



Equal Rights and Opportunities for Women and Girls – EROP Project Proposal

Partners:

Ghana SRHR Alliance

Women in Need

Africa Centre for Human Rights and Sustainable Development

August 2020.

TABLE OF CONTENTS

CHAPTER ONE	1
1.0 Introduction	1
1.1 Managing / Implementing Organizations.....	1
1.2 EROP Project Coordination	2
1.3 Contextual Analysis	3
1.4 The Problem / Issue.....	6
1.5 Justification/Niche of the EROP Project.....	7
1.6 Targets Beneficiaries.....	7
1.7 Implementing the EROP Project under COVID 19	7
CHAPTER TWO	9
2.0 Project Intervention and Pathways of Change	9
The EROP Project will be a one-year (12 months) Project. Implementation will start in August 2020 and end in July 2021	9
2.1 Project Goal.....	9
2.2 Objectives.....	9
2.3 Pathways of Change	9
CHAPTER THREE	14
3.1 Log Frame for EROP Project	14
CHAPTER FOUR.....	30
4.0 Relevant Principles.....	30
4.1 Inclusiveness	30
4.2 Positive Rights Based Approach	30
4.3 Young People’s structural and meaningful engagement.....	30
CHAPTER FIVE	31
5.1 EROP Project Stakeholder Analysis	31
5.2 EROP Project Implementing Organisations.....	34
CHAPTER SIX.....	37
6.0 Risks and Mitigation	37
CHAPTER SEVEN	39
7.0 Sustainability	39
CHAPTER EIGHT	40
8.0 Geographical Areas	40
CHAPTER NINE.....	41
9.0 Budget	41
CHAPTER TEN.....	42
10.0 EROP Project Work Plan	42
CHAPTER ELEVEN.....	43
11.0 . Annexes	43

CHAPTER ONE

1.0 Introduction

The Equal Rights and Opportunities for Women and Girls Project dubbed the **EROP Project** is being proposed as a response to numerous human rights challenges women and girls continue to face and as a result do not realize their rights and take opportunities for the advancement of their ambitions and to live fulfilled lives. This proposed project overall, seeks to ensure that women and girls in Ghana realize their human rights and utilize opportunities that enable them to live successful lives. To achieve this goal, it will be necessary to educate women and girls on their human rights and those of others and opportunities available to them as part of efforts to empower them to hold duty bearers accountable; train women and girls on entrepreneurial skills and opportunities for economic empowerment; strengthen the capacity of Social Justice Institutions for prevention of violence and timely and successful intervention when violence occurs; advocate for the passage of the Affirmative Action Bill which has been pending for more than two decades and increase support for women and girls in Communities and Schools on their human rights so that violations are addressed and respect for everyone's rights is sustained. The EROP Project is a joint proposal for funding to the Dutch Embassy in Ghana by Members of the Ghana SRHR Alliance (GH Alliance), Africa Centre for Human Rights and Sustainable Development (AfCHuRSD) and WOMEN IN NEED (WIN).

1.1 Managing / Implementing Organizations

Planned Parenthood Association of Ghana (PPAG) will be the Penholder / managing organization through which funding will be routed for the implementation of the EROP Project. As a member of the GH Alliance and Host of the Alliance Secretariat, PPAG on behalf of the GH Alliance will receive, disburse, and account for funds for the EROP Project, just as it did for the ASK Programme funded the Dutch Ministry of Foreign Affairs and currently doing for the GUSO Programme being funded the same Dutch Ministry of Foreign Affairs through a Consortium of Dutch International NGOs based in the Netherlands. The corporate governance of PPAG is highly credible and reliable as you will find in the ORIA. PPAG as the Penholder sign MOUs with all implementing partners to ensure compliance and cooperation for a smooth and successful implementation of this Project.

PPAG will also be an implementing organization together with NORSAAC, Savana Signatures, Presbyterian Services North, Hope for Future Generations Curious Minds, Theatre for Social Change, WOMEN IN NEED and Africa Centre for Human Rights and Sustainable Development (AfCHuRSD). PPAG's organizational structure and financial management policy have been tried and tested over time and proven to be credible, reliable, resilient, and uncompromising on donor requirements. All partners will be covered by PPAG's relevant management documents such as;

- Financial Manual as attached in annex one, which contains financial controls to ensure accuracy, timeliness, and completeness of financial data for reporting among other things.

- Fraud and Bribery Policy as attached in annex two, to ensure that its resources and operations are appropriately safeguarded against fraud, bribery, corruption, and other such crimes.
- Logistics and Supply Manual as attached in annex three, to guide officers directly or indirectly involved in logistics system of PPAG in making decisions relating to logistics and supplies management.
- Personnel Manual as attached in annex four, to guide the management of its human resources.
- Gender Policy as attached in annex five, to ensure that gender perspectives are effectively integrated into the policies and programmes of PPAG to achieve the vision of the Association.
- The organogram is attached in annex six.

Planned Parenthood Association of Ghana (PPAG) is a member of IPPF and a leading Civil Society Organization (CSO) providing Sexual and Reproductive Health and Right (SRHR) information, education, and services in Ghana. PPAG since 1967 has developed expertise in a variety of projects and has been at the forefront in championing Family Planning programmes in Ghana. The Association has pioneered many projects including Family Life Education (FLE) for young people, Community Based Services (CBS), male clinics and the integration of Family Planning (FP) into community development projects in response to the socio-economic needs of communities, in line with its core mandate, which is to provide comprehensive Sexual and Reproductive Health and Rights (SRHR) information, education and services to all people in Ghana, especially the young and vulnerable towards enhancing quality of life.

PPAG is a committed member of the GH Alliance bringing on board its vast technical experience and expertise gathered through its operations for over fifty years of existence.

1.2 EROP Project Coordination

The coordination of the EROP Project will be led by the National Coordinator of the GH Alliance and supported by a Project Management Committee made up of Representatives from the GH Alliance, Women in Need (WIN) and Africa Centre for Human Rights and Sustainable Development (AfCHuRSD).

The National Governing Body (NGB) and the Management of PPAG will jointly take overall responsibility for the delivery of this project. The NGB is made up of all the Executive Directors of Members of the Alliance and it is the Highest decision-making body of the Alliance. The Senior Management Team of PPAG is made up of the Executive Director, Director of Programmes and Service Delivery, Director of Finance and Administration and the Internal Auditor. Together, both Working Teams will provide strategic guidance and technical assistance for the successful implementation of the EROP Project.

The National Programme Coordinator (NPC) will lead the overall coordination of the EROP Project. The NPC will be supported by the two Executive Directors of WOMEN IN NEED (WIN) and Africa Centre for Human Rights and Sustainable Development (AfCHuRSD) in a committee called the Project Management Committee. This Committee will basically be

responsible for ensuring the smooth implementation, coordination and reporting on the project under the guidance of National Governing Body (NGB) and Senior Management of PPAG. In addition, the Committee will receive and review all implementing partners' requests for funds to ensure that all requests are in line with planned and approved activities. Then the requests are forwarded to PPAG for processing and disbursement. The committee will also assist the PPAG finance team in follow-up on financial issues at implementing partners' level.

The implementing organizations include seven members of the GH Alliance and two key partners the Alliance is collaborating with to successfully cover the geographical areas of need as detailed in chapter seven of this document. The Project Management Committee will work closely with all implementing partners to ensure that all planned activities of the EROP Project are effectively and efficiently implemented on schedule, outcomes achieved, Project and financial reports prepared and submitted timely as required by the Dutch Embassy in Ghana.

1.3 Contextual Analysis

Ghanaian women and girls continue to suffer various forms of discrimination and inequalities despite the significant progress made over the years by successive governments to ensure equal rights for women and girls, eliminate all forms of discrimination and violence against women and girls and empower them to realize their aspirations and live successful lives.

In terms of progress, Ghana has endorsed the global commitments to implement the agenda 2030, including the achievement of the Sustainable Development Goals (SDGs). The specific goal to realize gender equality and empowerment of women and girls is SDG-5. To demonstrate its commitment further to the mainstreaming of a gender perspectives, Ghana has joined the Commission on the Status of Women (CSW), which has been a strong advocate for gender equality and empowerment of women across the globe. Earlier on, Ghana had ratified United Nations' Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) of 1979, which among other things, enjoins states to transform customs, attitudes and practices that discriminate against women. In addition, Ghana endorsed the African Union's Protocol to the African Charter on Human Rights and Peoples Rights and the Rights of Women in Africa (2003) and the Maputo Plan of Action for Implementing the Continental Sexual and Reproductive Health (SRH) as her international obligation for promoting the welfare and rights of women in Ghana. The Beijing Platform of Action (BPfA) (Beijing Conference) has resulted in the institution of laws to deal with discrimination and domestic violence against women and girls while projecting the ability of women and girls to do better of what men and boys can do.

Subsequently, several legislations and Acts were developed to implement these international Conventions and Protocols. Prominent among these are the Domestic Violence Act, (Act 732), Persons with Disability Act, (Act 715), Interstate Succession Law, 1985 (PNDCL 111), the Criminal Code Amendment Act, 1998, (Act 554), and the New Education Act (Act 87). It is important to also note the Affirmative Action Bill which has been drafted is still waiting to be passed. To highlight government's commitment to the course of women, the Ministry of Women and Children Affairs (MOWAC), now known as the Ministry of Gender, Children and Social Protection (MoGCSP) has been created with a National Gender Policy (2015) as the national machinery for the advancement and protection of women and children rights. Institutions such as the Commission on Human Rights and Administrative Justice (CHRAJ), Domestic Violence and

Victim Support Units (DOVVSU) of the Ghana Police Service, Social Welfare Department, Gender Desk Officers (GDOs/GFPs) in Ministries Departments and Agencies (MDAs), Metropolitan Municipal and District Assemblies (MMDAs), Parliamentary Sub-committees on Gender and Legal Issues, Women's Caucuses in Parliament, Women-Centered Civil Society organizations (CSOs) and Queen Mothers Associations among others have all been part of the collaborative efforts to improve the lives of women and girls in Ghana.

In addition, the 1992 constitution of Ghana has also served as a critical reference point for constitutional protection for all persons. Indeed, chapter five has been devoted to fundamental human rights and freedoms consistent with the International Bill of Rights. These include political/civil rights, economic, social and cultural rights. It is instructive Article 17 states that all persons are equal before the Law. Article 17(2) states that *“a person shall not be discriminated against on grounds of gender, race, colour, ethnic origin, religion, creed, social or economic status.”* Article 17(4) makes provision for special legislation or policies to address discriminatory socio-cultural, economic, or educational imbalances in the Ghanaian society. Article 18 guarantees every citizen the right to property. Sub-section 3 of section 27 provides that women shall be guaranteed equal rights without any impediments from any person.

Notwithstanding these strides in legal and institutional commitments which in concept present Ghanaian women and girls as having the constitutional right to enjoy equal rights and opportunities with their male counterparts, they lag in several aspects of public life including political participation and decision-making, expressing, and enjoying their sexual and reproductive rights and being treated as equals to their male counterparts in the societies in which they live. Not much has changed in the life experiences of Ghanaian women and girls, despite these international conventions Ghana has endorsed, constitutional opportunities and institutional vehicles to support women empowerment and end discrimination and violence against them. Most women and girls, particularly in rural communities in Ghana continue to wallow in ignorance of their entitlements as human beings, experience gender inequalities and denied their economic rights leading to gender-based discrimination, abuses, powerlessness, poverty, political and social exclusion from enjoying their rights to participation in the development of themselves, their communities and country.

What is the evidence? The domination of the patriarchal societies in Ghana has been more oppressive than supportive to women / girls and abuse their human rights leading to increased suffering because of the gender roles assigned women and girls, gender stereotypes, negative social norms, religious and traditional beliefs/misconceptions, cultural and customary barriers. According to 2014 GDHS report, married employed women who earn cash and make independent decisions about how to spend their earnings increased by only 5% from 58% in 2008 to 63% in 2014. This shows that about 37% of married employed women still do not have control over decisions on how spend their income. Even though 77% of women participate in making decisions regarding their own health care, there are worrying disparities across the country which are not reflected in the 23% of women who are still unable to make decisions regarding their own health care, especially when it comes to accessing sexual and reproductive health. The drop in percentage of women who agree that a husband is justified in beating his wife for at least one specified reason from 37% in 2008 to 28% in 2014 is still disturbing. There cannot be and should not be any justification for any wife or any woman or girl to be beaten. Also, 70% of currently married women in Ghana live in marriages where a price was negotiated and paid for the bride, thereby increasing

the perception that women are part of the men's properties bought and paid for. It is still alarming that only 7% of employed women according to the 2014 GDHS report, had maternity leave with pay. Therefore, about 93% of employed women were probably not granted maternity leave with pay or not granted maternity leave at all. Such instances of discrimination against women needs to be addressed. These are reinforced by several traditional practices such as polygamy, widowhood rites, early marriage and illiteracy and food taboos through the socialization process, intentionally or unintentionally to keep women and girl's inferior to men and boys.

Furthermore, according to UN, violence against women is a global pandemic and highlights that seven out of ten women suffer from abuse or violence in their life time, usually inflicted by intimate partners, husbands, fathers and brothers among others. Domestic violence, in most cases, is a secret kept for a lifetime within families in various homes across a wide scale of societies. This is because of the feeling of shame and embarrassment they suffer. Victims continually live in perpetual fear and shadows of their abusers. A survey conducted by the Gender Centre on Violence Against Women and Children in the Northern, Upper East and Upper west regions of Ghana in 2014 shows very high levels of SGBV: 8% of women reported having been raped, 21% reported having been forced by husbands to have sex and 83% were physically beaten or abused. About 1 in 5 of the women had been prevented from seeing family and friends by partners and 95% did not report incidences. Defilement is also high: 6% reported having been defiled of which 78% were defiled by a close relative, acquaintance, or authority figure.

According to statistics from Domestic Violence and Victim Support Unit (DOVVSU), a total of 17,655 domestic violence cases, 1,296 cases of defilement and 335 rape cases were reported in 2014. Some of the cases of SGBV have led to deaths or permanent physical deformities on the bodies of the survivors. The Midterm Evaluation Report of the GUSO Programme in Ghana reveals that stigmatization, low confidence in the police and justice system and lack of appreciation of abuses as crimes and human rights violations and ignorance of social justice services available, are part of the reasons for the underreporting of sexual and gender-based violence cases in Ghana. The cases captured in statistics gives an indication of the tip of the iceberg of unreported cases.

It is worth adding that the Ghanaian educational system, especially at the basic and secondary levels as a primary area of concern, is girls in school, an environment in which some deviant teachers have been identified as perpetrators of violations and abuses against girls. In many instances of abuse, the legislation and Acts and institutions have not served survivors any justice or restoration. Sexual abuse is still going on unchecked because of the failure to take punitive actions even when sexual or gender-based abuses are evident and proven. It is even more challenging in relatively conservative societies where cultures seek to silence, stigmatize, shame, and discriminate against women and girls without the legal systems and institutions enforcing their rights. Common practices such as early sexual debut, teenage pregnancies and early/child marriages, age disparate and transactional sex, inadequate access to CSE and SRH services, coupled with weak protective school environment have exposed girls to high primary school dropout rates and low transition to secondary school. This contributes to low literacy, exclusion, and poverty. Despite this awareness and the efforts of Government, school dropout rates remained high at about 20% for boys and 30% for girls at primary school and 15% for boys and 30% for girls at Junior High School (JHS) level.

It follows therefore that to realized equal rights, gender equity and opportunities for women and girls, issues of gender equality and women empowerment should be addressed. It will involve providing women with basic education on their human rights; transforming how the sexes relate to each other, bringing about a redistribution of power, resources and caregiver responsibilities between men and women. Gender equality is based on respect for human rights and the inherent value of all individuals regardless of gender, social or ethnic background, religion, disability, age and sexual orientation.

1.4 The Problem / Issue

In Ghana, women constitute the majority (51.2%) of the population according to the 2010 Population and Housing Census. However, most women and girls do not enjoy their human rights and opportunities to live fulfilled lives due to low empowerment, discriminations, and violence against them in male dominated and oppressive societies. Notwithstanding the progress in legal and institutional commitments, which seem to present Ghanaian women and girls as enjoying equal rights and opportunities as their male counterparts, the reality is that they lag in several aspects of public life including political participation and decision-making, expressing and enjoying their sexual and reproductive rights and being treated as equals to their male counterparts in the societies in which they live. Indeed, from the evidence, not much has changed in the life experiences of Ghanaian women and girls in terms of enjoying equal rights and accessing opportunities to improve their lives.

Most women still experience gender-based discrimination, violence, powerlessness, poverty, political and social exclusion. Sexual and gender-based violence continue to expose them to severe emotional, physical, sexual, and economic consequences. Women living in rural areas, living with disabilities and who are lesbian, bisexual, transexual, intersex (LBTI) are more exposed to violence and will be targeted for inclusion. Sexuality and reproductive health have remained male-dominated in many marriages because women and girls are scared to be labeled as promiscuous or accused of infidelity if they are open about their sexuality. The control and fear triggered by male domination increase exposure of women and girls to threats of sexually transmitted diseases and HIV infection. The control and fear prevent women and girls from acting beyond the information they receive about the health risk such as avoiding and refusing unprotected sex, especially when they know that their men are in multiple sexual relationships; taking up Family Planning Methods to space their births, accessing safe abortion services if they are not ready to have children, accessing antenatal services fully and skilled delivery among others.

To overcome this institutionalized gender and power relations and attain gender transformation, the empowerment process must challenge and change the set of ideas, attitudes, beliefs and practices in gender relations, in institutions and structures such as in the family, the household, the communities, religion, the market places and media among others. In the view of the Government of Ghana in its Gender Policy, 'gender equality and women empowerment are critical in respect of attaining sustainable national development', which is reechoed by the 2012 World Development Report that gender equality is a core 'development objective in its own right and that greater gender equality can enhance productivity, improve development outcomes for the next generation, and make institutions more representative'. This is the basis for which Members of the GH Alliance, WIN and AfCHuRSD seek funding from the Dutch Embassy through the EROP Project, to

contribute to Government's collaborative efforts to attain equal rights and opportunities for women and girls too. The EROP Project will provide basic education on issues of gender equality, equity and empowerment opportunities for women and girls; promote the enjoyment of economic rights for women and girls; promote the roles and services of Social Justice Institutions for increased utilization; advocate for the passage of the Affirmative Action Bill into law, improvement of maternity leave arrangements and initiate discussions on paternity leave policy, and engender community support for gender equality, equity and empowerment opportunities for women and girls in communities and in schools. These are critical to inspire women and girls to step beyond just coping with and adjusting to inequalities, discrimination, alienation, and abuses.

1.5 Justification/Niche of the EROP Project

The EROP project has taken into cognizance the several and similar interventions that have been implemented in parts of Ghana over the years. However, from our profiling of the districts, the selected areas still have huge gaps when it comes to issues of gender equality equity and empowerment of women. In the district where the EROP project is proposed for implementation, there are hundreds of communities that are yet to be reached with such interventions. There is no doubt that such a project will make a significant difference in the lives of thousands of women and girls who are currently continuing to cope with all manner of dehumanizing circumstances helplessly. In addition, the EROP project designed to step beyond tokenism and confront the barriers to gender equality in their context and resolve within a more enabled environment for sustained change. The selection of districts has been thoughtfully done to ensure that there will be no overlapping of interventions in the districts selected for implementation of the EROP project.

1.6 Targets Beneficiaries

The target group that will benefit from the interventions of the EROP Project will be women and girls including.

- those living with HIV,
- those who identify themselves as LGBTI,
- those living with disabilities and
- those living in hard-to-reach areas of the Project locations.

1.7 Implementing the EROP Project under COVID 19

The EROP Project Team is aware of the current COVID 19 Pandemic and the implications of working under this pandemic situation. Despite this, the Team also appreciates its conviction that it is more important now than ever to initiate and implement the EROP Project as the incidence of Sexual and Gender Based Violence is on the rise due to the pandemic. With the increasing number of COVID19 cases in the country, the situation may attract more easing of restrictions or imposition of stiffer restrictions by government. Therefore, online meetings will be first explored and where feasible, will be preferred and adopted. However, where online meetings are challenged and face-to-face meetings possible, they will be adopted. In conducting face-to-face meetings under COVID19, all safety measures/directives will be strictly followed to ensure that everyone is safe. These will include the following.

1. Nose masks are provided to all participants by the EROP Project Implementing Organization, and their usage enforced.
2. Alcohol-based hand sanitizers provided, and usage enforced during meetings.
3. Venues for meetings will be carefully selected and priority will be given to venues that have large meeting rooms and where handwashing facilities are present and staff at the facilities are committed to disinfecting surfaces frequently.
4. Venues with large meeting rooms will enable enforcement of Social Distancing to limit the risk of interpersonal transmission.
5. The total number of participants will depend on the activity but will not exceed the permissible number (100) of participants at any activity of the EROP Project under COVID 19.
6. Temperature guns will be used to check the temperature of all participants at meetings and participants with temperatures beyond the expected levels will not be allowed into the meeting room but advised to visit the health facilities.
7. Invitations to participants for meetings will encourage all participants travelling to observe and practice all safety protocols.
8. Before all in-person engagements begin, there will be 15 minutes sensitization/reminders on the safety measures and how they will be enforced and actual proceed to enforced.

These measures will be very helpful to protecting implementers of the EROP Project, women /girls and other stakeholders from the risk of contracting COVID19 while implementing or participating in activities of the EROP Project.

CHAPTER TWO

2.0 Project Intervention and Pathways of Change

The EROP Project will be a one-year (12 months) Project. Implementation will start in August 2020 and end in July 2021

2.1 Project Goal

To contribute to the realization of gender equality and opportunities for women and girls to live successful lives in Ghana by the end of July 2021.

2.2 Objectives

- To contribute towards the elimination of SGBV in target communities in selected Districts by the end of July 2021
- To promote women and girls' economic empowerment through livelihood and entrepreneurial skills development by the end of July 2021 in the EROP Project Districts. To increase the capacities of Social Justice Institutions for enhanced delivery of services to women and girls by the end of July 2021 in the EROP Project Districts.
- To contribute to an improved environment for women's and girls' participation in decision making by the end of July 2021 in Ghana.

2.3 Pathways of Change

2.3.1 Objective 1: To contribute towards the elimination of SGBV in target communities in selected Districts by the end of July 2021

Outcome 1: Enabling environment for the elimination of Violence against women improved.

Intermediate Outcome 1.1: Increased knowledge of women, girls, men, and boys on the human rights of women and girls and opportunities available to them in target districts by the end of July 2021.

Strategies:

- Develop a comprehensive EROP Educational/knowledge package.
- Produce EROP Educational Materials
- Form EROP Support Teams
- Train EROP Support Teams,
- Conduct education for women and girls / men and boys via house-to-house visits, groups engagements in target communities
- Conduct radio programs with call-in, Radio Drama / Theatre animation videos

To realize this intermediate outcome, the joint project Team will engage and work with experts to develop a comprehensive educational/knowledge content. The output will be high quality and comprehensive educational package called the EROP Educational Manual available in adequate

quantities for the EROP Support Teams to use for creating community level awareness, educating females and males, providing them with practical relevant skills for engagements and facilitating a translation of the increased knowledge into increased level of empowerment, self-confidence, self-esteem and more ability for women and girls to be able to assert themselves, participate in decision-making and influence others. The EROP Support Teams will be a mixed group of females and males who are credible and respected members of the communities. Through community entry they will be identified and formed. Then they will be trained and out doored during community durbars or any other community gathering, so that they are known, and their roles and responsibilities explained to communities for support and cooperation. The education for women and girls / men and boys will be delivered via house-to-house visits, groups engagements, animation videos, radio programs with call-in, Radio Drama/Theatre in the local languages of the communities and social media.

Faith-based actors/Stakeholders (Imams, Pastors) will also be trained on EROP to reach out to their congregations through the mosques and churches. They will be encouraged to use their pulpits to challenge harmful attitudes around violence against women and girls by integrating relevant topics into sermons, prayer groups, and youth groups activities and speaking out. Some of these topics will address the root causes of violence—gender inequality and harmful social norms and discuss how to better support survivors and create safer communities. It is our conviction that, this way, women, and girls will be educated on their human rights and catalyze them to take full advantage of opportunities towards improving their lives, contributing gradually to the transformation of power relations and gender system in their communities.

Intermediate Outcome 1.2: Increased use and potential use of Social Justice Institutions’ services in selected districts by the end of July 2021

Strategies:

- Conduct initial meetings with national level social justice institutions e.g DOVVSU, CHRAJ, Social Welfare, Gender Desk Officer, GHS, GES etc for collaboration on increased access to their service.
- Create referral Networks between beneficiaries and the service point of social justice institutions and amongst the social justice institutions.
- Conduct follow up orientation for the staff or officers of the social justice institutions at all levels of the project areas.
- Initiate follow ups and back-to-school enrolment and skills development for identified girls and young women who are out of school due to pregnancy/childbirth or any other reasons.
- Conduct joint field visits with National Level Stakeholders to the Project areas.
- Conduct follows ups to check on girls who have returned to school and under apprenticeship and seek out for more girls who are willing to go back to school or undergo apprenticeship of an employable skills.

In order to realize increased use and potential use of Social Justice Institutions’ of Sexualas an intermediate outcome contributing to achievement of the Outcome, it will be very important to form partnerships with the social justices institutions such as Domestic Violence Victims Support Unit (DOVVSU) of the Ghana Police and, Social Welfare, Legal Aid and of Sexual on Human Rights and Administrative Justice (CHRAJ), Gender Desk Officers, Ghana Health Service and

Ghana Education Service to ensure that they are readily available to address issues of Sexual and Gender-based Violence. The partnership once it starts, will innovate around ways to integrate initiatives and innovations of the EROP Project into their working cultures for sustainability. Appropriate referral systems will be strengthened for reporting and managing all cases of violence. Helplines and social media will be promoted for easy access to support. Usually in cases of domestic and sexual violence, legal processes are negotiated for family arbitration and settlements to the disadvantage of the survivors. Perpetrators are either set free or their punishments obscured from the community or public and therefore lose its deterrent effects. For a smooth partnership, the National, Regional and District Heads of all these Stakeholders will be oriented alongside their Teams on the EROP Project and the key roles they will each be expected to play. The ability for girls to stay in school and progress towards their ambitions is an empowering effort towards higher literacy. It is therefore worrying when girls drop out of school, usually due to pregnancies and early motherhood challenges. Efforts will be made under the EROP Project to trace as many as possible within the Project areas and reintegrate them back in schools.

Intermediate Outcome 1.3: Improved socio-cultural, political, and legal environment that is supportive of women and girls' empowerment, gender equality and a zero tolerance for SGBV.

Strategies:

- Set-up EROP School Support clubs in schools
- Conduct Training of Trainers (ToT) for Teachers in schools
- Train EROP School Support Clubs on roles and responsibilities in schools
- Support the enactment and enforcement of community byelaws on gender equality, women empowerment and ending SGBV, if they don't have and reinforce the existing byelaws if already available.
- Launch EROP project at the community level
- Develop EROP Project Violence Prevention Commitment Statement in school for teachers, all school authorities, and other workers to sign unto.
- Orientation of community leaders (Chiefs, Imams, Pastors, PTA Chair persons and Community Health Committee Chair persons) on EROP Projects

The Project Team will form and activate EROP Support Teams and School Support Clubs in the project locations. These Teams will be very helpful in mobilizing and interfacing with community level structures as part of the EROP Project strategy to widely reach communities. These Community Support Groups will oversee supporting women and girls in the community to ensure they are taking advantage of opportunities available to them and will also serve as a backbone that will encourage women to report cases of injustice that are perpetrated against them. The Community Support Groups will be fully oriented by the EROP Project Team to empower them to play the very important role of providing support to women and girls at the grassroots of the project. Once the members of the Community Support Groups have been trained, the Project Team will organize grand durbars in the communities to outdoor the members of these groups and ensure members of the community are aware of their purpose in the community, to ensure they can function effectively. In order to realize the objective of increasing support for women and girls in Communities and Schools, the Project Team will also seek information on Byelaws in the community that support the rights of women and girls and if these are not effective or enough, the Project Team will identify and work with the relevant authorities to reinforce these Byelaws. In

addition to ensuring the Byelaws within the Community are effective enough, the EROP Project Team will support the development of EROP Project Violence Prevention Commitment Statement or a policy for child protection in the schools in the community, if this does not exist. By doing so, the team will make more headway in ensuring that the school community is more aware of the rights women and girls should have and are able to support them to achieve these. The EROP Project Team will also orient community leaders (chiefs, imams, pastors, Parent, Teachers Association (PTA) chairpersons and community health committee chairpersons) on EROP Project activities.

2.3.2 Objective 2: To promote women and girls' economic empowerment through livelihood and entrepreneurial skills development by the end of July 2021 in the EROP Project Districts.

Outcome 2: Capacity of women and girls involved in livelihood and entrepreneurial skills to earn income increased in selected districts by the end of July 2021.

Strategies:

- Mobilize and form women groups or assess existing ones in preparations for training.
- Conduct ToT for 2 representatives of women groups formed for livelihood and entrepreneurial skills.
- Conduct step down training for EROP economic empowerment groups
- Link trained groups to micro-finance schemes and MoGCSP for assistance
- Orient and support Financial Journalists and CSOs to market the trained groups and advocate for economic empowerment of women.
- Conduct exchange and learning visits among EROP Economic Empowerment Groups

The need for financial control for women and girls to be able to enjoy their economic rights and neutralize the effects of gender inequality, discrimination, violence, and domination cannot be overemphasized, it is still a reality that economic marginalization, dependency and poverty have been cited for instance, to compromise sexual and reproductive health and rights of women and girls, leading to negative outcomes. Therefore, secured livelihoods and ability to earn income can empower individual women and communities to take charge of their health needs including SRHR, resulting in positive outcomes. Economic empowerment of women and girls is critical to the enjoyment of economic rights and making safe SRHR decisions to improve health outcomes. It will therefore be necessary to mobilize women groups for training on livelihood and entrepreneurial skills for economic empowerment under the EROP Project. Such a training will position women and girls to take advantage of opportunities and earn income to meet their economic, social and health needs. Conscious of the challenges with getting initial capital to invest in business, the trained groups will be introduced to selected micro-financial institutions and MoGCSP for assistance. To sustain the efforts of these groups, some journalists will be oriented to market and promote the businesses and activities of beneficiaries of the training to attract more financial and technical assistance to enable them to grow. Exchange and Learning visits will also be conducted, to promote learning and sharing of business experiences that will strengthen the businesses of the Groups.

2.3.3 Objective 3: To contribute to an improved environment for women's and girls' participation in decision making by the end of July 2021 in Ghana.

Outcome 3: Socio-cultural, political, and legal environment improved for women and girls' participation in decision-making in their environments.

Strategies:

- Conduct an initial meeting to activate the network of CSOs for Joint Advocacy on the passage of the Affirmative Action Bill in Parliament, enforcement of Maternity Leave for women and initiation of discussions on paternity leave policy.
- Conduct joint advocacy engagements with relevant stakeholders, Government Ministries and Parliament for the passage of Affirmative Action Bill, enforcement of Maternity Leave for women and initiation of discussions on paternity leave policy.
- Sponsor journalists to secure political commitments from election 2020 presidential candidates for the passage of the Affirmative Action Bill
- Develop campaign messages and disseminate them via radio, TV, Print and social media.
- Conduct bi-annual advocacy review meetings with CSOs.

Partnerships will be harnessed with coalition and network members together with other stakeholders to activate a national advocacy agenda on the back of a mix of several interconnected advocacy efforts to create awareness, sensitize, educate, and provide compelling information to Ghanaians on the need to give their support to the processes towards the impending passage of an Affirmative Action Law (AAL) for Ghana. The EROP Project Advocacy Team will work closely with the Ministry of Gender, Children and Social Protection (MoGCSP) apart from engagements with Cabinet, Parliament, Political Parties, labor Commission, the media other key stakeholders to promote advocacy around the bill. One of the key activities will be to activate a network of CSOs for joint advocacy. For easy access to Presidential and Parliamentary candidates, we will work with journalists to secure the political commitment of these candidates for the passage to the Affirmative Action Bill in Parliament, enforcement of maternity leave for women and initiation of discussions on paternity leave policy. The EROP Project in general will initiate and sustain a very strong media advocacy to anchor the work of the Lobby Committees. This way, the convergence of the critical voices and collaborative efforts of the critical masses will be significant in driving Parliament and the other relevant institutions to do the needful. The passage of the Affirmative Action Bill is critical to women's participation and representation because it also provides for sanctions for non-compliance and its provisions transcend to the private sector as well. It is a temporary measure that seeks to correct injustices and the exclusion of women over the years. The Law has proven to be most effective as it has worked in various countries and has enhanced the development of those countries because of women's inclusion and participation. An Affirmative Action Law is one of Ghana's critical ways of attaining gender equality with respect to women's participation in decision making. This is because it provides legally mandated systems, structures, and policies to ensure women's equal participation in all decision-making spaces.

CHAPTER THREE

3.1 Log Frame for EROP Project

Project Title: Equal Rights and Opportunities for Women and Girls – EROP Project

Project Duration: August 2020 – July 2021

Impact: An improved environment in which women and girls are empowered to enjoy gender equality, economic rights and take opportunities to live successful lives by the end of July 2021.

Project goal: To contribute to the realization of gender equality and opportunities for women and girls to live successful lives in Ghana by the end of July 2021.

Objective 1	To contribute towards the elimination of SGBV in target communities in selected Districts by the end of July 2021				
	Outcomes	Indicator	Means of Verification	Critical Assumptions	Dutch Embassy Indicators from ToC
Outcome 1.0	Enabling environment for the elimination of Violence against women improved	% increase in the awareness and readiness of community stakeholders to recognize and act/respond positively on cases of SGBV	Project evaluation reports (baseline/end-line), Reported cases of SGBV	Women, girls, men, and boys will participate in the educational sessions. People will report abuses of women and girls' human rights for redress. Men and boys recognize abusing women and girls as wrong and violations of their human rights.	1.1. # of laws, policies and strategies blocked, adopted, or improved to eradicate all forms of violence against women and girls in public and private life (<i>link CSD2**</i>)

<p>Intermediate Outcome 1.1 <i>(to be realized by activities 1.1.1 - 1.1.6)</i></p>	<p>Increased knowledge of women, girls, men and boys on the human rights of women and girls and opportunities available to them in target districts by the end of July 2021.</p>	<p>% of women, girls, men and boys in target districts with knowledge on gender equality/equity, SGBV and Discrimination against women and girls who report cases of violence to Social Justice Institutions for redress</p>	<p>Project evaluation report(baseline /end-line) Reported cases of SGBV</p>	<p>Women, girls, men, and boys will participate in the educational sessions. People will report abuses of women and girls' human rights for redress. Men and boys recognize abusing women and girls as wrong and violations of their human rights.</p>	
<p>Intermediate Outcome 1.2 <i>(to be realized by activities 1.2.1 - 1.2.6)</i></p>	<p>Increased use and potential use of Social Justice Institutions' services in selected districts by the end of July 2021</p>	<p>% increase in the prosecution of cases of violence by Social Justice Institutions' services (DOVVSU, CHRAJ, etc) % increase in the use and potential use of Social Justice Institutions' services by</p>	<p>Annual report of Social Justice institutions Project Evaluation reports (Baseline and End-line)</p>	<p>Social Justice Institutions will appreciate and utilize support from the EROP Project to attract people in target communities to their services.</p>	
<p>Intermediate Outcome 1.3 <i>(to be realized through activities 1.3.1 - 1.3.7)</i></p>	<p>Improved socio-cultural, political, and legal environment that is supportive of women and girls' empowerment, gender</p>	<p>% increase in support for women and girls' empowerment, gender equality and a zero tolerance for SGBV by social,</p>	<p>Project evaluation report(baseline /end-line)</p>	<p>Ignorance levels are still high and community level duty bearers are not being held to account. Violence and discrimination against</p>	

	equality and a zero tolerance for SGBV.	traditional, and religious actors		women and girls are still perceive as normal and for which reason nothing is being done about it while women and girls continue to live in hardships within target communities.	
Activity	Output	Output Indicator	Means of Verification	Critical Assumptions	Dutch Embassy Indicators from ToC
1.1.1. Develop a comprehensive EROP Educational manual	High quality and comprehensive EROP Educational Manual developed to be used by EROP Support Teams for providing knowledge to women, girls, men and boys on the human rights of women and girls and opportunities available to them in target communities.	# of EROP Educational Manual developed	Sample of developed EROP Educational Manual Distribution list	Such a comprehensive manual will be a good tool to increase the awareness and knowledge on gender equality and for empowerment women and girl in the development process of their communities	
1.1.2 Produce EROP Educational Materials	EROP IEC materials developed to be use in all Social Behavioral Communication Changes activities	# of materials produced including Brochures, Leaflets, Posters, Flip-chats, T-Shirts, Referral coupons and distributed	Samples of materials produced. Distribution list	The materials produced will aid in the education of community members on EROP easily	
1.1.3 Form EROP Support Teams in communities	EROP support teams formed in the implementing	# of EROP Support Teams formed and adopted as a strategy	Inauguration report of EROP Support Teams	Community leaderships and members will recommend and support	1.1. # of laws, policies and strategies blocked, adopted or

	communities as the interface between the project and communities on the fight against SGBV	to increase knowledge of women, girls, men and boys on gender equality/equity, SGBV and Discrimination against women and girls.	List of members of EROP Support Teams	credible women and girls to avail themselves to serve on the EROP Support Teams.	improved to eradicate all forms of violence against women and girls in public and private life (link CSD2**)
1.1.4 Train EROP Support Teams	Trained EROP Support Team members empowered, informed, gained self-esteem, self-confidence to provide knowledge and support on gender equality/equity, SGBV and Discrimination against women and girls to women, girls, men and boys in target communities.	# of cases of violence captured and reported by EROP Support Teams to Social Justice Institutions for full prosecution of perpetrators.	Training Reports Attendance /registration forms	COVID19 Safety protocols will be adhered to by all participants during the training. All members of the EROP Teams will successfully participate in the trainings and acquire the knowledge and skills to effectively reach out to women, girls, men and boys in all target communities. EROP Support Teams will capture all cases of violence against women and girls and report them to Social Justice Institutions.	
1.1.5. Conduct education for women and girls / men and boys via house-to-house visits and groups	Capacity of women and girls/ men and boys built in gender equality via house-to-house visits, groups	# of community of members reporting cases of SGBV to EROP Support Teams or Social	Record of cases reported.	Women, girls, men, and boys in target communities will avail themselves to be educated and informed	1.2 # of targeted actors (disaggregated by type, age and gender) with improved knowledge,

engagements in target communities.	engagements and the use of faith-based actors for them to act positively on occurrence of SGBV by reporting offenders for punishment	Justice Institutions for appropriate actions	Activity Register	on gender equality/equity, SGBV and Discrimination against women and girls. They will be willing to report all cases of SGBV to the appropriate structures.	attitudes and practises towards the elimination of all forms of violence, including harmful practices
1.1.6. Conduct radio programs with call-in, Radio Drama / Theatre, animation videos	Increased Community awareness and action on equal right and opportunity, forms of violence and discrimination against women and girls in all target communities	# of men and boys who act to prevent violence and discrimination against women and girls in their communities. # of radio, TV programs and community engagement on SGBV conducted by all implementing organizations / CSOs.	Recording of radio programs/drama/theatre Call-in list from the stations Recorded and reported interventions by males to protect women and girls	Wider listenership during radio programs is guaranteed. Males in target communities will be impacted positively to be part of the critical masses advocating for improved lives of females and stopping all abuses against females and preventing violations of females.	1.3. # of times that CSOs succeed in creating space for CSO demands and positions on violence against women and girls, through agenda setting, influencing the debate and/or creating space to engage.
1.2.1. Conduct initial meetings with national level social justice institutions e.g DOVVSU, CHRAJ, Social Welfare, Gender Desk Officer, GHS, GES etc for collaboration on	Social justice institutions Collaborating with the EROP project to reach target communities with their services.	# of social justice institutions conducting community outreaches to address cases of violence reported	Meeting reports with the social justice institutions Meeting attendance correspondences and letters	Social Justice Institutions will appreciate and utilize support from the EROP Project to attract people in target communities to their services.	

increased access to their service.					
1.2.2 Create referral Networks between beneficiaries and the service point of social justice institutions and amongst the social justice institutions.	Referral network created to facilitate easy patronage of services of social justice institution by survivors of gender inequalities, domestic violence and SGBV	# of active referrals made and acted on to address cases of violence reported	Referral coupons		1.2 # of targeted actors (disaggregated by type, age and gender) with improved knowledge, attitudes and practises towards the elimination of all forms of violence, including harmful practices
1.2.3 Conduct follow up orientation for the staff or officers of the social justice institutions at all levels of the project areas	Officers/Staff of Social Justice institutions oriented on the EROP project to response positively to victims of SGBV and take disciplinary action to offenders of SGBV	# of National, Regional and District level Social Justice officers enforcing the full persecution of SGBV cases reported	Report	Staff of Social Justice Institutions will be willing to collaborate with the EROP Project for a smoother delivery on their mandate.	1.2 # of targeted actors (disaggregated by type, age and gender) with improved knowledge, attitudes and practises towards the elimination of all forms of violence, including harmful practices
1.2.4. Initiate follow ups and back-to-school enrolment and skills development for identified girls and young women who are out of school due to	Girls who drop out-of-school re-enrolled in school or into apprenticeship in any trade of their choice	# of girls reintegrated into schools after dropping out because of teenage pregnancies, early motherhood, child marriage, to continue	Completed enrolment form of girls and young women returning to school or undertaking apprenticeship.	Young girls and women who have dropped out of schools will be interested in going back to continue.	1.2 # of targeted actors (disaggregated by type, age and gender) with improved knowledge, attitudes and practises towards the elimination of all

pregnancy/childbirth or any other reasons.		to pursue their ambitions.			forms of violence, including harmful practices 2.1. # of laws, policies and strategies blocked, adopted, or improved to promote women's voice, agency, leadership, and representative participation in decision-making processes in public, private and civic sphere
1.2.5. Conduct joint field visits with National Level Stakeholders to the Project areas.	National level stakeholders become abreast with the progress made by the project at the community level	# of support visits conducted to target communities by national level officers	Monitoring reports	National level stakeholders will be willing to provide support and encouragement to their field officers to achieve more.	
1.2.6 Conduct follow ups to check on girls who have returned to school and under apprenticeship and also seek out for more girls who are willing to go back to school or undergo apprenticeship of an employable skills	Follow ups conducted on Girls who return to school or are under-apprenticeship to encourage and support them. Out-of-school girls and young women re-enrolled to school and into apprenticeship	# of girls and young women enrolling back to school # of girls and young women enrolled into apprenticeship	Completed enrolment form of girls and young women returning to school or apprenticeship. Activity report	Young girls and women who have dropped out of schools will be interested in going back to continue.	

1.3.1.Set-up EROP School Support clubs in schools	EROP School Support clubs formed in schools	# of EROP School Support Clubs formed in schools	Inauguration report	Such clubs will make it handy for pupils and students to report abuses and demand for support.	
1.3.2.Conduct Training of Trainers (ToT) for Teachers in schools	Training of trainers conducted for Teachers	# of Teachers trained and capacitated to conduct step-down trainings for the EROP School Support Clubs	Activity report Attendance form	Teachers will be available to train and to work with students in their schools through the school support clubs to prevent abuses of children in schools.	1.2 # of targeted actors (disaggregated by type, age and gender) with improved knowledge, attitudes and practices towards the elimination of all forms of violence, including harmful practices
1.3.3.Train EROP School Support Clubs on roles and responsibilities in schools	EROP School Support clubs trained on the EROP project on reporting and preventing violence / abuses in schools	# of EROP School Support Clubs trained and adopted as a strategy to prevent SGBV in schools in target communities.	Orientation report Attendance forms	Members of the school support clubs will be willing to be equipped with skills and knowledge to reach out effectively to their peers.	1.1. # of laws, policies and strategies blocked, adopted or improved to eradicate all forms of violence against women and girls in public and private life (link CSD2**)
1.3.4. Support the enactment and enforcement of community byelaws on gender equality, women empowerment and ending SGBV, if they don't have and	Byelaws enacted and enforced on gender equality and women and girls' empowerment in communities.	# of byelaws on gender equality, women and girls' empowerment and ending SGBV enacted and enforced	Enacted and Enforced byelaws in community constitution	The relevant Byelaws will be critical in enforcing the desired support for the realization of gender equality, women empowerment and zero tolerance for SGBV.	1.1. # of laws, policies and strategies blocked, adopted or improved to eradicate all forms of violence against women and girls in

reinforce the existing byelaws if already available.					public and private life (link CSD2**)
1.3.5.Launch the EROP project at the community level	EROP project launched in all target communities	# of Community leaderships that commit to supporting the work of the EROP Support Teams to report cases of violence in their communities	Activity report Attendance forms Documented statements (verbal via minutes, written via signed declaration)	Awareness of the EROP Project interventions will attract the full support of communities and school authorities for a successful implementation of the project.	1.2 # of targeted actors (disaggregated by type, age and gender) with improved knowledge, attitudes and practises towards the elimination of all forms of violence, including harmful practices
1.3.6.Develop EROP Project Violence Prevention Commitment Statement in school for teachers, all school authorities and other workers to sign unto	EROP Project Violence Prevention Commitment Statements developed for Teachers, school authorities and other workers to sign unto towards prevention of violence in schools in target communities.	# of School Heads / Teachers /Support Staff within the EROP Project Areas who sign Commitment Statements to prevent Sexual and Gender-Based Violence (SGBV) against all students, especially girls.	Developed EROP Project Violence Prevention Commitment Statements Signed EROP Project Violence Prevention Commitment Statement form schools	The Teachers will be willing to sign and comply with the Violence Prevention Commitment Statements.	1.1. # of laws, policies and strategies blocked, adopted or improved to eradicate all forms of violence against women and girls in public and private life (link CSD2**)
1.3.7 Orientation of community leaders (Chiefs, Imams, Pastors, PTA Chair	Community leaders are oriented on the EROP project	# of Community level Decision Makers (Chiefs, Imams, Pastors, PTA	Attendance forms Activity report	The knowledge of community leaders of the project will enhance smooth implementation	1.2 # of targeted actors (disaggregated by type, age and gender) with improved

persons and Community Health Committee Chair persons) on EROP Projects		Chair persons and Community Health Committee Chair persons, Parents, Youth leaders, women leaders, teachers who take decisions and act in support of gender equality and the prevention of SGBV and discrimination against women.		and sustainability of the project	knowledge, attitudes and practices towards the elimination of all forms of violence, including harmful practices
Objective 2					
To promote women and girls' economic empowerment through livelihood and entrepreneurial skills development by the end of July 2021 in the EROP Project Districts.					
	Outcome	Indicator	Means of Verification	Critical Assumptions	Dutch Embassy Indicators from ToC
Outcome 2.0	Capacity of women and girls involved in livelihood and entrepreneurial skills to earn income increased in selected districts.	% increase in capacity of women and girls involved in livelihood and entrepreneurial skill to earn income.	Project evaluation report (baseline/end-line)	Experts/Resource persons in various field will be available and willing to conduct trainings. Members of the EROP Economic Empowerment Groups will appreciate their entitlements and demand them including their economic rights	3.1. # of laws, policies and strategies blocked, adopted or improved to promote women's economic rights, empowerment and entrepreneurship
Activity	Output	Output Indicator	Means of Verification	Critical Assumptions	Dutch Embassy Indicators from ToC

2.1.1. Mobilize and form women groups or assess existing ones in preparations for training	Women groups mobilized and formed into EROP Economic Empowerment Groups for livelihood and entrepreneurial skills training	# of women groups formed for livelihood and entrepreneurial skills training	List of group members	Women and girls in target communities are willing to join the groups for economic empowerment to enjoy their economic rights.	
2.1.2 Conduct ToT for 2 representatives of women groups formed for livelihood and entrepreneurial skills	ToT for Representatives of EROP Economic Empowerment Groups from all target communities	Representatives capacitated to conduct step-down trainings for their members within the EROP Economic Empowerment Groups	Training report Attendance forms	There will be women leaders available and willing to be capacitated to conduct step-down trainings for their members within the EROP Economic Empowerment Groups	3.2 # of targeted actors (disaggregated by type, age and gender) with improved knowledge, attitudes and practises on women's economic rights, empowerment and entrepreneurship.
2.1.3 Conduct step down training for EROP economic empowerment groups	EROP Economic Empowerment Groups trained at the community level on livelihood and entrepreneurial skills	# of EROP Economic Empowerment Groups trained and adopted as a strategy to provide livelihood and entrepreneurial skills to women for the enjoyment of their economic rights and social protection.	Activity reports Attendance sheets	The groups formed will put to use the skills acquired to improve their businesses and create new ones. They will be able to earn more income and make decisions on their earned income to improve on their health, especially their sexual and reproductive health and live dignified lives.	3.1. # of laws, policies and strategies blocked, adopted or improved to promote women's economic rights, empowerment and entrepreneurship
2.1.4 Link trained groups to micro-	Linkages created between micro-	# of EROP Economic Empowerment	Signed MOUs	There will be credible Micro-Finance	3.2 # of targeted actors (disaggregated

finance schemes and MoGCSP for assistance	finance schemes and trained EROP Economic Empowerment Groups for access to financial and technical assistance.	Group members supported to utilize the acquired livelihood and entrepreneurial skills for their economic empowerment. # of EROP Economic Empowerment Groups linked with Micro-finance organisations /schemes for access to financial and technical assistance.	Action plans committed to	Institutions to provide the trained EROP Economic Empowerment Groups with financial and technical assistance.	by type, age and gender) with improved knowledge, attitudes and practises on women's economic rights, empowerment and entrepreneurship.
2.1.5. Orient and support Financial Journalists and CSOs to market the trained groups and advocate for economic empowerment of women.	Journalists and CSOs oriented to market trained EROP Economic Empowerment Groups and advocate for economic empowerment of women.	# of Journalists and CSOs oriented to market trained EROP Economic Empowerment Groups and advocate for economic empowerment of women. # of platforms where the businesses of the EROP Economic Empowerment Groups are being marketed by journalists and CSOs	Training reports Media reports collected	Journalists and CSOs will be willing to be trained on the EROP Project and supported to market the trained EROP Economic Empowerment Groups	3.3. # of times that CSOs succeed in creating space for CSO demands and positions on women's economic rights, empowerment and entrepreneurship, through agenda setting, influencing the debate and/or creating space to engage.

2.1.6. Conduct exchange and learning visits among EROP Economic Empowerment Groups	Exchange and learning visits conducted by members of the EROP Economic Empowerment Groups at community level to share knowledge shared and best practices	# of EROP Economic Empowerment Groups recorded as success stories for others to learn from.	Activity report Attendance forms	There will be best practices in the communities to share and learn from successful Economic Empowerment Groups.	
Objective 3	To contribute to an improved environment for women's and girls' participation in decision making by the end of July 2021 in Ghana.				
	Outcome	Indicator	Means of Verification	Critical Assumptions	Dutch Embassy Indicators from ToC
Outcome 3.0	Socio-cultural, political, and legal environment improved for women and girls' participation in decision-making in their environments.	% of key milestones realized towards passage of the Affirmative Action Bill % of key milestones realized towards improved maternity leave arrangement for women % of key milestones realized towards initiating discussion on paternity leave policy	Passed bill. Reviewed maternity leave policy. Punitive actions against Employers who violate reviewed policy. Reported violations of maternity leave policy at CHRAJ, Legal Aid, Labor Commission	Stakeholders will support the advocacy activities of the EROP Project towards the passage of the Affirmative Action Bill by Parliament, improved maternity leave arrangement and paternity leave policy development.	2.1. # of laws, policies and strategies blocked, adopted, or improved to promote women's voice, agency, leadership, and representative participation in decision-making processes in public, private and civic sphere.

Activity	Output	Output Indicator	Means of Verification	Critical Assumptions	Dutch Embassy Indicators from ToC
3.1.1 Conduct an initial meeting to activate the network of CSOs for Joint Advocacy on the passage of the Affirmative Action Bill in Parliament, enforcement of Maternity Leave for women and initiation of discussions on paternity leave policy	Network of CSO's sensitized on the EROP Project Advocacy Agenda to secure their buy-in and commitments towards getting the Affirmative Action Bill passed, maternity leave arrangement for women improved and discussions on paternity leave policy initiated.	# and type of Lobby Committees formed as a strategy to influence key actor to pass the Affirmative Action Bill, review and improve maternity leave policy for women and paternity leave policy for men	Minutes of meeting List of Lobby Committees formed.	CSOs are available and willing to join the EROP Project Advocacy Team on all advocacy engagements. Target Actors / Stakeholders will be available and will engage with the lobby committees	2.3. # of times that CSOs succeed in creating space for CSO demands and positions on women's voice, agency, leadership, and representative participation in decision-making processes in public, private and civic sphere, through agenda setting, influencing the debate and/or creating space to engage.
3.1.2. Conduct joint advocacy engagements with relevant stakeholders, Government Ministries and Parliament for the passage of Affirmative Action Bill, enforcement of Maternity Leave for	Support for the passage of the Affirmative Action bill, enforcement of Maternity Leave solicited. Consideration of paternity leave policy by	# and type of key Actors (Government Ministries, Departments /Agencies, Parliament, Think-Tanks, Religious Organizations, leadership of TUC, etc) influenced by EROP Lobby	Attendance forms at meetings Activity report Activity report	The EROP Lobby Committees will have the needed resources to be able to fully engage with all relevant stakeholders, Government Ministries and Parliament and influence them to act right.	2.2 # of targeted actors (disaggregated by type, age and gender) with improved knowledge,

women and initiation of discussions on paternity leave policy		Committees to act on the passage of Affirmative Action Bill, improvement of maternity leave policy for women and Paternity leave policy for men.			attitudes and practises towards women's voice, agency, leadership and representative participation in decision-making processes
3.1.3. Sponsor journalists to secure political commitments from election 2020 presidential candidates for the passage of the Affirmative Action Bill	Commitments / pledges solicited from Election 2020 Presidential and Parliamentary Candidates towards passing the Affirmative Action Bill in particular.	# of Presidential and Parliamentary candidates reached to secure their commitments towards the passing of the Affirmative Action Bill	Documented commitment statements	The journalists engaged will work with the project to reach all target Presidential and Parliamentary candidates. These journalists will persist overcome all barriers to still reach all target Presidential and Parliamentary candidates.	
3.1.4. Develop campaign messages and disseminate them via radio, TV, Print and Social media	Campaigns for the passage of the Affirmative Action Bill in Parliament, enforcement of Maternity Leave for women and initiation of discussions on paternity leave policy developed and activated through radio and TV	# of radio, TV sessions held to educate and draw support from the general public to bring pressure to bear on the relevant Actors for the passage of Affirmative Action Bill, improvement of maternity leave policy for women	Developed and disseminated campaign document	The campaign messages will be well contextualized and directed for the intended effect. The identified radio and TV stations will be willing to work with the EROP Project and agree to the preferred prime hours of their programs.	2.3. # of times that CSOs succeed in creating space for CSO demands and positions on women's voice, agency, leadership and representative participation in decision-making processes in public, private and civic sphere, through

		and Paternity leave policy for men.			agenda setting, influencing the debate and/or creating space to engage.
3.1.5. Conduct bi-annual advocacy review meetings with CSOs.	Progress of joint advocacy activities reflected on and reviewed by EROP Lobby Committees to improve quality	# of new strategies / measures adopted by the EROP Lobby Committees to improve the quality of engagements and influencing to achieve more milestones.	Meeting report (minutes)	Lessons learnt from engagement activities of the lobby committees will be shared.	

CHAPTER FOUR

4.0 Relevant Principles

4.1 Inclusiveness

The interventions of the EROP project will seek to reach all members of the target group as much as possible without any form of discrimination against anyone based on social, religious, tribal, sexual orientation, location and or disability,

Key programme interventions to promote inclusiveness include.

- advocate to produce tailor-made IEC materials for Person with Disabilities (PWD) e.g., braille for the blind.
- encourage people with hearing impairment to come with translators during training.
- notwithstanding the fact that the environment in Ghana is still relatively conservative for women and girls who may LGBTI, the Project will continuously look for windows of opportunity to reach persons who identify themselves as LGBTI. The Project will identify and partner with other organizations that work with LGBTI to enable them benefit from the EROP Project interventions.

4.2 Positive Rights Based Approach

The EROP Project draws its conviction from the foundational principles of human rights as stated in the 1948 Universal Declaration of Human Rights - ‘All human beings are born free and equal in dignity and rights.’ This is reflected not only in the principle of non-discrimination but is intrinsic to the very concept of human rights. Government institutions and other duty bearers have the responsibility to provide services to all citizens, however most of the time women and girls are not able to demand their entitlements from duty bearers due to the domination and oppression they face from their male counterparts. The Project will promote rights-based approach, that is, it will reach women and girls with the full complement of its interventions as a matter of right not favors or tokenism.

4.3 Young People’s structural and meaningful engagement

The EROP Project strongly believes that young people, especially girls, should be empowered to actively take decisions that affect their wellbeing. The Project will seek promote meaningful youth participation in governance through representation at all levels of decision making, building a positive youth –adult partnerships for effective joint advocacy for the promotion of gender equality and empowerment of girls and capacity building of young people & young people’s organization to be able to adequately represent themselves.

CHAPTER FIVE

5.1 EROP Project Stakeholder Analysis

The EROP Project recognizes the fact that to achieve its outcomes especially the one on advocacy, it will be necessary to engage and collaborate effectively with relevant actors and stakeholders at national, regional, and district/local levels such as these discussed below. We recognize that the project will be implemented for a period of 12 months and in the process, opposition to project activities can come up at any point, especially at the community level from custodians of culture and religion. It is from this anticipation that the project has designed activities to adequately engage all actors including chiefs, elders, Imams, pastors, to secure their buy-in and support throughout the project duration. While it is also recognized that all these other stakeholders discussed below can also present opposition to the EROP Project activities, that is less likely to happen taking into consideration their mandates. Therefore, the Stakeholders below are perceived as allies to the EROP Project and will be facilitated to join the collaborative efforts towards gender equality, opportunities and empowerment for women and girls.

The Parliament of Ghana is the legislative body of the government responsible for deliberating on bills and passing them into laws for governing the country. To realize Outcome Four of the EROP Project, it will be critical to engage with the Speaker, relevant Members and Committees of Parliament to lobby them to take the necessary actions for getting the Affirmative Action Bill passed into law.

Ministry of Gender, Children and Social Protection is the Government Ministry responsible for the formulation of policies that promote the institutionalization and development of women, children and the vulnerable in societies. The ministry has among its objectives the formulation of gender and children's policies and guidelines, propose programmes that promote women and children affairs which includes young people and the development of institutions that encourage women empowerment. The ministry also has the role in advocating for better treatment for women and children. The Ministry will be engaged to secure its buy-in and partnered with for various advocacy efforts. The ministry can be of a great resource of support in terms of sustainability and for the EROP Project campaigns against SGBVs.

The Ministry of Local Government and Rural Development exists to promote the establishment and development of a vibrant and well-resourced decentralized system of local government for the people of Ghana to ensure good governance and balanced rural based development. As part of its mandate, this Ministry is involved in formulating, implementing, coordinating, monitoring, and evaluating policies and programmes to democratize governance and energize local governments to serve effectively as institutions for mobilizing and harnessing local resources for local national administration and development. The EROP Project has an enormous opportunity to be sustained if the Ministry and its decentralised structures buy into the innovations of the Project. There is also the chance of a successful local level advocacy and campaigns for gender equality and women and girls' empowerment.

Women's Manifesto Coalition (WMC) is a coalition of CSOs that was formed during the inauguration of Manifesto, which was political statement issued by civil society organizations (CSOs) in Ghana, in 2004. The Coalition has a membership of about 35 organizations, comprising

of coalitions and networks, as well as over 700 individual women and men, with ABANTU for Development as the host. This project intends to network with the Women's Manifesto Coalition (WMC) as part efforts to form the critical masses for advocacy. The EROP Project would work closely with representatives of selected members of the Coalition in a collaborative effort to lobby for the passage of the Affirmative Action Bill, advocate for the review of Maternity Leave arrangements and initiate discussions on Paternity Leave Policy at the national level. This Bill, the project acknowledges is crucial in setting the right ambience for the effective implementation of various interventions to achieve equal rights and opportunities for women and girls in Ghana.

Commission on Human Rights & Administrative Justice (CHRAJ) as the National Human Rights Institution of Ghana is essential to the success of the EROP Project. The Commission has a duty to promote and protect fundamental human rights and freedoms in Ghana. It has a broad mandate to protect universal human rights and freedoms, especially those vested in the 1992 Constitution, including civil, political, economic, social, and cultural rights. The Commission Investigates complaints of violations of fundamental human rights and freedoms. It has power to require an institution or person to submit information, documents, records, or other materials that will assist in the Commission's investigations; as well as require any institution or person to appear before the Commission to assist in its investigations; Go to court to seek remedies, including compliance with its recommendations. The commission will be partnered with, and its regional and district offices supported to render its services to the women and girls from the ERP project communities.

Department of Social Welfare (DSW) is under the expanded MoGCSP. The vision of the Department is 'A socially developed Ghana, with the mandate to take the lead role in integrating the disadvantaged, vulnerable, persons with disabilities and the excluded into mainstream society in collaboration with other stakeholders. The EROP Project will liaise with the DSW to identify and support out-of-school girls who wish to school or learn a trade with a small start-up fund. Representatives of identified Women Groups within the communities of project implementation will receive support with entrepreneurial skills training to enhance their income-earning abilities.

Domestic Violence and Victims Support Unit (DOVVSU) of the Ghana Police Service is mandated to enforce all laws with a focus on violence associated with gender, women and children and guided by the Domestic Violence Act (Act 732) amongst others. In line with its mandate, DOVVSU responds to cases of sexual and gender-based violence; child abuse and child protection; protection of all vulnerable persons from abuse; and investigation of all cases of sexual and gender-based violence and child abuse, conducts investigations and creates referral systems for victims/survivors of SGBV. DOVVSU is currently constrained by inadequate human resources to enable it effectively to follow up on reported cases, investigate them and ensure justice for survivors and bring perpetrators to book. The EROP Project will liaise with DOVVSU to ensure that SGBV cases reported from schools and communities are not truncated.

Ghana Education Service (GES) is responsible for the implementation of pre-tertiary educational policies of the Government to ensure that all Ghanaian children of school-going age irrespective of tribe, gender, disability, religious and political affiliations are provided with good quality formal education. The EROP Project will form EROP support clubs in JHS Schools within the communities of implementation. Selected teachers would be trained to manage the clubs and facilitate back-to-school enrolment of girls who dropped out of school due to pregnancy, childbirth

or otherwise who wish to return, to be supported with a start-up fund by the project. Formed EROP School Clubs in collaboration with DOVVSU will also ensure that SGBV cases in schools are reported and followed-up to avoid truncation of reported cases. An understanding with GES will be reached on the need for EROP trained teachers (EROP Club Managers in Schools) to accent to a code of conduct they sign as their commitment not to abuse any school girl or boy.

Ghana Health Service (GHS) is a Public Service Executive Agency responsible for implementation of national policies under the control of the Ministry of Health. GHS is mandated to provide and prudently manage comprehensive and accessible health service with special emphasis on primary health care at Ghana's regional, district and sub-district levels in accordance with approved national policies. The EROP Project will work closely with GHS and other stakeholders, through its formed community support teams, for effective referrals and follow-ups on SGBV cases. It will be particularly important to have GHS work closely with the Social Justice Institutions to facilitate ease of evidence gathering in instances of abuse.

Regional Coordinating Council (RCC) is an extension of the office of the president in the various regional capitals. There is a regional coordinating council which has the Regional Minister as the chairperson and it is made up of representatives of the house of chiefs, all district chief executives, heads of decentralised department (including Regional Health Administration and Regional Education Office). The RCC has the key function of taking decisions in-line with National policy and monitoring its implementation at the decentralized departments and the districts. Under the EROP advocacy efforts, the RCC will be very strategic to get to the side of the Project due to its power and control over the districts and access to the presidency at national level since it's an extension of the Presidency.

District Assembly (DA) Ghana's decentralised system is operated with the DAs as units in the structure. DAs are tasked with the development of districts, and they have the mandate to enact by-laws for the administration of their jurisdiction. In this assembly, they are elected representatives and government appointees who deliberate on development activities and give approval to plan activities for execution. Currently, the assemblies run a composite budgeting system wherein all decentralised departments and agencies within the district operate their activities. Again, the DA functionaries such as the District Chief Executive, District Coordinating Director among others are very powerful stakeholders in the district and development interventions such as promoting gender equality and women/girls' empowerment across communities in their districts. The districts will be involved implementation of the project from beginning to finish.

Traditional Authorities: Traditional authorities are the accepted leaders of the communities and are much revered at the local level. They are the custodian of the culture and traditions of the people and usually resist any change that challenges their customs and tradition. Traditional authorities are critical stakeholders in the community and developmental interventions usually pass through them to the community. Sustainability of development interventions such as the EROP Project, would depend largely on the cooperation and support of the traditional authorities especially the chiefs of the respective project communities. It is in this light that the involvement of the traditional rulers or authorities in this project is relevant.

PTA's and SMC's: A parent-teacher association (PTA) and school management committees (SMC) are formal structures composed of parents, teachers and staff and also selected community leaders in the case of SMC, that work to facilitate parental participation in the management of

schools. PTAs/SMCs exist to advance education by encouraging the fullest co-operation between home and school, educational authorities, central government and all other interested parties and bodies. The association is a platform for parents and teachers to interact and share ideas on the educational continuity and advancement of their wards. In order not to encounter resistance at the school level, the project will work with these structures to foster cooperation for its smooth execution.

Religious groupings: Every society is shaped by their cultural and religious beliefs. In Ghana, Christianity and Islam are two formal religious groupings that operate with large followers. Traditional religion still has a significant following too and cannot be ignored. Religious clerics such as pastors and Imams are those who define society moral “laws”. They act as agents of change. Religious clerics would have influence on the way their followers receive and process educational messages on human rights, gender equality and women/girls’ concerns in the communities. Based on their influence, they will be helpful in contributing to the achievement of EROP project outcomes.

5.2 EROP Project Implementing Organizations

The EROP Project will be implemented by nine organizations, made of seven members of the GH Alliance and Women in Need (WIN) and Africa Centre for Human Rights and Sustainable Development (AfCHuRSD).

Ghana SRHR Alliance (GH Alliance) is an Alliance of seven (7) Civil Society Organizations (CSOs) working together to contribute to the collaborative efforts by government and its stakeholders to improve upon the sexual and reproductive health and rights of all young people between the ages of ten and twenty-four (10-24) years in Ghana. The current members of the GH Alliance are Planned Parenthood Association of Ghana (PPAG), NORSAAC, Savana Signatures (SavSign), Hope for Future Generations (HFFG), Presbyterian Health Services-North (PHSN), Curious Minds and Theatre for Social Change (TfSC). It was formed in 2013 following the opportunity to implement the Access, Services and Knowledge (ASK) programme, and now the GUSO Programme. By virtue of its composition, the Ghana SRHR Alliance has a unique character of social action focused on sexual reproductive health and rights, especially empowering young girls to grow up into empowered women. Through its members, the GH Alliance has national presence and reach which makes convening, building linkages, partnerships, and networks of all actors (state and non-state) for policy influencing and advocacy more efficient and effective. The Alliance brings to this Joint Project the combined capacity, expertise, and experience of its members. Collectively, the GH Alliance members have received from the Dutch Ministry of Foreign Affairs and successfully managed and accounted for about €5 million in eight years with strategic guidance and advice from the Dutch Embassy in Ghana. Furthermore, the Alliance is fully registered and recognized as a legal entity in Ghana which has the network, capacity, reach and visibility in-country required to meet the expectations of the EROP Project.

NORSAAC is an empowerment for change organization working to empower women and young people. Its focus in SRHR is to reduce maternal, neonatal, child mortality and morbidity through improved and informed practices, increase safe sexual practices through increased knowledge of sexual and reproductive health rights especially for young people, enhanced enabling environment and greater respect for sexual and reproductive health rights of young people. The organization

continues to empower young people to be confident and assertive in seeking SRHR information and service and creating enabling environment through stakeholder engagement at the community, districts and regional levels.

Savana Signatures is a Ghanaian Non-Governmental Organization that recognizes the important role of technology in development, thus, adopts ICT tools innovatively to promote girls, women, youth and marginalized groups. The organization has a mission to initiate positive change among youth, women and vulnerable populations of Ghana using ICT solutions to facilitate access to Sexual Reproductive Health and Rights (SRHR), Quality Education and Skills Development. Savana Signatures currently works in three programme areas: Sexual Reproductive Health and Rights (SRHR), Quality Education and Skills Development. The organization has a vision to “foster social, economic and political development in Ghana, with a particular focus on helping the poor and marginalized people and communities, through the innovative use of ICT.

Hope for Future Generations (HFFG) is a women, children, and young people-focused Civil Society Organization with a vision of a nation free of discrimination and with equal opportunities for its target groups. HFFG has through its interventions, enabled members of its beneficiary communities to be adequately informed and empowered to enable them to take critical decisions that will improve their quality of life. The organization is committed to continuously implementing its interventions in line with global, regional, and national laws, policies, agendas, goals and guidelines for the health and well-being of women, children and young people.

Presbyterian Health Services – North (PHSN) is part of the Presbyterian Church of Ghana Health Service. PHSN has been operating in Northern Ghana for about sixty years now and currently supervises one Hospital; three Primary Health Care Programs (5 Health Centers, 7 Clinics); an orthopedic and Eye Care Programmes. In the last five years the PHSN has pioneered Social Accountability programs in Health in Ghana. The GH Alliance is a great opportunity to work with other organizations to achieve more for young people and PHSN is a proud member of this Alliance.

The Children and Youth in Broadcasting - Curious Minds is a youth-led organization working on adolescent and youth sexual and reproductive health as one of its key thematic focuses. As a media-based organization, Curious Minds leverages on the power of the media to create awareness on SRHR issues and advocate for policies and programmes that favour adolescent and youth development. The organization works to ensure that all children and young people are well informed and meaningfully participate in decision-making that affects their lives by advocating, generating knowledge, sharing information, building partnerships, and training young activists at local, national and international levels. The organizations’ approach to children and youth development is a rights-based one with full and meaningful participation of young people as a pivot for our engagement at all levels of programme conceptualization, planning, implementation, monitoring and evaluation.

WOMEN IN NEED-WIN is women-led, women and girl-child centered local NGO (LNGO) in Ghana, formed and duly registered in 2006, to pursue the interest of women and children in relations to issues such as Welfare, Women Rights Promotion, Health, and Reproductive Health Care. WIN seeks to promote women and girl-child rights by assisting them benefit from programs that support their needs and enhances their wellbeing through sharing of information, education and counseling on issues that concerns them. WIN as an organization is committed to the total empowerment of women as an effective tool for poverty alleviation. In this wise, we aim to increase women's capacity, through Entrepreneurial, financial literacy, life, and livelihood skills training to ensure the independence and self-reliance of women and girls. Currently, WIN is located at Bortianor, Red-Top Ocean view, Phobia House, in the Greater Accra Region of Ghana. It currently focuses its work within the fishing, rural-urban, under- served and deprived communities in three other regions of Ghana: Central, Western and Eastern regions. WIN has undertaken several projects in collaboration with other CSOs like those ones involved in the EROP Project. WIN's flagship project solely undertaken was a national assignment on Child Commercial Sex Survey in Ghana undertaken under the sponsorship of the Ghana AIDS Commission.

Africa Centre for Human Rights and Sustainable Development – AfCHuRSD is a non-Government national Human Rights Organization registered under the laws of the Republic of Ghana's Companies Act 1963 (Act 179). It is working to promote the rights and dignity of people. Our Vision is a society where the dignity of persons is respected and protected, and the benefits of sustained development are equitable with a mission to empower people to create lasting change in their own lives and communities and achieve social justice. AfCHuRSD believes that gender equality is a matter of human rights and women's empowerment is a question of democracy and good governance. Strengthening women's voice and participation at all levels of society can have significant positive impacts. AfCHuRSD in collaboration with Commonwealth Human Rights Initiative (CHRI) is working to promote Equal Rights and Economic Empowerment for women and Girls in Ghana.

CHAPTER SIX

6.0 Risks and Mitigation

Potential Risk	Likelihood	Impact	Mitigation Strategy
General elections – Presidential and Parliamentary are due in December, coupled with the disagreement on the compilation of a new voters’ register could trigger some instability across Ghana including the EROP operational areas.	Medium	High	From the experiences of past similar elections, there may not be enough basis to anticipate instability. Despite that, the EROP Project Teams will monitor closely developments and events from national to the local level looking out for signals of conflict and any threats to life and properties and if required will temporarily put on hold implementation until normalcy is restored.
Increased government control over CSOs thereby limiting freedom to operate, freedom of speech and sphere of influence.	Medium	High	The EROP Project Team will operate within the applicable legal framework and thus aim to avoid controversy and possible consequences. Advocate at all levels, together with other CSOs and Dutch Embassies to ensure ample space for CSOs society to perform its critical role.
With the increasing number of COVID19 cases in the country, the situation may attract more easing of restrictions or imposition of stiffer restrictions by government.	Medium	Medium	If the restrictions get stiffer, all face-to-face and all other activities that can expose project teams, stakeholders and beneficiaries to the risk of infection will be put on hold while monitoring the situation. In the meanwhile, activities that are possible to do online can be reprogrammed for online engagements. However, if the current circumstances pertain by August when EROP Project implementation is expected to start, all engages will strictly follow all safety measures and directives to ensure that everyone is safe.
The occurrence of natural disasters such as floods, rainstorms droughts, earthquakes etc. and humanitarian crises such as conflicts, epidemics, famine etc.	Low	Medium	In cases of flooding, rain storm and conflict, all EROP Project Teams at work will be evacuated to safety while calling in NADMO, Red Cross Society and security services and forces and emergency relief organisations. The health authorities will be notified of

			any usual health condition identified in the cause of implementing the tis project for follow ups and appropriate actions.
Project Teams of implementing partners do not demonstrate adequate capacities to successfully implement the EROP Project.	Low	Medium	If after training and implementing other capacity enhance strategies and Partner Project Teams still are not able to perform, the partnership will be reassessed and if required the partnership will be terminated. If required a new partner will be engaged.
Implementing organisations may engage in fraudulent or corrupt practices	Low	Low	It is a prerequisite for all organisations to have anti-fraud / corruption to detect such practices and take the appropriate actions and sanctions. The processes, procedures and structures of the managing Organisation (PPAG) will be activated to ensure that no implementing organisation succeeds in such practices even if it were to be thought of. But if any partner is found culpable for misappropriation of funds, the appropriate sanctions including termination of partnerships and prosecutions may apply.
Internal disagreement /conflicts between and among Implementing organisations may impede smooth and successful implementation of the EROP Project.	Low	Low	An inception workshop will be organized for all implementing organisations to enhance a common understanding of the approved EROP project document and agree on next steps for rollout of the project. The coordination process will ensure effective communication among all partners and transparency at all levels among others

CHAPTER SEVEN

7.0 Sustainability

The sustainability of the EROP Project is critical and has been considered diligently. This is reflected in the design of the activities themselves and the conscious efforts to work closely with government institutions and community level structures. Capacities will be provided to these institutions and structures on the innovations of the EROP Project which will be expected to continue with even when the project ends. The direct beneficiaries will be able to motivate others to learn and adapt from their new experiences, knowledge, and skills. Collaborations with and education of social and religious leaders and groups, such as Chiefs/elders, Queen Mothers /Hajias Youth leaders, Pastors, Imams will be significant efforts aimed at ensuring sustainability of the EROP Project and possible scale up.

CHAPTER EIGHT

8.0 Geographical Areas

The EROP Project will be implemented in the following geographical locations.

Region	District	Number of Communities
Northern	Tamale	5
	Sagnerigu	5
	Gushegu	5
North-East	East Mamprusi	5
Upper East	Bolgatanga	5
	Talensi	5
	Kasena Nankana West	5
Upper West	Nandowli/Kaleo	5
	Jirapa	5
Central	Gomoa West	5
	Ajumako/Enyan/Essiam	5
Total	11	55

CHAPTER NINE

9.0 Budget

The below is the summary of the proposed budget for the EROP is attached. For details, please refer to the attached budget.

EROP Project						
	Alliance	WIN	Afchursd	Total		
	Y1	Y1	Y1	Y1	Y1	
Outcome 1	670,447.00	120,342.00	120,342.00	911,131.00	40%	77%
Outcome 2	150,090.00	30,020.00	30,020.00	210,130.00	9%	
Outcome 3	154,900.00			154,900.00	7%	
Baseline	50,000.00			50,000.00	2%	
Endline	50,000.00			50,000.00	2%	
EROP Project Management Committee Monitoring	18,200.00			18,200.00	1%	
Annual Monitoring to Central Region	9,300.00			9,300.00	0%	
Rollout Meeting	38,000.00			38,000.00	2%	
Bi-Monthly Monitoring by Implementing Partners	78,000.00			78,000.00	3%	
EROP Project Launch	60,500.00			60,500.00	3%	
End of Project Validation Meetings	42,152.00			42,152.00	2%	
Personnel Cost	186,000.00	72,000.00	72,000.00	330,000.00	14%	23%
Coordination Cost	54,657.08			54,657.08	2%	
Consultancy Services for Capacity Building on IATI	122,439.98			122,439.98	5%	
Total on Activities	1,684,686.06	222,362.00	222,362.00	2,129,410.06	93%	
Overhead 7%	119,246.96	14,905.87	14,905.87	149,058.70	7%	
Grand total	1,803,933.02	237,267.87	237,267.87	2,278,468.76	100%	100%

CHAPTER TEN

10.0 EROP Project Work Plan

The EROP Project work plan is attached to this Project document.

CHAPTER ELEVEN

11.0 Annexes

Annex One: Financial Manual

Annex Two: Fraud and Bribery Policy

Annex Three: Logistics and Supply Manual

Annex Four: Gender Policy

Annex Five: The organogram