



2021 ANNUAL REPORT

GIRLS GET EQUAL



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PLAN
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ABOUT THIS REPORT

This report sets out Plan International Ghana's progress and achievements between 1 July 2020 and 30 June 2021. We have referred to this period as 'FY2021'. For more information about the topics covered in this report, visit plan.org.gh

Programmes on gender equality have had an impact on the lives of 106,264 girls and 76,954 boys. Both girls and boys have become more vocal at addressing harmful traditional practices such as child marriage and gender-based violence. Many young women have also embarked on the path of economic empowerment by enrolling in skills training and setting up small enterprises. In project areas across Ghana, Plan International Ghana has interacted with many local government officials who have expressed desire to collaborate and have also requested our assistance, mainly technical. Plan International Ghana worked with various stakeholders extensively to ensure a more comprehensive and effective means in terms of child safeguarding.

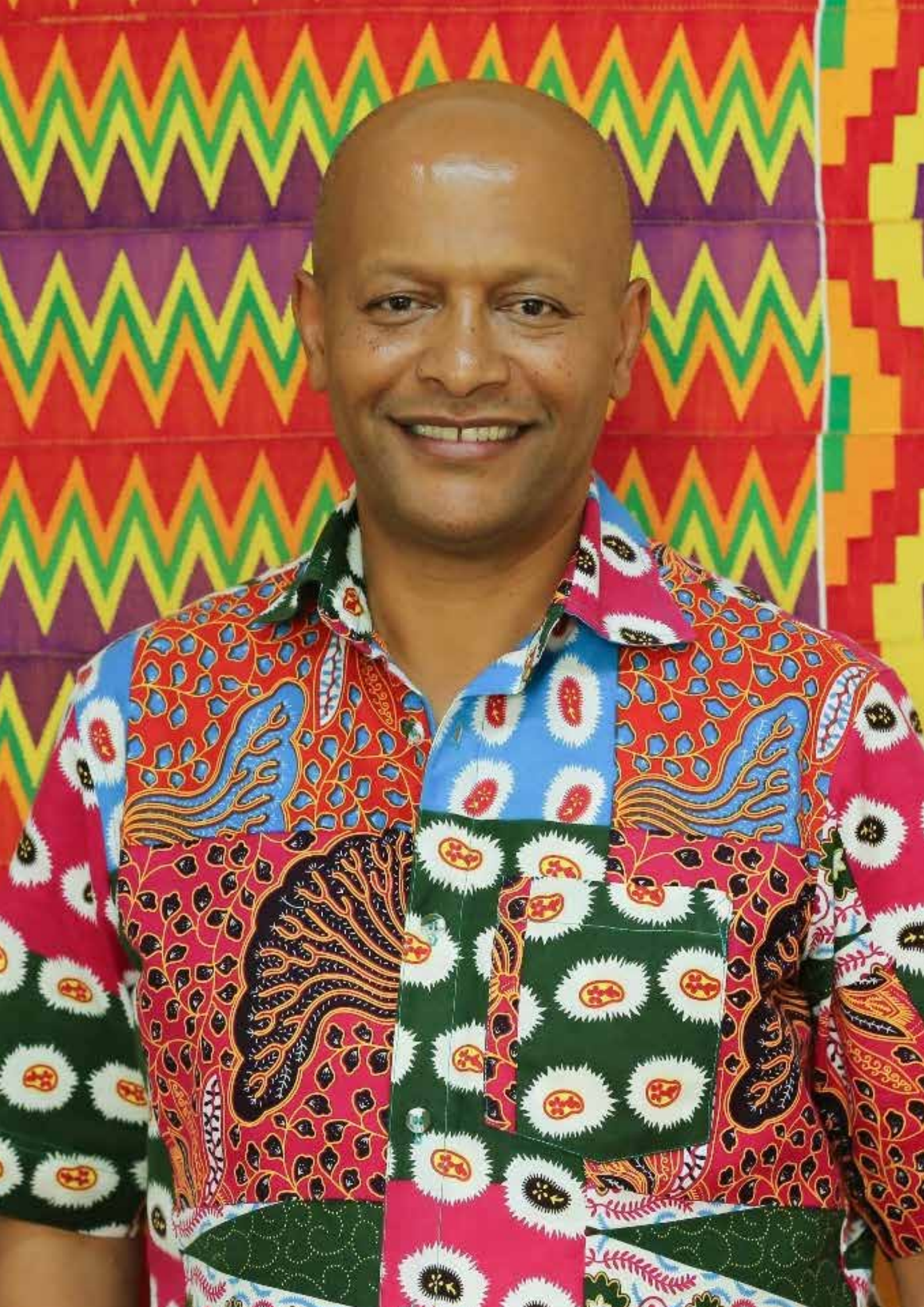


ACRONYMS

AOGD	Area of Global Distinctiveness
AfriYan	African Youth and Adolescents Network
CBE	Complementary Basic Education
CBOs	Community Based Organization
CS	Country Strategy
ECD	Early Childhood Development
FY	Fiscal Year
GenCED	Gender Center for Empowering Development
GLR	Ghana Learning Radio
GLTV	Ghana Learning Television
GYW'	Girls, Youth and Women
INGO	International Non- Governmental Organization
LNGO	Local Non- Governmental Organization
MGCubed	Making Ghanaian Girls Great
PPE	Personal Protective Equipment
RWASH	Rural Water and Sanitation Hygiene
SBCC	Social Behavioral Change Communication

ACRONYMS

SCs	Sponsored Children
SGBV	Sexual Gender Based Violence
SHOW	Strengthening Health Outcomes for Women and children
SRHR	Sexual Reproductive Health Rights
SBCC	Social Behavioral Change Communication
UNICEF	United Nations Children's Fund
WVL	Women Voices and Leadership
Y-BAGUM	Youth Budget Advocacy Group of Upper Manya



MESSAGE FROM THE COUNTRY DIRECTOR »

At the beginning of a new financial year, you can never predict what the next 12 months has in store, but I think it's safe to say no one could have ever predicted the year we've had.

Financial year '21 has been nothing short of life-changing with the COVID 19 pandemic. Plan International was quick to declare COVID-19 a red-level emergency, and the pandemic has proven to be the single greatest threat to children's rights and equality for girls, both in its scale and its severity. Millions of children especially girls are out of school and many may never return. Violence of different forms are on the rise and what started as a health crisis has quickly grown into an economic and political one. The need for organizations like Plan International Ghana has never been greater, and we are well placed to play a vital role in this new world we all find ourselves in. There is no denying that COVID-19 has set us all back in countless ways, and prompted us to reflect on what really matters. We've dealt with being in lockdown, distance from loved ones, we've experienced economic uncertainty, and we've had to work remotely for many, many months. But for girls across the world and especially in Ghana, COVID-19 is unravelling decades of progress — keeping them from pursuing their education, accessing protection and basic sanitation and vital healthcare.

In our 29-year history in Ghana, Plan International has made incredible strides in human development, progressing the rights of children and especially girls as we ensure that our hard-won progress is maintained, and built upon in the future. With restrictions in place for a good part of this year, our regular programming was inevitably

impacted. We had to quickly adapt and shift focus, pivoting all of our existing programs to respond to COVID-19.

This was an enormous task, requiring extreme flexibility and adaptability from our team and our local partners on the ground, and I have never been prouder of our team and how they have responded to the challenges of the year. The world has changed rapidly in a matter of months and this pandemic has revealed, and in some cases deepened, significant cracks in our systems and institutions. It has highlighted existing inequalities and vulnerabilities. From this new vantage point, we now have a unique opportunity to reimagine our world. Not just for ourselves, but for all of humanity. The world before COVID-19 wasn't perfect and we've seen that — when we want to — we can tackle seemingly intractable issues. We have the chance to create a more equal, inclusive and safer world for all. This more equal world will not happen overnight. And it will not happen if we leave it up to those who benefit from keeping things the way they are. If COVID-19 has taught us anything, it's that things can change rapidly, and you can't predict what is around the corner. Now is the time to think and do things outside the box. Who are we and how do we want to impact? This should be our focus and guide in the new Financial year. I'm excited to see how Plan International Ghana will continue to carve out space for the most vulnerable children and their communities, and for girls around the globe, to help shape a more equal post-COVID-19 world. Because a better now for her, means a better future for everyone.



Solomon TesfaMariam
Country Director

GLOBAL CHILD AND YOUTH PROTECTION / SAFEGUARDING POLICY

As a humanitarian and community development organization that works side by side with children and youth, Plan International Ghana is fully committed to protecting all children and youth from all forms of violence. We ensure that staff, partners, and participants involved in our activities understand and carry out their roles and responsibilities in protecting children from violence and preventing acts of violence against children and youth involved in activities with Plan International Ghana. We take decisive actions against those who violate this policy. To that end, we continue to encourage practices, approaches, interventions and creating a safe environment for children and youth by respecting, recognizing, and meeting special protection needs and addressing the risks of gender-based violence. In addition, we respond to the needs of children or youth for protection and psychosocial support and support the active involvement of children and youth in protecting themselves.

between 15 and 24 years old, to acknowledge the risks that this particular age group faces. The policy is particularly focused on acknowledging gender bias and discrimination that are faced by those with differing gender identities. In addition, there are explicit safeguarding requirements for partners and organizations we engage in our work.

In FY21, Plan International Ghana hosted Plan International's West and Central Africa Audit team who completed an internal audit of key policies including our policy on Safeguarding Children and Young People. The results of the audit have confirmed the Safeguarding Policy is substantially implemented by Plan International Ghana and it is embedded throughout the organization. It was also noted that management has proper oversight and monitoring across the organization when it comes to safeguarding.

Plan International Ghana's Safeguarding Unit works across Programme and Public Engagement ensuring the highest standards in all areas of our safeguarding work. In 2021, we revised our policy on Safeguarding Children and Young People. This policy aligns with the Plan International Global Safeguarding Policy, ***Say Yes to Keeping Children and Young People Safe and Protected.***

Core advancements in this policy included the move from the term child 'protection' to child 'safeguarding' and to bolster the internal and organizational structures within Plan International to protect children and young people.

The new policy includes not only those under 18, but also young people, aged



WHERE WE WORK

Plan around the world

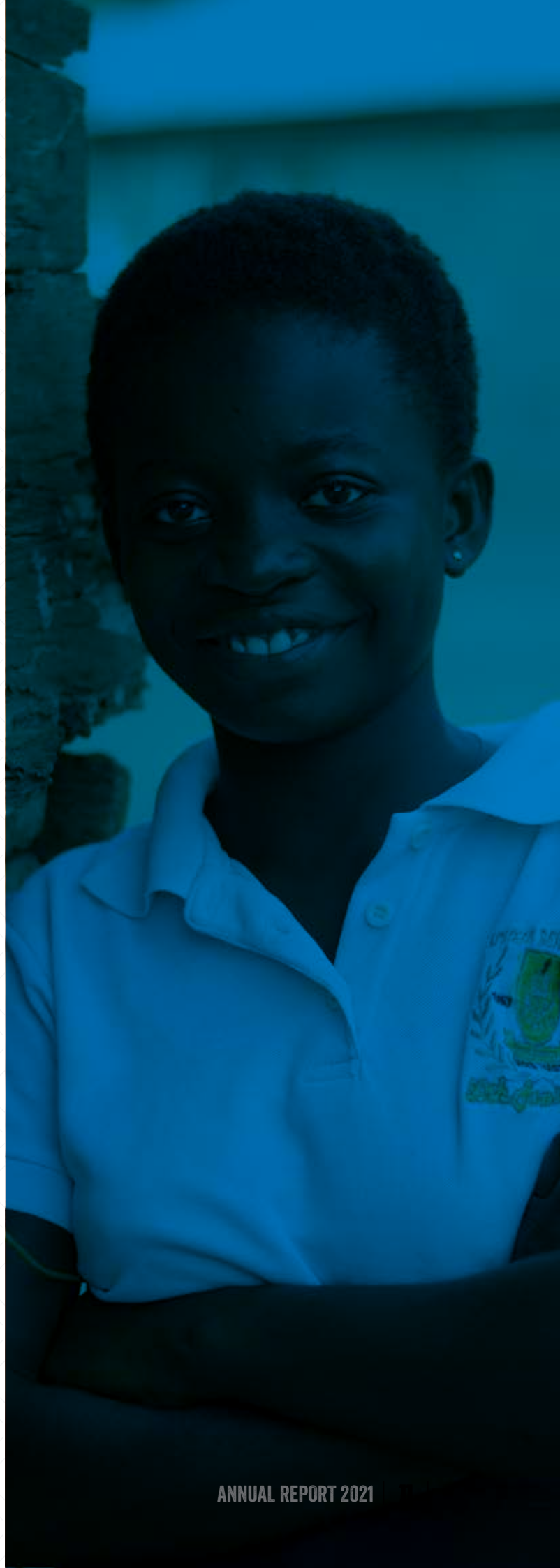
Founded in the trauma of the Spanish Civil War in 1937, Plan International is one of the world's oldest and largest international development organizations. By working in partnership with thousands of communities and millions of people, Plan International is fighting to end poverty in 56 countries in Africa, Asia and the Americas. By actively involving children, and working at a grassroots level with no religious or political affiliations, we unite and inspire people across the globe to transform the lives of children. Last year, Plan International partnered with more than 39,607 organizations in 77 countries, reaching 26.2 million girls and 24.1 million boys through our work. Plan International sponsored 1.2million children worldwide and worked in 61,231 communities. Our ambition is simple but powerful: ***to improve the lives of children.***

Plan International in Ghana -

Plan International Ghana's current sponsorship caseload of about 28k is thinly spread across four (4) Programme Units (3 in the south and 1 in the north of Ghana). This has resulted in inefficiencies in terms of high operational costs and difficulty in fully meeting the Sponsorship Commitment #2, which requires all SC communities to benefit from at least one project within each financial year.

Our ambition in the new strategy is to achieve increased efficiency and effectiveness by focusing our sponsorship caseload in two regions, which we consider as the most disadvantaged and do not have other child sponsorship organisations. At the same time, we will be flexible to mobilise resources through grants funding opportunities to reach other marginalised localities, influence national policymakers and traditional influencers, and to position Plan International Ghana as a truly national organisation.

Our vulnerability assessment highlights the northern half of Ghana consisting of the five







regions namely; Northern, North East, Savana, Upper West and Upper East as the most significant in terms of gender inequalities and injustices in resource allocation for children, especially girls. In the south, the newly created Oti region is an area of significant need in terms of the situation of children, specifically girls. INGO/ LNGO footprint in the south (Oti Region) is almost non-existent. Our sponsorship caseload will therefore be concentrated bipolarly in the northern and southern sectors of Ghana through a gradual phase-out/in process over the 5-year duration of the CS.

Through grants projects and national level influencing with our partners, we will develop footprints across the entire country, including peri-urban and cross-border contexts, where rights violation of children, mostly girls have been observed to be significant.

We will manage the sponsorship caseload transition through a process of gradual phase-out/in over the 5-year duration of the CS considering the following:

- Plan International Ghana has operated in some regions since 1992 (close to 30 years). There is sponsorship fatigue, as evidenced in the local populations becoming less responsive/ interested in production. Phasing out from such locations and into new areas will not impact heavily on these localities;
- We consider it more prudent to introduce Plan International's new program approach in new territories to minimise resistance by the communities who are used to the 'old ways of working';
- There is no risk for about 25% of the 28k sponsorship caseload since these SCs will age out naturally (i.e. reach 18 years old) during the CS duration. This is based on the analysis of the age structure of the caseload.
- For the remaining caseload (75%), we will closely manage the SC cancelling and replacement process with National Offices such that all new replacements will be in new locations;
- The Regional/ Global Hubs and National Offices will be consulted on detailed phase-out plans during the gradual cancellation period. This will help to ensure that Ghana is a priority country for pooling and marketing in the last two fiscal years of the CS.
- The same gradual approach would be used to phase-out from communities with a caseload of <50 as well as communities where sponsorship has operated for more than 15 years. Plan international Ghana will be in a better position to meet programmatic expectations of sponsors and children, particularly girls, in relation to the new Plan commitments. This is because we will be able to significantly expand our reach to more children in a limited time and reduce operational costs. Where feasible, we will reach all other locations via grants projects.

PLAN INTERNATIONAL GHANA PROJECT INTERVENTION REGIONS AND OFFICES



PURPOSE

We strive for a just world that advances children's rights and equality for girls around the world.



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OUR ENABLERS

To ensure the delivery of high quality programmes, we are committed to focusing on four key areas of work to ensure both the effectiveness of our work and the best value for money for our donors:

- Partnership
- Technology
- Funding Model
- Leadership and Culture

OUR VALUES BEHIND OUR PASSION

We work for Lasting Impact

We are Open and Accountable

We work Well Together

We are Inclusive and Empowering

100 MILLION REASONS TO ACT FOR GIRLS

Plan International is winding up its Global Strategy 2017-2022 which has a bold ambition to work with 100 million girls to transform their lives.

We want to fulfil the promise of the 2030 Global Goals and strive for a just world that advances children's rights and equality for girls. Our strategy is to work with vulnerable children and especially girls so that they can learn, lead, decide and thrive.

Child sponsorship and grassroots community work are central to our strategy and achieving this ambition. Together, we are acting so that 100 million girls learn, lead, decide and thrive.

CHILD SPONSORSHIP

Our model of child sponsorship has a community-based approach. We create meaningful relationships with sponsored children and their families, and we are committed to making long-term interventions in their communities. Sponsored children are involved in a variety of activities where they can learn, play and discuss community issues, receive visits from Plan International staff to monitor general well-being, and receive small gifts as a token of appreciation, among others. In addition, they exchange written communications with their sponsors.

SPONSORSHIP COMMUNICATION

Child sponsorship nurtures meaningful relationships with communities, families, children and Sponsors that enable Plan to establish long-term interventions with lasting improvements to quality of life. A Sponsor is uniquely linked to a specific Sponsored Child and their family. The Sponsor and Sponsored Child exchange messages, letters, pictures and drawings and through this a strong and lasting relationship is formed. For the reporting period, sponsorship communication activities evolved around the exchange of 37,586 (90%) direct communication (via courier/electronic) between individual sponsors and sponsored children out of 41,539 received. Also, 2 strategic updates on interventions made in 265 communities and shared with 21,588 sponsors together with 4 videos as a way of communicating covid-19 impact to our sponsors. Connecting people and cultures through communications remains the means through which our individual sponsors are maintained for continuous funding..

NUMBER OF SPONSORED CHILDREN

NORTHERN PIIA
10,861

SOUTHERN PIIA
15,807

TOTAL: 26,668

As at the end of June 2021



OUR FIVE-YEAR STRATEGY

The 2021 financial year heralds the first year of our new five-year country strategy **“Transforming mindsets and power relations to support girls and young women to attain equality in Ghana”**. The strategy posits that through an integrated approach to programming, influencing and fundraising, Plan International Ghana will have impact across four interconnected domains: Enjoy inclusive quality learning outcomes, and entrepreneurial and employment opportunities (LEARN/ SOYEE); and Be active drivers for change, especially

for their quality sexual reproductive health and rights focusing on teenage pregnancies (LEAD/DECIDE). Grow up in a more protective and gender-responsive institutional environment (THRIVE).

The onset of a global red-level emergency in March 2020 saw a necessary shift in priorities, as we pivoted all of our programs to respond to the COVID-19 pandemic. Despite this challenge, Plan International Ghana has seen significant results across all four domains.

OUR OUTCOMES

What we prioritize - We will unite behind three driving priorities

Deepening our impact

- We revolved our entire program portfolio to support communities and partners in preventing the spread of COVID-19 and maintained support to vulnerable children and families
- In addition to revolving our programs, we also revolved our advocacy and communications to align with our COVID-19 response. This included preparing a guide for how to talk to kids about the pandemic; documentation to provide insights into the impact of COVID-19 on communities; sustained communications focusing on girls
- We ensured youth voices were heard through our Alumni engagement at the peak of the pandemic. We supported them to design and lead implementation of COVID 19 response.
- Through a partnership with Days for Girls, we produced 5,000 reusable sanitary towels for girls in all our communities of operations to help them manage their monthly cycle.

Promoting gender equality in everything we say and do

- All of our community programs promoted gender equality and social inclusion
- By focusing on activities that raise our public profile, we've cemented ourselves as the major Non-Government Organization (NGO) that Ghanaian's link most to girls' rights
- We saw some of our best media results yet, in response to the Periods in a Pandemic for World Menstrual Hygiene Day 2020
- We progressed the redesign of our website through a successful cross-departmental collaboration, aligning it to our new brand and ensuring our focus on gender equality was front and center.

Securing financial sustainability for the long term

- We finished the financial year with a positive spending result against budget, despite the challenges presented by an emerging COVID-19 pandemic.

OUR INPUTS

— the capabilities that drive success

We executed this strategy by ensuring our workplace is: Inclusive and gender transformative

- Our program portfolio has a strong focus on gender equality and social inclusion
- We conducted our annual pay equity audit, which will spearhead remuneration review
- We implemented our Preventing Sexual Exploitation, Abuse and Harassment policy

A GREAT PLACE TO WORK AND GROW

- Plan International Ghana offered opportunities for secondments across the organization, particularly during the COVID-19 red-level emergency when our employees' strengths and talents were highly valued by our international colleagues
- We streamlined a range of processes, reducing administrative burdens for staff and freeing up their time for value-add work
- We engaged with staff to consider long term opportunities emerging from this time (COVID-19), for example, further developing our Flexible Working Policy and increasing organizational capacity to engage with technology as part of our normal communication methods.

RESILIENT AND THRIVING

- Within days of COVID-19 lockdowns, we successfully transitioned the organization to remote working without losing excessive productivity or compromising security and compliance
- In order to support our ongoing work towards children's and girls' equality during the pandemic, our staff took voluntary leave during the lockdown with little work to be done in the communities. This is to ensure that staff are fully dedicated to work when office sessions resumed
- We conducted regular wellbeing sessions during COVID-19 to support staff in all their various challenges. These came in the form of psycho social meetings to lessen the anxiety COVID caused among staff.
- We delivered a range of workshops and materials aimed at understanding and working with mental health challenges, especially since COVID-19, with the intention of becoming a mentally-safe workplace.

PROGRAMMING

Our activities and projects are framed under four strategic thematic areas:

LEAD: Under the 'LEAD' Pillar of Plan International's global strategy, Plan International Ghana works to deliver programmes that support women's and children's ability to be involved in decisions that affect their lives, such as the She Leads project.

The **She Leads** programme is to increase the sustained influence of Girls and Young Women (GYW) on decision-making and the transformation of gender norms in formal and informal institutions. This will be achieved through the attainment of three main outcomes classified under the socio-cultural, civil society and institutional domains:

1. Increased acceptance of positive social gender norms (Socio-cultural domain).
2. Enhanced collective action and activism by GYW in a gender-responsive civil society (Civil society domain).
3. Political institutions at all levels enable meaningful participation of GYW in decision making (Institutional domain).

The Ghana Consortium is made up of Plan International Ghana, Defense for Children International Ghana, Women Aspire Network and Gender Centre for Empowering Development (GenCED).

The She Leads programme is using several strategies to achieve the programme goal. Some of the strategies include;

- Supporting girls and young women-led organizations challenged with lack of funds, appropriate skills and institutional structures as well as experience to be able to operate independently.

- Lobbying informal decision-makers (traditional and religious leaders), parents and caregivers identified as Champions of Change and building their capacity to publicly challenge negative gender norms militating against GYW's leadership and participation in decision making.
- Mobilizing communities and role models is another strategy that allows individuals and communities to own the project, participate in the project activities and continue to realize the improved social norms and attitudes in favor of GYW in their families and communities.
- Exploring regional and international platforms to help amplify and give visibility to the issues of GYW.
- Research and policy advice are some other strategies of the She Leads programme to help state and non-state institutions both at the local and national levels to institutionalize policy reviews to reflect the current and future needs of GYW.
- Engaging in media advocacy and influencing to achieve wider reach, impact and to reinforce the transformed social norms and community accountability towards GYW rights.

DECIDE: Plan International Ghana, as part of the global strategic ambition to support women and girls to DECIDE to have control over their own lives and own the rights to eliminate harmful practices such as preventing early pregnancy and safe maternal delivery is working in with communities where these issues are particularly prevalent.



SHOW PROJECT

The Costed Extension to the Strengthening Health Outcomes for Women & Children (SHOW) Project aims at strengthening the resilience and capacities of health care systems and vulnerable populations especially women, children and adolescent girls in 4 districts to protect themselves from the impact of COVID-19.

On quarterly basis throughout the FY21, all four (4) districts of the Ghana Health Service supported by the SHOW COVID-19 extension with participation from their respective Municipal/District Assemblies, conducted the meetings of the Public Health Emergency Committee which is mandated

by the Republic of Ghana and chaired by the Municipal/District Chief Executives with support with funds from the SHOW Project. These meetings were the avenues to review each district's situation in terms of the COVID-19 pandemic and review what measures had to be put in place to curtail the spread of the pandemic in the event that there were any infections recorded.

During FY21, as part of the continuous effort towards combating the COVID-19 pandemic and preventing infection of health care workers and beneficiary community members during service delivery, the SHOW Project procured and distributed Personal

Protective Equipment (PPEs) and sanitation and infection prevention materials to health facilities that served the project communities across the 4 districts. The PPEs included, 1,016 packs of surgical nose masks, 170 packs of N95 nose masks, 2,600 packs of latex examination gloves, 715 packs of surgical gloves, 108 protective coveralls, 101 pairs of protective foot wears, 60 pairs of protective goggles, 70 pairs of reusable utility gloves and 76 infra thermometer guns. Other supplies provided for sanitation and infection prevention included 257 gallons of liquid soap, 190 packs of chlorine tablets, 165 gallons of Methylated spirit, 163 gallons of disinfectants, 172 colour coded waste bins, 70 pieces of jumbo-sized tissue paper, 30 floor mops and 30 mop buckets. The distribution and usage of these supplies across the 58 health facilities boosted the confidence of health care staff as they got the needed protection and could safely provide services.

All of the project's 240 communities also received sanitation and infection prevention materials to help prevention of COVID-19 infection. Each community received handwashing stations (5 Veronica buckets with stands) set up at public places such as schools, churches, mosques, markets and community information centers. Each community also received 5 "Tippy taps" set at vantage places within the community especially areas where women and children gather.

To help communities adapt to the new normal in terms of restrictions to gatherings from what they are used to, avoiding actions that will expose them to infection with the virus and making sure that they stayed safe at all times, the project engaged with and trained 954 Community leaders (709 males and 245 females) made up of traditional and religious leaders (Chiefs, Queen mothers, Pastors and Imams) on the prevention of COVID-19, positive coping mechanisms and

sexual and gender-based violence. Participants were also taken through equitable distribution of household chores and responsibilities, women's and girl's decision making and male engagement. Social and Behaviour Change Communication (SBCC) materials were developed on the various topics and were used for the training. A total of 15,270 copies of posters with user friendly pictorial illustrations in ten (10) different categories depicting topics such as COVID-19 and Prevention of COVID-19; Proper hand washing, etc. were developed and printed to support community sensitization and education on COVID-19 prevention and other related issues.

The use of materials with pictorial illustrations generated active participation and discussions among participants who shared their understanding of the materials by trying to interpret the message with the aid of the pictorials. The essence of this orientation was to equip these leaders with the necessary knowledge and information to get their buy-in and support to community volunteers to effectively conduct community education and sensitization on COVID-19, and related issues and also use their religious platforms to discuss these issues with their members. Following the training of the community leaders, 451 (157 males and 294 females) community health volunteers from the 240 communities were also taken through a two-day training on COVID-19, its prevention and how to conduct education and sensitization on COVID-19. Content of the training included what COVID-19 was, the mode of transmission, prevention and importance of vaccination.

LEARN: Inclusive, Quality Education is one of the six areas of focus in Plan International's global strategy, 100 Million Reasons. Plan International Ghana, part of its strategic priority of strengthening programme quality, focuses on education under the 'LEARN' pillar. Education is central to our long-term development work.

REACH PROJECT

During FY2021, the REACH project resumed Cycle 5 activities in 303 communities while continuing to adapt to conditions associated with the COVID-19 pandemic. Following the suspension of CBE classes in response to Government of Ghana directives on March 16, 2020, there was a high degree of uncertainty among CBE learners, facilitators, parents and caregivers and project staff. With indefinite school closures in place at the primary level, Cycle 5 CBE learners were at risk of not completing the program, not transitioning to primary schools and reverting to illiteracy. In response to this challenge, the project resumed classes in mid-July 2020 with several adaptations made to adhere to the World Health Organization's and the Ghana Health Service COVID-19 safety protocols. REACH supported smaller classes size to allow for safe physical distancing. Class hours were reduced to allow for multiple smaller-sized classes to be conducted each day. Learners were given assignments to complete at home to make up for shorter class hours. The classes were also provided with hygiene materials to ensure learners' safety. Finally, community sensitization activities were implemented using radio and public service announcements alongside house-to-house physically distanced visits. A total of **5,919 (2,768 females and 3,151 males)** parents and caregivers of Cycle 5 CBE learners in project communities were engaged and sensitized on gender equality and child protection, while 24 radio sessions



were delivered focusing on COVID-19 prevention and hygiene protocols.

In collaboration with the GES and project communities, 303 graduation ceremonies were organized for **8,389** CBE graduates (**3,796** girls and **4,593** boys) representing 95.6% of the CBE learners enrolled in Cycle 5. Of these graduates, **8,054** (**3601** girls and **4453** boys) transitioned to formal school and 60% were placed at upper primary levels (P4-6) based on the learner assessments

carried out by the GES in September 2020. This represents a significant achievement in light of the prolonged disruption of CBE classes over a four-month period. District Coordinators made a total of 303 community visits, while FEOs made 360 class visits and provided administrative and technical support to CBE facilitators and CBE management committees

303
GRADUATION
CEREMONIES

8,389
CBE GRADUATES


3,796 GIRLS
4,593 BOYS

REPRESENTING

95.6%

OF THE CBE LEARNERS
ENROLLED IN CYCLE 5





MGCUBED PROJECT

Making Ghanaian Girls Great program aims to improve learning outcomes for marginalized pupils, support pupils to transition successfully through school, and contribute to sustained improvements in the Ghanaian education system in two regions (Greater Accra and Oti) across seven districts and 72 schools. Using solar-powered and satellite-enabled distance learning infrastructure to deliver interactive learning sessions to students, teachers, communities and government officials.

The modelling of the use of distance learning technology at a national scale has been another key success during this year.

The recent context has increased the need to build up more resilient systems for use in emergencies. The closure of schools due to Covid-19 in March 2020 increased the Government's interest in the use of technology to continue to provide lessons and mitigate the potential loss of learning. This resulted in the creation of Ghana Learning Television (GLTV) from the joint work between the Ghana Education Service and the MGCubed to produce and edit TV content which was Gender Equality and Social Inclusion sensitive and met high quality standards. In addition, the Project has provided regular technical advice to GES for the production of radio content for Ghana Learning Radio (GLR).

The project supported the Ministry of Education staff to use MGCubed's

technological infrastructure to deliver a distance learning education programme using a national television channel since the closure of the schools as a result of Covid-19 during Financial Year 21. This involved supporting the Ministry of Education to record, review and produce 420 learning episodes for kindergarten, primary and secondary students to be broadcast on GLTV on four subjects. The Ministry of Education has shown keen interest to adapt and continue with this technology-based innovation as a way to provide continuous learning even in the face of global adversity like covid-19. MGCubed's involvement in GLTV and the use of the Project studios showcases the potential of the MGCubed to rapidly scale-up and to reach children across Ghana, at a national scale. In addition, the GLTV episodes and live broadcast recordings can be put into an accessible format so that they can continue to be used to explain key concepts and as part of a wider CPD package for both pre-service and in-service teachers. The Project also plans to share key lessons on use of distance learning education with the wider educational sector during the last two quarters of the Project (Q1 and Q2 of FY22).


Following the positive results from GLTV, the Project provided technical assistance to the Ministry of Education and the Ghana Education Service to support the production and delivery of a national distance learning programme targeting to support SHS students and teachers in the areas of Social Studies, Mathematics, Science and English Language during Q4 in FY21. By utilising MGCubed and its

sister project, Train for Tomorrow's existing infrastructure and technical expertise, the projects have supported the production and post-production of 144 episodes for students in SHS. These episodes will be used by SHSs to support teaching and learning in topics identified as difficult to teach or learn in English, Math's, Science and Social Studies during FY22 and beyond.

In view of the demonstrated success of the tech-model and its potential for scale up, the Ministry of Education has shown firm commitment to adapt the model to support teaching and learning in the country. This commitment is demonstrated through the ongoing work of MGCubed with the Ministry of Education on the approval of the Partnership Agreement as well as in the altered Education Outcomes Fund (from the World Bank) which specified the inclusion of a tech-based approach as a way to mitigate future interruptions to schooling. In this sense, the Project team has contributed to generate the required evidence and experience on the potential uses of distance learning education technology through MGCubed (online) and Ghana Learning TV (offline).

THRIVE: Plan International's global strategy seeks to ensure that children and young people, especially girls, THRIVE, so that they grow up cared for and free from violence and fears. In order to Thrive, children need to be protected in their homes, schools and communities and Plan International Ghana seeks to ensure that child protection





initiatives are delivered alongside education.

RURAL WATER & SANITATION

HYGIENE

In FY 21, the RWASH project contributed to reduction in morbidity and mortality among children especially girls, through equitable access to safe, affordable and sustainable water and improve sanitation and hygiene. The project specifically increased access to safe, affordable and sustainable drinking water to **32,333** beneficiaries paying special attention to the needs of vulnerable girls and women in 3 needy districts in Volta, Eastern and Central regions and influenced gender-friendly WASH policy development and implementation at district and national level.

A total of **32,333** community members comprising **16,051** women/girls and **16,282** boys/men benefitted directly from the project. This includes **12,145** school children (**5,832** boys and **6,313** girls). It will also integrate gender activities utilizing evidence-based approaches, best practices, and targeted technical expertise as an integral part of WASH and related actions.

Within the period, 9 additional facilities were completed bringing the total of completed facilities to 45.

314 (**125** females, **189** males) benefitted from a refresher training for Water Sanitation Management Teams.

All **45** water facilities have been handed over to the various communities and assemblies.

25 communities who were successful at attaining Open Defecation (ODF) status were recognised and rewarded by presentation of certificates and citations and **36** Girl friendly latrines were constructed by the project. **192** Tecky tap hand washing facilities which were presented to the Ghana Education Service and Ghana Health Service estimated to serve 12,145 school children (5,832 boys and 6,313 girls).

GIRLS GET EQUAL MOVEMENT

In Plan International, we aim to make visible the situation of girls in Ghana and around the world by establishing opportunities for them to actively participate in the creation of a lasting change towards equality, through the involvement of different sectors and duty bearers.

Through processes of training in leadership and regional workshops addressing the situation of girls at the community level, self-esteem, gender, participation and violence prevention, girls have developed a critical awareness on the reality and importance of equity. We seek to challenge the stereotypes that limit the way girls and young women see themselves and are seen. We are going to inspire them to go beyond what they can imagine. We will do this by increasing the

representation of girls and women in spaces where they are hardly seen or heard.

IDG 2021

The global #GirlsTakeOver campaign was held to promote girls' leadership and raise public awareness about the importance of providing equal opportunities for girls. In commemorating International Day of the Girls 2021, Plan International Ghana carried 2 takeover activities with the High Commissioner of Australia to Ghana, Ambassador Gregory Andrews and the Country Representative of UNICEF, Anne Claire Duffy. The activity provided leadership role mentorship to 2 selected girls.



MANAGING MENSTRUATION WITH PRIDE

Menstruation is a fact of life for half the world's population. It plays an important role in regulating hormones across the lifespan, and without it, none of us would exist. However, for many girls, it continues to be a source of discrimination and a barrier that prevents many of them from continuing their education. As a girls' rights organization, Plan International has been working for many years to increase knowledge around menstruation and reduce the stigma associated with it, supporting girls to thrive in school and reach their full potential. Together with our local partners and peer INGO's, we've been working alongside school and communities to normalize menstruation and improve access to water, sanitation and hygiene (WASH) facilities for both girls and teachers. Every year on May 28th, Global Menstrual Hygiene Day is celebrated around the globe. To mark the occasion, Plan International commissioned 6 girl friendly latrines, water points, complete set of Veronica buckets, soaps, sanitizers and declared 10 communities Open Defecation Free. Another key part of the program

is breaking down the stigma through education, which is why boys are included in lessons about menstruation and given the opportunity to ask questions, so they can gain a better understanding of it, and view it as a normal part of life. Plan International and Live & Learn are complementing their work in schools by providing menstrual hygiene education to men and women in the wider community, dispelling myths and breaking down stigma. When girls feel supported and have the proper resources to manage their periods hygienically and with dignity, they are empowered to pursue their education and thrive.

“
IN PLAN
INTERNATIONAL,
WE AIM TO MAKE
VISIBLE THE
SITUATION OF
GIRLS IN GHANA
AND AROUND
THE WORLD

BY ESTABLISHING
OPPORTUNITIES FOR THEM TO
ACTIVELY PARTICIPATE IN THE
CREATION OF A LASTING CHANGE
TOWARDS EQUALITY, THROUGH
THE INVOLVEMENT OF DIFFERENT
SECTORS AND DUTY BEARERS.



ENGAGING THE YOUTH FOR A BETTER TOMORROW



YOUTH ENGAGEMENT FOR FY 21

Meaningfully engaging young people in our programs and activities has been an important part of our work in 2021. As an organization, we have moved from designing and implementing Programmes and interventions for children and young people to developing and shaping these solutions with them. In 2021, under the youth engagement unit, children and young people were engaged in diverse ways and different levels including designing and implementation of projects and interventions, supporting young people with flexible funding that enabled them to implement projects they were passionate about, and giving young people the opportunity to influence discourses.

This we achieved through our Alumni Network and collaborations with other youth-led groups at the Program Unit and National levels. We also built the capacity of the youth in different areas to sharpen their skills and increase their knowledge to shape development.

THE ALUMNI NETWORK

The Alumni Network comprise former Plan Sponsored Children and project graduates who have come together to use the power of their experiences, network and other resources to give back to society. The Network in Ghana currently has a membership of about 242 members with a gender ratio of 157 females and 85 males.

As key partners in the implementation of Plan's new Country Strategy, the Alumni Network and other youth-led Organizations were introduced to Plan's new Country Strategy (CS) and their role in its implementation. Their capacity was also built on Advocacy and Influencing as one of the main organizational strategies in achieving the objectives of the new CS.

Following these capacity building, the Network championed some advocacy actions including a major advocacy dialogue with stakeholders on scrapping the medical examination fees paid by rape survivors. The stakeholders who participated in the dialogue include the Ghana Police Service, the Domestic Violence and Social Support Unit, legal practitioner and media personality Samson Lardy Anyenini and actress and activist Ama K Abebrese. The issues discussed during the dialogue was further discussed on the Joyfm Media platform by Samson Lardy Anyenini to further project the advocacy. Following this discussion, the Alumni has joined the Coalition for Survivors of Domestic Violence that comprise CSOs who are jointly fighting for the law/policy on medical treatment for rape and domestic violence survivors to be enforced in order to abolish payment of such fees by survivors.

Furthermore, the Alumni Network in collaboration with the Swiss Embassy implemented the Sustainable Livelihood for the Differently Abled Project which equipped 16 differently abled young women and men with different vocational skills to enable them earn a living. This training followed a news report by the TV3 media house which highlighted how vulnerable girls and women who were differently abled were being taken advantage of because they were not economically empowered.

ENGAGEMENT WITH OTHER YOUTH LED GROUPS

Aside the Alumni Network, other youth-led groups were partnered for advocacy and influencing actions in relation to Sexual and Gender-based violence. These groups include the African Youth and Adolescents' Network on Population and Development (AfriYan), Young Female Influencers, the WISE Foundation, the Upper West Regional Youth Parliament and Grooming Girls Network. The activities carried out under these partnerships comprised equipping girls with information and skills on how to protect themselves from sexual abuse and where to seek support in handling abuse cases. In addition, different Stakeholders and duty bearers were engaged including Community leaders and the Ghana Education Service on making communities and school environments safe from abuse.

The Domestic Violence and Social Support Unit (DOVVSU) was also supported to furnish its One Stop Center for survivors of SGBV. This support is to help respond to the barrier survivors face in accessing health services needed for their wellbeing, and in seeking justice.

YOUTH FLEXY FUND

The Youth Flexible Initiative is one of the flagship initiatives implemented in 2021 which awarded three youth groups with flexible funding to implement activities related to the Plan Country Strategy. The groups who were awarded with the funding includes the Upper West Regional Youth Parliament, the Youth Budget Advocacy Group of Upper Manya (Y-BAGUM) and the Future Leaders Youth Group. These groups were making changes in their communities in areas that aligned with the CS. The flexible funding enabled the acceleration of the works of the groups.



PARTNERSHIPS

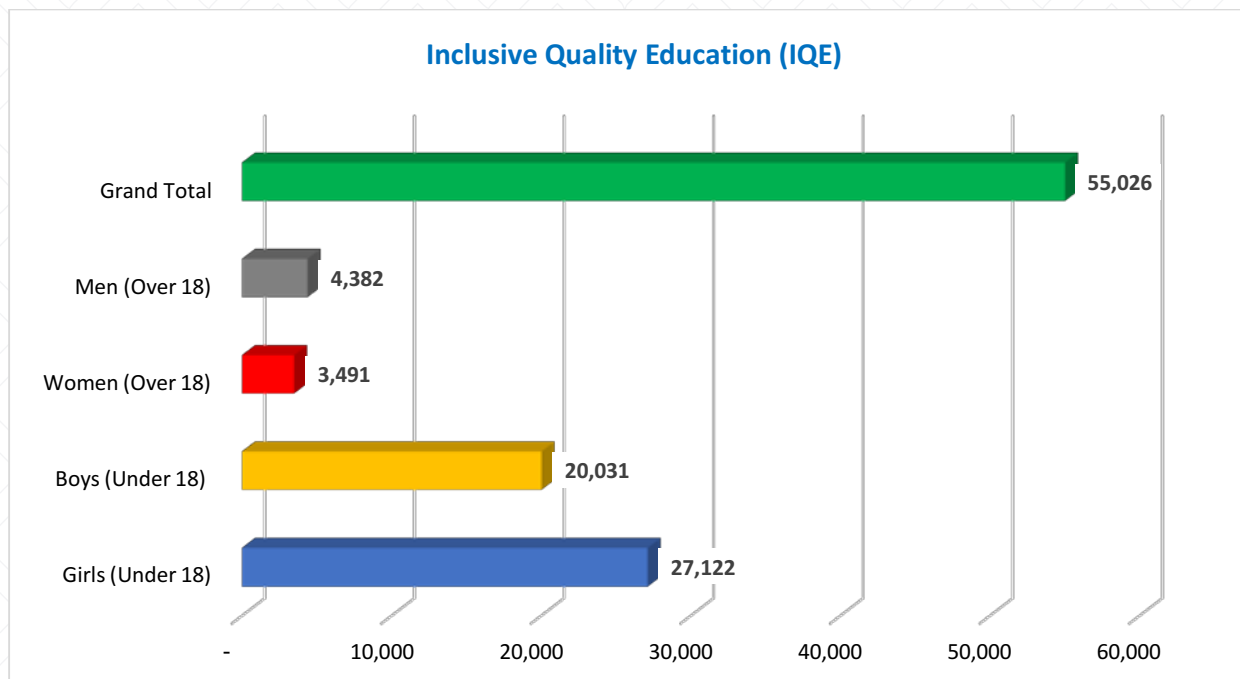
Our vision is for a world where all children can live happy and healthy lives, and where girls are treated as equals. And with our expertise in child protection and humanitarian aid with a gender lens, we work to make it a reality every day. Partnerships are a way for organizations and businesses who share our vision to use their profits and influence for a greater purpose, and make a tangible contribution to that better world. There is no 'one size fits all' approach when it comes to partnerships — we partner with businesses big and small, from a diverse range of industries — they all have the potential to transform the world. In addition to being financial donors, partners can help us grow our community by introducing us to new networks, engaging their audience and building our brand. And we also

recognize the skills and expertise that partners can bring to our work, drawing on these to enhance our programs and provide innovations and solutions. Not only are our partners supporting young women, children and their families, they're generating a positive social impact, that can elevate their brand and contribute greatly to their corporate social responsibility as well. In FY21, we partnered with many incredible businesses, each partnership unique. Some partners directly fund our programs —

We're proud of the community of partners we've built and are grateful that so many organizations and businesses are willing to use their profits for purpose and their influence to drive change.

DIRECT BENEFICIARIES

PER AREA OF GLOBAL DISTINCTIVENESS (AOGD)

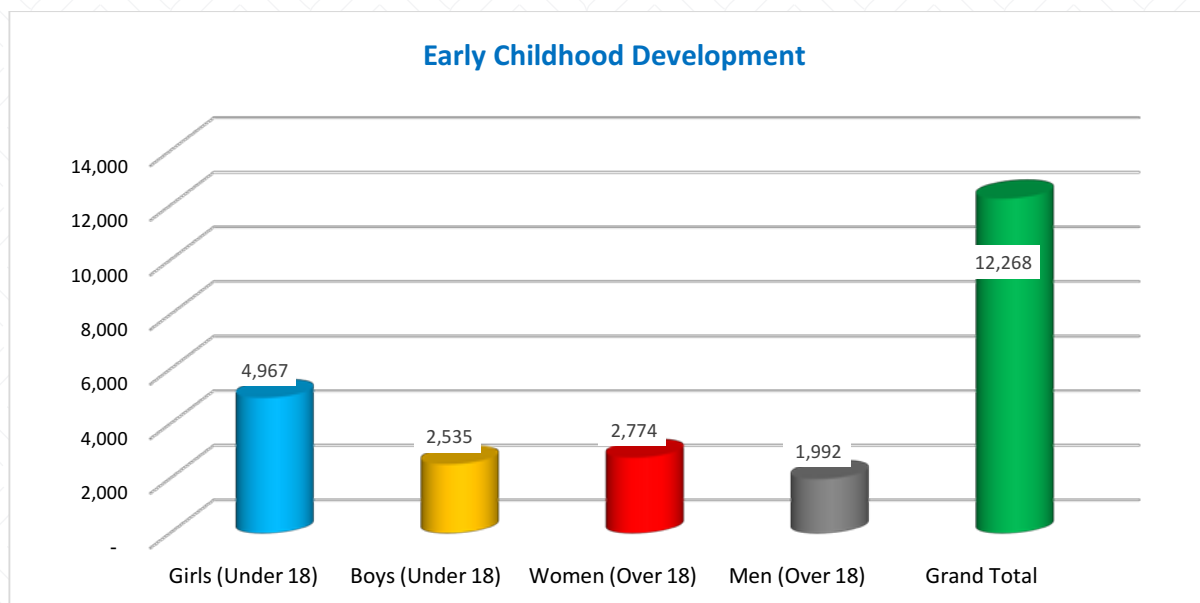


INCLUSIVE QUALITY EDUCATION (IQE)

Plan International Ghana FY21 education projects (Making Ghanaian Girls Great (MGCUBED), Reaching Out of School Children (REACH), and Sponsorship LEARN project) targeted school children especially girls by ensuring that girls have opportunities for better learning outcomes based on gender-responsive and inclusive quality basic education. As indicated in the graph below, majority of girls (**27,122**) below 18 years directly benefited from our education interventions. On the other hand, boys below 18 years who directly benefited were **20,031**, women over 18 years were **3,491** while **4,382** were also men above 18 years.

EARLY CHILDHOOD DEVELOPMENT (ECD)

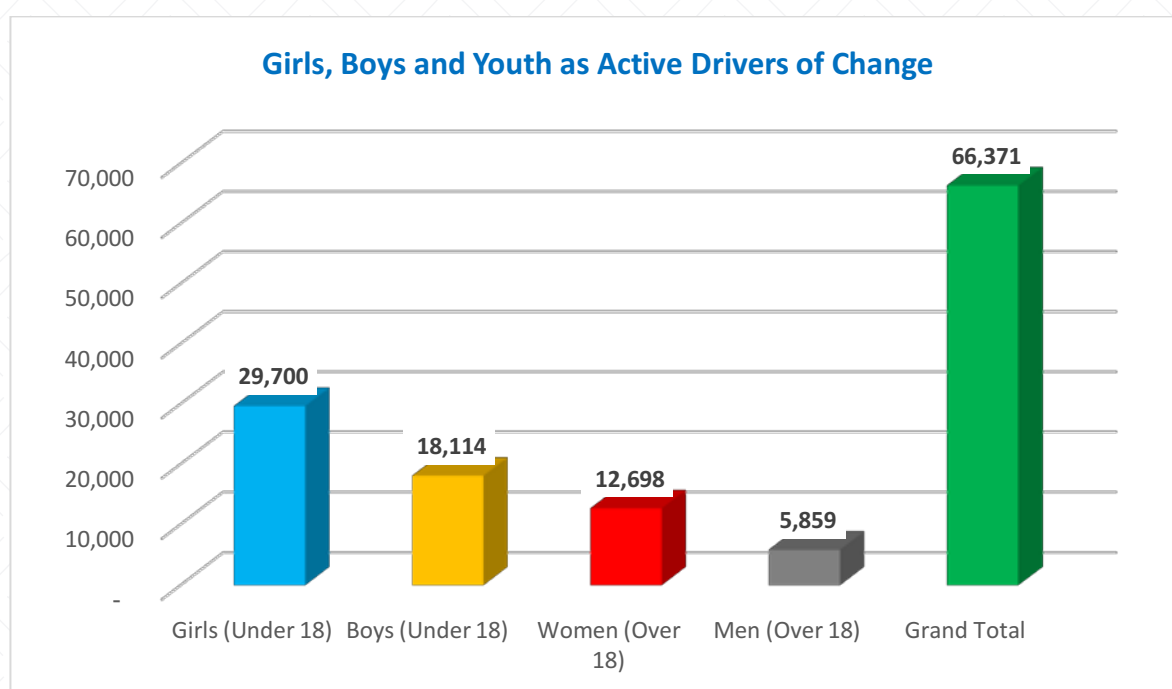
In FY21 Plan International Project interventions safeguarded vulnerable and excluded young girls and boys in development and humanitarian settings to get the care, supports and services needed to survive, grow up healthy and develop to their full potential. Strengthening Health Outcomes for Women and Children (SHOW) project intervention supported the continuity of safe, gender-responsive and adolescent friendly maternal, newborn and child Health/Sexual and Reproductive Health care, information and services. On the other hand, RWASH project contributed to the reduction in morbidity and mortality



among all children especially girls, through equitable access to safe, affordable and sustainable water and improve sanitation and hygiene. From the graph below, majority of the beneficiaries (**4,967**) were girls below 18 years.

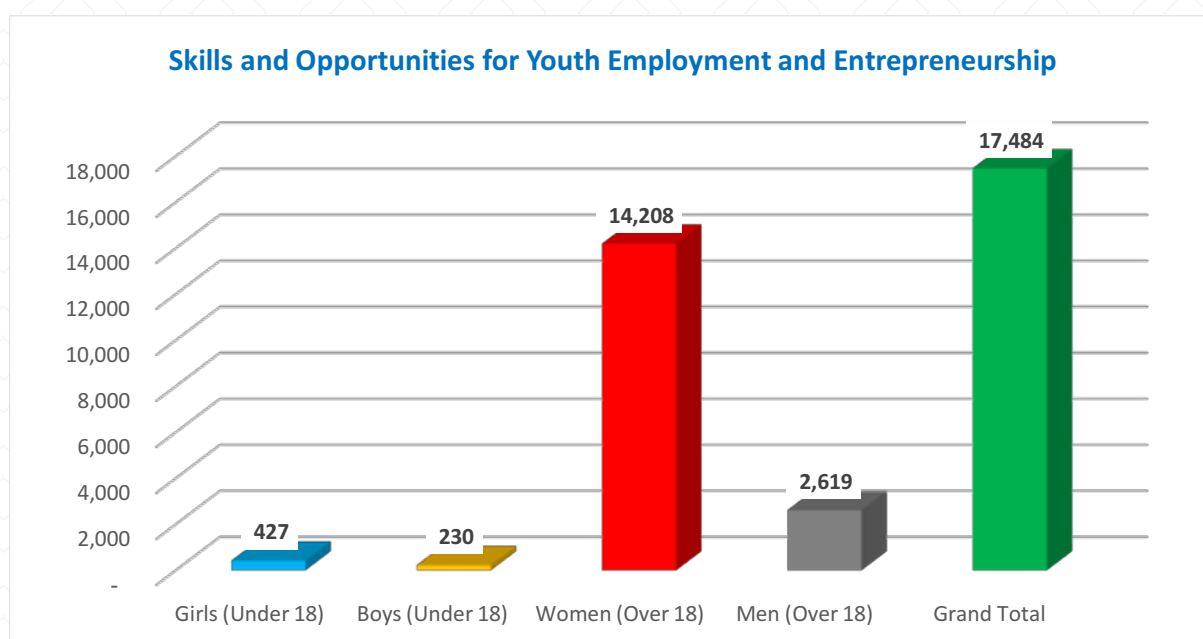
GIRLS, BOYS AND YOUTH AS ACTIVE DRIVERS OF CHANGE

In FY21 Plan International projects empowered girls and young women to be active drivers of change; to take collective action for systemic social and political change. CNO LEAD Project, Women Voice and Leadership (WVL) and SHE LEADs projects supported girls and young women to change perceptions on what they are capable of; and together with boys and young men to advance gender equality and young people's rights. As indicated in the graph below, a total of **29,700** girls under 18 years, **18,114** boys under 18 years, **12,698** women above 18 years, **5,859** men above 18 years directly benefited from our intervention under this AOGD



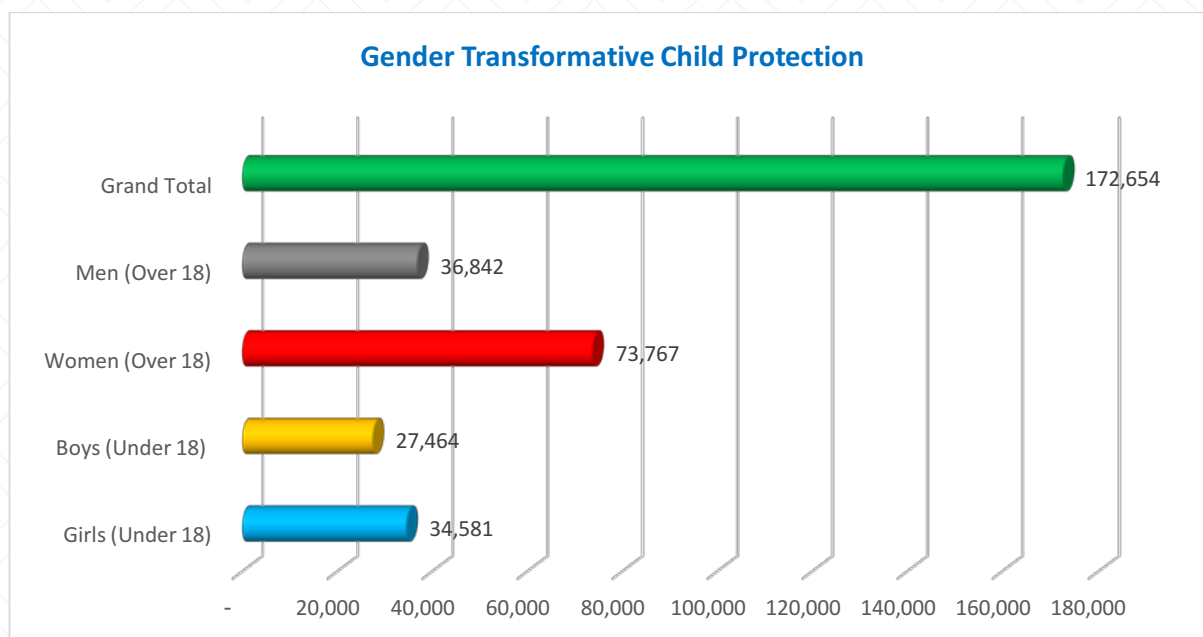
SKILLS AND OPPORTUNITIES FOR YOUTH EMPLOYMENT AND ENTREPRENEURSHIP

Under the Skills and Opportunities for Youth Employment and Entrepreneurship, Plan International Ghana in FY21 supported young people by expanding and strengthening technical, entrepreneurial and life skills among vulnerable and excluded young people, especially young women. PASEWAY Project, LEARN Project, Women Innovation for Sustainable Enterprises (WISE) Project with its various interventions provided young people and women with the skills they needed to find employment or set up their own businesses. From below graph, majority of women (**14,208**) directly benefited from Plans intervention.



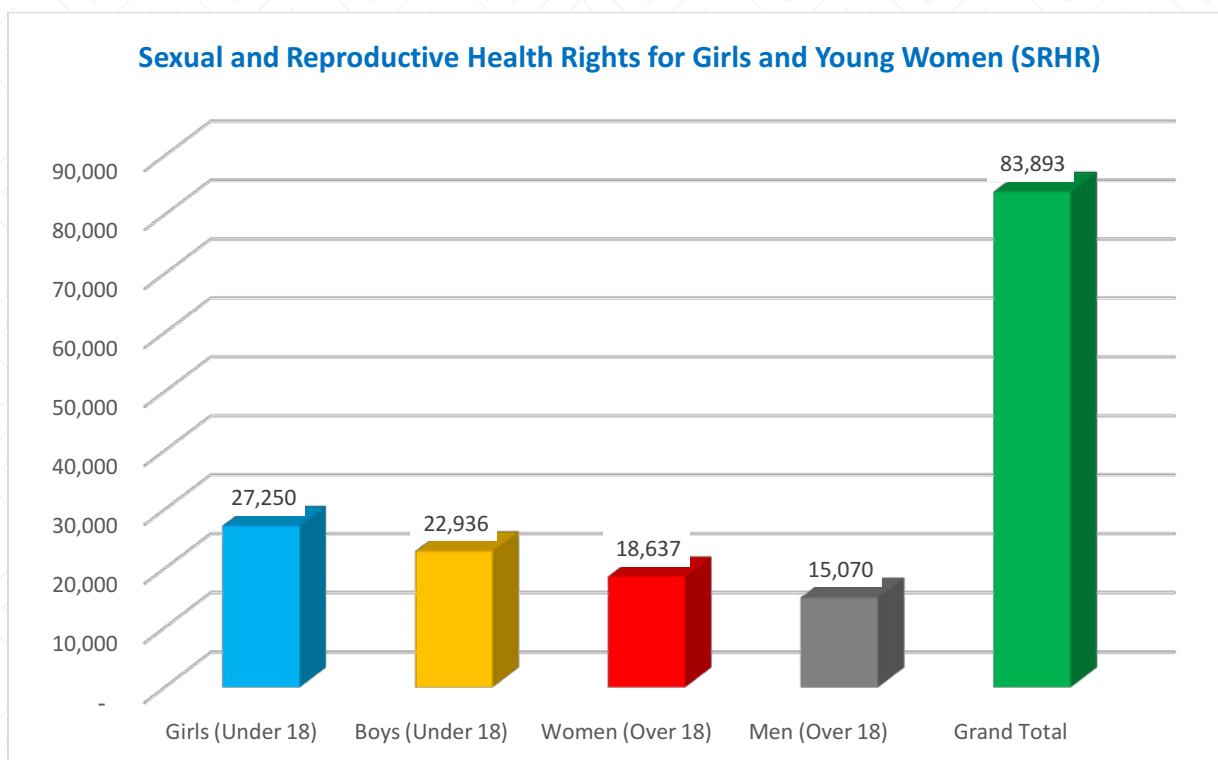
GENDER TRANSFORMATIVE CHILD PROTECTION

Plan International Ghana in FY21 Gender-transformative child protection interventions actively confronted gender norms and unequal gender relations that drive violence against children and hinder effective response systems. During the fiscal year, THRIVE, SHE LEADs, Women Voice and Leadership (WVL), Rural Water, Sanitation and Hygiene (RWASH) and THRIVE projects interventions directly reached a considerable number of girls, boys, women and men as indicated in the graph below.



SEXUAL AND REPRODUCTIVE HEALTH RIGHTS FOR GIRLS AND YOUNG WOMEN (SRHR)

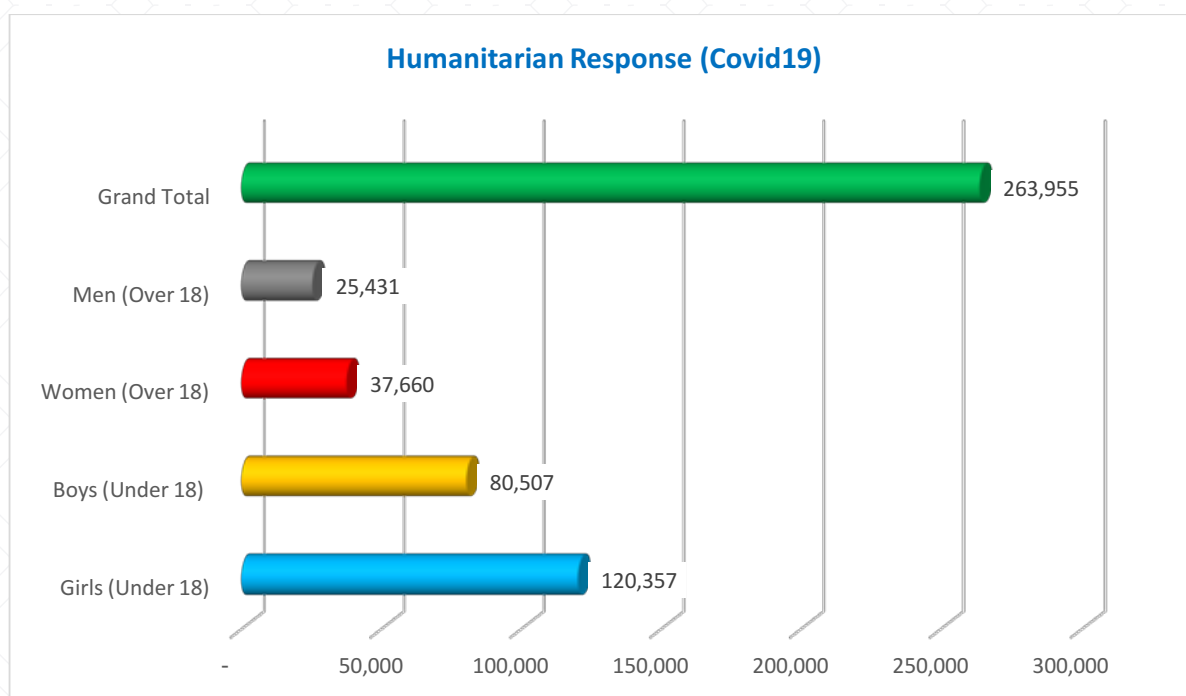
During FY 21 the DECIDE, Strengthening Health Outcomes for Women and Children (SHOW) projects worked with families, institutions and communities to address barriers and empower adolescents' girls to be able to make good decisions about their sexual and reproductive health (SRH) life and to adopt gender transformative, inclusive approaches and practices that support their reproductive health needs and rights. The project interventions directly reached majority of young girls (**27,250**) and women (**18,637**) as indicated in the graph below.



HUMANITARIAN RESPONSE (COVID-19)

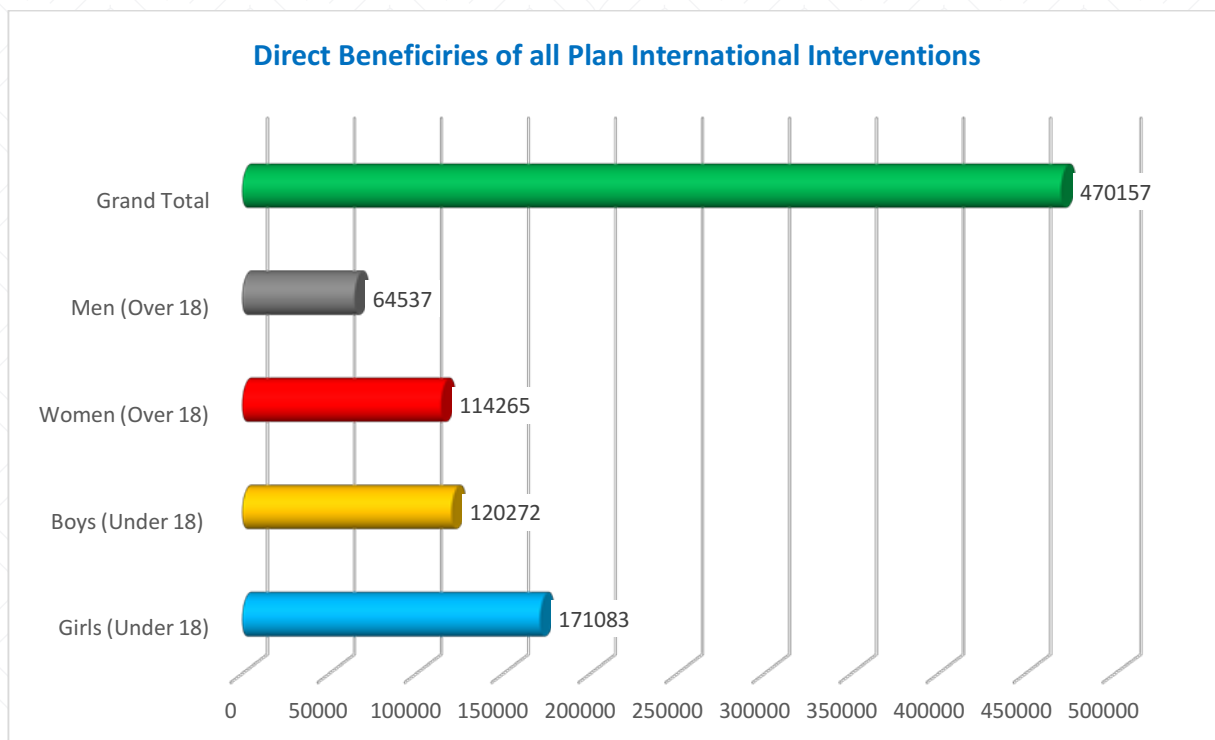
In FY21 Plan International Ghana contributed to the prevention and management of the spread of COVID-19 through its Emergency Response Interventions aiming to reduce socio-economic impact of COVID-19 on

vulnerable people especially women and girls. As indicated in the below graph, our interventions directly reached substantial number of women as well as girls, boys and men.



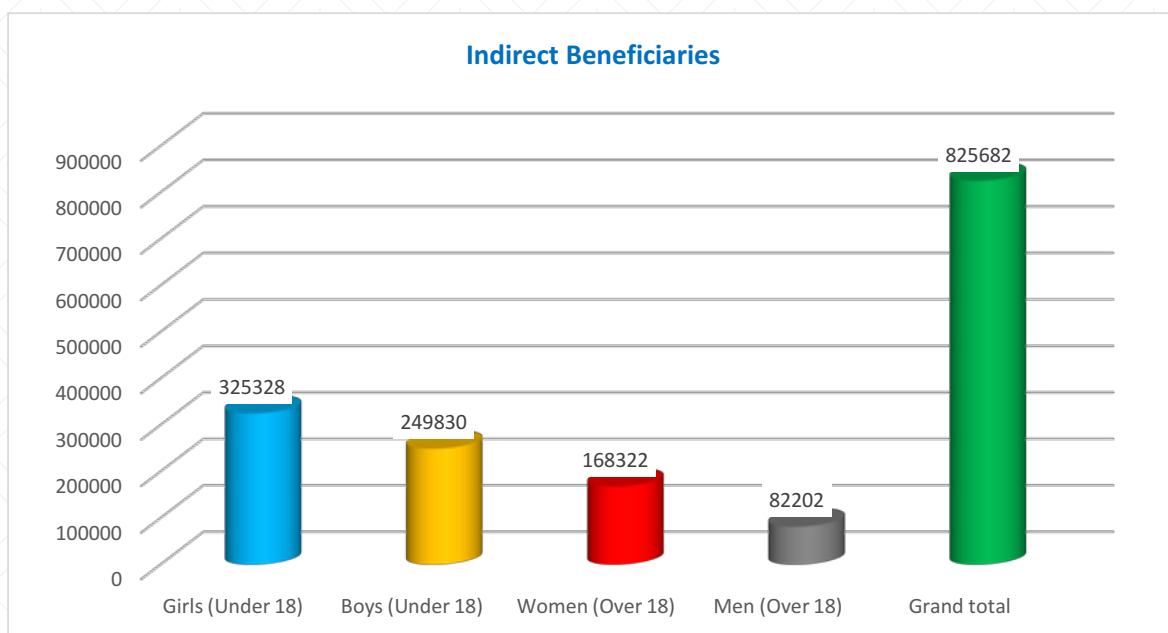
TOTAL DIRECT BENEFICIARIES OF ALL INTERVENTIONS IN FY21

Plan International Ghana's project interventions for both sponsorship and grants directly reached 470,157 marginalised and vulnerable girls and boys, women and men. The emphasis was on Humanitarian Response, Inclusive Quality Education, Girls, Boys and Youth as Active Drivers of Change, Skills and Opportunities for Youth Employment and Entrepreneurship, Gender Transformative Child Protection, Sexual and Reproductive Health Rights for Girls and Young Women (SRHR). Majority of girls (171,083) directly benefited from plan interventions. Below graph summarises the total number of girls, boys, women and men that directly benefited from plan interventions for FY21.



INDIRECT BENEFICIARIES

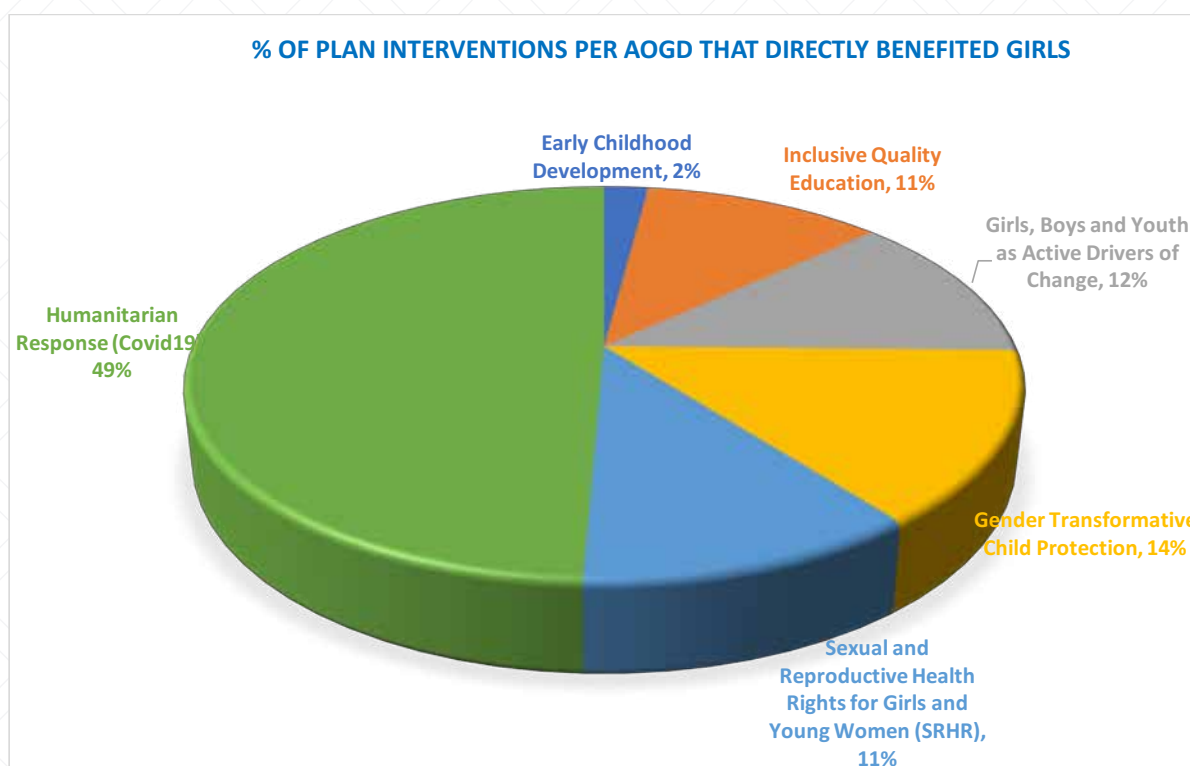
FY21 Projects interventions indirectly benefited a number of beneficiaries as indicated in the below graph.



SUMMARY (%) OF PLAN INTERVENTIONS THAT DIRECTLY BENEFITED GIRLS PER AOGD

Plan International Ghana programme implementation strive to transform mindsets and power relations to support 2 million girls and young women to get equal. From the graph below, **49%** of our interventions for the Fiscal year went into Humanitarian Response benefiting girls due to COVID-19 pandemic.

14% went into Gender Transformative Child Protection. **12%** for Girls as Active Drivers of Change, **11%** for Sexual and Reproductive Health Rights for Girls and Young women as well as Inclusive Quality Education whiles **2%** went into Early Childhood Education



FY 21 TABLE FOR SELECTED INDICATORS

Indicators	Results
Number of projects (excluding admin and support projects) that were active over the past FY	15
Locations	
Number of communities with sponsored children directly benefitting from Plan's work	267
Number of communities with no sponsored children directly benefitting from Plan's work	1389
Participation	
Number of Community Based Organisations (CBOs)	16
Number of Local and National NGOs and Civil Society Organisations	81
Number of Government Institutions at central and local levels	57
Number of International NGOs, Development Institutions, and Universities at national, regional, and international levels	8
Number of Corporates/Private Sector Institutions (national and international)	10
Number of community members trained in gender equality	16,861
Child Protection	
Number of staff in partner organisations and institutions trained in child protection	916
Number of community members and volunteers trained in child protection	31,973

A photograph of a young girl with a joyful expression, sitting on a wooden frame. She is wearing a patterned top and light-colored pants. The image is overlaid with a solid blue color. The text 'FINANCIAL STATEMENTS' is written in large, bold, yellow capital letters across the middle of the image.

FINANCIAL STATEMENTS

FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

STATEMENT OF FINANCIAL POSITION

(All amounts are expressed in Ghana Cedis)

As at 30 June

	2021	2020
ASSETS		
Non-current assets		
Property, plant and equipment	961,576	785,515
Current assets		
Accounts receivable	518,521	1,152,773
Due from related parties	87,006	1,405,600
Receivables from non-exchange transactions	9,959	-
Cash and cash equivalents	3,400,727	493,684
	<u>4,016,213</u>	<u>3,052,057</u>
Total assets	<u>4,977,789</u>	<u>3,837,572</u>
Current liabilities		
Accounts payable and accrued liabilities	267,034	871,621
Deferred income	594,781	-
Employee benefit obligations	8,999	8,354
Due to related parties	57,226	18,761
Intercompany vehicle loan	327,269	517,421
Total current liabilities	<u>1,255,309</u>	<u>1,416,157</u>
Non-current liabilities		
Employee benefit obligations	666,877	513,306
Total liabilities	<u>1,922,186</u>	<u>1,929,463</u>
Net assets	<u>3,055,603</u>	<u>1,908,109</u>
Represented By;		
Accumulated fund	<u>3,055,603</u>	<u>1,908,109</u>

FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

STATEMENT OF FINANCIAL PERFORMANCE

(All amounts are expressed in Ghana Cedis)

	Year ended 30 June	
	2021	2020
Revenue from non-exchange transactions		
Funds received	78,850,872	51,343,064
Revenue from exchange transactions		
Other income	1,322,415	238,440
	<u>80,173,287</u>	<u>51,581,504</u>
Expenditure		
Direct program expenditure	31,425,678	22,374,260
Program support expenditure	11,244,961	6,629,623
Office running expenses	11,782,662	6,239,543
Staff Costs	21,434,337	18,367,602
Consultancy & Professional fees	1,361,289	494,861
Expensed assets	1,559,980	3,579,921
Other administrative expenses	216,886	36,426
	<u>79,025,793</u>	<u>57,722,236</u>
Surplus/(Deficit) for the year	<u>1,147,494</u>	<u>(6,140,732)</u>



Plan International is committed
to keeping children and young
people safe and protected.

JOIN US!

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