



Until we are all equal



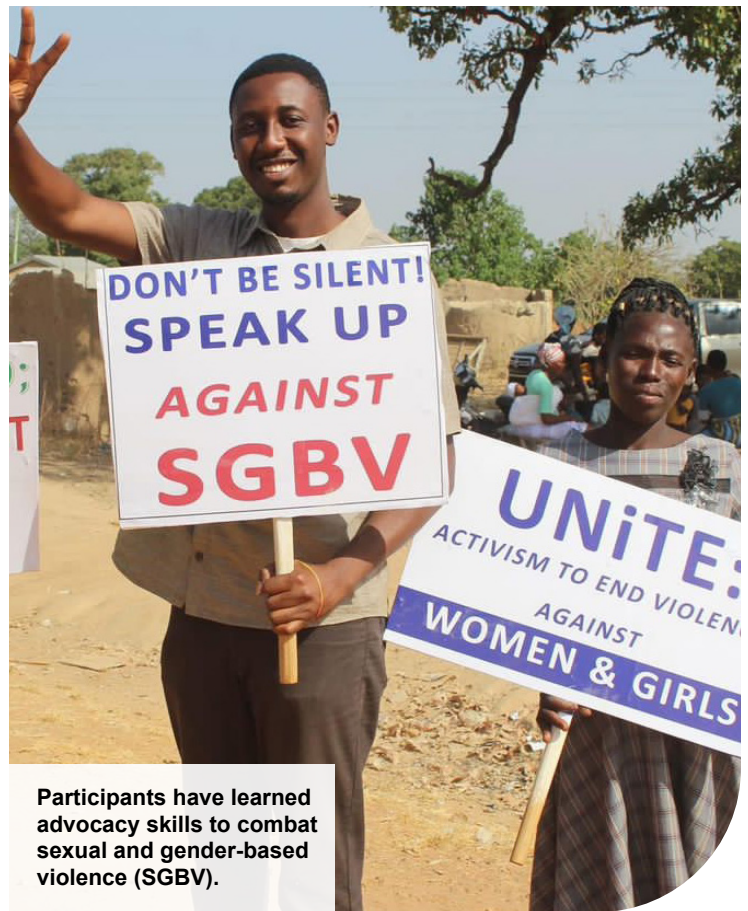
RIGHT: A young teen addresses an audience of other mentees. **BELOW:** A girl participates in a class on how to sew menstrual pads.

Holding Court

Women's Voice and Leadership in Ghana



This project supports women's rights organizations in fulfilling their missions so all Ghanaian women can use their power to thrive.



Participants have learned advocacy skills to combat sexual and gender-based violence (SGBV).

Project Summary

Imagine everything changing around you, but you can't do anything to change the outcome.

Women in Ghana aren't powerless, but restrictive gender norms make it hard for them to exercise their rights. Women are encouraged to be homemakers and caregivers, and higher education for girls isn't prioritized. As a result, when most girls grow up, they rely on low-paying jobs to support themselves. They don't have equal access to land, savings or capital, which perpetuates the cycle of poverty. And it means women are less likely to fill leadership positions or even have a say in the matters that affect their lives, families and communities.

Many local women's organizations are working to change this, but they need more resources to achieve their goals. Plan International's Women's Voice and Leadership (WVL) project is helping these organizations get the training, tools and funding they need so they can excel in their work and serve the women and girls of Ghana as they deserve.

THE FACTS

WHAT: Provide financial support (in the form of grants) and non-financial support (such as training and networking opportunities) to women's rights organizations and their staff

WHO: Plan International Ghana and Plan International Canada partner with two leading national women's rights networks in Ghana – the Network for Women's Rights in Ghana (NETRIGHT) and Women in Law and Development in Africa (WiLDAF) – through the support of Global Affairs Canada. This collaboration aims to reach 96 Ghanaian women's rights organizations.

WHERE: Six regions of Ghana: Greater Accra, Central, Northern, Upper East, Bono and Bono East

WHEN: March 2019 to September 2024. This report covers Year 4 of the project.

WHY: To support local Ghanaian organizations in improving their sustainability and operations to better support the women and girls they serve. Also, to increase collaboration amongst organizations so they can lead and innovate to further the agenda for girls' and women's rights in the country.

BY THE NUMBERS

Project Highlights



“Some of our grantees have attracted additional funding from other organizations because of their work with Women's Voice and Leadership. Our support has helped them remain resilient and relevant and allowed them to expand on their various interventions.”

– Patricia Essel,
WVL project lead, Plan
International Ghana

52 women's rights organizations (WROs) and 150 staff have received technical training and coaching on gender-forward programming, resource management, evidence-based advocacy, and monitoring and evaluation. These skills increase impact and make organizations more viable to receive other grants. [YEAR 4 TARGETS: 26 WROs, 78 STAFF]

21 WROs have received grants for gender-forward projects valued at \$1.4 million (\$270,000 was awarded in Year 4); 11 of these supported COVID-19 response initiatives that addressed the needs of women. [YEAR 4 TARGET: 21]

Project participants and WILDAF staff marched in the Greater Accra region to raise awareness of sexual and gender-based violence.

64 WROs have received flexible grants totaling \$635,000 to address their short-term funding needs and urgent projects (22 grants were awarded in Year 4, valued at \$240,000); 24 grants, valued at \$182,000, were specifically for innovation (seven in Year 4, valued at \$82,000). [YEAR 4 TARGETS: 20 GRANTS, 5 FOR INNOVATION]

\$486K has been given to our two lead implementing partners, women's rights networks NETRIGHT and WILDAF. [PROJECT TARGET: \$825K]



A STORY OF CHANGE

Finally, Off the Sidelines

Women like Rahinatu use grants to fund life-changing business projects.

Women haven't been able to make decisions in their homes," says Abigail Adumoliga, a project coordinator with Youth Harvest Foundation, one of our WVL partners. "Attitudes have to change, and that has to start with women having financial freedom."

Organizations like Youth Harvest Foundation and the Pan African Organization, another WVL grantee, have used their grants to create projects that build women's skills and help increase their freedom to make decisions. Single mothers like Rahinatu are among those who have taken part in these projects and seen big changes in their lives.

Harvesting crops for less than a dollar a day had been Rahinatu's main source of income, but it wasn't enough to support herself and her son. So she enrolled in a project of the Pan African

Organization with the goal of expanding her options for earning a living.

The Pan African Organization supports single mothers who are marginalized. The project that its WVL grant funded helps women access farmland, skills training or savings and loan groups so they can borrow and save money.

Rahinatu enrolled in a six-month course in running a salon and joined a women's savings and loan group, where she received training on saving money and using credit, managing a business and collaborating with other women to help one another grow.

"The good thing about working in the group is that it encourages you to work together," says Rahinatu. "When you combine your efforts, you can achieve a lot quicker – as a group and as individuals."



My mentor helped me rediscover myself. The academy opened doors for me."

– Barkisu, who participated in a mentorship academy and developed the confidence and skills to start her own 1.5-acre farm. Her dream has always been to be a farmer, even if others discouraged her.



In addition to running her own salon, Rahinatu now helps train other women in how to do hair.

SPOTLIGHT

Report Card

100% of WROs report an increased ability to deliver quality programming, surpassing our 70% target.

100% report an increased ability to manage their daily operations to support their communities more effectively, surpassing our 70% target.

83% report that their projects now have greater reach, surpassing our 70% target.

81% of trained organization staff report sufficient knowledge of resource management, surpassing our 70% target.

99.5% of organizations have met their annual objectives. Only one of 23 organizations did not complete one of their 15 planned activities. This is an increase from 81% in the project's third year, surpassing our 70% target.

100% of participating WROs report an increased ability to form alliances, partner with networks and engage in movements, surpassing our 70% target.

82% of trained staff of WROs report adequate knowledge to undertake evidence-based advocacy, surpassing our 70% target.



Hafsah (left) is part of a successful weaving business, thanks to training she received from a grantee organization.

NEW PATTERNS

Hafsah (pictured above), 21, learned about financial literacy, accounting and business management skills along with 50 other young women. Then, after completing a training course in weaving, she teamed up with seven other

women to start a weaving business. "I knew it would be a life-changing opportunity for me," Hafsah says. Now she wants to help other women generate income through weaving. She also aims to become a certified professional tailor.

Thank you for your support.

We continue to provide funding to women's rights organizations and share our expertise with them. They, in turn, become more powerful and are able to boost leadership and equality for women in Ghanaian communities. Thank you for your contributions to this work.



Click or scan the QR code to learn how you can support girls until we are all equal.

WHAT'S NEW AT PLAN

Our Shared Dream

We see the world as it is and the world as it could be. No matter how complex the challenges, a better future is possible.

It takes **determination**.

It takes **optimism**.

It takes **vision**.

Our “moon shot” vision is equality for girls everywhere. Improving the lives of girls improves the lives of everyone in the family and the community. That understanding, which we know you share, is at the heart of our fundraising campaign, Until We Are All Equal. When you support this campaign, you're trusting us to identify the greatest threats to equality, especially for girls, and respond to them as they arise.

Just going to school every day is impossible for many girls, with one in six living in a conflict zone. That's why, right now, about 120 million girls are missing out on an education. What's more, many girls – 12 million every year – are forced into early marriage, placing them at a heightened risk of dying from complications of early pregnancy or childbirth.

There are 500 million girls alive on our planet today, each filled with promise and potential and with their whole futures ahead of them. How do you transform the world? Start by investing in girls.



About Plan International Canada

Plan International Canada is a member of a global organization dedicated to advancing children's rights and equality for girls. Plan International has been building powerful partnerships with and for children for over 85 years and is now active in more than 80 countries. We stand with children, especially girls, wherever they are oppressed, exploited, left behind or not equally valued. We're determined optimists, and we will continue to persevere until we are all equal.

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