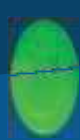
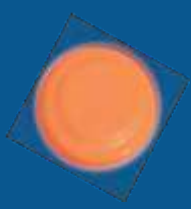


# ANNUAL REPORT



REPRODUCTIVE ADVOCATE  
HEALTH EDUCATION-GHANA

## PURPOSE STATEMENT

A competent organization committed to the creation of a society in which citizens especially women are empowered to equitably access the whole spectrum of quality social services and national resources.

## CORE VALUES

An operating culture based on transparency, dialogue, and team-working

We value the knowledge and experience of our colleagues and institutional allies around the world and ensure that their ideas are accommodated in our decision-making processes

We seek to be flexible and adaptable, responding quickly to changing circumstances and learning from practice

## OUR PROGRAMMES

- Gender and Women Empowerment
- Public Health
- Project Management and Consultancy
- Education.
- Youth Development
- Human Rights and Social Justice



## STATEMENT FROM THE BOARD CHAIR

It my pleasure to welcome you to the Annual General Meeting of RAHE GHANA during which we shall present to you the state of affairs of the organization as at 31st December 2020.

RAHE GHANA continues to implement its projects and programmes faithfully and with the excellence that by the grace of God, has become its hallmark. Implementing partners, donors and all stakeholders would be pleased with the accountability, transparency and stewardship of the organization and we must commend all and sundry who worked tirelessly on a daily basis to ensure that funds are used for its intended purposes of changing lives of people especially women and transforming communities.

During the year under review, RAHE GHANA managed to chalk some remarkable successes in its programme areas and particular mention must be made of the Menstrual Hygiene Management Project for over 4500 adolescent girls and community women, the Women Empowerment Programs, Social Mobilisation Projects for the SDGs as well as the Community Action against Child Marriage project to contribute towards ending child marriage in Ghana.

Our programmes received immense co-operation at the community level; there were some success stories, and impact was definitely made to diverse set of project beneficiaries. It is expected that RAHE GHANA will consolidate the gains made in all its thematic areas and continue to flourish into a very strong and credible brand.

In terms of Corporate Governance, the Board adhered to best practices in its deliberations and operations. Board meetings were held regularly and compliance with the organizations' regulations and Board manual was ensured. Board evaluations, both from the Board's own governance manual and the Global partnership's recommended manual were completed.

RAHE GHANA is a member of the UN Global Compact and plays its role to the best of its ability. The Executive Director is a steering committee member of the Global body in Ghana and a respected member of the Gender and Women Empowerment Committee.

I indeed thank the Directors for their advice and support. May the Lord strengthen them and bless them richly.

On Behalf of the Board of Directors, I wish to thank Management and staff for their professionalism, dedication and devotion which makes them such a pleasure to work with.

I express my profound appreciation to members of RAHE GHANA, its global partners and all other stakeholders for their relentless support to the growth of this noble organization.

On a personal note, I thank everyone for giving me the opportunity to serve as a Director and then as Chairman of the Board. I should be grateful for the warmth and co-operation throughout the years. It's my fervent desire that RAHE GHANA grows from strength to strength to serve vulnerable communities and people in greatest need especially women.

Thank you.

**Mrs. Precious Lovely Ansah**

**BOARD CHAIR**



# EXECUTIVE DIRECTOR'S STATEMENT

Another Annual General Meeting (AGM) is here with us and with heartfelt gratitude, I report on strides made at Reproductive Advocate Health Education (RAHE)-GHANA for 2020. The year saw many significant events that brought smiles to many individuals and communities. About 4500 lives mostly (women and children) were touched by our intervention in programme areas. The details are provided in the annual operational report.

Among the many activities undertaken in 2020 is training of vulnerable women with vocational skills, the setting up of changing rooms and provision of menstrual materials through the menstrual hygiene management for girls in schools and communities across Ghana. RAHE GHANA firmly believes that empowering women to be key change agents is an essential element to overcoming poverty and gender based violence. Wherever we work, our programs aim to support women and girls to build their capacity.

Indeed, for the year under review, RAHE GHANA had its fair share of Smiles, Sweats, Breakthroughs and Barriers. Thanks to all our partners who supported our programmes and projects for the year. We are pleased to report on the completion of the Adolescent health centre for rural girls in Assin North.

Our social enterprise endeavours was given a major boost with the incorporation of Eastfield Foundation and the constitution of its incipient board. As part of efforts to create a niche and a strong brand for our schools, RAHE GHANA initiated a plan to promote Gender Responsive Education in our schools and training institutions. The first conference to kick start the partnership was held in January 2019. Participants included administrators and facilitators in our schools. Participants rolled out a pilot scheme in May 201 after a rigorous preparation. The feedback we have received indicate that the concept

of Gender responsive education has been embraced by stakeholders in our schools. I am very optimistic that the full roll-out will be successful and parents and guardians will support our school based project as their first choice in view of its unique and superior offering.

I am grateful to the God for helping us undertake initiatives to see lives of women and girls transformed and communities changed. I also appreciate the support and immense contribution of the Board, Management, Staff, Volunteers and Partners to the growth of the organisation.

We look forward to an even better operational and financial performance. Thank you

**Rimmy Francis Amakye**

**Executive Director**

# Corporate Governance Report

## ORGANISATIONAL PROFILE

Reproductive Advocate Health Education-Ghana was incorporated in December 2015 as an independent, non-profit, development organization devoted to improving the quality of health services, general well-being of vulnerable people including women and communities through a right based and professional approach.

## PROGRAMMES & INTERVENTIONS

Our vision is to create a society in which citizens are empowered to equitably access the whole spectrum of quality social services and national resources. In furtherance of t l, RAHE GHANA has collaborated with various agencies to undertake projects for the development of women, vulnerable people and communities. Agencies which have supported us include; France Embassy in Ghana, The Global Health Strategies Inc, Netherlands Albert Schweitzer Funds, The Global Alliance for the Rights of Older People (GAROP), LDS Charities, and XP Prestige Gh. Company Ltd.

## GOVERNANCE & MANAGEMENT

RAHE GHANA is managed by a Board of Directors with varying backgrounds from the world of business, law, education, finance and development. The Board meets quarterly to review organisational policies, performance and financial management. The Board is currently chaired by Mrs. Precious Lovely Ansah. The organisation is managed on day to

day basis by a management team headed by the Executive Director and assisted by dedicated staff.

## AFFILIATIONS & NETWORK PARTNERS

RAHE GHANA is a member of Ghana Association of Private Voluntary Organisations in Development (GAPVOD), International Non-Governmental Organisations (INGO) Forum in Ghana, Partners Working to Eliminate the Worst Forms of Child Labour in Ghana, Network for Women's Rights in Ghana (NETRIGHT) and Ghana NGO Coalition on the Rights of the Child (GNCRC). RAHE GHANA maintains very close collaboration with District Assemblies where our programmes and interventions are located.

Internationally, we collaborate other global partners across the world to promote social change and impact lives of the vulnerable and underprivileged in society. RAHE GHANA believes in the holistic development of the individual.

## ACHIEVING THE PURPOSE

The Board's primary role is to ensure that RAHE GHANA's activities are directed towards achieving its purpose of contributing to see transformed lives, families and communities. The Board ensures that the purpose is achieved in the most efficient and effective way possible, while preserving and promoting RAHE GHANA's reputation and objectives as identified in our regulations and purpose statement.



## BOARD MEMBERS

All Board members are non-executive directors and receive no remuneration for their services. They may be reimbursed for reasonable costs and expenses incurred in connection with Board activities.

The company's regulations specify:

There must be no less than 2 and not more than 15 directors

Directors are appointed for a maximum of two terms of five years each

### SPECIFIC RESPONSIBILITIES OF THE BOARD

- ✚ The Board fulfils its primary role by:
- ✚ Formulating RAHE GHANA's strategic plan in conjunction with the Executive Director and the management team.
- ✚ Selecting, appointing, guiding and monitoring the performance of the Executive Director.
- ✚ Developing and maintaining RAHE GHANA's ethical standards.
- ✚ Ensuring optimal succession planning
- ✚ Approving operating and capital budgets formulated by the Executive Director and the management team.
- ✚ Monitoring management's progress in achieving the strategic plan
- ✚ Monitoring RAHE GHANA's financial performance, including management's adherence to operating capital budgets.
- ✚ Identifying significant operational risk and ensuring effective strategies are in place to manage these risks
- ✚ Ensuring that there are adequate systems of internal control to address risk management together with appropriate monitoring of compliance activities
- ✚ Putting in place a suite of delegations, policies and procedures

Ensuring RAHE GHANA's financial viability, solvency and sustainability

- ✚ Ensuring stakeholders receive regular reports, including financial reports
- ✚ Ensuring that the efforts of volunteers and staff are properly recognized
- ✚ Ensuring the company complies with relevant legislation and regulations
- ✚ Acting as an advocate for RAHE GHANA whenever and wherever necessary
- ✚ These responsibilities are set out in the Board's Governance Manual approved by the Board in 2013.

### BOARD OVERSIGHT

The Board oversees and monitors management's performance by:

- Meeting at least 4 times during the year besides emergency meetings
- Receiving detailed financial and other reports from management at these meetings
- Receiving additional information and input from management when necessary
- Assigning to the Finance & Audit as well as Programmes, Projects and Resource Mobilization Committees of the Board, the responsibility to oversee particular aspects of RAHE GHANA's operations and administration.
- Each Board committee operates under the Governance Manual approved by the Board.

### MANAGEMENT RESPONSIBILITY

The Board has formally delegated responsibility for RAHE GHANA's day to day operations and administration to the Executive Director and the management team. RAHE GHANA's management team comprises the Executive Director and a team of Senior Managers and Managers. The Executive Director provides leadership to the management team and the organisation.

The Executive Director is also responsible for achieving the results set out in the strategic plan and is authorized by the Board to put in place policies and practices, take decisions and actions and initiate activities to achieve those results.

The Board is responsible for setting the Executive Director's remuneration and guidelines for the remuneration of the management team. Details of executive management personnel remuneration for the year can be found in the notes to the financial statements.

## IMPLEMENTED PROGRAMS AND ACTIVITIES

### The Menstrual Hygiene Project

In the 2nd Quarter of 2020, we won a community based support grant from the Netherlands Albert Schweitzer Funds to implement major program activities under the menstrual hygiene project among 500 school girls in 5 selected basic schools across the Assin North Municipal.

During the last quarter of 2019 we have secured a grant facility from the LDS Charities to scale up the menstrual hygiene program among 1000 school girls in the Awutu Senya East Municipal in the Central Region.



Through the menstrual hygiene project we are working with diverse community stakeholders (majority of them being women) to advance integrated and locally driven solutions to the challenging issues about menstruation and hygiene.

The project addresses the lack of menstrual facilities, materials and support services which often become barriers to equity and quality education among adolescent girls in Ghana.

The project has 4 key component including education, provision of facilities, sanitary materials and community advocacy.

The menstrual hygiene project has 12 months life span targeting girls from ages 9-16 in schools and communities for education and mentorship on menstrual hygiene management. This is done through collaborative and technology enhanced learning models including debates, symposia, digital video shows and creative arts.

The project will also establish welfare counselling rooms in schools for girls who are caught unaware in menstruation during school session. These centres will be stocked with WASH materials, sanitary pads, student bed, blanket and reading materials on menstruation and hygiene.

Under our Pilot training program, 1500 school girls will be trained to acquire the skills of making reusable sanitary pads. Through group assignment and student competitions the participating girls will be motivated to teach their peers and siblings. With an estimation ratio of 1:3, about 4,500 girls are projected to indirectly benefit from the impact of this skill at school and community levels.

To sustain the project beyond completion stage, the project team will embark on community sensitization workshops and radio advocacy programs which will stimulate discussions and lasting means of supporting women and girls to overcome the challenges of menstrual hygiene management including taboos, myths, gender stereotypes and restrictions in the communities.



The project works towards the realization of United Nations Sustainable Development Goals 3,4,5,6 and targets 3.7, 4.1, 4.5, 4.7, 4.a, 5.1, and 6b respectively. Key among them is TARGET 3.7 which 'ensures universal access to sexual and reproductive health care services, including access to family planning, information and education, and the integration of reproductive health into national strategies and programs by 2030.

### Strategic Initiative Programs

Reproductive Advocate Health Education-Ghana (RAHE-GHANA) organized 30 community durbars to create awareness on the negative economic and health effects of malaria (number of productive days lost as a result of sickness from malaria). In addition 150 community based agents were trained as health education volunteers. Another 150 female peer educators were trained to undertake house to house IPT education in weija, Mallam, Bortianor, Amanfrom, Jeikrodua, Obom, Hobor, Obaakrowa, Gicel Estates and Domiabra.





RAHE-GHANA also helped in championing the rights of women and children through its reducing Violence against Women Project (2015-2016). In this regard, RAHE-GHANA undertook a survey in 2016 on the incidence, causes and consequences of violence against women and from the findings of the research developed a community based response for rural and marginalized women adversely affected by the social phenomenon.

In August 2017, RAHE GHANA carried out training program for 300 women in Palm oil and Gari processing production in the Assin North District.

### **Sustainable Development Goals**

From March 2018, we have undertaken series of programs aimed at mobilising communities, youth groups and schools in achieving the UN adopted global goals at the grass root level.

The project is being implemented in the thematic areas of education, advocacy and services with the following objectives

- i. To improve citizens' understanding and ownership of the SDGs through community, workshops and focus group discussions
- ii. To improve and sustain the interest of citizens on developmental issues at grass root level through video screening, dialogue and community forum
- iii. To relate the global goals to the local setting and community context
- iv. To empower and increase community participation in the SDGs through advocacy
- v. To actively work with communities to identify community context challenges and adopt cost effective ways of addressing them.



### **Entrepreneurship Development Project (EntDEP)**

EntDEP focuses on developing economically marginalised women and unemployed youth through the provision of financial advisory services, education and entrepreneurial development initiatives. The nation's greatest asset largely remains her human resource, the unemployed youth and women have the propensity to boost the economy by increasing current production level. The rising unemployment rate and seeming lack of jobs informed RAHE GHANA to address this concern by providing training and capacity building on wealth creation for the youth and women. The wealth creation aims at poverty reduction and self-reliance.



This program seeks to provide a comprehensive and adoptable approach to human resources development and also to empower women and the youth for employment or self-employment. The program assists vocational trainees, young entrepreneurs, community-based business groups, and farmer groups. Training in credit management, financial literacy and business education are integral parts of the financial support package.

RAHE GHANA undertook the following activities under EntDEP;

- Created platforms for the youth and women to meet entrepreneurs who will share their experiences and give practical advice on how to set up and run a business.
- Created a common ground for women to network, form partnership leading to creation of businesses
- Organise conference and seminars where various state and non-state actors collaborate to grant support to vocational trainees.
- Build capacities of women and young entrepreneurs on financial literacy.
- Educate the youth and women on the importance of savings, accessing funds and controlling expenditure
- Help communities to identify, explore and develop economic opportunities in an area (Agriculture, food

## OVERALL CONCLUSION

In conclusion, RAHE GHANA on implementing these projects has been able to effectively carry out the project activities with the help of well-structured designed programs and above all achieved its overall objective. Interaction with relevant stakeholder after the trainings gives a clear indication that the project and the activities as a whole has had significant impact.

## ORGANISATION PARTNERS

