

NORSAAC

ANNUAL REPORT-2016



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Acknowledgement

The Board of Directors, Management, staff and beneficiaries of NORSAAC wish to thank all our cherished donors, partners, communities, youth and women groups, traditional authorities and our able religious leaders for their support during the year.

We acknowledge the immense support and cooperation of Ghana Education Service, Ghana Health Service, National Commission for Civic Education, Northern Regional House of Chiefs, National Peace Council, Regional House of Chiefs, Department of Community Development, Institute of Local Government Studies, Ghana Developing Communities Association, District Assemblies and other CSO platform members.

Our profound gratitude goes to all our donor partners for the financial assistance that has empowered many people especially women and young people in the implementing areas.

We finally acknowledge the diverse contribution of all those who in one way or the other supported to make the year 2016 a successful one.

Acronyms

| | |
|----------|---|
| BECE | Basic Education Certificate Examination |
| CBE | Complementary Basic Education |
| CSO | Civil Society Organization |
| CHRAJ | Commission for Human Rights and Administrative Justice |
| CPP | Convention People's Party |
| Das | District Assemblies |
| DCE | District Chief Executives |
| DOVVSU | Domestic Violence and Victim Support Unit |
| DSW | Department of Social Welfare |
| EC | Electoral Commission |
| GDHS | Ghana Demographic Health Survey |
| GES | Ghana Education Service |
| GHS | Ghana Health Service |
| GSAM | Ghana Strengthening Accountability Mechanism |
| GUSO | Get Up Stand Out |
| ILGS | Institute of Local Government Studies |
| MNCH | Maternal New born and Child Health |
| NCCE | National Commission for Civic Education |
| NDC | National Democratic Congress |
| NORWACCG | Northern Region Assembly Women Caucus on Good Governance |
| NPP | New Patriotic Party |
| PNC | People's National Convention |
| PTA | Parent Teachers Associations |
| RCC | Regional Coordinating Councils |
| SCOPE | Strengthening Community-Led Initiatives for Peaceful and Credible Elections |
| SD | Strategic Document |
| SHOW | Strengthening Health Outcomes of Women and Children |
| SPIP | School Project Improvement Plan |
| SRHR | Sexual Reproductive Health and Rights |
| ToT | Trainers of Trainees |
| YFP | Young Female Parliamentarians |

Message from Executive Director

Greetings from Management and the entire staff of NORSAAC. Also, accept greetings from the board of the organization, which is the highest decision-making body of NORSAAC. The 9-member board of directors has been solidly behind the organization providing diverse perspectives in the implementation of the year's interventions.

I am excited sharing with you brief results of what we have recorded within the year under review. The year was quite successful as we ended it with our existing partners with even an increased commitment from them. We are grateful to all our partners for the trust and loyalty. Of course, we give you the best results and will continue to remain committed to our agreed commitments and standards.

The nation once again showed the world that its democratic credentials are solid. It has peacefully transferred power through the ballot from the NDC to the NPP government. We Ghanaians showed levels of political maturity during the processes. I want to urge the victorious political party supporters to celebrate in moderation in order not to provoke the anger of the losers. The peaceful environment of the nation has implications on relations with our donors.

The year under review is second into the implementation of our strategic document "Taking



Action". Ardent followers of our work will recall the 2015-2019 strategic document of the organization revolves around four pillars; Gender and Governance, Sexual Reproductive Health and Rights, Livelihood and Entrepreneurship and finally Education. These four programme areas have influenced the projects we design, implement and have maintained consistency in working towards achieving the outlined outcomes in the document. It will be interesting and I urge you to keep monitoring on how we speak to the result areas when we conduct midterm evaluation of our strategic document in 2017. An independent assessment will be done and we would be humble enough to admit our weaknesses and opportunities that come along with it.

This report as indicated shifts from our traditional way of reporting where we tell you of our activities and the corresponding outputs. In this report, we remind you of the issues we are addressing, key actions we have taken and the significant results that emerged within the year. Seeds sown in our previous work may germinate this year and we are glad to let you know.

There were also some new areas we accepted the challenge to venture into as a result of fruitful discussion with partners. Our education programme remains the least-developed area but discussion with Action aid has seen implementation of the Complimentary Basic Education (CBE). The result within a year is so massive and we would build on it to deepen this programme area.

As in previous years, we had number of auditors from national and international examining our books and I am happy to inform you that we had good commendations from them. This should give confidence to our donor partners who must be assured of judicious use of resources we receive. We will continue to strengthen our systems and remain one of the credible, independent and accountable local organizations.

Finally, NORSAAC will be 15 years in 2017 and I assure you of exciting events to commemorate the event. I urge you to make time to join us in the celebrations. We shall use the anniversary to provoke national debates on issues that concern the youth, women and children. I encourage you to make time to read this report and provide us feedback on our work and the report. It is only through this that we can achieve our purpose. I wish you well in your reading.

Thank you

Signed

Alhassan Mohammed Awal

(Executive Director)

OVERVIEW OF THE REPORT

This represents a summary of the organizational annual report for the year 2016. It provides highlights of all intervention areas of the organization. It becomes almost impossible to present details of all activities carried out within the year and as a result, an epitomized version of the work is what is captured in the report. Attention has been on progress made towards the achievement of our strategic document dubbed “Taking Action”. Key challenges observed under each intervention area, strategies used and the immediate results recorded within the period. Also, it provides some success stories, most important interactions/visit we had within the year under review and of course summary of our financial reports. It should give stakeholders comprehensive yet summarized performance of NORSAAC as a progressive development organization.

What We Represent

NORSAAC is an empowerment for change organization focusing on women and young people. The organization, which has gained national level recognition started as a community based organization mobilizing the youth to discuss and find possibly ways of addressing HIV/AIDS issues in schools and communities in early parts of 2002. With innovation and the need to respond to peoples’ needs, management, staff, board and beneficiaries of the organization restructured it to focus more on Sexual and Reproductive Health Rights issues, Gender and Governance, Education and livelihood and Entrepreneurship Development. The organization is in vigorous preparation to mark its 15 years of operations in 2017.

Where We Work

NORSAAC operates in almost all the 26 districts in the Northern and 8 in Upper East Regions. The organization worked in 2 districts in Upper West in the 2016 after extending its work with IPAS to Nadowli and Sissala West Districts. NORSAAC understands and appreciates the cultures and beliefs of the people of Northern Ghana.

Vision Statement: A society in which every person enjoys their rights and lives a life of dignity.

Mission Statement: To work with communities and community-based structures and like-minded organizations to build the capacities of community members and affected groups to enjoy their rights and live a life of dignity.

Core Values:

Commitment: Commitment to the poor, the underprivileged, the marginalised, the handicapped and People Living with HIV and AIDS (PLWHAs).

Justice: Belief in social justice and in carrying out this philosophy, we work to ensure equal opportunities for all irrespective of sex, colour, ethnicity, age, religion and race.

Mutual Respect: Value and regard for all people equally and acting in a way that respects the dignity, uniqueness and intrinsic worth of every person; the needy, donors, staff and their families, Board members, partners and volunteers

Partnership: We accept the obligation of joint participation, a shared goal and mutual accountability that our partnership requires. We recognize our beneficiaries as key partners at all levels and will, at all times, be guided by the relationship especially in signing contracts with donor partners.

Responsiveness: Willingness and readiness to take intelligent and calculated risk and to act quickly with experience and sensitivity to what the situation requires. We also recognise the contributions of the poor and disadvantaged, the needy and PLWHAs.

Gender Sensitivity: The organisation in all its dealings will respect involvement of all sexes. It shall promote inclusion, participation and voice. Management and Board would also be constituted with consideration for gender equality and equity.

HEADLINES OF MAJOR EVENTS IN 2016

❖ District Directors of Education in the Northern Region Accept Challenge to Lead Implementation of Sexuality Education in Schools

Campaign for inclusion of Comprehensive Sexuality Education (CSE) was seen as a challenging area for most CSOs in the Northern Sector. Perseverance and consistency in approaching the subject by NORSAAC is yielding results quicker than anticipated. In the year under review, all 26 District Directors of education in Northern Region convened a meeting at the instance of the Regional Director to examine possible but effective ways of rolling out CSE in all schools. NORSAAC facilitated the process but the commitment of the leadership of education in the region was worth commending. There was unanimous decision that CSE was the surest way to eliminating teenage pregnancy, which was fast increasing in basic schools in the region. Among their consideration was adoption of NORSAAC's strategies or approach of teaching sexuality education in schools. NORSAAC previously worked with education authorities and communities in selected districts to develop and use participatory tools to generate discussion on SRHR issues. The Directors concluded the meeting by adapting guidelines jointly developed with NORSAAC for teachers to integrate comprehensive sexuality education in teaching at all levels. This is a major shift towards empowering young people especially boys and girls at the basic level to own and take decisions on their bodies.

❖ Launch of Women Chiefs' Diary in the Dagbon Traditional Council

Another significant milestone achieved within the year was the increased visibility of women chiefs. There was consolidation of profiles of all women chiefs in the Dagbon Traditional Area of the Northern Region and endorsed by the traditional council and Northern Regional House of Chiefs. The launching ceremony was colourful and a beginning of new journey for the women chiefs.



“Namship” (chieftaincy) of 22 women chiefs in the Dagbon Traditional Area from Yani, Yoo, Sungson, Nakpale, Sanguli, Chereponi, Saboba and Kumbungu

Traditional areas were documented. This efforts by NORSAAC made many stakeholders express commitment to activities of the women chiefs and further questioned their absence in both the

Dagbon traditional council and regional house of chiefs. In the perspective of NORSAAC, the visibility of women chief was self-empowering and a significant step to women representation and participation in traditional governance. With the launch of the diary, the women chiefs are building on the network and inspired by the commonality of their issues to effectively engage the male chiefs in their traditional areas for recognition and due respect. Also, the launch which took a national dimension opened discussions on effective ways of ensuring adequate representation of women in all regional and traditional councils.

The Event was graced by the honorable Minister for Chieftaincy affairs who pledged support to ensure that other traditional councils aside Dagbon had their women chiefs profiled and documented. In his speech, the hon. minister named the picture diary a “ROYAL DIARY” and commended NORSAAC and Ibis Ghana for their efforts in advancing the course of women in Ghana.

❖ **NORSAAC Participates in Strategic Partnership Conference by Axis**

In 2008, NORSAAC initiated a relationship with AXIS- a Danish based organization focusing on education and reproductive health. In 2016, the two organizations expanded the relationship to



include RAINS in Ghana and AMNET in Sierra Leone. The significance of the conference was the fact that the two organizations were organizing an International Conference for the first time in Ghana and it was to build a strong network to develop a multi-country program. Inspired by its common value of partnership coupled with Axis’ intention to expand its relationship in West Africa, the conference examined common challenges in the two countries, possible ways to contribute to the

achievement of the SDGs, building partnership beyond the network of the three and positioning well for a strong Africa regional advocacy. With about 25 participants from Denmark, Sierra Leone and Ghana, the conference explored complimentary areas that the three could focus on to make impacts beyond their respective countries. Participants describe the conference as timely, educative and a sustainable way of building organizations and to building a vibrant network.

❖ Political Parties Signed Peace Accord to Promote Peaceful Elections

The contribution of NORSAAC to free, fair, transparent and peaceful elections in the northern sector of the country cannot be underscored. The organization continues to contribute in strengthening the governance processes of the country. The 2016 election was described by many as a threat to the fledgling democracy of Ghana. NORSAAC saw the need to develop an interrelated but diverse stakeholders' intervention and increased local and national level discussion on peaceful elections. One major activity that took a national dimension was political parties' peace accord signing ceremony in the Sagnerigu District. Four (4) main political parties namely: National Democratic Congress, New Patriotic Party, People's National Convention and Convention People Party signed the peace accord. The paramount chief of Sagnerigu- a revered paramount chief of the traditional area and a former diplomat witnessed the signing ceremony. This contributed to the absence of political violence during the elections as youth groups were aware of the political parties' resolution against political violence. Also, the regional chairperson of the New Patriotic Party (NPP) demonstrated his adherence to the commitment to peace through his timely relay of information via the media against any youth planning attack on any of their opponents. The peace accord also created a platform for all the political parties to interact and show their commitment levels towards a peaceful election.

❖ Observation of 2016 General Elections

Since 2008, NORSAAC has established itself as one of the governance institutions in Ghana. It has consistently participated in elections at both local and national levels. In the 2016 presidential and parliamentary elections, the organization led the CSO platform on Good Governance in the Northern region to observe the elections as a way of contributing to improved governance. The observation was carried out by 146 observers in 22 constituencies and 21 districts within the Northern Region. Gender sensitive and social inclusiveness were basis for a reviewed observation checklist. The adopted checklist was commonly used by other organizations who observed the elections in the Northern region. The governance platform received enormous support from security agencies, electoral commission and became first point of call for all international observers. Observation report including recommendations for improved electoral processes has since been produced, disseminated and copies circulated.

❖ **NORSAAC Holds Staff Retreat**

NORSAAC, as part of its organizational development embarked on a three day staff retreat in Wa at the Blue Hill Hotel in the Upper West Region. The event, which started on the 20th of December and ended on the 22nd, was to enable staff of the organization assess their performance within the year in a more relaxed environment. It was a combination of fun and work. The retreat also used to review the progress of work in the organization, the challenges and the way forward to put measures in place to enhance performance in the ensuing year. A total of 36 staff and volunteers (13 females and 23 males) participated in the retreat.

PROGRAMME AREA REPORTING

In the programme area reporting, focus will be on the key activities, outputs and outcomes of the four programme areas; Gender and Governance, Sexual Reproductive Health and Rights, Livelihood and Entrepreneurial Development, and Education.

STRATEGIC GENDER AND GOVERNANCE REPORTING

In the year under review, young women and their groups, both in-school and out-of-school became the fulcrum of our gender and governance program. There was a significant shift from targeting adult women groups to focusing on young women to expand their platforms. Child marriage, Skills training for young women, increasing visibility of women chiefs and empowerment of young females captured the attention of the organization. In all, 23,271 young people and about 98,980 secondary beneficiaries within the implementing areas were reached in 2016. The results recorded, the strategies used are summarized below under each of the three strategic objective areas of NORSAAC Strategic Document. Strategies used were mostly sensitizations, consultative meetings, broadcast/media engagements as well as research.

Summary of key projects

- Let the Girls Smile: Say No to Child Marriage
- Northern Region Assembly Women's Caucus on Good Governance (NORWACGG)
- Children Against Child Marriage Clubs (CCMs)
- Strengthening Community Led action for Peaceful and Credible Elections. (SCOPE)

Right holder groups

- Young Urban Women
- Young Female Parliament
- Northern Region Assembly Women's Caucus on Good Governance (NORWACGG)
- Children Against Child Marriage Clubs (CCMs)
- Community Monitoring Teams

Gender and Governance Objectives Area Reporting

Per the NORSAAC strategic document, this section focuses on the major outcomes and outputs under the gender and governance objective areas:

Objective 1. Empowering women and girls to participate in decision making at homes, in schools, in communities and district decision-making structures

The Young Female Parliamentarians (YFP) was supported to hold engagements with the Northern Regional Education Service to facilitate a process of creating space for leadership structure to be friendly and gender sensitive. The initial processes involved all head teachers of public Senior High Schools in Northern Region. They revealed varied reasons for the existing structure and finally outlined steps to develop and adopt a regional common structure which will be gender sensitive and provide equal opportunity for all.

The work within the year finally ensured the newly developed structure was adopted by the Regional Education Directorate. This leadership structure has now been adopted by all public senior high schools resulting in 3 female senior prefects and over 8 assistant female senior prefects in schools the Northern Region. Thus, the Northern Regional Education Service is currently advocating for national adaptation of the gender friendly leadership structure. NORSAAC shall support this advocacy in 2017.

Objective 2. Increasing response from Government and its Agencies to the Demands of Citizens on Accountable Governance

Empowering citizens to be part of development process and not just being consumers of services was one focused area of the organization. Citizens in most cases have weaker capacities to analyse and appreciate their contribution to better services from duty bearers. As a result, service providers are unable to account to them and further weakening them. In response to this issue and also increase service providers' responses to citizens, NORSAAC used its membership in the Ghana Strengthening Accountability Mechanism (GSAM) to engage communities using community score cards among other participatory tools. The Ghana Strengthening Accountability Mechanism (GSAM) project is built on the core value of "participatory and inclusive governance" to mitigate the challenge of information barriers on district assembly projects and performances as well as social accountability gap identified in the district assemblies across the country. The Ghana Strengthening Accountability Mechanism (GSAM) project is built on the core value of "participatory governance" in order to mitigate the problem of information barriers on district assembly projects and performances as well as social accountability gap identified in the district assemblies across the country. Within the year, NORSAAC formed 8 community monitoring teams of existing groups in 8 communities that capital projects were monitored (4 School blocks,

police post, CHPS Compound, rehabilitation of dug out and construction of 5km feeder road). These committees were able to engage in daily monitoring of the capital projects resulting in responsiveness of the contractors and assembly to the community demands for adherence to contract specifications and quality work. About 2,485 males and 2,216 females were also reached on information about the capital projects and also engaged in community score card processes of the capital projects.

Objective 3. Enhancing Allocation of Economic and Natural Resources to Men and Women Equitably and Fairness

The efforts of governments and donors towards achieving quality education in Ghana manifested in the forms of specific educational policies and programmes such as; capitation grant policy, school feeding programme, free school uniform and recently Ghana Partnership Education Grant (GPEG). These constitute among others the efforts and resources that go into ensuring that citizens of Ghana enjoy quality education. It is also worth noting that the Civil Society Organizations (CSOs) and Non-Governmental Organizations (NGOs) play a critical role in holding governments accountable for their commitments.

In promoting community evidence based resource tracking, allocation and general advocacy, NORSAAC supported local groups (NORWACCG, Youth Groups, etc.) to conduct survey and disseminate findings on budgetary allocations and utilization for education services for 2015 financial year in 2 districts (Savelugu and Kumbungu).

The study revealed challenges with education budgets: 98% of respondents indicated that education budgets are highly inadequate, 78% mentioned untimely release of education budgets by the government, 89% also acknowledged the delays in allocating education budgets by the District Directorate of Education to the schools. In addition, inadequate involvement of Parent Teachers Associations (PTAs) in School Project Improvement Plan (SPIP) preparations depriving parents of opportunity to engage in budget supervision was indicated by 66% of the respondents. Furthermore, 86% of the respondents revealed that lack of adequate training of head teachers on SPIP preparation in the selected schools as another challenge associated with budget allocation and use. More so, 71% also felt that the procedures involved in accessing education budgets from the district education office are cumbersome, 45% indicated that some schools use education budgets to service unapproved budget lines, and finally, 60% also acknowledged poor financial records keeping at the schools as a challenged

Change Stories from the Gender and Governance Programme Area

Story 1: Pregnancy must not stop her- Child marriage can always be prevented!!!

“My name is Sophia Yagriga, I am 17 years old. A boy in school deceived me to “do something with him” I did not know I will get pregnant. It was later I realized I was pregnant. I get very hurt anytime I see my colleagues going to school. With what I am experiencing, I will always advice



my colleague girls not to allow men to deceive them, since women will always go backwards whilst the men still move on. I will advise my mother to try her best to provide the needs of the rest of my sisters since this was the major cause of my current state. Because the boy always told me he will provide all my needs. My mom always told me if I have something to do with a man I will get pregnant but I thought she was lying”.

Since Jato Jawun and her daughter are part of the women leaders (Magazia’s) household hence, they form part of UNICEF and NORSAAC’s model households against child marriage, households who are serving as role models and advocating against child marriage. Hence the Magazia is in full support of her sister’s decision to take her back to school after child birth and not allow an automatic marriage of a teen mother. Sophia delivered a bouncing baby boy in December, 2016 and promised to resumed school in 2017.

Story 2: Community monitoring team demands project completion

The DCE of Zabzugu, Mr. Issifu Alidu Laa-Bandow mentioned “I am extremely happy of the ability of the community monitoring team of Nakpale in making a contractor who is noted for not delivering on contracts by time to work per schedule. According to the DCE, it has become a practice in the Regional Coordinating Councils (RCC) for District Chief Executives (DCEs) to be shamed during meetings on poor delivery of contracts. He therefore saw a solution in the community monitoring team methodology when the district engineer informed him of the progress of work at the Nakpale police post. He commended the good concept of the GSAM project and repeated the will of the assembly to always support the work of GSAM. In his words “you can quote me everywhere on this issue of adopting the community monitoring team practice in all communities of my district. I have seen the way now and must say that it is worth practicing”.

STRATEGIC SEXUAL REPRODUCTIVE HEALTH AND RIGHTS REPORTING

The SRHR programme of NORSAAC provides opportunity for education and access to information on sexuality. It influences sexual behaviour and attitudes of young people through the promotion of safe sexual practices in order to reduce the incidence of infection, improve maternal health challenges and prevent teenage pregnancies. We recognize that sexual rights are fundamental human rights issues and they must be observed at all levels. Results and significant progress made within the year are captured here under each key objective as in the organization's strategic document. NORSAAC focuses on three objective areas under the SRHR programme and this report gives updates under each area.

Within the year 2016 the SRHR programme had one of the major strides of getting all Directors of Education in the Northern Region embracing the teaching of sexuality education in schools and thus supported in the training of not less than 25 teachers in all 26 districts as Trainers of Trainees (ToTs) on sexuality education.

The SRHR activities within the year were able to reach out to 7,675 young people as primary beneficiaries and 19,000 as secondary beneficiaries within the implementing communities and districts. The major outcomes and outputs under the SRHR objective areas in the NORSAAC Strategic Document are further discussed below.

Objective 1. Reduced maternal, Neonatal, child mortality and morbidity through improved and informed practices

An effective way of ensuring good and sustainable health outcomes of women and children is the involvement of community members in the planning process and implementation. Most often these people are left out without reflecting on the roles they play and how they affect women and children's health. The biases of cultural and religious practices make interventions mostly on assumptions and further create more challenges in achieving the positive outcomes.

NORSAAC within the year 2016 started to engage many stakeholders in its implementing communities and districts on a project dubbed "Strengthening Health Outcomes of Women and Children (SHOW)". Global Affairs Canada through Plan International Canada sponsors the project, which is in partnership with Plan International Ghana. It seeks to increase the quality, availability and utilization of Maternal New born and Child Health (MNCH) services through Health System Strengthening, accountability and the promotion of gender equality in selected underserved districts. The expected ultimate outcome of the project is to contribute to the reduction of maternal and child mortality in the targeted districts and regions. Major strategies have been the involvement of various community groups in ensuring compliance to demand and access to health services.

So far about 1200 individuals from these groups (daddies clubs, adolescents clubs, grannies clubs, mother-to-mother support groups, transport owners associations, herbalist and wanzams groups among others) have been mobilised within 2 districts to support the advocacy on male engagement towards enhanced maternal health outcomes of women and children.

Story here?

A partnership between NORSAAC and Ipas Ghana to implement a project to address the concerns of unsafe abortions in the Upper East Region has shown an increase in the reported cases of incomplete abortion, unwanted pregnancies and incest cases that resulted in pregnancies due to information reached to the people through community sensitizations in a form of durbar and meetings. Effective collaboration from the District Health Directorate, District Assemblies, traditional leaders and some trained champions and health volunteers were remarkable during the planning and implementation. Various mobilization and sensitization strategies were adopted to execute activities in these targeted communities. Beneficiary districts include Bawku West, Bongo, Builsa North, Kasena Nankana, Talinsi and Builsa South. 8,449 community people were reached within the year, 3,445 young females 2004 young males, 1550 adult women and 1450 adult male.

Objective 2. Safe Sexual Practices Through Increased Knowledge Of Sexual And Reproductive Health Rights

NORSAAC within the year 2016 supported the Ghana education service of the Northern region to train teachers to have a better understanding of teaching SRHR in schools and able to facilitate sessions using the alternative choice for young people's sexuality manual (a practical way of teaching sexuality to young people). This we believe will cascade into the curriculum in the near future and also reduce the rate of teenage pregnancy in the region.

The existence of youth groups in the communities, the peer educators, the listeners clubs among others have resulted in increased awareness on sexual and reproductive health rights. 6 out of 10 young people randomly reached in selected operational districts have demonstrated increased knowledge of their rights, bodies, health facilities and are able to challenge to attitude of health service providers and some cases community systems.

Service providers have testified increased levels of young people accessing services from facilities with some of them making references to activities of NORSAAC that have awakened them. The

varied methods of NORSAAC to ensure young people access services without any form of intimidation is gradually yielding results.

About 572 teachers and 135 technical staff of GES have become Trainers of Trainees to facilitate the teaching of sexuality education in schools. The adoption of the model and manual for teaching comprehensive sexuality has been a sign of commitment to getting rid of the teenage pregnancy menace and the unacceptable levels of school dropouts.

Objective 3. Enhanced, enabling environment and greater respect for sexual and reproductive health rights of young people

Evidence of NORSAAC interventions revealed that young people get more information from their cohorts and most of the information they receive are not accurate and thus lead them into riskier sexual behaviours as well as uninformed choices. Parents and other relations continue to languish behind with less information on SRHR issues as they find themselves in remote areas where access to radio and television is difficult coupled with lack of youth friendly services by the health service providers. Service providers and their facilities are unattractive to young people because of factors such as attitude of health service providers, location of services, poor counselling before services, victimization of young people, lack of confidentiality and consistent shortages of services young people seek from facilities.

Our approach within the year was to empower young people in the first place to have enough courage to demand for improved services irrespective of the challenges they encounter. The second aspect focused on engaging health service providers and District Assemblies to put measures in place to make health centres attractive to all young people irrespective of their location in society. Our Get up Speak Out (GUSO), Innovative Sexuality Education Project, Youth Activism for Access and Services and Preventing Maternal Death through Unsafe Abortion Project (PUMDU) are some of the interventions within the year.

Effective monitoring was carried within the years to assess the level of improvement of youth accessing the SRH services at the centres supported by NORSAAC. Health workers and young people were engaged to discuss how effective the centres were ran.

Records at the partner health centers and DOVVSU in the various project districts showed a progressive increase in the number of young people accessing various reproductive health and right services. This change is associated with the educational activities by teachers, peer educators and community advocacy groups over the past three years coupled with the support to the provision of youth friendly service.

Change stories from SRHR Programme Area

Story 1. Health service providers now respond to us

A young person in the Gushegu District, Issahaku said *“Health service providers are so professional now with their work as compared to three years where I would hardly visit the health facility because of the attitude health workers. They are so friendly to me, and that allows free discussion. The health workers will always say come again and encourage your friends to come. That for me is very good and I will encourage my peers to visit the facility”*.

Story2. Age Appropriate Sexuality Education, Solution to Teenage Pregnancy

Twenty Four year old Salamatu Brima, a graduate of Business Senior High School (BISCO), Tamale tells her story; *“I graduated from Business Senior High School in 2015 and currently waiting for my results. I expect to have good results not because I had various forms of education in school and at home. I started with two other colleagues unfortunately they could not make it to SHS. They both got pregnant and dropped out. It worries but I think I have been lucky. My father started giving me sexuality education at age 18 and made me aware of so many things. I must admit that the contact we had with NORSAAC helped us a lot. Before NORSAAC came to our school, we had discussed most of the issues in our peer circles. Of course, most of the things we discussed were inaccurate but I thank God that NORSAAC helped clarify some of the myths”*.

STRATEGIC LIVELIHOOD AND ENTREPRENEURIAL DEVELOPMENT AREA REPORTING

The livelihood and entrepreneurial development programme continued to empower young people and women in the year 2016. Strategies employed were skill trainings, financial support, and financial literacy, sharing and learning sessions, coaching and mentoring among others. The programme area within the year 2016 reached out to 521 direct beneficiaries and about 3,250 secondary beneficiaries. Below are the specific objectives of the programme area and how it performed:

Objective 1. Improved Income for Young Women and Young Men through Engagement In Income Generation Activities

Young people constitute a greater number of the population of the nation yet they are faced with several challenges some of which include unemployment as well as lack of skills to establish their own businesses. In the northern parts of Ghana, agriculture remains the major activity for income with some few trading and social interventions. Many people within this area are not exposed to opportunities either to expand their business or fine new ideas to set up businesses.

The intervention of empowering young people was a reflection for NORSAAC to engage these young people with alternative skills to set up their own businesses as well as give others the skills to expand their business. The strategies included apprenticeship in the areas of smock weaving, welding, electrical, soap making and so on. The team also used coaching as a way of improving on their work.

Thirty (30) young men (bicycle mechanics) have been able to train 35 other young people on bicycle repair. 85 existing Bicycle mechanics have received refresher training on bicycle repairs in two batches. 10 young women being Dress makers have been equipped with new skill on repairs of sewing machines. 130 young women have received skills in soap and body crème making, textile innovation, tie and dye, beads making and dress making. 9 young people have also improved skills in welding, electrical, mobile phone repairs and satellite installations.

The above have improved the income levels of young people and increased opportunities for them to be part of decision making at household level and the larger community.

Objective 2. Enhanced Management of Financial Resources by Young People

The organisation has been keen in its strategies of ensuring effective role-out to impact positively on people. Within the year there was an increase in the reach of number of young people who received financial support to either start up or expand their businesses. 70% of the targeted young people were women within the ages of 19 to 30 years.

100 young people have improved skills on business management, financial literacy and networking. Through the financial literacy training, about 78 young women developed good savings habit hence, have improved on alternative savings other than the bank, through the charges-free NORSAAC SUSU scheme. The 164 beneficiaries of NORSAAC's loan scheme have continuously revolved the scheme to add 66 new beneficiaries to the scheme.

Objective 3. Increased adaptation of agricultural and environmental best practices to mitigate the effects of climate change, especially on women.

Community bush burning is very rampant and it affects not just a small community of group of people but large population of society. Farmers who take loans to cultivate are hard hit by these bush fires and easily go bankrupt. Recovery is extremely difficult further worsening poverty situation in the Northern part of the country. People do not care about the burning as they either do not believe in climate change or see it not to be an issue (they lack knowledge and information on climate change issues). This makes them practice more of the activities that trigger climate change effects in our communities and countries as a whole.

NORSAAC worked to support CSOs especially those at community and district levels in identifying climate change-related threats to local livelihoods, and advocated for pro-poor climate change policies and public programmes. The organization in 2016 focused on environmental byelaws in their implementing communities. The Northern Regional Environmental Protection Agency (EPA) was supported to revive environmental bye-laws processes through engagement of 2 climate change communities in 2 districts and all community stakeholders towards institution of by-laws on environmental protection.

The implementing district assemblies participated in the environmental bye laws development through participation of its officers towards adaptation to be gazetted as by-laws.

Change Stories from LED Programme Area

Story 1. How far I have come in my career



“My name is Issah Rahama, a 25 year old lady. I started learning dress making in the year 2009 in the capital city of Ghana, Accra and graduated in the year 2011. After graduation, I moved to settle in my home town Karaga where I started work under a Nim tree in front of my father’s house. After one and a half years, I had three apprentices and was able to save part of my profits earned to put up a store and now operating in it. I got to know NORSAAC in the year 2014 when they organized a sensitization workshop on financial literacy and business management, of which I was a beneficiary.

I expressed interest to be part of the people NORSAAC wanted to be part of the revolving fund. I received GHC200 to expand my business and have been able to grow it to more than GHC800. My business has grown and I buy things to sell so my customers so they do not have to leave my shop to buy things. I am grateful to NORSAAC for this opportunity. Please continue to help us so that we can become big business women in the near future.

Story 2. I Can Now Face Any Issue in My House

*Mohammed Abukari is a married young man of 27 years of age from the Sung community of Karaga District in the Northern Region.. According to him, “he had hope in life when he set his foot outside his community for the training of which today he has not regretted for that bold decision to learn this skill”. Today, Abukari has been able to build his own workshop with some support from NORSAAC after his graduation. Speaking with him revealed that he is able to repair a maximum of 35- 40 bicycles per month resulting to monthly earnings close to GHS 500.00. This young man can be described as an entrepreneur because he has also initiated the sale of bicycle spare parts at his shop though still in small quantities. This according to him has broadened his sources of income. For Abukari, **“it is my responsibility to re-draw the foot prints of NORSAAC***

in empowering us (young people) by giving out what I have to the society. I am so happy to be part of the fortunate few, I appreciate your coming.

STRATEGIC EDUCATION PROGRAMME REPORTING

The education programme of the organisation has three key objectives captured in the strategic document but this report will focus on two out of the three. A primary target of 3,178 people were reached within the year and subsequently reaching out to about 15,150 secondary beneficiaries within the communities. Strategies included sensitizations and strategic engagement meetings with stakeholders.

Objective 1. Increased access to empowering, quality, basic education for children of school going age.

Ghana's constitution mandates the government to provide free, compulsory, basic education for all Ghanaian children. A lot of inputs, policies and programmes have been developed over the years to improve Ghana's educational system. However, access to education has been one of the challenges in reaching the educational indicators of the country. Cultural factors coupled with "poverty" makes the Northern Region more challenging in accessing education.

NORSAAC and its partner Action Aid implement the complimentary basic education (CBE) aimed at getting 'out of school' children between the ages of 8- 14 years old in Gushegu back to school. Within the year, 122 and 6 facilitators and supervisors respectively were recruited and trained on the facilitation of the content for teaching and learning. These facilitators have been well equipped with knowledge on how to carry out teaching in the various communities. The facilitators consist of 87 males and 35 females. The project strengthens local committee members to support the facilitators conduct CBE classes in their various communities.

This has promoted ownership of the project by community stakeholders. 3050 children consisting 1,428 Males and 1,622 Females, within the ages of 8-14 have been selected and receiving standardized 9 months' functional literacy education in local languages (Dagbani and Likpakpaln) to ensure their enrolment into the formal school system.

Objective 2. Enhanced school governance and management

The YFP project advocated for the review and adaptation of a gender friendly leadership structure. The involvement of all heads of school of public senior high schools' ease adoption even before the official out-dooring of the document.

Young Girls in implemented schools are motivated and inspired to contest leadership positions, explore and understand career choices, are assertive, focused and have total control over their bodies through speed mentoring sessions. Young Females in senior high schools have engaged policy and decision makers to demand for lasting solutions to problems affecting them. 102 YFP were elected to many positions including class prefects, senior prefect, assistant prefects and sector school prefects in 2016 student elections as compared to 68 girls in 2015.

ORGANISATIONAL PROGRESS-2016

Within the year 2016, NORSAAC witnessed massive interest from other donors bringing on board Plan international and SPRING to support in the area of sexual reproductive health and rights. Series of organizations including; IMAWORLD, the African Centre for parliamentary Affairs have also initiated discussions with NORSAAC for joint efforts in the areas of Gender and governance. NORSAAC is also the current national secretary of the Girls Not Brides Ghana partnership and a co-convenor of the SGDs platform in Ghana.

Within the year 2016, NORSAAC restructured its Finance and Administrative unit to enhance effectiveness and efficiency. This resulted in the recruitment of a new Finance and Administrative Manager, finance assistant (held by the 2015 finance manager) and an administrative assistant. The financial manual of the organization has also been revised to meet current international standards as well as improve the financial management practices in the organization. This made the organization to review its staffs' contracts from a bulky document to a one-page document

Operational Documents

NORSAAC has a complete and detailed board manual with funding support from Ibis in 2015. This document has improved the work of the board who now have three sub-committees namely Legal and Governance Committee, Proposal and Programme Development Committee and Audit and Financial sub-committee. NORSAAC as a gender advocacy organization has reviewed its Gender Policy to fit well with the National Gender Policy as well as the expanded focus in the gender discourse. As NORSAAC enhances its work on child protection, the organizational child protection policy is under review and expected to be finalized in the first half of 2017.

Projects/Collaborators and Coverage

Within the year 2016, NORSAAC expanded its coverage to reach out to more districts and communities within the region. The organization also experienced improved collaboration with the various state institutions (Ghana Health Service, Ghana Education Service, DOVVSU, ILGS, NCCE) as well as other CSO partners.

| PROJECT | DONOR | COLLABORATIVE PARTNER | COVERAGE |
|--|--------------------------|------------------------------|--|
| Strengthening Health outcomes of Women and Children (SHOW) | Plan International Ghana | GHS, GES, DA | Mamprugu Moadugri and Karaga Districts. 120 communities. |
| Innovative Sexuality Education Project (ISEP) | Axis- Denmark | GES | All 26 districts |

| | | | |
|---|------------------------------------|--|--|
| Get Up Stand Out (GUSO) | SIMAVI- Netherlands | GHS, GES, DOVVSU, DA, CHRAJ, DSW | Sagnerigu and Gushegu districts |
| Youth Empowerment and Access to Service (YEAS) | RFSU- Sweden | GHS, GES, DA, DOVVSU | Mion, Central Gonja, Kumbungu and Tamale. |
| Ghana Community Approach to Nutrition Issues | SPRING | GHS, | Mion and Karaga |
| Strengthening Community-Led Initiatives for Peaceful and credible Elections (SCOPE) | STAR Ghana | EC, CSOs, NCCE, ILGS, Police Service. | Tamale, Central Gonja, Tatala, Gushegu, West Mamprusi, Kumbungu and Tolon. |
| Ghana Strengthening Accountability Mechanism (GSAM) | IBIS | DA's. | Gushegu, Tatala, Zabzugu and Karaga |
| Inclusive-governance to Sustaining Marginalized Livelihoods (ISMAL) | IBIS | EPA, DA's. | Savelugu, Kumbungu, Central Gonja and Sagnerigu |
| Let the Girls Smile: Say No to Child Marriage (LEGS) | UNICEF | GHS, GES, DAs, Community Development, DSW. | Tolon and Mion |
| Grassroots Rising for Enhanced LEAP (GREL) | Christian Aid Ghana | DA, DSW. | Mion |
| Young Female Parliament (YFP) | Action Aid Ghana | GES | 15 Districts |
| Preventing Maternal Deaths due to Unwanted Pregnancy (PMDUP) | Ipas | GHS, DAs | 8 districts in Upper East 9 in N/R |
| Young Urban Women: Life Choices and Livelihood Project (YUWP) phase II | Action Aid Ghana | GHS, GES, DA's. | Tamale |
| Sustainable Livelihood Initiative Project (SLIP) | Empower - USA | DA's | Karaga |
| Youth Livelihood Empowerment Project (YOLEP) | Tools for Self Reliance (TFSR)- UK | DA's | Mion |
| Complementary Basic Education (CBE) | Action Aid Ghana | GES | Gushegu |

FINANCIAL STATEMENT FOR THE YEAR-2016

| NORSAAC | | | |
|---|---------------------|------------------------|----------------------------|
| Income and Expenditure Summary for the Year Ending December 31, 2016 | | | |
| Name of Donor | Total Budget | Actual Received | Percentage Received |
| AXIS | 391,206.08 | 391,206.08 | 100.00 |
| RFSU | 304,245.17 | 304,245.17 | 100.00 |
| IBIS | 106,901.51 | 106,901.51 | 100.00 |
| ACTIONAID | 86,905.28 | 86,905.28 | 100.00 |
| UNICEF | 150,997.00 | 150,997.00 | 100.00 |
| EMPOWER | 171,096.00 | 171,096.00 | 100.00 |
| Hewllet | 157,310.00 | 157,310.00 | 100.00 |
| SIMAVI | 146,307.00 | 146,307.00 | 100.00 |
| SPRING | 199,376.00 | 199,376.00 | 100.00 |
| IPAS | 92,694.00 | 92,694.00 | 100.00 |
| TFSR | 18,263.00 | 18,263.00 | |
| PLAN INTERNATIONAL | 237,204.00 | 237,204.00 | 100.00 |
| GSAM | 267,348.00 | 267,348.00 | 100.00 |
| STAR GHANA | 394,470.00 | 394,470.00 | 100.00 |
| DEFFERED INCOME | - | | |
| Total | 2,724,323.04 | 2,724,323.04 | 100.00 |
| Other Income | | | |
| Other INTERNATIONAL NGOs | | - | |
| Other Income | | 11,151.00 | |
| Local Fund | | 42,477.00 | |

| | | | |
|--|--|---------------------|--|
| Bank Interest | | 6,292.00 | |
| Profit from Disposal | | 2,587.00 | |
| Subtotal Other Income | | 62,507.00 | |
| Gross income | | 2,786,830.04 | |
| Expenditure | | | |
| Programme Area/ Direct Operational Expenses | | | |
| Programme Unit | | Amount Spent | |
| Women right and Governance | | 843,867.00 | |
| Reproductive Health & Rights | | 911,623.00 | |
| Livelihood and Education | | 89,747.00 | |
| Total Direct Expenditure | | 1,845,237.00 | |
| Administrative and General Expenses | | | |
| Administrative Expenses | | 826,303.00 | |
| Accounts Payable | | 103,017.00 | |
| Total Expenses | | 2,774,557.00 | |