

1 Main activities in the months June-August

Introduction

In order to strengthen the social development of Adaklu, one of the most deprived Districts of Ghana, a project has been set up based on the conviction that women empowerment is an effective avenue of growth and development in the region. Grow Your Dream Foundation (GYDF), together with German donor Schmitz Stiftungen and partnering NGO HITA, has started to roll out the project in ten communities across Adaklu District earlier in 2021.

The focus is to empower women to become assertive and productive, e.g. by enabling them to take developmental decisions geared towards community growth. After engagement with key local actors for health, social and community development and the traditional gate keepers (community elders) in these communities, community groups were initiated and have been supported in their activities. By cooperating with HITA and other international NGOs, GYDF has been able to tap into global best practice for methods to advance women empowerment and and male engagement for gender equality at community level.

Grow Your Dream Foundation strongly believes that eliminating gender inequality and disparities which are socially created to disadvantage women will help the world reap the double dividend of growth and development. Moreover, concern about gender equality should be seen as an important aspect of any kind of development activity to ensure equal opportunities for all. Women in Ghana have been relegated to the background and socially discriminated based on traditional cultural orientations, which means a holistic approach is required to address the challenge.

Monthly meetings of Daddy's and Mothers Clubs

During the reporting period, GYDF staff visited each of the 10 project communities and engaged with the 20 groups set up. Group activities as designed were carried out according to plan. Because of the increasing self-confidence of group leaders to chair meetings themselves (based on the training they had received at the first training workshop), the role of the GYDF team has changed; it is now focused mainly on monitoring and supervising group meetings and to assess the work and activities being undertaken by each group.

Community	Date June	Date July	Date August
Amuzudeve	05/06/2021	10/07/2021	08/08/2021
Dawanu	17/06/2021	18/07/2021	15/08/2021
Dorkpo	20/06/2021	15/07/2021	20/08/2021
Dzakpo	19/06/2021	23/07/2021	14/08/2021
Gavorkope	11/06/2021	22/07/2021	18/08/2021
Golokope	01/06/2021	09/07/2021	22/08/2021
Kordiabe	27/06/2021	25/07/2021	27/08/2021
Kpodzi	25/06/2021	29/07/2021	29/08/2021
Kpodoave	03/06/2021	02/07/2021	04/08/2021
Seva	23/06/2021	30/07/2021	16/08/2021

In the months under review, a range of topics were covered with each of the groups based on the suggested methodology as described in the manual which each group leader had received at the training workshop.

This is an example of a session as conducted in each of the communities:

GENDER TRANSFORMATIVE COMMUNICATION

The purpose of this topic is to make group member reflect about the root causes of gender inequality and to promote the value of women and girls. Therefore, gender transformative communication features the empowerment and agency of women and girls and the engagement of boys and men as equal partners of a process of change.

The session starts with a discussion of the root causes of gender inequality in the context of the Ghanaian society, such as traditional gender norms and practices that supposedly provide a justification for inequality.

Participants are then introduced to the main features of inclusive language, which is a major component of gender transformative communication. For example, group members are encouraged to notice that by speaking of “communities” or “people”, the importance of different identities is erased. This can be avoided by speaking of “women, men, boys, and girls in communities”. Other examples include the use of chair person instead of chairmen, native language instead of mother language, and “Musa and Selina” rather than “Mr. Musa and his wife”.

The group is then divided into two subgroups, each of which is instructed to generate a discussion on gender sensitive phrases. Group A is asked to come up with a list of **don't's**, i.e. language that is to be avoided as it reinforces gender biases. Group B is asked to draft a list of **do's**, i.e. language that should be used to counter gender biases (see table below).

Group A	Group B
<p>Try no to reinforce gender stereotypes.</p> <p>We always want to keep in mind our end goal, which is advancing gender equality and achieving transformation.</p> <p>LESSON LEARNED:</p> <p>As much as possible, avoid traditional roles played by girls and women as homemakers and mothers.</p> <p>This does not mean that we need to scrap all photos/videos where girls/women are portrayed in traditional activities, it means that we want to ensure diversity of representation.</p> <p>The same applies to men and boys.</p>	<p>Do portray girls/women and boys/men in diverse roles as leaders, expert, spokespersons, ordinary community members</p> <p>LESSON LEARNED:</p> <p>Portray boys/men and women /girls in different contexts (family, work, leisure).</p>
<p>Don't reinforce the disempowerment of women and girls.</p>	<p>Focus on the situation or context that causes or contributes to girls' vulnerability and risk.</p>

“WHO MAKES DECISIONS AT HOME?”

This next exercise has the objective is to make group members reflect on imbalances in decision-making power between men and women and to discuss the advantages of women and men making decisions together.

After an introductory plenary discussion session, members were again divided in two groups in which they were to discuss and digest their views on the following questions:

- Who decides who does the housework in your household?
- Who decides what the children eat?
- Who decides how many children they should have?
- Who decides when a girl should marry?
- Who decides when to have sex?
- Who decides if children go to school?
- Who decide who pays the medical bills?
- Who decides how money is spend?
- Who decides how money is spend or invested?

Each group is asked to spend some time to discuss and generate different arguments. The intention in the subsequent discussion with all participants is then to discuss the reasons for the traditional gender roles, and how these impacts on the well-being and satisfaction of both women and men.

Combined Women and husband group meeting in Golokope (22 August, 2021)



Women Support Group and Daddies Club meeting in Kordiabe (25 July, 2021)



In total about 840 people were reached in all project activities during the reporting period.

2 Diversions from the workplan

There has been no change of the workplan for the remaining duration of the project in the reporting period.

Workplan

Activities	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
I. Set up of project management infrastructure											
II. Community entry, engagement of target groups, set-up of additional Clubs											
III. Preparation of digital content and social media channels											
IV. Training of Club Leaders											
V. Digitally supported operation of Fathers, Mothers, Adolescents Clubs											
VI. Impact analysis, reporting											
VII. Dissemination											

3 Other issues

Changes to the budget

During the course of the project, it has become clear that there are significant deviations between the actual costs and the originally calculated costs for some items in the financial plan. As a consequence a request for approval to amend the project finance plan was submitted to the funding on 22 July, 2021.

This concerns additional costs for the following items:

- **2.2: Transport of participants to/from training workshops:** Transport is provided by shared taxis (Tro-Tros) or motorbike taxis. The market price for such services has risen continuously in recent months, which is explained by the Corona pandemic. In addition, at the time of the workshop, which could not take place until later than originally planned, the roads were in a very bad condition due to the rain, so that there were not insignificant surcharges in the market prices. To be on the safe side, it is also assumed for the second series of workshops in November/December that the market prices will remain about the same, even though the rainy season will be over by then. The total additional costs compared to the original financial planning amount to € 732.
- **2.3: Catering for training workshops:** Also due to the Corona pandemic, the landlord of the event space insisted that the catering be done by his standard supplier and that a third party not be contracted for this (as calculated). This resulted in additional costs for the first workshops, which should, however, be avoided for the second series of workshops in November/December. The total additional costs compared to the original financial planning amount to € 423.

This is offset by reductions in costs for two items:

- **2.1: Rent for event hall for training workshops:** Through further market research carried out in a timely manner, it was possible to identify a cost-effective event hall. This results in a total cost reduction of € 590 compared to the original financial planning, which offsets the additional costs for catering.
- **2.8: Mobile phone credit (top-up) for Club Leaders and GYDF staff:** To compensate for the remaining additional costs, the planning for the distribution of mobile phone credits to the group leaders was adjusted so that less credit is distributed and the total costs are therefore reduced by € 404. Due to the obvious motivation of the group leaders to participate in the project, this should not have a negative impact on the target group's willingness to participate.

The overall budget of the project remains unaffected by these changes.

Travel expenses

Based on average market rates for taxi drivers, the distance (in km by road) between Ho and each community and the quality of the road connection, the following rates for reimbursement of travel effort have been defined:

Community	Estimated total travel cost per return trip (GHS)
Ahunda Kpodzi	130
Amuzudeve	110
Dawanu	90

Community	Estimated total travel cost per return trip (GHS)
Dorkpo	130
Dzakpo	110
Gavorkope	70
Golokope	110
Kordiabe	130
Kpodoave	120
Seva	120

Daily allowances

For subsistence and accommodation (if required), field staff receive an allowance of **GHS 145 per full workday**.