally been excluded from the data set. All these developments are the result of our engagements with these two government agencies and our national level campaign on Unpaid Care Work including national policy dialogues on the issue. This campaign will continue throughout 2020 -2021 to consolidate the gains made.

7.0 Global Platform

Global Platform Ghana (GPG), 2019 was full of action-packed moments. It was loaded with activities that focused on young people as the driving force for change outcomes. As the youth and training wing of AAG, GPG champions the perspective that enriches our areas of work with young people at the fore. We intensified our work on youth development through training, innovative approaches to advocacy with the :

ffective power of arts and empowering young people, especially women to take active political and leadership roles in society to influence policy. Successes recorded in the areas of young women in leadership and governance, artistic activism and social entrepreneurship are refreshing outcomes with promising feats in the pursuit of achieving social justice for a better world.



7.1 Young People Got Business Ideas. Just Give Them Space

In November, 2019, Global Platform Ghana's Social Entrepreneurship (SE) Bootcamp was rolled out to complement advocacy trainings and campaigns as well as create economic opportunities for the youth at the Tongo Youth Centre. Indeed, the Bootcamp revived the Tongo Youth Centre which serves as GPG's base for providing economic opportunities through entrepreneurship training, business incubation, digital skills training, and artistic activism for young people in northern Ghana. Five (5) young people with enterprising ideas were selected and awarded a total grant of \$2,000.00 to invest in their businesses, thus improving their lives.

One of the enterprising youths assisted is Amida Iddrisu, a physically challenged young lady based in Tamale. She has exquisite talent in producing interior décor design products from plastic waste. Amida connected with GPG through Facebook. She developed serious interest in the programme although her physical disability made it difficult for her to be present physically. Nonetheless, she was supported to participate in the Bootcamp and eventually won a grant to support her business. Updates on the utilisation of the funds and the impact made will be provided in the first quarter of 2020.



Figure 31: Amida expresses interest in GPG.



Figure 32: GPG's prompt response to connect Amida to the SE Bootcamp



Figure 33: Amida wears a lovely smile as she enjoys the art experience at the SE Bootcamp.



Figure 34: Décor items produced by Amida



Figure 35: Youth engaged in learning and fun activities at the SE Bootcamp

7.2 Young People Join Global Forces and Lead in Climate Action

Rising sea levels, reduced rain patterns and increased temperature are some catch phrases associated with Climate Change. GPG, in its exploratory Climate Hackathon project in September, 2019 sought to inquire from some vulnerable communities and groups, their experiences regarding Climate Change. The hackathon also projected the realities of Climate Change from the perspectives of local heroes to enable them to share the impact and more

importantly, join in the global action to demand Climate Action.

From Tema to Attakrom and Ul Kpong, the hackathon squad captured some human-interest stories. An example is that of Abiba Alidu, a 43-year-old physically challenged widow and owner of a 13-acre farm in Attakrom in the Tain District of the Bono Region. Her story reflects the realities of how the climate is changing and why this matters to indigenous people.



Figure 36: Abiba, a 43-year old farmer with insight on climate action.



Figure 37: Portia, a Climate Activist engaging residents of Tema on effects of rising sea



Figure 38: Youth marching to present a petition for climate action to the Mayor of Accra.

7.3 Young Creative Campaign Against Gender-Based Violence in Ghana

Between August and November, 2019, a youth-led art group carried out a creative campaign using poetry and spoken word against Gender-Based Violence (GBV) in Accra and Ho.

Gender-Based Violence is a taboo topic in Ghana despite the high number of cases of physical abuse, rape and harassment in the family, educational institutions and workplaces. Cases of violence are seldom reported and there are social norms that stigmatize a victim for reporting the incident, particularly if it is a man. The campaign was led by a West African Creative Action Team (WACAT) member who was trained in artistic

activism. By using music, drama and spoken word, WACAT teaches people to recognize abuse and invites people to tell their stories. Together with a team of writers, poets, and spoken word artists, they created a blog, a podcast and published a book (for people below age 20) made up of a collection of poems inspired by the stories of victims of abuse. The objective was to show solidarity with them. This outcome is significant because using creative activism enables more people, including men, to feel safe and comfortable to share their stories as well as report any incidents to the law enforcement agencies.



Figure 39: Abena, our Gender-Based Violence champion reading from the book

7.4 Young People Advocate for Youth Participation in Governance

In August, 2019, young people at the Madina Accra market in Accra Ghana, engaged in street action in support of youth participation in governance and leadership by singing the song "Ghana youth for president" engaged and persuaded the public to believe that young people can lead and be in governance positions. The outcome is significant because engaging young people from the Madina market in the action to reflect on the message and shift their perception on youth participation in governance was very necessary.



Figure 40: A section of youth composing a song for victims of GBV.

The street action at the Madina Market was organised as part of a creative action by young artists and activists of the West African Creative Action Team (WACAT), a group created during the innovation project. The action included a young person pretending to run for the position of

President of Ghana and campaigning for support. A song titled, "Ghana youth for President" was composed by WACAT members for the activity to engage young people. Giant photo frames made of carton were mounted at the venue for participants to take pictures.



Figure 41: A cross section of WACAT members at the Madina market after the action

7.5 Young Women Break Frontiers in Political Leadership

Although Ghana's democracy has developed over the years, there is some room for improvement with regard to women's participation in democratic governance and decision-making processes. Some amazing young women defied the seeming odds by running for office in the District Assembly Elections in 2019. The four (4) young women are; Sarah Asiedu, Lydia Miyella, Nafisah Quartey and Helen Quansah. Three of them from the Greater Accra and Upper East Regions won the elections.

As members of Young Urban Women's Movement and the Widows and Orphans Movement which are AAG partner organisations,

these young women were provided capacity development support with regard to mobilisation, advocacy and leadership. This enhanced their knowledge of local governance and administration as well as awareness of their rights. They also became critical of duty-bearer's actions and responsibilities.

The bold actions and electoral victory of these young women, amidst fierce competition and stereotype against women and youth in the political leadership space, testifies to our belief in the abilities of women to lead and influence change. We are inspired to do even more in the coming years at higher levels of government.



Figure 42: Sarah, swearing the oath of office as a Unit Committee Member.



Figure 43: Lydia, Assembly Woman for Kulpeliga. Electoral Area

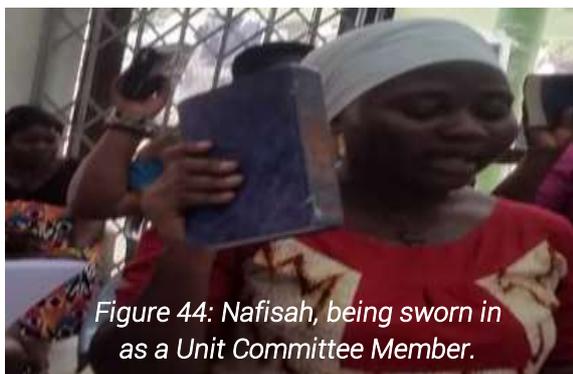


Figure 44: Nafisah, being sworn in as a Unit Committee Member.



Figure 45: Helen addresses a crowd during her campaign.



Figure 46: From left- Sarah, Nafisah and Helen on a campaign tour

7.6 West African Youth Convene to engage in democratic discourse on African Charter on Democracy, Elections and Governance (ACDEG)

In Africa, young people, especially young women, are not meaningfully engaged in socio-political debates. They are also not included in decisions that affect their development. In instances where they can participate, it is merely for the records. In September, 2019, 16 young people from 10 West African Countries met to reflect on the status of implementation of the ACDEG. The ACDEG is an African Union (AU) protocol aimed to strengthen good governance, promote credible elections and consolidate democracy across Africa. The meeting, which was the first of its kind, provided an opportunity for the participants to develop a

common Position Paper that expresses their views and assesses governance in their respective countries using the ACDEG as a benchmark.

The Position Paper is an advocacy tool that will be used to discuss pertinent issues at relevant national and regional political gatherings such as the AU Youth Consultations and the Heads of State Summit. The Global Platform Ghana hosted the meeting and facilitated discussions that consolidated the positions of youth within the Africa region on the ACDEG.

Global Platform Photo Gallery



Youth engaged in group activity at the SE Bootcamp



Elizabeth (in red shirt) with residents of UI Kpong join in the call for Climate Action

8.0 Human Resource

Under our current Country Strategy Paper (CSP) christened, "People's Power for Social Justice", the Human Resource and Organisational Effectiveness (HROE) Department contributes to Strategic Enabler (SE) 4. This is meant to "improve motivation and attitudes of staff to enhance performance and strengthen our organisational

capacity as well as that of collaborators at all levels to optimally deliver the CSP.

This section of the report highlights HROE activities, which contributed to the achievement of some Human Resource management objectives set under SE 4.

8.1 Staff Strength

During the year under review, AAG used an average of fifty-nine (59) staff to deliver its mandate as outlined in the CSP VI. They comprised 24 females, representing 40% and 35

males, representing 60%. AAG continues to strive to meet its gender parity ratio of 50:50.

A quarterly composition of staff is provided below:

QUARTER	FEMALE	MALE	TOTAL
1	22	33	55
2	25	34	59
3	24	36	60
4	25	38	63

The objective of AAG in respect of resourcing young professionals with practical skills for the world of work was pursued through the placement of National Service Personnel (NSP) and Interns across the various departments. The eighteen (18) interns and NSP, comprising 12

females and 6 males, acquired practical job experience while supporting AAG's work. There was an increase of six (6) in the number of non-permanent staff used in 2019 compared with 2018.

8.2 Staff Exits

In the period under review, eight (8) staff comprising five (5) females and three (3) males, exited the organisation. Of this figure, two (2) constituted involuntary exits while the remaining

six (6) were voluntary. Thus, the number of exits decreased by one in 2019 as compared to 2018 when nine staff exited the organisation.

8.3 Staff Appointments

Appointments were made into various vacant and new positions that were created as a result of the implementation of CSP VI and new projects. A total of fifteen (15) staff were appointed in the year under review including; Accountants and staff for

three (3) new projects- Northern Ghana Integrated Development Project, the Providing Employment Opportunities for Youth Project and the Adolescent and Young Girls Leadership Project.

8.4 Job Evaluation and Salary Review

This exercise was aimed at evaluating jobs, reviewing the Birches Salary Benchmark Report as well as recommending a new salary structure for the organisation. In line with standard best practices, the overall salary review was divided into two major components; the internal equity review which was conducted through job evaluation and the external equity review undertaken through a salary benchmark with external peers.

With support from the HROE Department, the Consultant evaluated and scored twenty-nine (29) jobs. The outcome of the Job Evaluation exercise rendered the 2015 exercise still relevant as the results were the same.

The newly created positions have been evaluated and their scores aligned to job levels within the AAG Salary Structure of November 2018. The Consultant also reviewed AAG salaries against the Birches Salary Benchmark and based on their findings, proposed different salary structure options to Management for consideration. With inputs from Management, the report on the exercise and the selected salary structure option were presented to the Board in April, 2019. The AAG Board accepted the Consultant's Job Evaluation and Salary Structure Report and adopted the recommendations made. The Department informed staff accordingly and revised salaries with retrospective effect from 1st January, 2019.

8.5 Administrative Support for Global workshops and events

The HROE Department provided support to the organisation during official meetings as well as facilitated travel arrangements for staff and the Board to undertake official duties in and outside Ghana. The Department also facilitated international visits and programmes, notable among them were:

A. One Africa Country Directors' (CD's) Meeting

ActionAid International's "One Africa CD's" meeting was hosted by AAG at the Mensvic Hotel from 10th to 22nd February, 2019. As part of the meeting, the Country Directors went on a field visit to interact with the Young Urban Women's Movement and a mushroom cultivating group under the SLATLA project.

B. ActionAid UK Programme Visit with Wunmi Mosaku

Two (2) ActionAid UK staff and an award-winning Nigerian-British actress- Wunmi Mosaku visited ActionAid Ghana from 11th to 14th March, 2019. The team visited the Upper West Region and had meetings with the International Federation of Women Lawyers (FIDA Ghana) and the Young Urban Movement. The visit was to gain more insight into AAG's work regarding violence

against women in the hope that the UK public will support ActionAid UK's "Access to Justice Campaign", which Ghana is a partner.

C. ActionAid International Assembly Meeting

AAG hosted a hugely successful ActionAid International Assembly meeting from 21st -30th June, 2019 for about one hundred (100) participants from all over the world. The Department provided support regarding visa applications for all participants and internal travel arrangements for field visits.

D. ActionAid Rwanda Board Learning Visit

AAG hosted the ActionAid Rwanda Board for an exposure visit from 28th June to 1st July, 2019. The purpose of the visit was to expose the participants to the broad perspective of AAG General Assembly and Board's ways of working, how Committees function, challenges faced and key strategies undertaken. They also witnessed Human Rights Based Approach (HRBA) in practice, understudied the programming framework and undertook a field visit to the Upper East region.

9.0

Fundraising

The fundraising environment relies heavily on partnerships and innovation and the year under review stressed these important factors. A good number of institutional opportunities came up for application while individual giving operations

(Child Sponsorship) continued at a faster pace as usual. This report captures the status of Child Sponsorship and the activities and results achieved in institutional funding

9.1 Child Sponsorship (CS)

The total sponsorship links, including child and non-child sponsorship links, stood at 11,299 at the end of the year 2019. Italian links were 5,063 constituting 45% of the total. We also had 3,379 links from UK which represented 30%, followed by 2,857 links from Greece (25%). The total country links reduced by 6.1% from the link level at the beginning of the year, which was 12,037. Further analysis showed that whilst links from UK and Greece increased, those from Italy decreased. There was a marginal increase of 0.5% in UK links while sponsorship links from Greece saw an appreciable leap of 13.4%. Conversely, links from Italy saw a decrease of 2.6%, which is attributable to various factors, prominent among them is

sponsor withdrawals due to changes in economic conditions. The reduction in the total link level was also influenced by the decision of the ActionAid Federation to withdraw Brazilian sponsorship links from some countries and consolidate in others. Ghana had over 1,000 links withdrawn and transferred to other countries.

In 2020, it is expected that CS will record slow growth, if any, as recruitment of new sponsors continues to be difficult with increasing cost as well. We will continue to professionally and expeditiously service all exiting Child Sponsors and monitor the implementation of programmes which demonstrate impact on children.

9.2 Institutional Partnerships and High Value Funding

AAG continued efforts to establish funding partnerships to continue to implement our mission in Ghana. Within 2019, we secured new projects and joined consortiums to maximize our chances of securing more partnership funds.

Within the year, ActionAid Ghana secured £3,600,771 to implement various projects over the next 48 months. There is a co-financing gap of £749,342 to implement those secured projects. Details are provided below.

9.2.1 Northern Ghana Integrated Development Project

In October, 2018, we submitted a proposal to the European Union Delegation to Ghana in response to a request for proposals on the Civil Society Organisations – Research and Innovation in Sustainable Agriculture project. In January, 2019, we received positive feedback and we concluded our negotiations with the EU Delegation to Ghana in May, 2019, paving the way for the start of implementation of the project. The total agreed budget for the project after the negotiations was €2,799,353.87 and the European Commission

(EC) is providing 78.59% of the amount. The 48-month project officially started on 4th June, 2019. The project aims at addressing the social and economic vulnerabilities of the core target groups, especially building the agency and capacity of women through the adoption of a mainstreamed gendered approach and integrating decent work and social protection within the development of the agricultural sector. It is being implemented with Urban Agriculture Network (URBANET) and Tree Aid as co-applicants.

9.2.2 Building the agency and capacity of adolescent girls and young women for leadership:

AAG submitted a proposal for the third phase of this People's Postcode Lottery funded project after an Expression of Interest (EOI) was sent to

all countries in the Federation in January, 2019. Our application was selected; thus Ghana has been included in a multi-country project led by

ActionAid UK. Our proposal was worth £410,000 to be implemented over a 12-month period. This project aims to build the agency of 1,200 young women aged 16-25 in rural and urban communities for inclusive leadership through need-based capacity building initiatives and the creation of Young Female Parliament platforms at the secondary school and community levels. These platforms will serve as safe spaces for peer sharing activities, discussions, and advocacy

strategy development. The project is supporting the young women to engage in campaigning and advocacy demands on the provision of adolescent-friendly services of Sexual and Reproductive Health Rights (SRHR) and collaborate with the Ghana Federation of the Disabled for the full implementation of Ghana's Disability Act. It is being implemented in five (5) Regions of Ghana.

9.2.3 Providing employment opportunities for young people in Ghana

Within the year, we also secured a funding relationship with Medicor Foundation to support a livelihood project in three (3) Districts of the Bono, Upper East, and Northern Regions. The project aims at equipping 500 young people with skills, networks, and start-up tools to undertake

livelihood activities and engage with government to influence decisions that will affect their futures. The total budget for the project is £450,000 and Medicor Foundation is contributing £300,000, representing 67% of the total budget. The 3-year project officially started on 1st July, 2019.

9.2.4 Humanitarian Assistance in the Upper East Region of Ghana

Torrential rains which caused flooding in the Upper East Region in October, 2019 resulted in the death of 28 people, according to officials of the National Disaster Management Organisation (NADMO) and media reports. In response to the devastating effects of the floods, ActionAid International, Care International and Plan International alerted the Start Fund (an international fund created to respond to emergencies) on 29th October, 2019 about the disaster. On 30th October, 2019, members of the Fund responded by allocating an amount of £300,000 for interested organisations to apply and respond to needs of the affected persons. The

proposals were required to be submitted within a 24-hour deadline. AAG submitted a proposal which cost £299,671 before the deadline. It was to provide humanitarian relief to 2,000 households and vulnerable groups comprising about 19,300 individuals across hard-hit and hard-to-reach communities in ten (10) Districts in the Upper East Region. On 1st November, 2019, the evaluation panel unanimously selected AAG's proposal and awarded a £299,671 contract with a 45-day duration with effect from 1st November to 15th December, 2019. The project was successfully implemented, and a report submitted.

9.2.5 Respect and promotion of adolescent girls' right to health and to live free from violence (RESPECT):

After months of discussions, AAG signed a teaming agreement and joined an international consortium of NGOs to develop and submit a multi-country proposal to Global Affairs Canada (GAC) in response to a Call for Proposal advertised in June, 2019. The consortium is led by Crossroads International (also known as Carrefour International) and the Paul Gérin Lajoie Foundation, with six other partners from Ghana, Benin and Togo. The total value of the 6-year proposal is about 20 million Canadian Dollars. RESPECT aims to improve the cultural, social, political and legal environment for the Sexual and Reproductive Health Rights (SRHR) of adolescents (10-19 years old) in the three countries, with special attention to adolescent girls at risk or survivors of Gender-Based Violence (GBV).

The interdependence of SRHR issues and prevention of GBV is at the heart of the project which will deploy various innovations to reach vulnerable adolescent girls, especially those in the forgotten age group of 10-14 years. The project aims to build on a feminist, participatory, integrated, and transformative approach to gender as well as education on the rights of children, girls and women to reduce GBV and increase the enjoyment of the SRHR for targeted adolescents. It will strengthen the capacity of adolescent girls and Civil Society Organisations (CSOs) to advocate for the rights of girls/women and support them in their advocacy work (including a sub-regional campaign with ECOWAS members). Feedback on this multi-country project is expected in 2020.

9.3 Contract Management System

As indicated in the 2018 report, ActionAid Global Secretariat has developed a Contract Management System (CMS) that will help in the efficient management and monitoring of all contracts with Donor Organisations and major individual donors across all countries. AAG engaged in the process and conducted several training sessions for relevant staff on the use of the system to effectively monitor and report on our project portfolio, among others. We started

piloting the system in 2019 and in early 2020, we will upload our project documents on the platform to ensure its full utilisation. Coupled with existing Management Information System (MIS), the CMS will greatly promote the efficiency of our contract and project management. The two systems will provide prompt dashboards to aid the Board and Management in decision-making on matters related to donor contracts and projects managed.

10.0

Internal Audit

The Internal Audit Function (IAF) continues to adopt a risk-based approach to conduct its audits and investigations. This enables them to provide Management with timely analysis, trends, commentaries, and practical recommendations for the effective discharge of their responsibilities. With the risk-based audit approach, the IAF obtains the audit universe, identifies inherent risks, assesses, and ranks them in terms of high, medium, and low risks. The risks profile is then used in drawing up the annual audit plan, which is then communicated to Management to help manage risks.

During the year 2019, the IAF conducted six (6) out of seven (7) planned audits (representing 86% achievement), in addition to two (2) ad hoc investigations and two (2) peer support services provided to Africa 2 Region. This brings the total audit/investigations carried out in 2019 to 10 as depicted in Appendix 1. This feat is significant and re-affirms the Internal Audit Function's commitment to meeting its targets despite the inadequate resources (staffing and budget) it has been faced with over the years.

A trend analysis conducted on the audits revealed five (5) significant findings. They are:

1. Over/under spend budget variances,
2. inadequate preparation of Management Accounts,
3. cost share/co-financing lags or inadequacies,
4. inadequate governance processes (for instance, no filing of annual audited accounts etc), and
5. non-submission of partners' quarterly Expenditure Verification Reports (EVR).

Management has responded to and taken steps to address the queries raised. However, it is recommended that Management should include in the performance targets of Project/Programme Managers the need to pass both internal and external audits undertaken on their activities. This will help in the enforcement of audit recommendations. Consequently, audit recommendation implementation rate will improve. Appendix 1 also contains details of the audits and investigations conducted in 2019.

11.0

Public Relations and Digital Media

strategy in response to the approaches outlined in our CSP VI. The Communications Strategy christened, “Communicating our Impact” employs the use of innovative and modern trends in communication to support the work of AAG.

We therefore intensified our media engagements to publicise national level campaigns. We also continued to employ a myriad of communication approaches which consisted of the use of AAG’s owned-media channels and earned-media platforms to highlight issues of women’s rights and economic empowerment. This approach enabled us to deepen our already cordial relationships with the media and increased

engagements with stakeholders across our owned social media platforms.

The AAG brand remained vibrant internally and externally. This made us remain relevant to donors and other key stakeholders. Within the year, we successfully collaborated with our colleagues within the Federation on global campaigns on women’s rights and economic empowerment, gender equality and social justice. Notable amongst these campaigns are the One Global Campaign which advocated for the adoption and ratification of ILO Convention 190 and the Climate Justice campaign for which we produced a Climate Justice-themed song and music video. The song has become one of the contents highlighted across the Federation.

Furthermore, our campaign on Unpaid Care Work received nationwide publicity as the POWER project’s National Dialogue on Unpaid Care Work provided a great platform to generate a national conversation on the issue. Owing to prevailing misinterpretation of the concept, a media briefing session was organised ahead of the dialogue session. This ensured a clearer understanding of the concept of Unpaid Care Work by media practitioners. The briefing session proved very

useful because media reportage on the dialogue session clarified that AAG was not demanding that women/wives be paid in cash for the care duties they perform at home. In all, over 10 media houses were represented at the National Dialogue session. We had an intensive three-week media interview itinerary which provided us opportunity to discuss the concept of Unpaid Care Work on primetime slots on Joy News, Joy FM, GhOne TV, Uniiq FM among other media houses in Ghana.

Additionally, we intensified our efforts to build the capacities of social movements on advocacy and campaign by organising capacity building sessions on how they could effectively use new media for advocacy.

global social media campaigns. With the support and participation of AAG staff in such global campaigns, our brand remained visible through our high-profile campaigns such as the Climate Strike in September, 2019.

Social media remains one of AAG’s vibrant owned-media channels as it presents us with an opportunity to instantly communicate our impact, enhance or extend the reach of our advocacy as well as promote donor and brand support. This year, we initiated a change in focus of our social media strategy. We focused more on engagements and generating conversations using social media insights. Our engagement levels have gone up with our active involvement in

Our change in strategy to focus on organic engagement yielded very exciting results as we saw an increase in reach and followership across platforms. The number of “Likes” recorded on our Facebook page for instance, increased from 10,000 in 2018 to over 12,000 at the end of 2019. Our Twitter page also recorded an increase from 2,000 followers at the end of 2018 to 3,000 at the end of 2019. Thus, 1,000 more followers.

12.0 Finance

This section provides details and analyses of the income and expenditure performance of AAG for the period January to December, 2019. In 2019, the income of AAG increased by 3% from £3,529.00 to £3,603.00 following a decrease of 19% in 2018, driven by a decline in regular giving and completion of some major projects.

Management is continuously striving to raise additional income from diverse sources to close the gap in regular giving and ensure that our work is sustained across the country especially, in the regions where we work. In 2019, we secured a new project (Northern Ghana Integrated Development Project) with a total funding value of EUR2.8million for four years.

12.1 Income

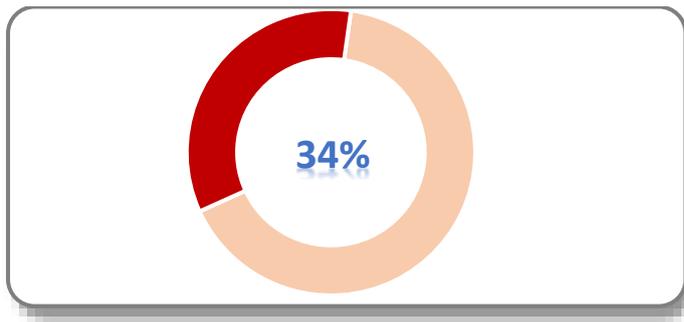
The trend analysis of income for the past three years indicates that the Affiliate Programme (AP) operates with an average income of £3,777,000. This level of income, coupled with Management's continued effort to raise more partnership income, is a strong indication that the AP is financially sustainable and viable.

Total income (including transfers) realized within the period was £3,603,000. This amount is £1,147,000 (i.e. 46%) more than the planned income (£2,456,000). In comparison to actual income for the same period last year, this year's income increased by 3%. The huge variance between actual and planned income was as a

result of the new project (Northern Ghana Integrated Development Project) secured during the year which was not planned for initially and the AP secured emergency funding (£272,000) from Start Fund to respond to the disaster caused by floods in the Upper East Region in October, 2019. Management expects that Partnership Income will increase in the coming years as new project proposals submitted to donors are still pending. Several measures including staff capacity building and strengthening are being undertaken to upgrade their knowledge and skills in Proposal Writing and Consortium Management to make the AP better positioned to raise more partnership funds.

	ACTUAL £'000	PLANNED £'000	FORECAST £'000	VARIANCE £'000	PERCENTAGE %	£'000	PERCENTAGE CHANGE
Child Sponsorship	693	727	693	-34	95	868	-20%
Big Step	369	329	369	40	112	346	7%
Next Step	151	151	151	0	100	281	-46%
Amico Paese	5	5	5	0	100	5	0%
Gift and General Funds	2	2	2	0	100	5	-60%
Net Transfers	-49	-77	-49	28	64	-278	-82%
Partnership - Affiliates	1,694	918	1,228	776	185	1424	19%
Partnership Local	660	325	325	335	203	600	10%
Other Income	29	0	29	29	0	-35	-183%
Total	3,554	2,380	2,753	1,174	149	3,216	11%

12.1 Individual Giving



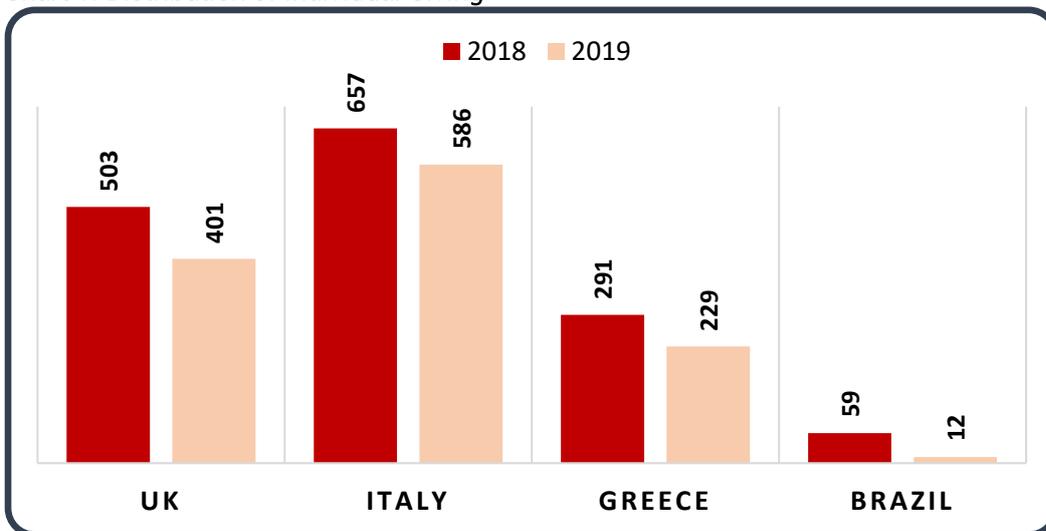
United Kingdom	33%
Italy	48%
Greece	19%
Brazil	1%

Individual Giving accounts for 34% of the country's income mix. This year's income is four percentage-points (4%) lower than that of last year which stood at 38%. Also, the 34% recorded for Individual Giving is 5% lower than planned for the year. This also shows a-year-on-year decrease of 20% in this area. The decrease in regular Giving Income is mainly attributed to the derestriction of the next step income which reduced by 46% compared to 2018. The derestriction policy continues to negatively impact on AAG's income drive since its inception

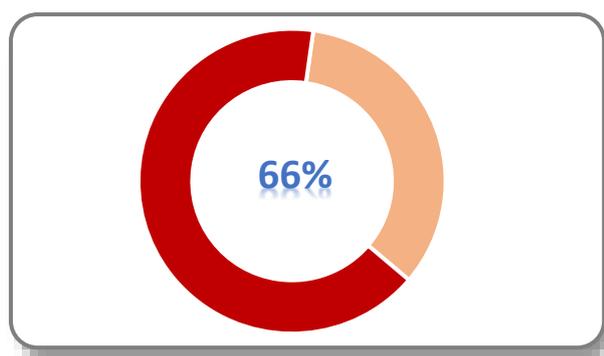
three years ago. The situation has been exacerbated by the withdrawal of sponsorship links from Brazil.

Again, from the review of the performance in individual giving streams, income from UK and Italy contributed 33% and 48% respectively, accounting for 81% of total income. They were followed by Greece and Brazil whose contribution accounted for 19% and 1% respectively. Chart 1 below shows that regular giving from all Funding Affiliates decreased marginally.

Chart 1: Distribution of Individual Giving



12.2 Partnership Income



About 66% of total income received in 2019 was from Partnership Income (contracts, donations, and grants). The amount, £2,354,000 represents an increase of £330,000 compared to income received in 2018. The increase in Partnership Income resulted from the new projects secured during the year under review. Further analysis of Partnership Income trends indicate that this source of income has increased averagely by 15% since 2017. The successes achieved in raising more Partnership Income can be attributed to the sustained efforts by Management to meet the CSP VI target of 85% of the income mix.

PROJECT NAME	DONOR	LOCATION	AAI	LOCAL	TOTAL
			£'000	£'000	£'000
FIT FOR FUTURE	UK	UE, NR	20		20
TRANSFORMING EARLY CHILD EDUCATION	AAI Transfer	UE	18		18
SUSTAINABLE LIVELIHOODS AND TRANSPARENT LOCAL AUTHORITIES	EC	BA, VR		96	96
PROMOTING WOMEN EMPOWERMENT AND RIGHTS	Netherlands	UE, UW, NR, VR	687		687
INFLUENCING EDUCATION FINANCE POLICY	AAI Transfer	GA	42		42
NORTHERN GHANA GOVERNANCE ACTIVITY	CONSULTIUM	UW		150	150
NORTHERN GHANA INTEGRATED DEVELOPMENT PROJECT	EC	UW, UE, NR		383	383
GLOBAL PLATFORM	AA Denmark	GA	151	31	182
AFRICA GOVERNANCE ARCHITECTURE	EC	BA, VR	76		76
COMBATING VIOLENCE AGAINST WOMEN AND GIRLS	AAUK	UE, UW, NR, BA	206		206
PROVIDING EMPLOYMENT OPPORTUNITIES FOR YOUNG PEOPLE IN GHANA	AAUK	UW	82		82
YOUNG URBAN WOMEN	AAI Transfer	GA, BA	132		132
RESPONSE TO THE FLOOD IN UPPER EAST REGION OF GHANA	START FUND	UE	272		272
POWER IN YOUR HANDS	AAUK		8		8
Total			1,694	660	2,354

12.3 Emergency Income

As indicated above, the AP secured an amount of £272,000 from Start Fund to cater for flood victims in the Upper East Region of Ghana. The

project, which lasted for over a month, reached out to 20,109 beneficiaries in 104 communities.

12.4 Expenditure Summary

Total expenditure of £3,475,000 was 19% and 4% higher compared to planned expenditure of £2,914,000 and prior year of £3,330,000, respectively. The huge increase in actual

compared to planned expenditure amounts is attributed to the new projects secured during the period.

	ACTUAL	FORECAST	PLANNED	VARIANCE	UTILISED (%)	PROPOSED	2018	PERCENTAGE (%) CHANGE
Grants and Community Inputs	2,243	2,195	2,026	(217)	111%	65%	2,316	-3%
Staff Cost	751	745	594	(157)	126%	22%	603	25%
Travel and Transport	176	157	67	(109)	263%	5%	137	28%
Office and Service Capital	260	234	222	(38)	117%	7%	244	7%
Capital	45	30	5	(40)	900%	1%	30	50%
Total	3,475	3,361	2,914	(561)	119%	100%	3,330	4%

Expenditure on Grants and Community inputs amounting to £2,243,000, formed 65% of total expenditure. This represents a 3% decrease in expenditure on this item compared to that of last year as indicated in the table above. The table also

shows that expenditure on the same item increased by £217,000 compared to what was planned. As explained above, this was due to the new projects that were secured during the period.

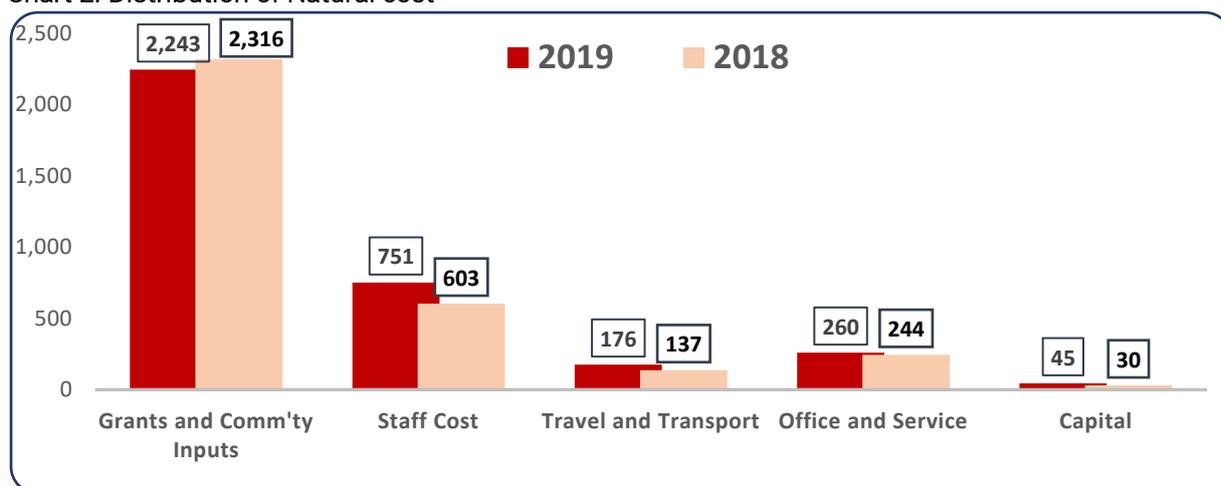
Staff Cost was £751,000 for the reporting period. This represents 22% of total expenditure for the period, but 25% above the previous year's expenditure of £603,000. Staff Cost increased by £169,000 compared to planned expenditure. The increase in Staff Cost was as a result of the salary review implemented at the beginning of the year. Staff Cost was thus increased by 11%. The recruitment of new project staff during the year also contributed to the variance in the Staff Cost.

and rates for utilities contributed to the variance between actual and planned expenditure.

Expenditure on Travel and Transportation exceeded planned expenditure by £110,000 resulting in utilisation of 263%. The variance between planned and forecast expenditure is as a result of the new projects secured during the year. Beside the new projects, the hikes in fuel prices

Office and Service Cost within the reporting period was £260,000. This is £24,000 and £38,000 more than planned and forecast expenditure, respectively. As mentioned before, the variance between planned and forecast expenditure resulted from the new projects. Despite the new projects coming on board, the AP exceeded its budget by £24,000. The AP for the past two years had struggled to meet escalating office cost due to the decline in regular Giving Income. To manage this situation, we will effectively pursue full cost recovery of all projects. Management will continue to explore effective cost saving measures like renegotiating contracts and transacting business with service providers whose costs are cheaper.

Chart 2: Distribution of Natural cost



COST ITEM	ACTUAL	FORECAST	PLANNED	VARIANCE	UTILISED (%)	PROPOSED	2018	PERCENTAGE (%) CHANGE
Programme	2,748	2,643	2,260	(488)	122%	79%	2,670	3%
Fundraising	145	156	139	(6)	104%	4%	143	1%
Governance	62	51	43	(19)	144%	2%	53	17%
Support	520	499	472	(48)	110%	15%	464	12%
Total	3,475	3,349	2,914	(561)	119%	100%	3,330	4%

In terms of Statutory Cost classification, the Affiliate Programme complied with the Global Secretariat's (GS) Key Performance Indicators (KPI). From the table above, Programme Cost was 79% of total expenditure, five percentage-points (5%) above GS KPI of 65%. This is a demonstration to our donors and supporters that a greater portion of their investment/funds are invested in the lives of people living in poverty.

development. We engaged a Consultant to support us develop proposals which were submitted to the European Commission. This investment yielded positive results as we secured the Northern Ghana Integrated Development Project.

12.5 Reserve Analysis

Reserve held as at beginning of the year was £1,850,000. At the end of the reporting period, total Net Asset decreased to £1,650,000. Out of this amount, £427,000 relates to unspent funds held for donor projects. The remaining amount of £1,223,000 is regular giving reserve which is equivalent to 5.0 months' expenditure. The total

For two consecutive years, the AP has managed to operate within the Support Cost KPI of 15%. This achievement was as a result of Management's commitment to adhere strictly to cost-effective measures instituted in 2017.

Fundraising Cost, on the other hand, accounted for 4% of total expenditure. However, Fundraising Cost increased marginally by £2,000 compared to the previous year due to additional investment in proposal

Governance Cost increased by 17% compared to what was planned. The increase in cost was largely due to increase in audit fees. It is worth stating that we managed to cut down Board related expenditure by hosting most of our Board meetings in our conference room. This formed part of effective cost-cutting measures introduced by Management.

reserve held at AAI was £731,000, a decrease from £1,045,000 in 2018. The decline in reserves was mainly attributed to a drawdown on reserves to augment 2019 income. Part of the reserves were invested in fundraising as matching fund to EU projects.

12.6 Balance Sheet Analysis

Property, Plants and Equipment value is £412,000. During the year, one vehicle was procured at a cost of £22,000. There was no disposal of obsolete equipment during the year. Debtors balances at the end of the reporting period was £830,000, out of which £8,000 relates to staff debtors, mainly working floats that were not

retired at the end of the reporting period. Also included in the debtors' amount is AAI debt of £731,000. The remaining amounts are prepayment of £12,000 and other debt of £52,000 (mainly partners grant yet to be retired). At the end of the period, recharges not yet credited to AAG was £27,000.

12.7 Changes in the Exchange Rate

Planned exchange rate for the reporting period was £1.00 to GH¢6.4. Average exchange rate for the year was £1.00 to GHS6.7. The exchange rate

deviation from the plan during the period under review was 5%.

PERIOD	GREAT BRITAIN POUND (£)	GHANA CEDI (GH¢)
Rate as at 1st January, 2019	1	6.11
Planned rate for 2019	1	6.40
Average rate for 2019	1	6.70
Rate as at 31st December, 2019	1	7.00
Planned rate versus Average rate variance	5%	
Variance between opening and closing rates	15%	

12.8 Risk

The erratic currency fluctuation and decline in regular Giving Income (derestriction of next step and withdrawal of Brazil income) continue to top the Risk Register as two areas of high risk for the AP. Management is hopeful that its strategies to

intensify fundraising efforts to raise more Partnership Income and effectively monitor exchange rate volatility will help reduce the impact of these risks on our work.

12.9 Systems and Process Improvement

In line with Objective Three (3) of the Country Strategic Paper VI (Improve financial management, planning and reporting through the development of effective systems and processes), Management is happy to report that the AP has successfully rolled-out the Global The new system has improved documentation and archiving of finance documents due to its digital nature. Additionally, it has greatly improved the work-life balance of staff of the Finance Department as it affords them opportunity to work remotely.

Finance System (GFS). As mentioned in previous reports, the AP was one of the early adopters together with three other countries (Uganda, Nigeria, and Rwanda).

The system, which comes with an improved Q&A BI (data and reporting pack), will greatly improve financial reporting going forward. Management

together with the GFS Core team have initiated moves to implement the second phase of the project (Procure to Pay). With the successful implementation of the first phase, Management has developed a comprehensive plan to roll-out the second phase. Management is hopeful that the introduction of these systems will improve the efficiency and effectiveness of our financial system as well as the quality of our financial reports.

14.0 Recommendations

- Prioritise training of members of PTA Network, other networks, and social movements in advocacy campaigns. Their capacities should also be built in fundraising to enable them source funding from diverse sources in order to sustain their work.
- Vigorously advocate for effective implementation of the Ghana National Climate Change Adaptation Policy by government in order to reduce the impact of Climate Change on smallholder farmers and vulnerable communities in the country.
- Initiate advocacy at the national level to urge government to prioritize local seed development rather than importing hybrid seed as well as supply organic fertilizers.
- Intensify campaign on Unpaid Care Work to get it recognised, adopted, and translated into policy by government for the benefit of all. There is the need to focus attention on this campaign at the national level.

15.0 Conclusion

Clearly, the year 2019 has been a fulfilling year for ActionAid Ghana with regard to the implementation of programmes and projects to beneficiaries across the eleven (11) regions where we operate. Although women's rights remain central to the delivery of all interventions, we have a great opportunity to build resilient and sustainable livelihood through the Northern Ghana Integrated Development Project (NGIDP) and the Providing Employment Opportunities for Youth Project (PEOY).

Despite challenges such as the smuggling of agricultural inputs, non-responsiveness of duty-bearers to advocacy demands and the unfortunate flood disaster that engulfed some communities in the Upper East Region which adversely affected livelihoods, there has been significant empowerment of communities. Members of these communities have been adequately prepared to take lead role in advocacy for their own rights and social development.

Appendices

Appendix 1: Financial Year 2019 - Annual Internal Audits Conducted

NO.	PROJECT/PROGRAMME	LOCATION	DONOR	AUDIT REPORT ISSUANCE DATE	MANAGEMENT RESPONSE DATE
1.	Northern Regional Programme (NRP)	Tamale	Various	29 May 2019	12 June, 2019
2.	Urban Agriculture Network (Urbanet)	Tamale	AA Ghana	27 June 2019.	26 August 2019.
3.	Upper East Regional Programme (UERP)	Zebilla	Various	10 July 2019	24 July 2019
4.	Greater Accra/Volta Regional Programmes (GAVRP)	Accra, Ho	Various	20 December, 2019	No Management response
5.	Upper West Regional Programme (UWRP)	Wa	Various	03 October, 2019	10 October, 2019
6.1	Sustainable Livelihood and Transparent Local Authorities (SLATLA- AAG)	Accra,	European Commission	29 May, 2019	01 July, 2019.
6.2	Sustainable Livelihood and Transparent Local Authorities (SLATLA- LaNMMA)	Accra	European Commission	29 May, 2019	21 August, 2019
6.3	Sustainable Livelihood and Transparent Local Authorities (SLATLA- SWDA)	Sunyani	European Commission	29 May, 2019	No Management response
7	AA Senegal Peer Support (Investigations)	Dakar, Senegal	Various	21 March, 2019	Not Applicable.
8	AA Burundi peer support- CSP review	Bujumbura, Burundi.	Various	08 October, 2019	Not Applicable

Appendix 1: FY 2019 audits conducted.



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