ANNUAL REPORT 2018

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Acknowledgement

Without a doubt, NORSAAC values each of its donors and is greatly indebted to them all; their contributions are helping the organization accomplish great milestones.

NORSAAC would also like to acknowledge with much appreciation the support and cooperation of the state Institutions/Departments throughout the year. We especially give thanks to: Ghana Education and Health Services; Department of Social Welfare and Community Development, Department of Gender, Children and Social Protection, Domestic Violence and Victim Support Unit of the Ghana Police Service, Commission on Human Rights and Administrative Justice, National Commission for Civil Education, National Population Council, National Peace Council, National Youth Authority, Regional Coordinating Councils, the Northern Regional Peace Council and the District/Municipal/Metro Assemblies.

We express our gratitude to our partners, youth groups, students, community young men and women, opinion leaders, and traditional and religious authorities for their generosity and support throughout the year in helping us carry out our mission.

To the millions of citizens who have contributed in diverse ways towards the success of NORSAAC in 2018, we say, thank you and see you in 2019.
Forward

The year 2018 could be described as one of the challenging years for NORSAAC since its formation in terms of inflows. We have however managed to sail through the turbulence as strong as ever. The NORSAAC strategic document which was developed to guide the strategic direction of the organisation officially expires in December 2019. The lessons learnt through the implementation have compelled us to begin the process of the development of a new strategic document to commence work in January 2020.

The NORSAAC Board of Directors has legally served their tenure of office and the year 2019 will see NORSAAC with a new Board of Directors. As an empowerment for change organisation especially for women and young people, I assure our stakeholders of significant representation of women and young people on the board. We anticipate a woman to chair the new board as well.

The Northern Region of Ghana, will be split into three administrative regions. That will imply that NORSAAC’s operations will be affected by the split, particularly on targeting. The happening in the international donor community equally concerns us most. In this regard, we have developed a safeguarding policy to ensure that our beneficiaries, staff and other stakeholders operate with absolute respect for their dignity and respect of the fundamental human rights of all.

The year 2018 saw us employ a number of strategies including the use of research. This strategy was employed more in our gender and governance programmes area. Our research on the effectiveness of social protection structures at the regional, district and community levels contributed to the formation and inauguration of the Regional Social Protection Monitoring Team for the Northern Region. Similar researches that generated public interest were; the incidence of abuse of apprentices in Northern Region and the child abuse in Tamale Metropolis and Sagnarigu Municipality. Interestingly, our observation report on the referendum for the re-organisation of regions in Northern Region birthed conflicting discussions as expected.

In line with our mission, we made our voices heard on critical happening of the nation through series of press conferences and releases. The media has always been our allies and did so well for the organisation in the year 2018. We received countless threats from some citizens in the course of doing our work especially when we openly criticized the state for the manner in which the referendum exercise was conducted. We however remained focused and never got perturbed.

The year 2019 comes with great hope and the signals have shown already in the increase of local collaborating partners including YARO, YOPP, CDA and RISE Ghana. The Canadian Funds for Local Initiative (CFLI) and the Canadian High Commission have strengthened our violence extremism intervention and we hope to sustain the relationship for long term projects to contribute to keeping our communities safe. Going into 2019, we shall have to deal with 5 administrative
regions in northern Ghana with some of our offices now found in new regions. Thank you for the company through the year and we look forward for more prosperous collaborations in 2019.

Alhassan Mohammed Awal
Executive Director
PART I: ABOUT NORSAAC AND IMPLEMENTATION CONTEXT

NORSAAC: Who we are

NORSAAC is a Ghanaian local based empowerment for change non-governmental organization focusing on women and young people. The organization envisages a world where every person enjoys their rights and live a life of dignity and believes that empowering vulnerable and neglected groups will contribute to achieving the vision.

NORSAAC has been in existence for 17 years now and previously focused on women’s rights and governance, and sexual and reproductive health rights. The organization in 2015 accepted the following four key areas as focus for its five-year strategic document – 2015 to 2019. These are the Gender and Governance Program, Sexual Reproductive Health and Rights, Livelihood & Entrepreneurial Development, and Education.

What we stand for

Vision: A society in which every person enjoys their rights and lives a life of dignity.
Mission: to work with communities, community-based structures, and like-minded organizations to build the capacities of community members and the affected groups to enjoy their rights and live a life of dignity.

Core Values
- Commitment
- Justice
- Mutual respect
- Partnership
- Responsiveness
- Gender sensitivity
Brief Overview of Operational Areas

Our Coverage: Our coverage for 2018 was in the Northern, Upper East and Upper West Regions of Ghana. All our operational districts have been categorized into primary and secondary districts based on duration of project implementation, number of projects running and number of communities covered in the district.

In 2018, the primary districts of NORSAAC were; Karaga, Gushegu, Mion, Sagnerigu, Tamale, Zabzugu, Tatala, Mamprugu Moadugri, Savelugu and Kumbungu.

The secondary districts were; Talensi, Builsa North and South, Kasena-Nankana, Bawku West, Bongo, Nadowli, Sissala East District, Bole District, Bunkpurugu-Yunyoo District, Central Gonja District, Chereponi District, East Gonja District, East Mamprusi District, Gushegu District, Kpandai District, Nanumba North District, Nanumba South District, North Gonja District, Saboba District, Savelugu-Nanton District, Sawla-Tuna-Kalba District, Tolon District, West Gonja District, West Mamprusi District and Yendi Municipal District.

Despite influencing change in the above-mentioned districts, NORSAAC had number of actions at the national level to influence change of policies for the betterment of its constituents.

Beneficiaries and stakeholders: Our primary beneficiaries for 2018 were women, children and young people. We worked with all state institutions on areas that they are constitutionally mandated to oversee as well as traditional and religious leaders at all level in the Northern, Upper East and Upper West Regions.
Country and Regional Context

Ghana has experienced positive economic growth over the past 10 years, with annual GDP growth rates between 6.4% in 2006, 14% in 2011, 3.6% in 2016 and 8.1% in 2017 (World Bank). This has contributed to significant strides in poverty alleviation – achieving the MDG of halving poverty from its 1990 levels. Poverty levels reduced from 51.7% in 1992 to 24.2% in 2013. However, there are wide disparities among geographical locations as well as across gender and socio-economic groups. Between 1992 and 2006, 2.5m people in the Southern regions of Ghana moved out of poverty while almost 1m people were added to those below the poverty line in the three Northern regions. The majority of Ghanaians living below the poverty line are small-holder food crop farmers, persons living in rural areas young people and women.

Gender and generational inequality (SDG 5 on gender equality), remain key development issues in Ghana. Women are still underrepresented in all spheres of life and decision-making. In spite of commitments, women’s representation remains abysmally low in all facets of decision-making. For instance, only 12% of the Members of the current Parliament are females when about 52% of the Ghanaian population is women (GSS, 2017). Women are disadvantaged in access to productive resources and capital, and their Sexual Reproductive Health and Rights (SRHR) are oppressed, often reflected in Gender Based Violence (GBV) a common occurrence in homes, workplaces and in schools, with girls and women disproportionately suffering as victims of this phenomenon.

Ghana’s youth population aged between 15 and 24 years of age is estimated at 24.1% of the population. Transforming the high rates of youth in Ghana into a demographic dividend has not been realised, with most youth being unable to engage themselves in productive activities. The failure to create adequate development opportunities including representation of the youth in decision making, employment, relevant and accessible civic, academic and technical education has turned the situation into a ‘demographic bomb’, a socio-security threat. Attempts by the state to deal with youth representation and economic empowerment including employable skills have been heavily partisan, politicised, uncoordinated, and characterised by poor targeting. The effect of youth marginalisation and their lack of skills and space for influence have negative consequences on Ghana’s development.

Public Safety and Security: Central to peace and stability of the country (Ghana) is public safety and security. The Ghana Police Service (GPS) continues to discharge its obligations of maintaining internal peace, law, order and safety of property. Recruitment into the GPS continued in order to meet the United Nations-recommended police-population ratio (PPR) of 1:500. Ghana’s PPR stood at 1:875 in 2015, and the proportion of police in frontline duties continues to increase. The capacity of the Ghana Armed Forces (GAF) continues to be strengthened to forestall external aggression, safeguard territorial integrity and contribute to international peacekeeping efforts. The percentage of Armed Forces personnel deployed for peacekeeping operations was estimated at 16.4 percent in 2015.
Rule of Law and Justice: Over the past two decades, a number of interventions have been made to ensure the rule of law and enhance access to justice. Among such interventions are modernisation of some court processes through automation; training of more lawyers; expanding the alternative dispute resolution (ADR) mechanism; strengthening the Legal Aid Scheme; and introducing special programmes such as “Justice for All” to ensure access to justice for the vulnerable. These notwithstanding, there is still a high perception among the general public that justice is expensive and slow.

NORSAAC Policies related to Gender Equality, Environmental Sustainability and Human Rights

NORSAAC has policies that seek to promote gender equality, human rights and creating enabling environment for all stakeholders. The following policies are in place and functioning at NORSAAC:
1. Gender Equality and Social Inclusion (GESI) Policy
2. Safeguarding policy
3. Child protection policy
4. Staff personnel manual/staff handbook

In its gender equality and social inclusion policy, NORSAAC commits to promoting gender equality inclusion of marginalized groups as an explicit internationally and nationally recognized human rights. These policies are accompanied by proposed implementation arrangements, common standards and supporting definitions. NORSAAC also affirms the ‘Whole beneficiaries’ approach to safeguarding. This approach encompasses a commitment to consistent policy and practice across all branches and programme areas of the organization and that everyone associated with the organization, who comes into contact with children, young people and adults at risk, has a role to play. The organization has put in place appropriate steps to maintain a safer environment for all and to practice fully and positively its vision of creating a society in which everyone enjoys their rights and live dignified lives.

NORSAAC has a policy of zero tolerance for corruption and fraud. Our internal and organizational structures are meant to underpin this culture of “no-corruption”. NORSAAC has a clear “Fraud and Anti-Corruption Policy” to cement its position against fraud, corruption and other forms of dishonesty. The policy includes clear steps that must be taken where any of these practices is suspected or discovered. An important aspect of accountability and transparency is the availability of a mechanism that enables staff and other members of the organization to voice concerns in a responsible and effective manner. The framework for our transparency and accountability is underpinned by an internal “Whistle blowing strategy” which encourages individuals who discover information, which they believe, shows serious malpractice or wrongdoing within the organization to come and disclose such information without fear of reprisal.
PART II: MAJOR EVENTS FOR THE YEAR, 2018

NORSAAC in the year 2018 held and participated in both local and international events that require highlighting. Some of these events serve as learning points to other CSOs operating under similar environment and principles. A good learning point was the ability of the organisation to respond to emerging issues in the country highlighted under the emergency response column of the major events in 2018.

INTERNATIONAL EVENTS

1. **NORSAAC supports Girls Not Brides Global to receive the prestigious Netherland’s “Geuzenpenning” award on Human Rights for 2018**

The Geuzenpenning award was instituted by the Netherland Government in the early 1960’s to celebrate the freedom fighters who among many things restored the ownership of ports to the Netherland people. The award has since received international attention as it targets individuals and institutions championing the rights of people in society.

The Girls Not Brides Global Secretariat was awarded the Geuzenpeening award for 2018 as a recognition that child marriage is a gross violation of the fundamental human rights of girls. For the award ceremony, the national secretary of Girls Not Brides Ghana held by Kawusada Abubakari (the Gender and Governance manager of NORSAAC) was called upon by the global secretariat to support the receipt of the award and to magnify the voices of activist across the world that are fighting to end child marriage. The manager in her speech called for joint stakeholders’ actions that will ensure that “girls can just be girls” and not brides, she concluded. The Board Chair of Girls Not Brides Global, expressed her “appreciation to the thousands of the “kawusadas” out there that tirelessly advocate for girls to not be brides”.

2. **NORSAAC @ GIABA 2018 in Cape Verde, West Africa**

The contributions of NORSAAC in good governance, transparency and accountability has gained wider recognition in the West African sub-region. The Inter-Governmental Action Group against Money Laundering in West Africa (GIABA) hosted NORSAAC in a three days capacity enhancements on Anti-Money Laundering and Countering Financing of Terrorism (AML/CFT).

This capacity building opportunity was a call by GJABA to NORSAAC as a credible NGO in Ghana that will be supported to lead campaign with Civil Society Organizations (CSOs) in Ghana on money laundering. Such campaigns will influence the effective implementation of AML/CFT regimes at domestic and regional levels. The Executive Director of NORSAAC, Mr. Alhassan Mohammed Awal, underscored the need for CSOs to utilize relevant platforms for the dissemination of information, publications and sharing of reliable intelligence on AML/CFT. The
workshop was attended by forty-seven (47) representatives of the civil society organizations (CSOs) in West Africa.

LOCAL EVENTS

❖ NORSAAC HOLDS 2ND SRHR CONFERENCE FOR YOUNG PEOPLE - NORGHA 2018

In August 2018, NORSAAC held the second Northern Ghana SRHR conference for young people under the theme “Overcoming socio-cultural and religious barriers to young people’s access to SRHR information and services in Ghana; the position of the young people”. In NORGHA 2018, aside discussions and capacity building around young people’s sexual and reproductive health, there was career guidance training in specific career areas such as soap making, journalism and bead making. A communiqué was developed by the young people and presented to the Northern Regional House of Chiefs urging them to use their meetings to address the SRHR needs of young people in the region.

NORGHA 2018 Assembled 310 young people 15-19 across the country who discussed policies, customary inhibitions and structural impediments to young peoples’ access to SRHR services. Eighty (80) of the participants got opportunity to undergo journalism course and built good stories for publication.
NORSAAC EXECUTIVE DIRECTOR INDUCTED INTO THE NORTHERN REGIONAL PEACE COUNCIL

In July, 2018, The Board of Directors, the Senior Management Team, the Extended Management Team, the entire staff of NORSAAC, the women, the young people and NORSAAC partners extended their congratulatory messages to the Executive Director of NORSAAC, Mr. Alhassan Mohammed Awal for his induction as a member of the Northern Regional Peace Council. He was chosen to represent CSOs in the council. The staff and other CSOs committed their support to Mr. Awal in the council.

NORSAAC HOLDS BUSINESS EXHIBITION AND EXCHANGE FAIR FOR YOUNG ENTREPRENEURS

NORSAAC convened 100 young entrepreneurs in the Northern Region for a Business and Exhibition Fair in July 2018. The business fair witnessed productive dialogue and exchange of ideas for shared benefits and progress of the young entrepreneurs. The Business and Exhibition Fair served as a platform for the young entrepreneurs to engage state actors and policy makers on issues challenging them. Products exhibited included handmade textiles, locally made footwear, beads, and handmade bags among others. These entrepreneurs were motivated by resource persons to be truthful, competitive and cooperative in their ventures. The Executive Director of NORSAAC urged young people to always ask “Why” before engaging in any business venture. He equally challenged NGOs to always question the relevance of their interventions before rolling them out to young people. The fair was supported by EMpower, a US based organization.
**NORSAAC’s Research Findings on Social Protection Structures in Northern Region Sparks National and Regional Actions**

NORSAAC undertook a research on the effectiveness of social protection structures in Northern region as per the social protection policy. The research which was funded by Christian Aid Ghana revealed among others the absence of regional social protection Monitoring team (RSPMT) in Northern region. The media follow-up on the issues to the Minister of Gender Children and Social Protection resulted in series of discussions for the formation and strengthening of a northern RSPMT. Thus, in recognition of NORSAAC’s role in ensuring effective implementation of social protection interventions in the Northern Region, the Regional Coordinating Council called on NORSAAC to witness the formation and inauguration of the RSPMT. The inaugural ceremony attended by mandated state institutions in the area of social protection had only NORSAAC and RING (funders of the activity) in the meeting.

![NORSAAC presenting findings to stakeholders](image)

The newly inaugurated members of the RSPMT had the opportunity to acquire detailed information on the NORSAAC’s research presented by the M&E Manager of NORSAAC, Mr. Issah Aminu Danaa and underscore the research as the RSPMT’s baseline document. The RSPMT commended NORSAAC for carrying out such a comprehensive study and applauded the “watch dog” role of the organization. The executive Director of NORSAAC, Mr. Alhassan Mohammed Awal appealed to the RCC to adequately resource the RSPMT to function. The research was part of activities of the Grassroots Rising for Enhanced LEAP project (GREL II), funded by Christian Aid Ghana

**GES and NORSAAC hold engagement Meeting on the state of CSE implementation in Northern Region**

The Regional, Metro, Municipal and District Directors of education from all 28 Districts in The Northern Region pledged their support to continue implementation of CSE in the Northern Region. This was reaffirmed after a day’s review of the regions implementation of CSE using NORSAAC developed CSE guidelines. The Northern Regional Director of GES boasted that that the Region had become a model of hope for sexuality education in Ghana and urged the Directors to document
the best practices for national level influencing. On his part, the Executive Director of NORSAAC expressed his overwhelming joy for the manner in which GES has supported in the development and ownership of the CSE manual and reiterated his commitment to awarding performing districts and urged the regional technical team to speed up the process for the awards.

❖ NORSAAC Leads CSO Observation of Referendum 2018

On 27th December, 2018, NORSAAC led about 20 CSOs to observe the 2018 referendum in the now North East and Savannah Regions. A fifteen-member observation team was duly constituted to undertake the exercise. The observation team visited 34 polling stations in seven districts across the then two proposed regions. For the Savannah Region, the observation team visited; the Central Gonja, West Gonja, North Gonja and the Sawla-Tuna-Kalba Districts. For the North East Region, the observation team visited; the West Mamprusi Municipality, the East Mamprusi and the Chereponi Districts. The team of observers found that there was gross disrespect for electoral rules during the referendum exercise, including the late starting of polls, campaigning in and around polling stations and abuse of manual verification forms. NORSAAC’s exposure of these findings came with lots threats from some sections of the public, with some attacking NORSAAC staff both physically and virtually. An observation report was developed afterwards for engagement with stakeholders in the Northern, Upper East and Upper West Regions.
EMERGENCY RESPONSE

NORSAAC continue to position itself to respond to the needs of its constituents; women, young people and children. The organisation therefore consistently made its stance known on topical national issues and occurrences by organizing press conferences to make duty bearers aware of the neglect of their duties.

These press conferences were taken with mixed reactions from Ghanaians. While majority of the Ghanaian populace saw our interventions as right and demonstration of mandate as the leading CSO in Northern Ghana, others heaped insults and threats to our staff. NORSAAC organised press conference when the following events happened in the nation during the course of the year:

1. The burning of 17 tipper trucks in Northern Region by the Military
2. The ousting of the CEO of Tamale Teaching Hospital from office by some vigilante youth groups
3. The manner the 2018 referendum was organized in Ghana to re-demarcate the regions
PART III: PROGRAMMES, PROJECTS AND KEY RESULTS

PROGRAMME AREAS

NORSAAC in 2018 actively worked in the four programme areas contained in its Strategic Document-“Taking Action” (2015-2019). These programme areas are Sexual Reproductive Health and Right (SRHR), Gender and Governance, Livelihood and Entrepreneurial Development, and Education. The key results in those programme areas as well as the projects that contributed to the achievement of these results are highlighted in this part.

A. Sexual Reproductive Health and Rights (SRHR)

The SRHR programme area promotes information, education and the creation of enabling environment for women and young people to have quality healthcare. The programme promotes the health outcomes of women and children through integrated models, the inclusion of Comprehensive Sexuality Education (CSE) in the curriculum of schools and open dialogue between parents and children on SRHR issues of young people.

❖ SDGS THAT THE PROGRAM AREA RESPONDED TO IN 2018

Goal 3: Ensuring healthy lives and promote wellbeing for all at all ages. Efforts were made in 2018 at reducing maternal mortalities in Northern Ghana through wider collaborations. NORSAAC in collaboration with Maternity Foundation (Denmark), Ghana Health service initially trained 58 midwives on a Safe Delivery App to aid deliveries in rural areas.

Goal 10: Reducing inequalities: NORSAAC improved its inclusion for all approach in all its endeavors. The conscious inclusion of minority tribes in our SRHR intervention demonstrated our will to achieve our vision as an organisation. There was conscious efforts in all activities and engagements to ensure inclusion of various age categories, sexes, disability, ethnicity and persons of varied religions as reflected in its Gender and Social Inclusion Policy (GESI Policy).

Goal 17: Strengthen the means of implementation and revitalize partnership for sustainable development: NORSAAC encouraged and promoted partnerships and collaborations with both state and non-state actors to ensure healthy and empowered societies for all its stakeholders.
Highlighted Results of 2018 in the SRHR Programme

Reducing Maternal, Neonatal, Child Mortality and Morbidity through Improved and Informed Practices

- NORSAAC sensitized 210 Groups in the Karaga and Mamprugu Moadugri Districts on GE/MNCH/SRHR and the need for male involvement. Membership reached within these groups were 7,808 with a female population of 4,383 and a male population of 3,425.

- NORSAAC trained 58 midwives and health personnel on a mobile app “safe delivery app” after an initial pilot of the app with 6 midwives from four districts. Currently, the app tracker reveals that over 200 midwives are using the app in northern Ghana through step down engagements from the initially trained midwives.

- NORSAAC was able to facilitate 30 durbars and market storms reaching out to 7,236 people across the 8 districts on MNCH issues. Out of that 3,979 were youth whiles 3,256 were adults.

Safe Sexual Practices through Increased Knowledge of Sexual and Reproductive Health Rights

- NORSAAC supported meetings of adolescents to enable them discuss issues on SRHR and child marriage reaching out to 2,779 adolescents of which 1,366 were females and 1,413 boys in 120 communities. These meetings were bi-weekly with active participation from the

- Community broadcast has been one of the effective mode of disseminating information to community members in our project implementing communities. In 2018, 132 broadcast were done reaching out to 10,315 people across 92 communities. Out of the total number, 5118 were females whiles 5197 were males.

- A refresher training to gain new knowledge and update the teaching of CSE in schools was organised. 130 GES technical team members were trained on the CSE

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

- NORSAAC used Community Drama Performances to reach out to 17,800 community members on discussion of adolescents SRHR issues in 6 districts in Northern Region
250 young men and women presented a communique to the Northern Regional House of chiefs at a conference demanding the chiefs to use their meetings to discuss some of the challenges young people face in their traditional areas.

In our efforts to creating enabling environment for young people to exercise their SRHR NORSAAC reached out to 112, 832 people through campaigns and (social) media.

**Qualitative Results**

**Yirangu Community records 100% facility delivery for the year**

The Yirangu Community is located in the Mamprugu Moadugri District of the Northern Region. No home delivery of babies were recorded in the Yirangu Community for the past one year. A member of the Community Health Committee (CHC) of Yirangu revealed that for the past one year, no woman delivered at home. All babies delivered were at the health facility. They attributed this result to NORSAAC’s interventions through the (PLAN international GHANA supported) Strengthening Health Outcomes for Women and Children’s (SHOW) Project. This was revealed during a community refection meeting. The M&E manager of NORSAAC, Mr. Issah Aminu Danaa commended the community for such a great achievement and urged them to continue the good practices that improve the health outcomes of women and children.
Projects in the SRHR Programme Area for 2018

1. Innovative Sexuality Education Project (ISEP III)

The Innovative Sexuality Education project phase 3 focuses on supporting the Ghana Education Service (GES) in Northern Region to implement Comprehensive Sexuality Education (CSE) in all basic schools. NORSAAC wishes to have all young people in Northern Region, have adequate knowledge and exercise their sexual and reproductive health and rights. For sustainability, GES staff (Training Officers, Guidance & Counsellors and Girl Child Officers, SHEP coordinators and NGO desk officers as well as some teachers) are now Trainers of Trainers to CSE implementation and training. Alongside this work, the project use already developed materials to test out and implement CSE in two Teacher Training Colleges (TTCs) (Tamale and Bagabaga Colleges of Education) in the Northern Region. The project is supported by AXIS in Denmark with funding support from CISU.

2. Strengthening Health Outcome of Women and Children (SHOW)

This project is implemented in the Karaga and Mamprugu Moadugri Districts of the Northern Region with a gender transformative approach using various models at the community level to achieve its objectives. It is community owned with effective collaboration with the GHS and the DAs. PLAN Canada through Plan International Ghana manages this global program with funding from Global Affair Canada. For sustainability measures, the project involves community groups in the planning, and implementation of activities. The project uses interrelated strategies such as Community Health Committee, Community Health Volunteers, Daddies/Fathers club, Mother support group/mothers club, Grannies groups, Gender Equality Champions, Drama club, Transport Owners group, Village Savings and Loans Association and Adolescent boys and girls clubs. The flagship VSLA, one of the models under SHOW has been strategic in enhancing access to health care services at the community and district levels through pulling of economic resources together. There are currently 220 functional VSLA groups across 120 communities in the two operational districts.
3. Get Up, Speak Out (GUSO)

The Get Up, Speak Out (GUSO) project is a five-year partnership project with SIMAVI (Netherlands) implemented in the Sagnerigu and Gushegu Districts of the Northern Region. The project ensures that young people in operational districts fully enjoy their sexual and reproductive health and rights (SRHR) in productive, equal and healthy societies. The project makes use of peer educators who play key roles in educating their colleagues and referring them to health centres to seek reproductive healthcare. Thus, peer education and networking among young people is encouraged to support their empowerment. The project places greater premium on meaningful youth participation at all levels of decision making. The GUSO project, which is implemented by NORSAAC alongside other five partners have committed themselves to respect the following principles; Inclusiveness, Gender Transformative Programming (GTP), Multi-component Approach, Young People’s structural and meaningful engagement and Positive Rights Based Approach.
B. Gender and Governance Programme Area

The Gender and Governance programme area focuses on promoting transparent and accountable governance as well as promoting female leadership in key decision-making at all levels in society. The programme area works effectively with MMDAs to ensure that social protection structures are effective and functioning for the wellbeing of vulnerable groups in the communities. In 2018, the gender and Governance Program employed the following major strategies:

- Research
- Score carding
- Capacity building
- Speed mentoring
- Exposure and learning visits
- Media partnership

Highlighted Results of 2018 in the Programme Area

Increased demand and assertion of the rights of women and girls through participation of empowered women and girls in decision making at homes, in schools, in communities and district decision making structures

- NORSACC facilitated 10 community outreaches led by its YUWM wing and Activista to engage 255 young men on reduction of unpaid care work in their homes and communities
- The capacity, interest and participation of 80 CSOs and membership associations (such as GNAT, TUC, CLOSAG, Ghana Nurses and Midwives Association, artisanal groups, Ghana Journalist Association-Northern Branch among others) from the 3 regions of the North to influence the referendum and its immediate outcomes increased.
- Regional, and District level referendum structures are responsive to citizens’ concerns including ensuring inclusive and adequately represented by women, the Youth, minorities and PWDs.

Increased Response from Government and its Agencies to Demand of Citizens on Accountable Governance

- We trained 41 male and 16 community monitors/Network of community development monitors in the use of ICT in DA capital project monitoring, SA tools and participatory processes
- 40 religious leaders, 6 Faith based organizations, and 30 GMSA leaders had their knowledge on violence extremism increased in Northern Region
Enhanced Allocation of Economic and Natural Resources to Men and Women Equitably

- The knowledge of about 80,000 citizens were increased to influence their participation on issues surrounding the referendum through local partners’ outreaches and media actions/programs. These included the youth, groups of persons living with disabilities and minority tribes.
- 2 districts have increased interest in improving local revenue mobilization by engaging 120 women and young people from 20 groups in the 2 districts

Gender and Governance Projects for 2018

1. Young Urban Women: Life Choices and Livelihood Project (YUWP)

The YUWP started in 2013 focusing on building young urban women capacity on their rights with clear linkages between economic empowerment and the sexual reproductive health of young women in peri-urban areas. The project evolved into an advocacy phase resulting in the Young Urban Women Movement. The third phase of the project has the ultimate outcome of “Governments (national and local) in three countries implement policy actions that respond to the demands of young urban women regarding their economic security and bodily integrity”. The project thus focus on building a cadre of strong young women movement across the country with regional satellite groups in Greater Accra, Northern and Upper West Regions. NORSAAC holds implementation responsibility for the Northern Region where young urban women are increasing in membership (currently over 2000), capacities as well as sustainable strategies for young women to advocate for gender responsive public services. The project is funded by ActionAid Ghana.
2. Ghana Strengthening Accountability Mechanism (GSAM)

GSAM is a national program implemented by a consortium of Care international, ISODEC and Oxfam Ghana with funding from USAID. The project has a goal “to strengthen citizens’ oversight on Capital Development Projects in order to improve local government transparency, accountability and performance”. While this is implemented in 100 districts in Ghana, NORSAAC is responsible for 4 districts; Karaga, Gushegu, Zabzugu and Tatale/Sanguile Districts. GSAM through the District Steering Committee platforms in the districts aid citizens with information on capital projects execution in their communities. This aid communities monitor such projects to ensure quality and stakeholder support. Through the community scorecard tool, citizens score districts projects in the initiation, contracting, execution and monitoring stages of capital projects execution and use community fora and town halls for engagement on issues arising from monitoring capital projects.

3. Grassroots Rising for Enhanced LEAP (GREL II)

The project moved into its second phase in October 2017 to increase its coverage of districts (Mion, Zabzugu, Mamprugu Moadugri, Tatale/Sanguili and Gushegu) and social protection programs (LEAP, Free Senior High School, Labour Intensive Public Works and NHIS exemptions). While the second phase focuses on strengthening the implementation structures of the above social protection programs, the project maintains its focus on citizens’ ability to gather information and engage stakeholders on social protection programs in Ghana. The Mamprugu Moadugri District Chief Executive, during the presentation of survey findings made commitment to ensure that LEAP and other social protection structures were put in place in his district. On a higher level, the Northern Region was influenced to form and inaugurate a Regional Social Protection Monitoring Team (RSPMT). The GREL project is funded by Christian Aid Ghana.

4. Young Female Parliament (YFP)

The YFP project, developed since 2010 has a goal “to empower women and girls to challenge and reject gender based violence that would deny them control over their bodies and support them to participate in decision making at all levels”. The project is implemented in 18 public Senior High Schools and 2 Tertiary institutions in the Northern Region with funding from ActionAid Ghana. The project works closely with the Ghana Education Service who have designated teacher mentors for the project. These mentors aid the empowerment of the young females, support them engage each other and stakeholders on issues affecting them in schools. The project also utilises speed mentorship as a critical strategy in exposing the girls to young female change makers who mentors them towards their career and leadership interest. Unique to the project is the utilization of the parliamentary system where each school has its parliament with Speaker, minority and majority leaders with their chief whips, clerks and all structures that exist at the National Parliament. This arrangement prepares the young females on formal engagements and debating among colleagues.
on issues as Young Female Leaders in their schools and across other schools in the mock parliamentary debate sessions.

5. **Catalysing Action Against Violence Extremism in Northern Ghana (CAVE-NG)**

With support from the Canada Fund for Local Initiative (CFLI) NORSAAC implemented the project “Catalysing Action Against Violence Extremism in Northern Ghana (CAVE-NG)”. The goal of the CAVE NG was to contribute to national response of building resilient society against violence extremism. The project increased knowledge of religious leaders, Ghana Muslim Students’ Association School (GMSA) leaders and regional membership leaders on violent extremist narratives. The project also increased the capacity of selected CSOs and citizens groups from 5 communities on extremist narratives and activities. The project triggered discussions among varied state and non-state stakeholders. The European Union expressed interest in upscaling the project in the coming years.

6. **The Referendum We Want**

A consortium comprising of NORSAAC, the Institute of Local Government Studies (ILGS)-Tamale Campus and Capital North Television (CNTV) is implementing the “The Referendum We Want” project funded by STAR Ghana. “The Referendum We Want” project is strategically designed to connect citizens to national level policy makers on the planned referenda and subsequent elections in Ghana. The project mapped out and profiled the interest, knowledge and awareness of CSOs, membership associations, media, minority tribes and PWDs around the
regional reorganization referendum. It also strengthened the capacities of existing CSOs working on local governance issues surrounding the referendum and its fallouts in each proposed region and to facilitate processes to understand the interest of membership/artisanal associations, minority tribes and non-literate PWDs in the referendum in order to enhance their capacity and participation in the referendum.

7. Citizens’ for Domestic Revenue Mobilisation (C4DRM) Project

Funded by OXFAM, GHANA, the C4DRM is implemented in two MMDAs in Northern Region; The Sagnerigu Municipality and the Zabzugu District. The project supported the two assemblies to develop strong revenue mobilization strategies to enhance their pro-poor development funding. The project used evidence gathering through operational research to map out economic opportunities including revenue potential that can increase revenue generations in the two district. NORSAAC supported the assemblies to build a strong database of taxpayers and taxable activities in their districts. Citizens within and outside the catchment districts and beyond were reached through selected media houses on the innovative “Assembly on radio” programmes where the assemblies took turns to account for use of funds generated. This created some elements of trust and increased citizens’ confidence in the assemblies.
C. Livelihood and Entrepreneurial Development Programme Area

The livelihood programme area has successfully improved the income of women and young people through financial literacy education and access to a revolving fund. The programme area has for the past years broken gender-job stereotype and influenced best practices to sustain businesses among young people.

Snap shot of 2018 Results

Improved Income for Young Women and Young men through engagement in income generation activities

- NORSAAC supported 100 (made up of 58 female and 42 male) young entrepreneurs to engage stakeholders to discuss potential markets for their produce in a business and exchange fair in Tamale.
- 78 young people have received sensitization on job gender stereotypes within the Karaga, Tamale and Sagnerigu districts

Enhanced management of financial resources by young people

- 30 young people successfully completed vocational skills training in 5 vocational skill areas and preparing to graduate in 2019.
- 4,472 women developed good savings habits through the VSLA in Karaga and Mamprugu Moadugri
- In respect to young people’s access to financial support, 175 women have accessed the revolving fund to boost their businesses

Livelihood Projects for 2018

Youth Livelihood Empowerment Project (YOLEP)

YOLEP was designed to inculcate employable skills in the youth especially those out of school. The project recruited 30 young people from two districts of Northern Region to undergo a one year intensive skills training in welding, electrical and electronics. The project could be described as a multi- component as it integrates financial and business trainings and SRHR/ life skills training for participants to protect and take charge of their bodies as well as planning their families. At the end of the project, participants not only improve their means of livelihoods and gain the capacity to scan for job opportunities in their communities and district at large, but also have control over their bodies. This project is supported by Tools for Self- Reliance –a UK based organization.
EMpower Sustainability Grant

EMpower, a US based organisation awarded NORSAAC another two-year program grant to help sustain the operations of the organization. The grant has strengthened the organization significantly in documentation, reporting and resource mobilization. The new phase has contributed to strengthening the resource mobilization capacity of NORSAAC. The intervention also increased traditional and religious leaders’ capacity on gender job stereotypes. In addition, the grant has significantly supported the development of a new five-year Strategic Document (2020-2024) for NORSAAC. There are plans far advanced to support young people in two districts establish partnership with district assemblies to champion the development of cluster model markets.
D. Education Program Area

The education programme places emphasis on the use of complementary basic education to promote access to formal education and empower teachers to use participatory methods in teaching sexuality education in schools. The programme area has promoted gender friendly leadership structures in schools in the Northern Region.

Snapshot of 2018 Results

**Increased access to empowering quality, basic education for children of school going age**

- A total of 4000 learners were enrolled into the CBE programme in the Gushegu Municipality. Out the number, 3900 successfully graduated into the mainstream education.
- NORSAAC maintained the recruited 122 education facilitators (males 87 and 35 females) for the CBE programme since 2017.

Education Projects for 2018

**Complementary Basic Education (CBE)**

The CBE program is community owned and demand driven one. The global goals; universal primary education and Sustainable Development Goals (SGD 4) drive the interest of civil society in the education of out of schoolchildren. This is the basis for the implementation of the Complementary Basic Education program by a number of Non-Governmental Organizations including ActionAid and its partner, NORSAAC in some selected deprived communities in the Gushegu Municipality since 2016. Unfortunately, the CBE programme ended in 2018, with a number of activities implemented within the cycle. Notable among the activities implemented within the cycle included; animation of communities, recruitment of facilitators and learners, training of facilitators and local committee members/ school management committees, supply of teaching and learning materials, registration of facilitators for WASSCE and support to GES for monitoring of classes.

12. A CBE student in Gushegu
PART IV: FINANCIAL AND INSTITUTIONAL DEVELOPMENT

UPDATES

Financial and Administrative Update

Year 2018 came with significant growth in projects which made the year quite busy for the team and kept everyone on their toes. The number of projects executed within the year increased from fourteen (14) in 2017 to 18 in the year under review leading to increase in the operational districts

Income for the Year

The year saw a reduction in income of six hundred and one thousand, three hundred and twenty-nine Ghana Cedis thirty-three pesewas (GHC 601,329.33) representing 16%. Though there was an increase in projects by four (4), there was a significant reduction in income of the leading donor for 2017/2018 (Plan international Ghana). The reduction was as a result of reduced activities as the project entered its third year. Despite the 16% reduction in income, the organization recorded a growth, as 10 projects recorded increased income ranging from 0.29% to 5.69%. There was also an introduction of four (4) additional projects and significant increase in other income of 4.99%

The SRHR unit remained the leading income generating unit with five (5) projects contributing GHC1,520,674.24 representing 48.8% of the annual inflow, the Gender and Governance unit had 11 projects with a contribution of GHC1,119,870.32 representing 35.93% of the total income, the livelihood program had the least projects of two (2) and recorded a total inflow of GHC201,234.37 with a percentage of 6.46% Aside the specific projects, there was also income from other local donations both in-kind and cash totaling GHC268,264 this formed 8.61% of the income.

The organization operates interest bearing accounts to reduce or avoid transaction charges on bank accounts. Total bank interest for the period amounted to GHC6,357 constituting 0.2% of the total income. Below is a graphical presentation of the income distribution.
### INCOME DISTRIBUTION

<table>
<thead>
<tr>
<th>Project Area</th>
<th>Total Income</th>
<th>% Contr.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Reproductive Health &amp; Rights</td>
<td>1,520,674.24</td>
<td>48.80</td>
</tr>
<tr>
<td>Gender &amp; Governance</td>
<td>1,119,870.32</td>
<td>35.93</td>
</tr>
<tr>
<td>Livelihood</td>
<td>201,243.37</td>
<td>6.46</td>
</tr>
<tr>
<td>Other Donations</td>
<td>268,264.00</td>
<td>8.61</td>
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<tr>
<td>Bank Interest</td>
<td>6,357.00</td>
<td>0.20</td>
</tr>
<tr>
<td><strong>Total for the Year</strong></td>
<td><strong>3,116,408.93</strong></td>
<td><strong>100.00</strong></td>
</tr>
</tbody>
</table>

**Graphical Presentation of Income**

![Graphical Presentation of Income]

Source: Finance Unit, NORSAAC 2018
Expenditure Summary

The organization categorizes its expenses into direct operational cost and administrative overheads. The direct expenses relate to project activity cost as agreed in the various project documents. Administrative cost relates to support expenditure which makes the project delivery possible. Direct expenses just like the income are also grouped on programme areas whiles administrative cost takes care of the logistical support cost including staff salaries.

Total direct expenses for the period was GHC2,058,091 segregated as follows:

Sexual Reproductive Health Rights unit (SRHR) recorded the highest expenditure of GHC1,270,215 making up 41.74% of total expenditure, the Gender and Governance area recorded GHC 688,492 which forms 22.62% of total expenditure, and livelihood area also recorded a total of GHC96,941 constituting 3.19% of the expenditure. The education programme which expenditure was mainly for salaries of project supervisors had other expenditure of GHC 2,443 which formed 0.08%. The rest of the expenses on the education program was included in staff salaries.

Administrative expenses which is made up of salaries, vehicle maintenance, utilities, communication, insurance, publications, depreciation of equipment, staff travels etc. recorded a total of GHC 985,322 representing 32.38% of annual expenditure. Below is graphical explanation and summary of expense allocations.

<table>
<thead>
<tr>
<th>Program Unit</th>
<th>Amount Spent</th>
<th>% of Total Exp.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Reproductive Health &amp; Rights</td>
<td>1,270,215.00</td>
<td>41.74</td>
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<tr>
<td>Gender &amp; Governance</td>
<td>688,492.00</td>
<td>22.62</td>
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<tr>
<td>Livelihood</td>
<td>96,941.00</td>
<td>3.19</td>
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<tr>
<td>Education</td>
<td>2,443.00</td>
<td>0.08</td>
</tr>
<tr>
<td>Administrative Expenses</td>
<td>985,322.00</td>
<td>32.38</td>
</tr>
<tr>
<td><strong>Total Expenditure for the Year</strong></td>
<td><strong>3,043,413.00</strong></td>
<td><strong>100.00</strong></td>
</tr>
</tbody>
</table>
Administrative Updates

The growth mentioned earlier was not only recorded in program intervention. There was also growth in terms of net assets. The asset base of the organization increased by 13%. This increase was recorded in the categories of building, motor vehicle, computers and office equipment. This was supported by partners such as AXIS in Denmark and Star Ghana program.

The unstable power supply remains a major challenge to the unit as it possess a serious threat to our electrical gargets. Management is still exploiting possible ways of fund raising to finance the up-grading of the solar system.

Staffing and Internal Learning

The staff strength of the organization reduced from 29 in 2017 to 26 at the end of 2018. The reduction in staff came as a result of the education project ending in the middle of 2018. A number of staff successfully graduated from various programs of study with a number of them completing distance or short courses whiles other staff got enrolled into various academic programs to broaden their knowledge in their various disciplines. We generally agreed to improve our internal learning, as it remains one of our success stories.