

2014

ANNUAL ORGANISATIONAL
REPORT



Equal Rights - Sexual Rights
"Our Concern"

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ACRONYM

SRHR	Sexual and Reproductive Health and Rights
NORSAAC	Northern Sector Action on Awareness Centre
DDE	District Directors of Education
STIs	Sexual Transmitted Infection
ISEP	Innovative Sexuality Education Project
YEAS	Youth Empowerment for Access and Service
CHTs	Community Health Teams
MMCs	Male Maternal Champions
MMR	Maternal Mortality Rate
PSGs	Pregnancy Support Groups
ANC	Antenatal Care
PNC	Postnatal Care
PR	Pregnancy Register
CAGs	Community Advocacy Groups
RFSU	Swedish Association for Sexuality Education
DA	District Assembly
GES	Ghana Education Service
GHS	Ghana Health Service
CAC	Comprehensive Abortion Care
FP	Family Planning
YUWP	Young Urban Women Project
DLE	District Level Elections

FORWARD

The year 2014 was quite exciting and can largely be described as remarkable in the history of the organization. We described the year as a major stage of our second decade journey having marked our 10th anniversary in 2012. It brought to us great successes and opportunities to learn new approaches to the work we do with great passion.

We were not insulated from the effects of the economic challenges that the country went through within the year. The depreciation of the cedi, astronomic rise in cost of goods and services, consistent increase of fuel prices and demand from employees for improved salaries to ameliorate the effects of the challenges on them. We are proud to indicate that our risk management strategy did a wonderful trick for us and made it possible to sail through the year.

The organization continued its restructuring process and engaged a number of consultants to support in the process. As a result, a five (5) year strategic document has been developed to span the period 2015-2019. In developing the document, we reviewed our past, examined our current state and then envisioned the ideal future we anticipate. This made us less depended on foreign materials in developing our strategic document. It was collective, involving, engaging and building a culture of ownership in staff, board of directors and our beneficiaries. The successful completion of the process gave us joy and rekindled our hopes especially that we introduced education and Livelihood as our new programme areas in the document. The Strategic document which is dubbed “Taking Action” will give power to our beneficiaries to lead the desired change process.

In 2014, we implemented a “stop- gap” document which was still focused on Sexual and Reproductive Health Rights and Women’s Rights and Governance with livelihood viewed as an emerging area. This was as a result of the expiration of NORSAAC Strategic Paper 1 (NSP1) in 2013. The approach was to ensure that we remained focus in achieving our set objectives and also operate within a document as approved by the board of directors of the organization.

We envisaged serious financial challenges within the year and one of the factors which were going to impede steady progress of work but this was not to be as we increased our funding by 150% over the 2013 budget. This does not only show the commitment of our donor partners to the organization but also an acknowledgement of results and judicious use of funds by our partners both foreign and local. We remained committed to our work and will continue to express hunger for results so that we can expand our scope to other areas where our interventions might be needed.

NORSAAC achieved so much within the year in all the programme areas and this has manifested in our operational districts. In the area of health, our presence in 14 districts in the Northern region and 3 in Upper East increased visibility and contributed in improving health outcomes especially in areas of young people access to reproductive health services, increased antenatal

care, facility delivery and post- natal care. We also increased awareness on comprehensive abortion care and supported GHS in some districts to establish youth friendly corners.

On Women's Rights and Governance, we contributed in raising awareness on the botched 2014 district and unit committee level elections. We mobilized over 250 women to contest both unit committee and district level elections and managed to get political party leaders in the region to openly express support for women candidates even for those outside their political parties. Though disappointed in the botched nature, we took solace in the fact that our presence and key message on the subject was accepted by key stakeholders including three (3) out of the five (5) paramount chiefs in the Northern Region. We shall continue to work with like -minded organizations to push this agenda forward. Our role in getting the CSO Platform on Good Governance to champion the campaign for inclusive governance was heart-warming and needs to be highlighted in this report.

The successful enrolment and graduation of some 70 young people 90% of whom are women in skills like bicycle mechanics, mobile phone repairs, hairdressing and beads making came out as big achievement in our livelihood programme. Also, Over 200 young people were trained on financial literacy and a reasonable number of them given loans to support their business.

NORSAAC strengthened and in some cases renewed its membership in networks and coalitions that seek to facilitate our work. We repositioned ourselves in the Northern Network for Education and Development (NNED) and worked with them to have a sub-committee on sexuality education. Other networks and coalitions included Netright, LogNet, Ghana SRHR Alliance for Young People under the ASK programme, Reproductive Health Supplies Coalition among others. Also, our membership in international networks gave us leverage to share our successes in Global platforms. In fact this created space for an appreciable number of our staff to participate in international conferences outside the country.

We continue to value the contribution of our partners not only for the reason that they keep us in active work but also for the opportunity to remain in touch with our constituents and contribute to their enhanced living conditions. We enjoyed the partnership with key state institutions especially the Regional Coordinating Councils, Metropolitan, Municipal and District Assemblies, Ghana Health and Education Services, NCCE, CHRAJ, DOVVSU and National Youth Authority.

NORSAAC continues to sustain its relationship with the media and within the year, we worked with them and in most cases created space for our beneficiaries to discuss issues inimical to their growth. We encouraged the media to make follow up to our intervention areas and build their independent stories. No wonder they published a number of intriguing stories from our operational areas without our knowledge just for them to track progress of our interventions.

The success and the progress we made were as a result of the dedicated staff and board and we gladly acknowledge it and seek it in the years ahead.

Signed; Alhaji A B Yakubu

Picture of chairman

picture of Executive Director

ORGANISAITONAL BACKGROUND

The Northern Sector Action on Awareness Center (NORSAAC) is a gender based advocacy organization taking sides with women. The organization which has gained national level recognition started as a community based organization mobilizing the youth to discuss and find possibly ways of addressing HIV/AIDS issues in schools and communities in early parts of 2002. With innovation and the need to respond to peoples' needs, management, staff, board and beneficiaries of the organization restructured it to focus more on Sexual and Reproductive Health Rights issues, Women Rights and Governance as well as livelihood skills for young people.

Vision: A society in which every human being enjoys equal rights including sexual rights.

Mission: Working with communities and community based structures to build the capacities of community members to demand their rights including sexual rights.

Core values of NORSAAC

The following shall constitute the core values of NORSAAC:

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

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

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

Partnership: We accept the obligation of joint participation, shared goal and mutual accountability that our partnership requires.

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

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

ORGANISATIONAL STRATEGIES

In 2014, we remained focused on our key strategies in our strategic document (NSPI) which are briefly discussed below.

Advocacy and campaigning: within the year, there has been massive advocacy and campaign in 2 of the 3 thematic areas of the organisation. While the women rights area advocated for support to influence women's election and appointment in the district level elections, the SRHR programme focused on the inclusion of sexuality education into the education curriculum. These happened through the engagement of GES, GHS, traditional leaders as well as the District assemblies and political parties.

Networking and partnership: NORSAAC improved its working relationship with partners within the year. Partnership with government agencies and institutions strengthened with strong sense of commitment from these stakeholders. We demonstrated enough commitment to CSO platform on Good Governance which the organization is currently hosting and equally showed same in Northern Network for Education and Development (NNED), NETRIGHT amongst others.

Awareness creation and sensitization: this part has been key to NORSAAC over the past years and in 2014 alone, Over 30,000 people were reached directly with information on governance and health as well as livelihood through channels like peer education, Community Advocates Groups, Youth Listeners Clubs, Young Female Parliament, Assembly women's Caucus and Magazias.

Strengthening capacity and community mobilization: we believe in getting affected people to lead the change process and sees capacity building as a key component in this area. We strategically empowered our target groups mentioned above on wide range of issues to effectively engage the right people for change at all levels. We undoubtedly believe in this strategic especially that it makes the people discriminated against to challenge power.

PROGRAMME AREAS

The operational thematic issues of NORSAAC formed the basis for the formation of units under the organization. These units are:

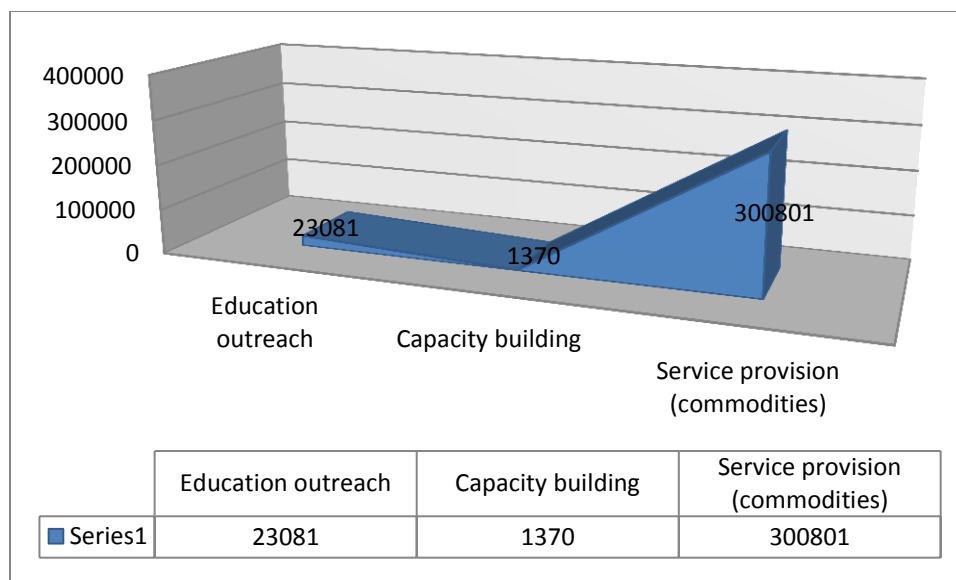
1. The Sexual Reproductive Health and Rights
2. The Women Rights and Governance
3. The Livelihood and Skills Training

Each of these units has projects/interventions that are geared towards the fulfilment of the organizational mandate. The organization allow for an integrated project planning and implementation approach where there is cross-learning among staff of the different units. This approach allows for complementarities of interventions from the different units of the organization. In the year under review, we highlight key projects, target groups, location and key success under each of the project.

(A) The Sexual Reproductive Health and Rights (SRHR)

The focus of the health unit over the years has been on Sexual and Reproductive Health and Rights (SRHR) of women and young people. Advocacy, education and service delivery were the cardinal strategies adopted in health programmes delivery. Women, young adolescents and youth are the primary target of our health interventions. These interventions were implemented in 102 communities across 14 districts in the northern region and 3 other districts in the upper east region.

Based on the strategic approach of NORSAAC, we have summarised in the figure below the numbers that have benefitted from our health project in 2014.



Our theory of change

NORSAAC believes that desired health outcomes especially in SRHR are attained through careful analysis and consideration of certain determinants. The theory of change of NORSAAC for SRHR outcomes is anchored on knowledge/information, capacity building, service availability and enabling environment. We believe that women and young people have no, limited and inaccurate knowledge on SRHR issues and they are bedevilled with misunderstanding and misconception about the issues as well as available health services. When they are given comprehensive and accurate information, they adopt healthy lifestyles.

The capacity of young people means that the capacity to take control over their lives and utilize available services. We work towards building the confidence, communication, negotiation and advocacy skills of young people to demand and patronized SRHR services.

Service delivery is an important part of our change theory because knowledge and confidence of young people and women would not translate to utilization of services if those services are not available. We provide services to young people to through women and youth led advocacy to demand the provision of services in a friendly manner.

We also work towards the desired health outcomes by engaging and effecting change in the external cultural and religious context of women and young people. This means, we work towards promulgation of health bye laws, elimination of unhealthy practices and beliefs and challenging the ‘power that be’ to fulfil the SRHR needs of women and young people.

Results for 2014 under SRHR

Our innovative projects and strategies under the SRHR unit of the organisation gave sterling results for the year. We highlight some of the successes some key strategies:

Community Advocacy Groups (CAGs); Breaking down inimical cultural Practices

CAGs Approach is one of the innovative strategies used during the year's project and activities implementation. This was conceived under the Youth Empowerment for Access and Service (YEAS) with funding from RFSU. The approach is used to engage community stakeholders to abolish unacceptable cultural and religious practices and beliefs that pose health threat to women and young people. Young people through this approach have organized forums and advocacy durbar with stakeholders to demand



solution to teenage pregnancy, rape, forced married and others. CAGs are young people led movements in communities who bring local level SRHR issues to the forefront for discussion. NORSAAC has equipped the



movements/groups with knowledge and skills of negotiations, communication, advocacy and community mobilization skills.

In 2014, 14 CAGs totalling 140 members across 4 districts have been empowered with advocacy and negotiation skills. These CAGs were able to draw community-based advocacy plans which have since been given to NORSAAC for further engagement with stakeholders. CAGs have also improved stakeholders openness through various advocacy durbars held in various communities.



Changing attitudes and behaviour through Peer Education

Peer education has been the traditional approach of NORSAAC to imparting knowledge and changing attitudes and behaviour of young people. Through our health projects, we used mother peer educators and youth peer educators to pass information on SRHR. Our peer educators are given continuous training on participatory learning tools and relevant SRHR content to be able to undertake effective peer education. Hundreds of young people are working as peer educators for

our health projects in different communities across districts. Through peer education, we have reached out to many women and young people in and out of schools.

Through the support of Axis, RFSU, and Simavi, about 438 peer educators have been trained in participatory tools in SRHR education and introduced to some SRHR content issues. These peer educators were drawn from 7 districts in the northern region.

Making a good case through Complementary Services Provision

NORSAAC provides complementary services to young people and women working with stakeholders such as Ghana Education Service, Ghana Health Service and the District Assemblies. The organisation has provided services such as reproductive health commodities and SRHR teaching and learning materials. Through peer educators, young people are provided with condoms to encourage safer sex practices. The organisation has reached out to many stakeholders this year with various services. Our complementary service provision is used to make a case for duty bearers to be responsible and to illustrate the importance of service delivery. Our success in service delivery/provision is used as basis for advocacy in SRHR issues.



Apart from schools that are already using our participatory toolkit for teaching and learning of Comprehensive Sexuality Education (CSE) in school, 14 new schools were provided with toolkits in 2014. . In collaboration with Simavi, about 289,601 assorted contraceptives including condoms, pills and injectables have been provided to Ghana Health Facilities for young people under the age of 25. RFSU also supported the establishment of YFS corner in the Mion District and provided assorted contraceptives (condoms, injectables and pills). Through referrals, 51 Comprehensive Abortion Care (CAC) cases, 109 family planning (FP) and 1,258 and counselling services have been provided in collaboration with Ipas.



Giving Direction to national discussion on CSE in schools

NORSAAC develops manuals and other strategic documents to inform advocacy and present alternatives for policy consideration. These documents serve as framework to guide our project implementation and give external actors opportunity to better appraise and adopt our strategies and concepts.

Within the year, we developed and launched the model for the teaching and learning of SRHR issues in school. The model gives direction to the national level discussion on the need for CSE

in schools. Through this approach, we shape the discussion and provide framework for adoption by GES. The model is one of the several efforts to consciously document our project implementation and compile best practices and challenges to inform learning. All the 26 district directors of education in the northern region expressed commitment to adopting the model and working towards CSE in schools. With this commitment, a roadmap towards addressing school-based SRHR problems such as teenage pregnancies, Sexual Transmitted Infections (STIs), rape and other form of sexual abuses has been initiated.

NORSAAC's experience and leverage in advocacy for CSE in school curriculum has been brought to bare in the national level advocacy through the Access Service and Knowledge (ASK-Ghana) Alliance.

Practical SRHR learning methodology in schools

NORSAAC is novel in the approach to CSE by designing what we term "The participatory Toolkit" This was developed under the ISEP project and continues to be significant part of project and activities implementation during the year. The toolkit contains simplified learning aids for peer educators and teachers to expose young people practically to SRHR issues. The toolkit contains manual which guide the facilitator regarding the methodology and techniques to use to facilitate session on SRHR. The toolkit is unique to the organisation and its stakeholders especially in SRHR education.

The use of the toolkit has been expanded in 2014 to cover 14 more communities across 4 districts and this bring to 7 the number of district the toolkit is used to facilitate lesson on SRHR. The methodology for SRHR learning using the tool is effective. The organisation continually prints new toolkits to meet the demand for them from schools in project district.

Male Maternal Champions (MMC)...Male led approach to maternal health

The provision of quality health care is very dependent on the participation of local people in the health care delivery. Husbands have been key determinants of the health seeking behaviour of wives and maternal health provision should involve husbands. Through the MMC approach, men became lead advocates of maternal health through the promotion of antenatal care (ANC), facility based delivery and postnatal care (PNC). MMC is a novelty of NORSAAC which made men in communities lead advocates for maternal health and this led to improved maternal health practices in communities NORSAAC operates.

NORSAAC has worked to improve health of pregnant mothers through regular ANC and PNC visits as well as facility based delivery. The success was tracked through the institution



of pregnancy registers in 24 communities which take record of every pregnant woman in the communities to monitor their ANC, Facility Delivery and PNC attendances. MMC worked with Community Health Teams (CHTs) and Pregnancy Support Groups (PSG) to achieve this.

Solidarity in Health Care Promotion; the indispensable Strategies

The Community Health Committees (CHTs) and Pregnancy Support Group (PSG) Concept contributes to reduce Maternal Mortality Rate (MMR) in the northern region. Peers provide psychological and encouragement in health care provision and it is based on this realisation that we use this approaches to promote quality and appropriate health seeking behaviours. With PSGs, pregnant women meet periodically to discuss maternal health practices, peer-review ANC attendance and encourage each other to regularly visit the clinics. CHTs serves as local/community based health committee with oversight responsibility and work towards modification of cultural barriers that are inimical to health of people especially women. These strategies over the years and in 2014 to be specific have recorded significant impacts.



Through this approaches, a Memorandum of Understanding (MOU) was signed in 2014 for health care delivery between GHS and District Assemblies on one hand and CHTs on the other hand. This would allow regular interaction and participation of local people in health care delivery.

Maximising Benefits of Public Health Education through Youth Listeners Clubs (YLCs)

Youth groups are common in every community and members converge at designated points for leisure and to discuss social issues. NORSAAC has harnessed the prospects of these meetings to promote health education, coordinating their sittings and instilling in them a habit of listening to radio-based public health discussion and making contribution. GHS and a number of non-governmental organisations undertake radio programmes to create awareness and educate people on relevant health topics. With our YLCs concept, the groups monitor the radio discussion to be informed on the health issues and to stimulate further discussion among themselves. This concept was introduced in 2014 and has since been running in 20 communities in the Karaga and Gushegu districts of the northern region.



Improving health through community sensitizations

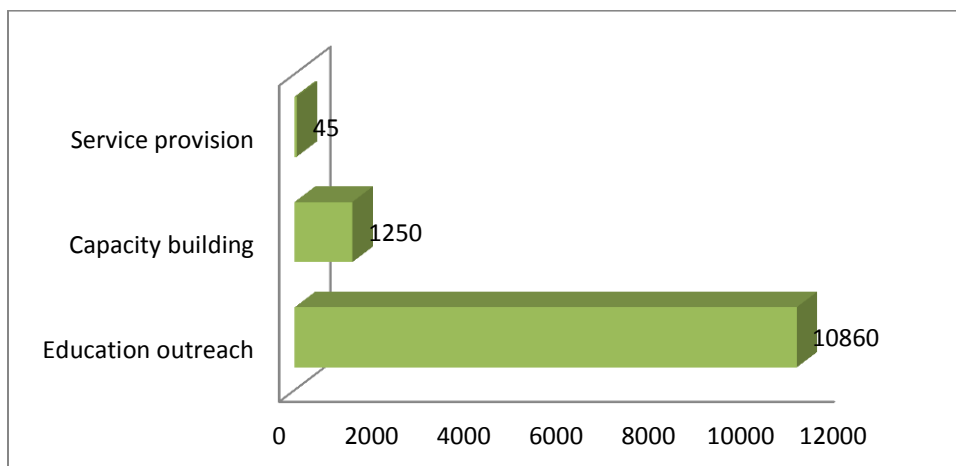
A number of communities have poor road and radio network as well as lacking health workers to provide information and education on relevant health issues. Through our community

sensitization activities, in-built in our programming, we have been able to reach out to a number of communities and people with critical information about their SRHR.

The organisation has reached out to 30 new communities with health related projects especially communities in the Central Gonja, Tamale, Mion, Talensi, East Gonja, Kasenna/Nankana East districts which prior to 2014 were not beneficiary district. As a consequence, many more young people and stakeholders have been reached out to. For instance, a new partnership with Ipas in 2014 afforded NORSAAC to reached out to 2,819 community youth and adults (745 male youth, 987 female youth and 493 male adult, 594 female adult) from 19 communities in the northern and upper east regions)

(B) Women Rights and Governance Unit

The Women’s rights and governance programme is another core operational area of NORSAAC. Interventions under this area include the Women in Leadership of which the Young Female Parliamentarians (YFPs) concept is featured, the Magazia empowerment concept as well as building strong forces with assembly women and women chiefs in the region to assume a better position for women representation and participation in local governance. Building the knowledge and skills of women through trainings and meetings at all levels to increase their ability to participate effectively in decision making and bringing women’s issues into the process were some of the strategies used within the year 2014. In line with the organisational strategies, the outcomes in the women rights and governance units have been summarised in the graph below.



The outstanding interventions' concepts/strategies within the unit are explained below:

Empowerment the “female mind”

Realising the women have long been marginalised in economic cycles compounded by stereotypes, NORSAAC in collaboration with Actionaid have devised strategies to empower the young women to realise the challenges posed by social structures and to challenge them. The Young Urban Women (YUW) project is one vehicle through which the young women learn about unpaid care work and the economic consequence of such work. The capacity of the young women has also been built to identify decent work, avoid work exploitation and challenge practices that are



inimical to their prosperity.

Our beneficiaries' capacities were built, in 2014, on unpaid care work, decent work, sexual and reproductive rights, women's participation and representation, climate change among others. For instance, NORSAAC has improved the knowledge of 1030 young women on unpaid care work as well as sexual and reproductive health of women and 4,150 other community members were sensitized on good sanitation through the YUW project. Similarly, we have improved the knowledge of 120 women, 51 traditional leaders 440 YFP members on issues of women representation and participation in decision making at all levels in collaboration with Actionaid

Young Female Parliament; an early leadership development platform

Working with Senior High School (SHS) management and the GES, young girls have been recruited and mentored to develop the right leadership skills. The Young Female Parliamentarian (YFP) concept prepares the girl-child to be assertive and imbibe confidence and skills of public speaking. Members serve as school level advocates for equality in representation and participation in



school leadership structures. Past YFP members maintain contact with current members as mentors. The concept overtime has chalked some successes.

Women led advocacy; confronting the odds

Women, we believe, can best articulate their challenges and make a case for improved living conditions. All what is required, is for the enabling environment to be created and them given the rights capacity to overcome the complex that usually hinder their advocacy and demand for rights. We have created the required platform for women to express their view and to demand their unfulfilled needs from duty bearers. Our beneficiaries now articulate their demands through engagement with relevant duty bearers and also via the radio.



During the year, the capacity of 500 young female has been built on advocacy through the YUW and these girls have already undertaken community based advocacy and engagement of duty bearers on right issues. The confidence of some of the girls has increased tremendously, evident by their ability to host and partake in radio discussion on issues affecting girls and women in general.

Participation and representation in leadership; doesn't matter where!

NORSAAC works to ensuring that women and youth participate in decision making process at the community, district, regional and national levels. Not only do we build the capacity of women to contest for positions in local governance and national leadership positions, we also take side with women in leadership contest. The organisation profiles and supports women candidates in the local level. Our activities in this respect have boosted the confidence of many women to aspire and contest for various local level leadership positions.



About 4,300 community members and stakeholders were reached out to with information on the district assembly elections and need to support for women in the elections. This underscores the fact that we have entrenched the understanding of a number of people on the need for women involvement and representation in

decision making. Stakeholders including chiefs have expressed support for women as a result of our activities.

Good Governance Synergy through CSO platform

The organisation has also been working toward ensuring synergy among CSOs in the northern region to promote good governance. Through this effort, the CSO platform in good governance has been formed and coordinated by NORSAAC. It is made up of organisations with various mandates in promoting good governance and human rights. The platform has been involved in planning local level elections as well as monitoring local and national level elections. It has thus issued a number of reports on the conduct of local and national level elections.

In 2014, NORSAAC has worked to ensuring active involvement of about 30 CSO members in planning towards the District Level Elections (DLE). Even though the election was suspended by the Supreme Court ruling, the enthusiasm of the CSO in the process was maintained throughout the year. Periodic meetings and strategies have been devised by the platform.

Confronting Climate Change with political lens

Climate change is not just a livelihood and economic issue but a political and governance issue for us in NORSAAC. Strategic partnership with Ibis in Ghana has started addressing climate change as governance issues working with women as the change agents. We address climate change by blending practical community effort in, for instance, afforestation with duty bearers' responsibility to mitigating the effect of climate change.

Through the Democratic Consolidation and Accountable Governance (DCAG) project with Ibis in Ghana, 2 youth groups in collaboration with chiefs and elders have passed bye-laws against the felling of fresh trees. Proper documentation of these bye-laws shall be in 2015. Another youth group has secured a 10 acre land for the purpose of afforestation while 48 women and young men had their capacity built on climate treats in the communities and the region as a whole.

Children against Child Marriage (CCMs); prospects evolving

In collaboration with UNICEF, CCMs clubs have been formed in 20 schools across the Mion and Tolon districts of the northern region. This child-led movement regularly meet to understand child marriage issues and build their capacities to recognise and resist child marriages. They serve as voice for victims and "prospective" victims. As this concept evolves, there are evolving benefits with higher prospects of being the vehicle to ending child marriage in the northern

region. The CCMs are made of students learning and advocating against child marriage with a dedicated teacher as the mentor.

(C) Livelihood and Skill Development

Given the high level of poverty in Northern Ghana and the high rate of unemployment among both young and old, it is only natural that livelihoods and skills development would be an important sector of intervention for development actors. NORSAAC supports youth to acquire skills in bike and mobile phone repairs and supports them with grants to enable them set up their own businesses. It also provides financial literacy and business development skills to the same people.

The year 2014 saw two batches of 27 young people setting up their businesses and 84 others gaining financial literacy and business management skills. A total number of 1,782 young people were reached out on livelihood related education and sensitization through several strategies.



Empowering young people through financial literacy

The challenge facing most rural people is the low level of literacy and this manifest in the lack of financial literacy by a number of young people. Financial literacy is seen as a prerequisite for successful business operation and women and young people are thus empowered through our financial literacy trainings. Basic numeracy, record keeping and accounting, profit and lost analysis, banking, and stock management are part of the basket of skills our beneficiaries are equipped with under the livelihood unit.

In 2014, only 84 young people were given intensive training on basic financial literacy issues. Through this training, they are now better equipped to keep basic business data, do cost-benefit analysis of business ventures, appraise their performance and make savings for further investment and consumption needs.

Livelihood skills; bicycle repairs

NORSAAC livelihood model simply provides livelihood for young men and women in various economic undertakings. One thriving local skilled profession is bicycle repairs. NORSAAC has trained a number of young boys over the years in this profession and they are successful repairers. The two repair centres in Tamale and Karaga serve as training grounds for these young people. Working with District Assemblies (DAs) and technical institutional such as the National

Vocational and Technical Institute (NVTI) these young people are accredited and recognised to undertake the repairs.

In 2014, a total of 27 young people were trained in bicycle repairs and assisted with materials to start up their own shops bring the number to 60 young people who have so far been trained and supported. This supported has guaranteed these beneficiaries livelihood activities and we planned to upgrade the knowledge of these people in motorbike repairs in 2015.

Breaking the job stereotyping; women in mobile phone repairs

Job stereotyping is something that has long kept women away from lucrative jobs. Women prospects are limited by stereotypes and livelihood empowerment is greatly challenged. NORSAAC breaks these stereotypes through community sensitization and role modelling. Girls are identified and placed on traditional men jobs to prove the capabilities and efficiency of women to do the so called men jobs as well as secure a means of income for these young women. One of such traditional jobs in the northern region is mobile phones repairs which have been dominated by men.

NORSAAC broke the norms in job stereotyping in 2014 with the training of the first ever mobile phones repairers in the Karaga district with support from Empower, US. Four (4) girls were trained and supported to set up mobile repairs centres across various communities in the Karaga district. Testimonies of these girls is motivating and there is no doubt these girls have secured a livelihood.

Microcredit for poverty reduction

The absence of credit systems in most rural communities is a major constraint on local economic activities. Businesses stifled in growth because they lack the credit to expand operation. Through NORSAAC, young people and women operating businesses were supported with credit through the group solidarity mentor. In other words, no collateral is required and group members as as security for repayment of credit extended to them. This is relatively new addition to the empower activities of NORSAAC



CHANGE STORIES-Beneficiaries Diary

The achievements during the year are better presented in the words of our beneficiaries and stakeholders. Some of the stories of change by our stakeholders following the implementation of project are presented below:

1. Bawa Mathew, a CAGs member shares his experience.

“This project has really enlightened me and has given us the purpose of being in a group or association. We were just members of a youth group who meet regularly to discuss matters of youth not really with sense or something that can bring changes to our lives till we were brought together as Community Advocacy Group. Going through trainings on advocacy has enabled us to develop a community plan to help deal with SRHR issues in our community. The members met together to deliberate on issues with connection to SRHR, causes



of such situations, effects, process /levels to addressing and finding solutions to such issues. Defining a purpose for your group makes it interesting and proud to always say I am member of my CAG”.

AS project

2. After peer education in the Karaga District, a beneficiary (Abdul-Aziz) noted:

“I have learnt how to use a condom to be able to prevent myself from inimical effects of sexual practices such impregnating someone, being infected and so. I didn’t have this knowledge and was therefore at risk. With this training, I can educate my colleagues who are engaged in risky sexual activities”.



3. Three (3) months education on Safe abortion yielding results.

Abdul-Aziz (Beneficiary of the Enhanced SRHR project)

“I have a daughter who had an admission to go to the university and we just realized she was pregnant. For whom, we do not even know! We did not want to abort the pregnancy

because; we did not know where to take her to have a safe abortion. Information was lacking and we have been hearing of young girls dying out of unsafe abortion. We did not know we had trained and qualified midwives who can help save the lives of our young girls confidentially. I will go with her first thing tomorrow morning to the hospital for a safe abortion to enable her fulfil her dream of becoming a responsible citizen”.



4. Dream comes through for.....

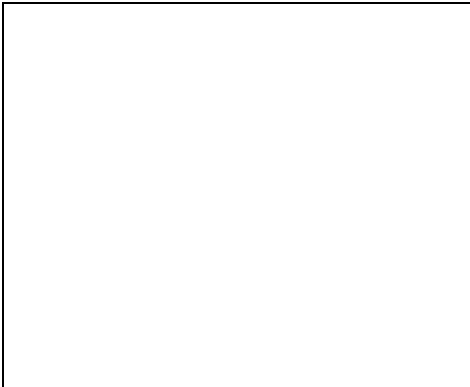
“When I joined the Regional YFP body in 2012 as second year student, I could barely pin down the dream I wanted to pursue. Low confidence to discuss with my parents the dream I had made

me to almost give up the dream. The training from NORSAAC and Actionaid on lobbying skills, leadership and communication was a turning point for me to discuss with my parents my dream of becoming a fashion designer. NORSAAC further invited me to apply for training at my best fashion school (Joyce Ababio Fashion School in Accra) through sponsorship from Vlisco Textiles Company. I started the training in August 2014 and always give thanks to NORSAAC and Actionaid for changing my life in such a dramatic way”.

5 Saved from child marriage; the story of 17 year old Zelia

Zelia is a 17 year old JHS 2 student from a polygamous family of 3 mothers. A month after an exposure visits to GNATLAS and exposure to sexual rights she had under the YUW project, she reported to her female teacher an incidence of forced marriage that she was going through. The female teacher (Madam Ahmed Hubeida) quickly notified NORSAAC’s project team. The team supported Zelia to protect her rights and she says the following when it was all over:

“I am now free from those harassments from my parents because the man has even paid dowry for another lady who is older than me. I can now concentrate on my education and will want to become a nurse in future”



6. Women Chiefs happy with measures to ensuring inclusive governance

During a meeting held with a network of women chiefs in the Northern Region, Kumbung Pagnaa Hawa (the woman chief for Kumbungu Traditional Area) exclaimed her joy with the following words:

“The concept of women chiefs which already existed before governments’ interventions needs to have a focus and exposure to enable us contribute to the development of women and the region as a whole. I thank God and feel proud to say that this process has been a bold step and I believe that we can do it when given the exposure and skills.



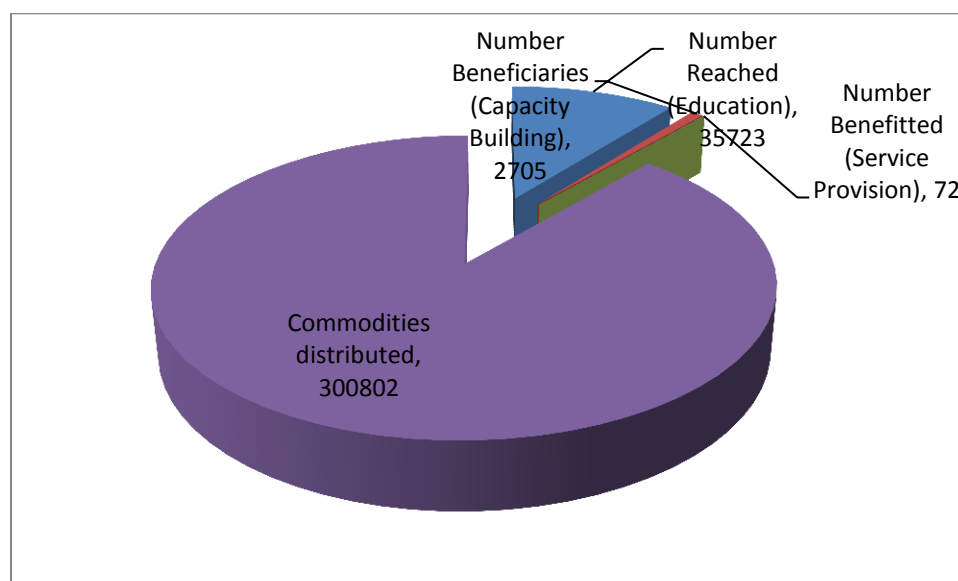
PROJECTS AND SCOPE

NORSAAC has grown over the years especially in number of districts and beneficiaries reached out. Has partnership base expanded with both domestic and international partners interested in our projects. The table below gives overview of the partnership with various organisations for the year 2015.

Partner Name	Project/partnership Title
SEXUAL REPRODUCTIVE HEALTH AND RIGHTS	
AXIS, Denmark	Innovative Sexuality Education Project
STAR-Ghana	Life Birth; Smiling Mothers
SIMAVI	Initiative to Promote Safe Delivery/ASK
RFSU	Youth Empowerment for Access and Service
IPAS	Prevention of Unwanted Maternal Death
WOMEN RIGHTS AND GOVERNANCE	
Actionaid-Ghana	Young Urban Women Project
STAR-Ghana	Enhancing Women's Participation in Local Election and Beyond
Actionaid-Ghana	Women in Governance Project
IBIS in Ghana	Boosting Women Participation and Representation in Local Level Election and Beyond
IBIS in Ghana	Democratic Consolidation and Accountable Governance Programme
UNICEF	Let the Girls Smile: Say no to Child Marriage
LIVELIHOOD AND SKILLS DEVELOPMENT	
Empower	Youth Livelihood and Skills Advancement Project

NORSAAC currently operates in 19 districts of the northern region, and 3 districts of the Upper East region. Our projects are implemented in a total of 102 communities spread across districts in the Northern and Upper East Regions.

In 2014, we reached out to about 35,723 people directly through our various education and sensitization activities. Majority were young people and women. About 2,705 young people and women as well as health service providers had their capacities built through various training programmes. Seventy-two (72) people benefitted by way of credit and other livelihood support while about 300,801 assorted health commodities/contraceptives were also provided to people in various communities.



Analysis of Income from partners

Summary

Income for 2014 totalled GHS2, 551,233.59. This represents an increase of 153% from the income received for the year 2013 which totalled GHS1, 007,684. For the year 2014, eleven (11) of our partners contributed a minimum of GHS120, 000 each for specific interventions. Just about (3) active partners contributed GHC100,000 and below.. Table 1 below discloses the income contribution from each partner/project for the years 2013 and 2014.

Table 1: Income contribution from NORSAAC Partners – 2013 and 2014

Analysis of income for 2014 & 2013				
S/No	Name of Partner	2014	2013	% change
1	Action Aid Ghana	128,275	75,367	70%
2	NORAD	523,621	44,170	1085%
3	IBIS	162,403	104,567	55%
4	RFSU	287,288	-	
5	SIMAVI	154,643	82,808	87%
6	AXIS	315,691	297,132	6%
7	Empower	148,990	71,940	107%
8	Star Ghana Gov	142,556	33,120	330%
9	Star Ghana Health	306,268	235,225	30%
10	Star Ghana Special	160,250	1,070	14877%
11	Donation/Other Grans	186,750	344	54188%
12	Marie Stops	-	45,256	100%
13	VGIF	-	14,672	100%
14	PPAG	1,500	-	
15	IPAS	33,000	-	
	Total	2,551,233.59	1,007,684	153%

From table 1, RFSU and IPAS were the only partners whose income contribution started in 2014. PPAG on the other hand provided income only for 2014 but can't be considered a new partner to NORSAAC. All the other partners recorded contributions for 2013 and 2014 except Marie Stops and VGIF who could not also contribute for 2014 due to the fact that the partnership projects had come to an end, the contribution of the various partners as indicated was at different growth levels. For instance NORAD income contribution for 2013 was 5%. But this increased sharply to 21% in 2014 of organization total income. It could be deduced from the above that while two partners came in as new; two other partners had their projects ending. This made the number of partners/projects for 2013 same as 2014.

Chart 1 below presents a graphical view of the partners' contributions for the two years.

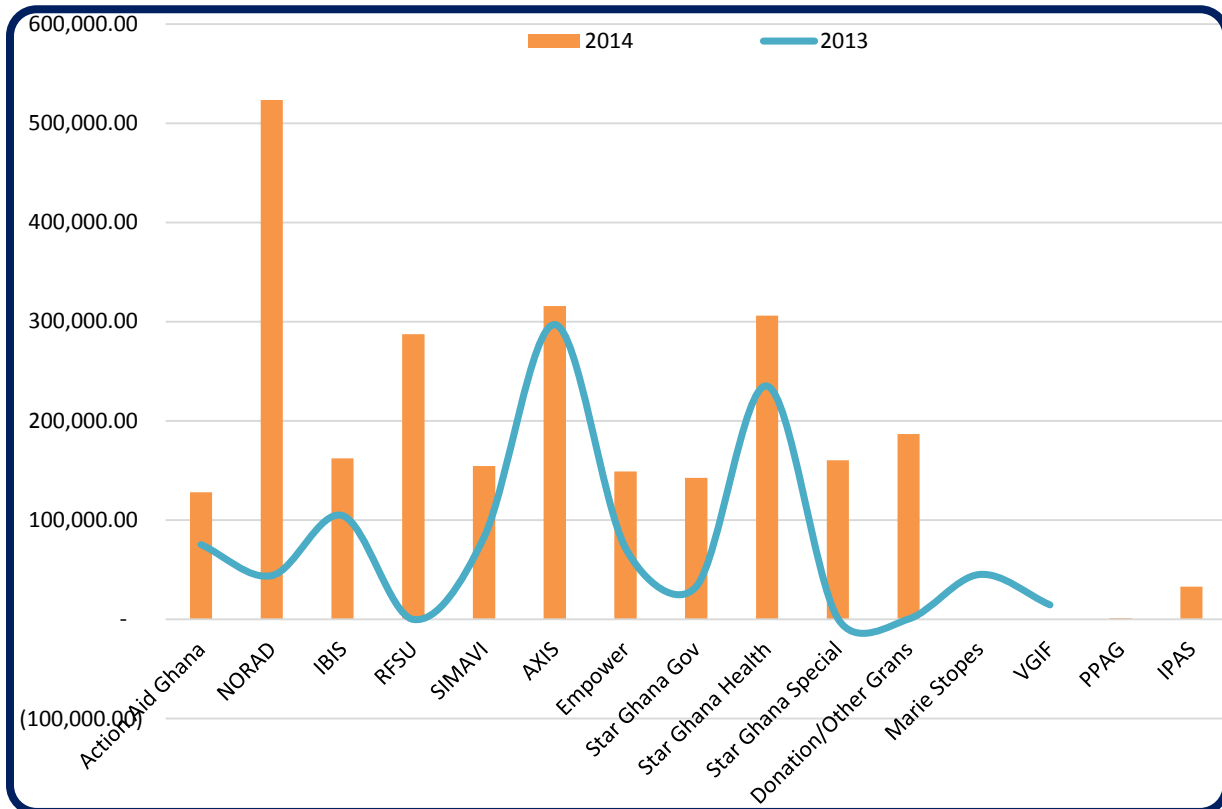


Chart 1 indicates that apart from RFSU, PPAG and IPAS whose income started in 2014, five (5) other partners (NORAD, EMPOWER, STAR Ghana Governance, STAR Ghana Special and Donation/Other Grans) recorded significant growth of over 100% between 2013 and 2014. Proportionate income contribution for each partner for the two years is presented in Charts 2 and 3 below.

Chart 2: Income distribution by partner – 2013

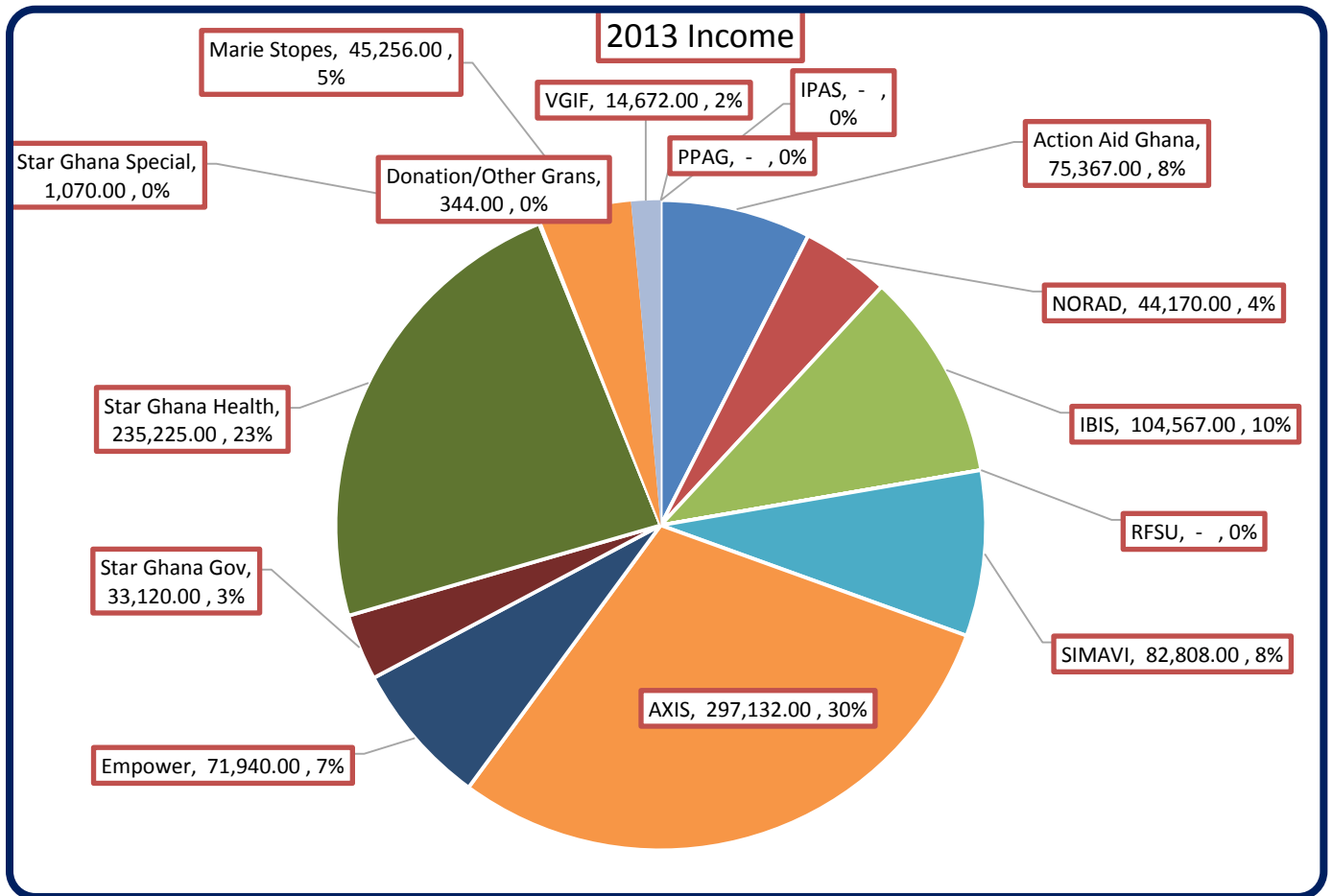
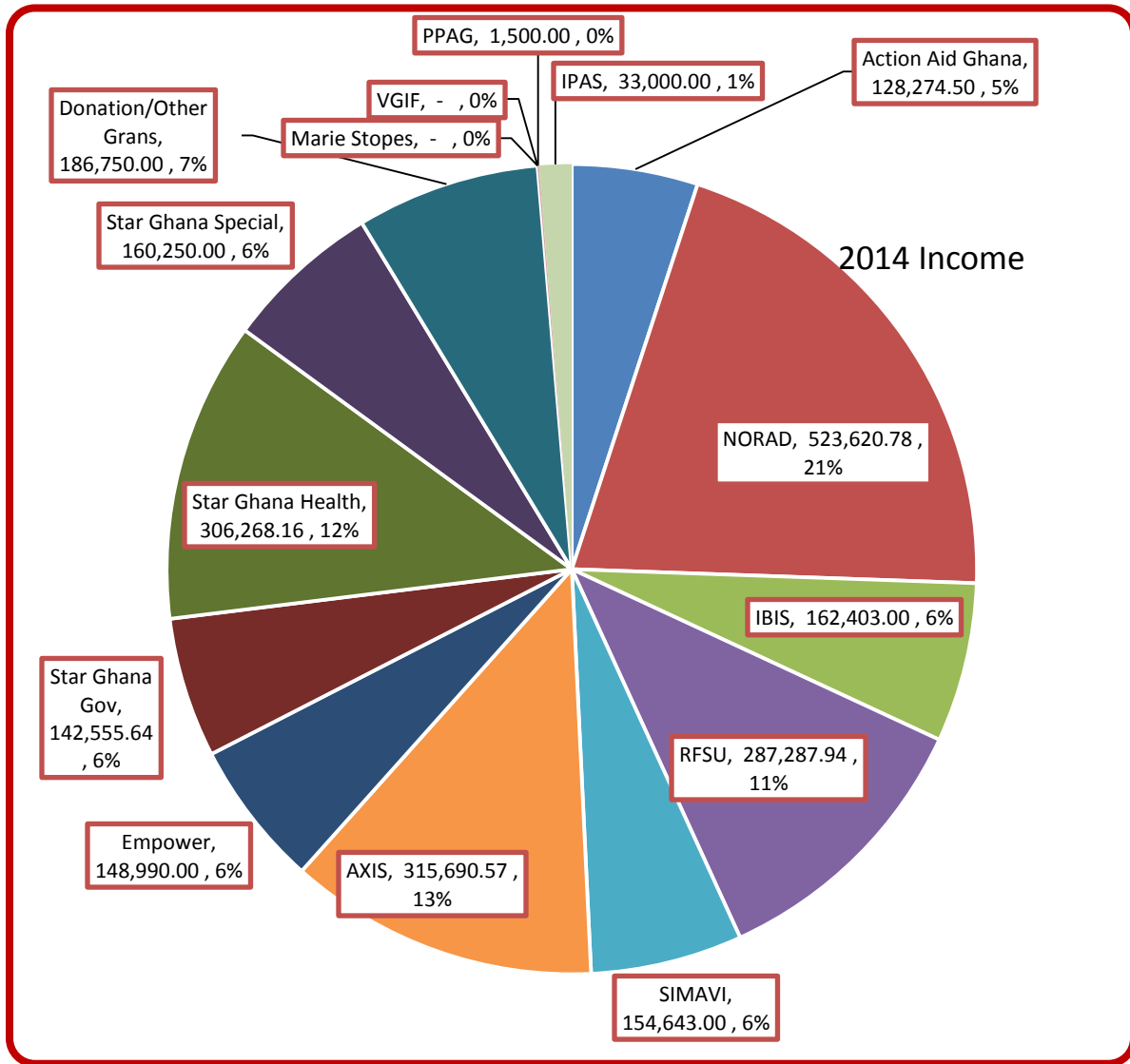
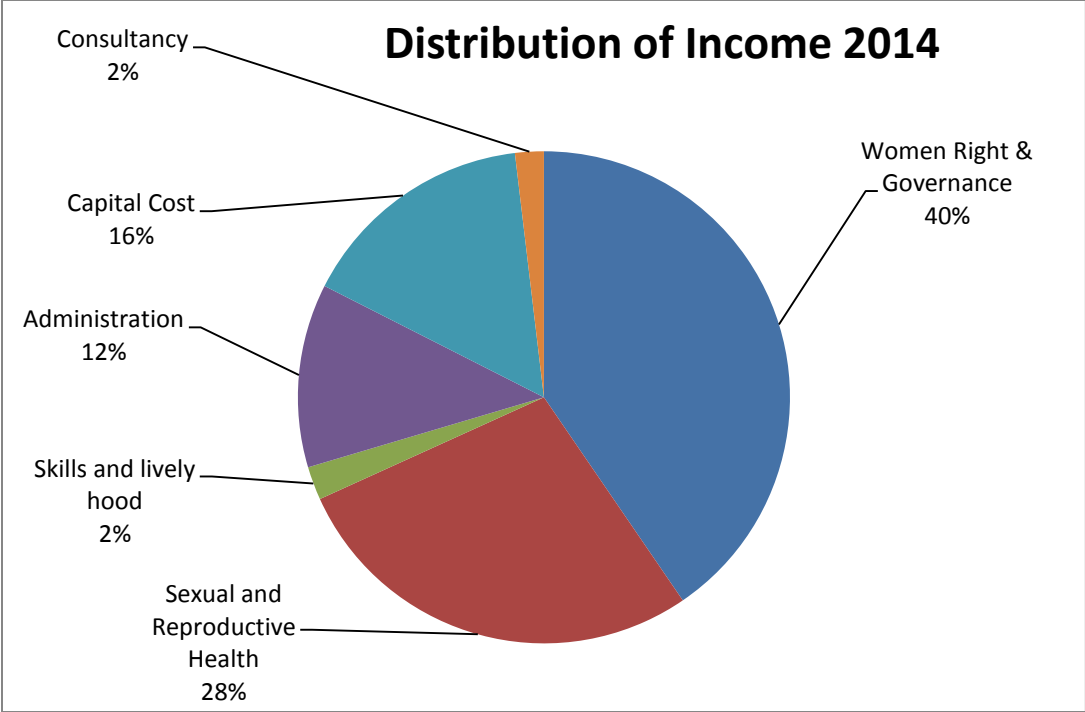


Chart 3: Income contribution by partner – 2014



Charts 2 and 3 indicates that income from all partners recorded growth rates exceeding 50% except AXIS and STAR Ghana Health which recorded growth rates of 6% and 30% respectively.



ORGANIZATIONAL, PROJECT ISSUES AND CHALLENGES

Although NORSAAC witnessed great project success and organizational growth in 2014, it was without its challenges. NORSAAC will be working towards addressing concerns in the following key areas throughout 2015 to improve organizational efficiency and project outcomes.

During 2014, NORSAAC experienced challenges with delay transfer of funds from partners and donors which in one way or the other affected the timely implementation of some activities. In some cases funds were not transferred to execute planned activities for the last quarter of the year which made other follow up activities ineffective.

The current resource available for effective project implementation and monitoring is also another challenge of the organisation. One of the largest obstacles has been the result of limited transportation with the nature of coverage area of implementation. Although NORSAAC currently possesses 2 vehicles and 12 motorcycles, poor road and driving conditions mixed with an increase in project areas has highlighted the need for additional vehicles. NORSAAC will be working closely with our partners in 2015 in efforts to procure a new vehicle.

Budgetary constraints are making it difficult to reach many more communities following popular demand for our interventions especially in the area of sexuality education and maternal health. NORSAAC in 2015 shall liaise with other donors through proposal development to support in these areas of intervention.

ACTIVITIES GALLERY-SEXUAL REPRODUCTIVE HEALTH AND RIGHTS





GALLERY OF ACTIVITIES-WOMEN RIGHTS AND GOVERNANCE



BE PART OF OUR SUCCESS

We believe you are impressed and moved by the impressive work of the organization in ensuring equal rights for all and making women and young people the fulcrum of change.

If you would like to be part of this change process and would like to contribute to enhance the performance of the organization, you can contact the management on the addresses provided in this document.

We shall acknowledge all contributions from individuals and organizations using our accountability channels.

ACKNOWLEDGEMENT

The board of directors, management and staff of the organization wishes to thank all our value donors, partners, communities, youth and women groups, traditional authorities and our revered religious leaders.

We also acknowledge the Domestic Violence and Victim Support Unit, Commission on Human Rights and Administrative Justice, National Commission for Civil Education, Ghana Education and Health Services, National Population Council, Department of Gender and Children and National Youth Authority.

We finally acknowledge all those who have contributed in diverse ways towards the success of the organization especially in 2014.