



NETWORK OF WOMEN IN GROWTH (NEWIG), GHANA

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Annual Report 2017

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A MESSAGE FROM THE CHAIRPERSON AND AG. EXECUTIVE DIRECTOR

Ladies and Gentlemen,

On behalf of the Board of Directors and management of NEWIG, we extend our best wishes to you for the New Year. The year 2017 has just rolled by, and certainly like all other years has had its successes as well as challenges. Despite the difficulties and challenges of the year gone by, the resilience of the NEWIG Team coupled with their courage, tenacity and commitment ensured that we continued to live the dream and vision of the NGO. We did not also relent in our determination to work towards the empowerment of the women and young ladies as well as young men to become successful entrepreneurs.

An extensive program of activities was developed this year which focused on mainly youth training in driving and entrepreneurship. The Youth-in-Driving dubbed Young-Women-In-Professional-Driving trained 15 young women (batch 2) in professional driving. With regards to Entrepreneurship, we partnered with Vodafone Ghana as part of their Vision In Motion (VIM) Initiative to train two young men in Screen printing and Soap making. Both successfully graduated and are currently working on their own.

Our successes this year has only being achievable through the dedication and relentless effort of the leadership team and employees. We are also grateful to our partners, African Women Development Fund, Armed Forces Mechanical and Technical School, EMpower Foundation, and Crossroads International who donated funds and resources.

NEWIG will continue to grow as an organization that embodies women's socio-economic empowerment in Ghana and strive to be a leading entrepreneurship capacity building NGO in Ghana and beyond.

Wishing you all a productive 2018.

Philomina Sam (Board Chair
Director)

Mawulawoe Anato-Dumelo (Ag.Exec.

1.0 Introduction

Network of Women in Growth (NEWIG), Ghana, has remained committed to promoting women's rights, gender equality and creating equal opportunities for sustainable development. It has over the years led an advocacy for a women's empowerment movement to help create equal opportunities for all in Ghana. This movement over the years has led campaigns and initiated programs and towards achieving women's rights in Ghana. These programs and projects initiated have been targeted at creating equal opportunities and promoting the rights of women and girls by working with the marginalized, vulnerable and poor unskilled young women and various identifiable women groups.

The organization has made impact by focusing on implementing our strategic action plan for the year 2017 to achieve our mission and vision, as outlined in our Annual Strategic Plan. The four strategic objectives outlined in the Plan are as follows:

- **Strengthening The Capacities Of Women to Ensure Equal Opportunities At All Levels And Across Generations;**
- **Create A Platform To Increase Women Efforts to know their Rights;**
- **Influencing the Youth about Gender Equality and To Increase Knowledge on Gender and Policy Issues.**
- **Strengthening the Long-term Sustainability program of NEWIG Ghana.**

This report presents an update of NEWIG Ghana's contribution and efforts in creating equal opportunities, promoting women's rights and gender equality in Ghana among the youth and older generations.

The subsequent sections will provide information on activities and implementation of our annual strategic objectives listed above. The last sections of this report will present the challenges, opportunities and the way forward for Network of Women In Growth (NEWIG).

VISION

NEWIG has a vision of a society in which self-organised women actively creating a just, democratic and sustainable world without poverty, inequality or any system which erodes their confidence, economic well-being, rights, dignity and capacity for self-determination.

MISSION

NEWIG's mission is to support women's self-organisation for full autonomy over their lives, freedom from violence and for full social, economic and political participation and empowerment.

GOALS

- ❖ To get women into gainful employment.
- ❖ To give women the tools of empowerment through functional literacy and entrepreneurial skills training
- ❖ To give women the tools of empowerment to attain and play leadership roles in society.
- ❖ To make women aware of human and legal rights.

VALUES

Commitment; Dedication; Self-drive; Honesty; Hard work; Volunteerism

2.0 Program Implementation

As part of our efforts targeted at achieving the organization's Annual strategic plan for the year, we managed to implement activities within the three implementing strategies of the organization namely:

- To Help Women Get Gainful Employment by Training and Capacity Building.
- Advocacy, Networking and Public Awareness (APAN) To Empower Women to Play Leadership Roles In society.
- To Make Women Aware Of Their Rights by Research, Publications and Information Gathering.

An overall details of activities initiated and implemented by the organization has been outlined in the subsequent sections.

A. Strengthening the Capacities of Women to Ensure Equal Opportunities At All Levels and Across Generations

In 2017, NEWIG undertook engaging programs aimed at strengthening young women in various projects in various communities and as follows;

As part of the International Women's Day celebrations, Resource persons from NEWIG met with a group of local women to further deepen the importance of this day at the local level. The theme for the meeting was 'Be Bold For Change'. As part of the discussion, the resource persons engaged the participants on how women at the local levels could inspire and motivate other women in their communities to speak up and pick up leadership roles at national and local levels. It was an insightful discussions with lots of questions being asked and practical solutions being given to help make the answers relevant and more useful to the women.

With support from African Women Development Fund (AWDF), NEWIG Launched its Flagship project, ‘YOUNG WOMEN IN



PROFESSIONAL DRIVING’ in March.

This project in collaboration with the Armed Forces Mechanical and Technical School (AFMTS) is aimed at

encouraging and training women in professional driving for the following reasons:

- to break the stereotyping about women in driving as a profession
- to sustain themselves and their families as professional drivers.

This is the second year in the running NEWIG has secured funding to train women in driving. Fifteen young ladies were selected and taken through a three-month training which has two phases: a technical aspect and a non-technical aspect.

For the technical aspect, the ladies were taken through the following courses: Driving procedures, basic vehicle



maintenance and servicing, defensive driving technique, first aid, fire science and how to extinguish a fire.

They were also taken through the practical aspect of driving. This training lasted for two months.

In order to



improve the effectiveness of the young ladies as professional drivers, they were also taken through a non-technical aspect which involved Capacity building for one month at the NEWIG Women Empowerment Centre, Tefle. The topics that were discussed included Leadership and Teambuilding skills, Gender training,

preparing for an interview, Assertiveness and Confidence Building, People skills and communication.

After the two-month technical skills training, the ladies were accepted by various



organizations for a one-month internship. The organizations included National Vocational and Training Institute (NVTI), Ghana, The Office of the President of the Republic of Ghana, NEWIG and AFMTS. During the internship program at the various organizations, the ladies did not only apply their driving knowledge

behind the wheels but were also involved in other administrative duties such as front desk service, client service and report writing.



As part of NEWIG's social activism in communities, a Basic Cultural and Leadership training Program was organized for basic school children at Kwabeng in the Eastern region of Ghana. The program started on Wednesday 23rd August, 2017 and ended on 1st September, 2017.

The NEWIG team namely Ms. Gloria Kankam, Communication and Human rights Officer, Elikplin Kwasi Awity, Assistant Project Officer and Ms. Regina Amoako, Field Officer as well as two facilitators from School of Performing Arts, University of Ghana, Legon Mr. Leni Asharku Ammo and Mr. Senam Gadeka were there to support the program.

The objectives of the Training Program included the following:

- To introduce and inculcate the values of the Ghanaian culture as seen in African Drama, Traditional Dance and Traditional Drumming to and in young children between the ages of 12 and 15.
- To introduce leadership skills, Gender-based Violence (GBV) and Domestic Violence (DV) using right-based approach to young children between the ages of 12 and 15.

The children were taken through Leadership concepts, traditional norms and values, respect for Elderly one's and all, How to address traditional rulers in the community, how to speak, how to dress, how to walk. They were told to work together as a team to ensure successful program and to enhance team building. The group agreed to have a

motto “*Ammamere Nkosuo; Sankofa yen nto twini*” which literally means “The continuation of Tradition; We don’t throw away our traditions”. They were also introduced to traditional dances namely the Gota Dance and Bima Dance. Gota Dance is a social dance for youth in the Volta Region of Ghana is a community dance among the Ewes (Anlo) whilst Bima Dance is danced by the Frafras in the Upper East region.



B. Youth Sensitization

September 28 2017, NEWIG in partnership with the Social Welfare & community Development Officer in



charge of South Tongu District launched a three-month Drug abuse programme to sensitize the youth in the Tefle community on the dangers of drug abuse. During this programme, various

workshops were organized in partnership with the Social Welfare & Community Development Office in charge of the South Tongu District. These included organizing weekly talk programs with school children, street sellers as well as church groups.

During the seminar organized for the pupils of Tefle Presbyterian primary 4 to 6 and D/A Junior High, Mr. Moses Kawkaw, Director of Social Welfare and Community Development, South Tongu, indicated that, drug abuse has become a serious national



problem which needs a collective hand to eradicate it from society. He stressed on the need for young persons to be mindful of hard drugs such as

cocaine, cracks, alcohol, marijuana, cigarette etc in case they are being introduced to by friends and family since it has adverse effects on their health. Mr. Kawkaw also urged the pupils not to take in any drug which has not been prescribed by a physician in case of any sickness but rather visit the health center for medical assistance. In conclusion he added that pupils should sensitize their friends, colleagues and others in the community about the dangers of drug abuse and to report to law enforcement agencies about persons who deal in narcotic drugs. He advised the pupils to live a drug-free life and encourage others to do same to enable them achieve their aim in future. It was a very interactive program and the pupils contributed with suggestions and questions.

In February, Staff from NEWIG visited Vume Junior High School in the Volta Region during a Leadership Club Meeting to inspire and teach the children about leadership roles and the role of men and women to ensure equal opportunities for all in the society. These leadership club meetings have been ongoing throughout the year and its main agenda is to empower young girls to reach out to exhibit their maximum potential and to also take up leadership roles in their societies.

3.0 Institutional Development

This is aimed at making NEWIG a self-sufficient NGO with the ability to engage other organizations based on shared visions and objectives as to equip the NGO with the necessary skills to raise funds in order to make the NGO a sustainable venture. Initiatives embarked included exploring various funding opportunities, capacity development for staff and working with other NGOs through foras towards the promoting of womens' rights and to enhance equal opportunity for sustainable development. One major activity was the participation in the Crossroads Partnership meeting organized for all partners in the sub-region. Other workshops organized by African Women Development Fund (AWDF), ABANTU for development and NETRIGHT were well attended by representatives from NEWIG.

Partnership meeting: Crossroads International organized its annual meeting in Senegal, Dakar, from September 25, 2017 to September 29, 2017 as part of its



Regional meeting for all Crossroads International partners. Mrs Mawulawoe Anato-Dumelo Acting Executive Director represented NEWIG Ghana at the function. Other participants from Ghana, Togo,

Burkina Faso, Mali, Senegal, Gambia, Swaziland and Canada were represented. The objectives of the meeting included taking stock of the partnership, reflecting on future actions and to question way of doing things based on what the future looks like.

Other issues discussed included designing winning proposals with the goal or objective of aligning with the SDG 2030- Goal 5 and 6. These respectively state that to achieve



gender equality and empower all girls and to promote peaceful and inclusive societies for sustainable development, provide access to justice for all

and build effective, accountable and inclusive institutions at all levels. Including boys in our empowerment programs and enhancing partnership for the between the NGO and Crossroads for future sustainability were also among the topics that were discussed.



During the partnership meeting, roundtable discussions were done and presentations by the various NGO's were also submitted by their representatives including NEWIG. The Volunteer Cooperation Program (VCP) which is the main form by which Crossroads sponsors to its partners was also discussed. Issues raised included Volunteer Mandate Development and Volunteer management.

Workshops: As part of activities to celebrate International Women Day, staff of NEWIG joined other groups for a panel discussion hosted by African Women Development Fund on the theme: Faith, Fundamentalism and Feminisms. The discussions highlighted the religious diversity of Ghana like in many other African

countries. Issues raised during the discussion included how women can protect and fight for other vulnerable people in our society as well as the gender of God.

A member of the panel, Professor Mercy Oduyoye, issued a thought provoking statement, stating that it doesn't really matter if God is a man or not, because "even if God is Male, it doesn't make every male a god". Another area for the panel discussion talk was about, abortion rights against fundamentalism within different religious contexts. Professor Mercy went on to define fundamentalism as people "who believe that yesterday, today and tomorrow should remain the same" Professor Angela Dwamena Aboagye, Founder of Ark Foundation, agreed with that definition and also added "fundamentalism divides".

The discussion went further to seek opinions about the issue of LGBT communities and how their rights could be protected being a group of minority. Lawyer Roslyn Mould also raised concerns about the rights of transgender people and the need to fight for them as they fall into the minority bracket.

ABANTU for Development also organized a one-day workshop for all Civil Service Organizations (CSOs), NEWIG inclusive, to engage as well as inform us on the status of the Women's Manifesto. It was however disheartening to hear that the Women's manifesto had still not been passed as a bill and was still at the parliament awaiting for further deliberations. The reasons given were mainly due to the change in governance as well as our inability to sensitize more Ghanaians on the importance of the passage of the bill. In discussing the way forward, it was agreed that in our various working areas through engagement with other people we should make mention of the bill and its relevance especially to the Ghanaian women. We should also use the social media to our advantage by sharing more news on the bill. This we believed would put pressure on the government to work towards passage of the bill.

August 2017, NEWIG Ghana had its voice to an Action call for more women in parliament to reflect Ghana population statistics on gender. From research out of 275 Members of Parliament in Ghana legislature only 35 MP's are women representing

12.75% in Ghana's parliament. NEWIG joined other gender activists and organization to rally behind the call for more women in leadership roles.



A rep. from NEWIG (arrows) partnering with a sister NGO to make a presentation during a workshop organized by ABANTU

4.0 Miscellaneous Activities

In the year 2017, Vodafone Ghana as part of its social responsibilities launched the Vision in Motion (VIM) initiative. The purpose of this initiative is to empower people (male or female), who are randomly selected based on a criteria, with entrepreneurial skills to enable them start their own businesses. These skills included beading, fashion designing, textile designing via screen printing, soap making and make-up. NEWIG, Ghana was contacted to serve as one of the Resource organizations to provide skills in soap making and screen printing.

The criteria used in the selection was based on being a Vodafone subscriber because this enabled one to participate as well as gain access to short videos showing how to screen print a dress or how to make soap or design a slippers using beads. Once you subscribe to VIM, you are required to watch the video and record yourself also doing a similar based on what you watched. Persons selected were those who through their videos showed they understood what they watched and were able to do a good replication of what they had learnt.

Based on this, two people were selected to be trained by NEWIG to learn how to screen print and also how to make soap respectively. The training lasted for two weeks and it took place at the NEWIG Empowerment Centre based in Tefle. The participants were then given certificate of participation as well some products which they could use to start their own business.



During the soap training session organized for the VIM participant



VIM participant (arrowed) being taken through the Screen printing



Mawusi Nuderkor Awity

is an experienced entrepreneur, business development expert, women and youth vocational and entrepreneurial capacity developer and a politician.

She is a promoter of theatre for development, self-employment and an advocate for women's rights.

Mawusi has an extensive local and international exposure, she is very resourceful and has proven record and a remarkable achievements for her work which includes: Training of over six thousand people in vocational and entrepreneurial skills across Ghana

YUWEC *2017*

  @esghana1

Founder of NEWIG, Mrs. Mawusi Nuderkor Awity, was honored by an Entrepreneurial Society, YUWEC, Ghana, for the role she has played in training over 6000 people mainly women in various entrepreneurial and vocational skills. We want to say congratulations once again, Mama Mawusi. NEWIG is constantly inspired by achievements and your commitment to helping the less privileged, especially women, in Ghana.

Once again we join hands with YUWEC, Ghana, and say

Ayekoo.....Mawu ne yra w)....God bless you



Representatives from the Amasachina Women Group with founder of NEWIG (Arrowed) during the ceremony organized by YUWEC, Ghana to honour her.

5.0 Achievements

Throughout the year 2017, we have made some considerable achievements despite the many challenges we faced as an organization. The following are some of the achievements over the period:

- ❖ Maintained relationships with our long standing partners – African Women’s Development Fund (AWDF) and Empower Foundation, and Crossroads International.
- ❖ We have remained committed to the promotion of women’s rights and gender justice and also being accountable to our constituency-women.
- ❖ Improvement in adherence to project requirements and reporting deadlines to our donors.
- ❖ Established relationship with new policy makers, legislators and partners particularly on our fight for equal opportunities for all persons.
- ❖ Strengthened relationship with policy makers and legislators.
 - ❖ Teambuilding and good interpersonal relationship.
- ❖ Improved working facilities- internet, photocopier and regular supply of office stationaries.
- ❖ NEWIG has a fully functional business aspect which is registered as D’She NEWIG. This is aimed raising funds through the sales of its products in order to fund other projects

6.0 Challenges

Despite our many achievements as an organization, there have been some challenges along the year. Our major challenge continues to be inadequate Funding. Other challenges include the following:

- ❖ Combining resource mobilization with demands on programming
- ❖ Inadequate baseline data and monitoring tools to enable us communicate outcomes of our work as a basis for attracting new funding opportunities.

Considering our challenges, NEWIG has enjoyed a good staff turnover. This has helped shaped us to ensure continuity of our work since staff has over time grown to appreciate the issues they work on.

NEWIG Ghana has the credibility of being one of the most credible gender based not for profit organization in the country and therefore has the added advantage of getting funds earmarked for the promotion of gender equality/equity and the promotion of equal opportunity for a sustainable development.

7.0 Conclusion and Way Forward

This annual report captured initiatives and projects undertaken to achieve our three strategic objectives in the Strategic Plan (2015-2017) as well as our work plan for 2017.

In the report, we stated the challenges and achievements for the year. We are grateful to all our partners for our accomplishments for 2017.

With regards to the way forward, the following will be the basis for achieving our strategic aims and objectives:

- ❖ Identifying new opportunities for collaboration and fundraising;
- ❖ Make efforts to include young men and women in our programmes to teach gender equality/equity starting from a young age;
- ❖ Institutionalising effective communication into all areas of work;
- ❖ Put in place clear roles and responsibilities for staff to ensure better collaboration to achieve our set objectives and goals.

2017 in pictures





2017 in pictures cont'd



