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# ICDP ANNUALREPORT

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**DECEMBER 31, 2020**

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## Abbreviations

**ALP: Accelerated Learning Program**

**VST: Vocational Skills Training**

**GAA: Girls Advocacy Alliance**

**COC: Community Oversight Committees**

**IGA: Internally Generated Activity**

**WEI; World Education Incorporated**

**CSEC: Commercial Sex Exploitation of Children**

## **1.0 Introduction of International Child Development Programme (ICDP) Overview**

ICDP is an International Non-Governmental Organization (NGO) established in 2012. The vision of ICDP is to create “a society where children’s wellbeing is achieved through the release of empathy by care givers”. It has become very evident that children and vulnerable adults such as Persons with Disabilities (PWDs) and the aged are the most disadvantaged in our communities. However, studies have also shown that individuals and communities can learn to support children and vulnerable adults to realize their potential through capacity building and the implementation of projects/interventions that caters for their wellbeing. ICDP over the years have engaged with various care givers such as parents, community leaders, teachers and child centered institutions such as the Department of Social Welfare, Police, Ghana Education Service (GES), Commission of Human Rights and Administrative Justice (CHRAJ) to devise the best and sustainable means of protecting and safeguarding children and vulnerable adults. The stakeholder consultations and engagements have all been geared towards achieving the mission of ICDP which aims to “provide human care that enhances the total development of the child”.

### **1.1 Programmes in 2020**

The year 2020 saw ICDP implementing two projects in the Eastern Region of Ghana. The two projects were the Strategic Approaches to Girls Education (STAGE) Project and the Girls Advocacy Alliance Project. The projects were implemented in Akuapem North and New Juabeng South Municipalities as well as the Okere District.

As a local partner of the ICDP International Foundation (registered in Norway), ICDP Ghana has adopted and advocated for the use of the 'Empathy-Based Approach' to care-giving as the best approach to providing care to children. ICDP (Ghana) adopted this approach in 2012 and has integrated it into its programming, including capacity building initiatives. In order to constantly learn from the ICDP Foundation through information sharing, ICDP (Ghana) participates in workshops, conferences and other activities organized by its foreign counterpart.

Generally, the ICDP principles are used as a crosscutting awareness creation and sensitization approach to care giving by the teenage mothers and women who were part of the various projects that ICDP had undertaken with PLAN International Ghana under the Girls Advocacy Alliance Project which just ended in 2020 and the Strategic Approaches to Girls Education in partnership with World Education Incorporated with support from UKAID.

## **2.1 Strategic Approaches to Girls Education (STAGE) Project**

The Strategic Approaches to Girls Education (STAGE) project is a 5-year intervention which is being implemented by World Education Inc. and funded by the United Kingdom Foreign, Commonwealth and Development Office (FCDO) formally known as the Department of International Development (DFID). STAGE has the overall goal of reducing the barriers that marginalized or vulnerable girls face in achieving education. This is propelled through three thematic areas: Learning, Transition and Sustainability. Target beneficiary girls, including those with disabilities are expected to acquire considerable level of skills in Numeracy, Literacy, Life and Vocational Skills in order to integrate back into the formal track school system and ensure retention till completion (Formal Track) or transit into Income Generating Activities/higher

vocational skills training institutions (Non-Formal Track); all aimed at achieving improved livelihoods for the targeted girls.

The STAGE intervention focuses on highly marginalized out of school girls between 10-19 years. The non-formal cohort aims to provide vocational training to 12,600 girls between the ages of 15-19 years while the formal cohort seeks to teach 7,500 girls and transition them to the formal education system within the 5-year period. The STAGE project has 5 key outputs that need to be achieved. The outputs are listed below:

- I. Operational STAGE learning centers created in targeted communities. In achieving this output, ICDP successfully mapped and selected suitable 13 beneficiary communities for STAGE. The communities also provided learning centers to be used for ALP and VST classes. 39 Community Oversight Committee (COC) members were equally identified, selected and trained to support the community facilitators.

Table I: Names of communities and number of COCs and Learning centers created

	Names of communities	Number of COCs selected	Number of ALPs centers selected
1	Addo Nkwanta	3	1
2	Korkormu	3	1
3	Baware	3	1
4	Kwamoso	3	1
5	Otwetiri	3	1
6	Onyame Bekyere	3	1
7	Mintah Krom	3	1
8	Asamang Kitua 1	3	1
9	Asenema	3	1
10	Asamang Kitua 2	3	1
11	Yensiso	3	1
12	Timber Nkwanta	3	1
13	Lakpa	3	1
<b>Total</b>	<b>13</b>	<b>39</b>	<b>13</b>



*Figure 1: COC TRAINING IN AKROPONG*

### **The training of Community Facilitators**

2. Training for facilitators and teachers is conducted. Community leaders were tasked to identify community facilitators in each of the selected 13 beneficiary communities. The role of the facilitators was to coordinate activities at the community level and teach at the ALP centers. In other for them to perform their activities, the community facilitators needed to be trained. Their training was conducted at the Prestige Guest house at Mamfe. In all 13 community facilitators were trained on the 9-day capacity building workshop.



**Figure 3: facilitators training**

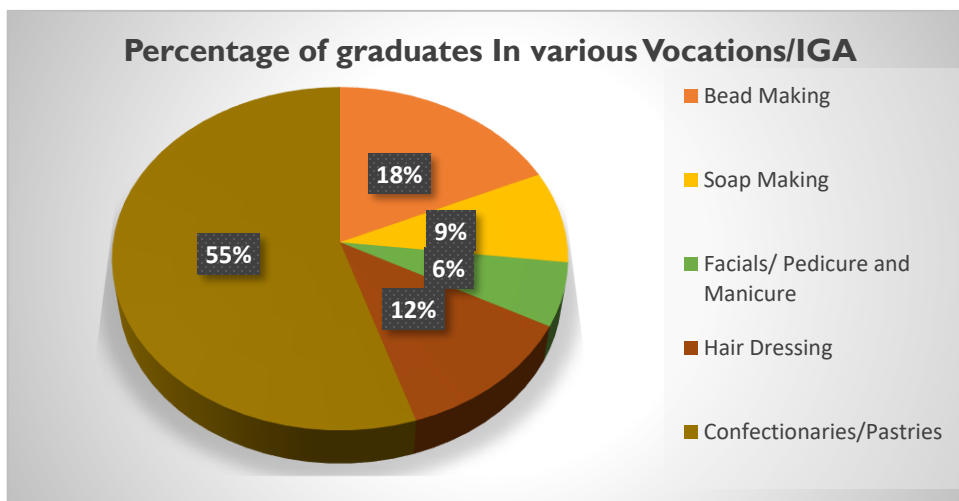
### **The transition Phase**

3. Marginalized girls successfully complete STAGE curriculum. The completion/graduation of STAGE girls is a core component of the STAGE project. ICDP successfully graduated 335 girls from 13 beneficiary communities in 2020. The graduation ceremony was conducted in all 13 communities to reward the girls for completing the ALP and VST curriculum. The graduates received 3 different certificates, namely, a certificate from the National Vocational Training Institute, another certificate of appreciation from ICDP and a Tax Identification Certificate bearing the Tax Identification Numbers (TIN). The Non-formal cohort has two transitional methods for all graduands. The girls can decide to continue their VSTs by joining other vocational training institutions or simply start an Income Generating Activity (IGA) in their respective chosen vocations. All 335 graduates chose to start their IGAs.

Table 2: Total VSTs and number of graduands

No	Number of vocations	Number of graduates
1	Bead Making	61
2	Soap Making	29
3	Facials/ Pedicure and Manicure	20
4	Hair Dressing	41
5	Confectionaries/Pastries	184
	<b>Total</b>	<b>335</b>

**The Percentage of STAGE beneficiaries that transitioned into various vocational Skills/ IGA**



❖ 55% of girls who graduated trained in

confectionaries/Pastries

❖ 6% engaged in facials/manicure and pedicure.

Table 3: list of communities, VSTs and the transition option selected.

Communities	Vocations	Graduates	Type of Transition selected
Addo Nkwanta	Pastries	14	IGA
	Hair Dressing	10	IGA
Korkormu	Soap Making	7	IGA

	Pastries	17	IGA
	Hair Dressing	1	IGA
Baware	Pastries	12	IGA
	Bead Making	3	IGA
	Hair Dressing	6	IGA
Kwamoso	Pastries	21	IGA
	Bead Making	6	IGA
Otwetiri	Soap Making	10	IGA
	Pastries	6	IGA
	Hair Braiding	8	IGA
Onyame Bekyere	Beads Making	9	IGA
	Pastries	12	IGA
Mintah Krom	Pastries	22	IGA
	Facials/Pedicure and Manicure	4	IGA
	Beads Making	7	IGA
Asamang Kitua 1	Pastries	12	IGA
	Bead Making	11	IGA
	Facials/Pedicure and Manicure	1	IGA
Asenema	Beads	7	IGA
	Pastries	20	IGA
	Facials/Pedicure and Manicure	2	IGA
Asamang Kitua 2	Facials/Pedicure and Manicure	8	IGA
	Soap Making	2	IGA
	Pastries	18	IGA
Yensiso	Hair Dressing	8	IGA
	Pastries	16	IGA
Timber Nkwanta	Pastries	11	IGA
	Beads Making	10	IGA
	Hair Braiding	9	IGA
Lakpa	Pastries	15	IGA
	Soap Making	10	IGA
	Beads Making	9	IGA

Table 4: List of Girls with Disabilities and their respective vocations

No	Name of girl	Type of Disability	Community	Vocation	Type of Transition selected
1	Elizabeth Acquah	Visually Impaired	Addo Nkwanta	Hair	IGA
2	Amegletor Augustina	Visually Impaired	Addo Nkwanta	Pastries	IGA

3	Yirenkyi Docas	Physically challenged and Visually Impaired	Kwamoso	Beads Making	IGA
4	Odamea Akua	Visually Impaired	Kwamoso	Beads Making	IGA
5	Mensah Abigail	Hearing Impairment	Kwamoso	Pastries	IGA
6	Adoprey Hannah	Epileptic	Korkormu	Pastries	IGA
7	Emmanuella Boakye	Epileptic	Timber Nkwanta	Bead Making	IGA

4. Local ecosystem developed to support the establishment of pathways and partnerships for transition. As per the directives of the STAGE project, every graduate is entitled to an amount of 250 Cedis as a startup capital. In contrast, this amount is yet to be paid to all 335 girls due to some reservations from WEI. The girls have not received the money because WEI is still soliciting for views on how best the startup funds could be distributed.
5. Community, school, and systems key stakeholders involved in adolescent girls' education with the common goal of increased support for girls. Sustainability is key in every project and Municipal/District stakeholders as well as community stakeholders are being engaged to monitor IGA activities for the girls once the startup funds are distributed.

## 2.2 Girls Advocacy Alliance Project

The Girls Advocacy Alliance (GAA) project focused on combating violence against girls and young women and increasing their economic participation in developing countries. Violence and economic exclusion are closely linked. Girls massively drop out of secondary and vocational education, especially due to child marriage, sexual violence, trafficking and commercial sexual exploitation. Their chance to ever get a decent job is minimal; and without income and financial independence, they are more vulnerable to violence.

The Girls Advocacy Alliance is an initiative of Plan Netherlands, Defence for Children Netherlands-ECPAT and Terre des Hommes Netherlands. The project tackles economic exclusion and violence against girls and young women through stakeholder and media engagement, mobilization and networking, sensitization and capacity building as well as lobbying and advocacy. The GAA project is funded by the Dutch Ministry of Foreign Affairs and will be implemented from 2016 to 2020 in 10 countries spread across Africa and Asia. The Girls Advocacy Alliance Project was implemented in the New Juaben and Akuapim North districts in the Eastern Region by International Child Development Programme, in collaboration, with Plan international Ghana. The themes/objectives of the GAA project are listed below:

1. Ending Sexual Violence (Gender-Based Violence)
2. Ending Child marriage
3. Commercial Sexual Exploitation of Girls and Young Women
4. Economic Exclusion of Girls and Young Women, Access to TVET and decent opportunities.

Despite the COVID-19 pandemic ICDP was able to achieve the outcomes of GAA for 2020.

Expected outcome 2020	Progress: outcome achieved partially achieved/in progress not (yet) achieved no longer relevant	Explanation	Which outcome description(s) from the OL 2020 can be linked to this expected outcome 2020? List only the reference code(s).
Increased promotion of values and practices against Gender Based Violence (GBV) and	Outcome achieved	Almost all GAA communities have bye-laws in place which are supported by the	Outcome I

<p>Economic Exclusion (EE) by key leaders (paramount chiefs, chiefs, religious leaders, queen mothers) and Child Protection Committee members, in four regions (Upper West, Northern, and Ashanti and Eastern region) by 2020.</p>		<p>Municipal Assemblies. implemented</p>	
<p>Improved implementation of the Domestic Violence Act (DV Act), Child and Family Welfare Policy, Justice for Children Policy and National Plan of action against Child Labour by the Ministry of Gender, Children and Social Protection (MGCSP) and all key actors in child protection, by 2020.</p>	<p>Outcome partially achieved</p>	<p>Initial works have been done on the development of the various policies, however, there are little or no budgetary allocation for the implementation of the policies.</p>	<p>Outcome 2</p>
<p>Improved implementation of CSEC guidelines and standards by the Ministry of Gender, Children and Social Protection, the Ministry of Transport and the Ministry of Employment and labour Relations in collaboration with private companies and communities by end of 2020.</p>	<p>Partially achieved</p>	<p>Concrete research has been done on CSEC. The government is yet to utilize the research to design and implement CSEC guidelines.</p>	<p>Outcome 3</p>
<p>A legitimate, national and gender sensitive CSOs</p>	<p>Outcome achieved</p>	<p>Tracer studies conducted by partners</p>	<p>Outcome 4</p>

<p>network monitoring government TVET programmes and corporate performance on girls' economic and elimination of GBV.</p>		<p>indicated that enrolment and over-all attendance at Vocational Schools have increased. This according to partners is due to the continued advocacies on TVET and the government free educations policies.</p>	
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### 3.0 Implementation Challenges for the year 2020

- COVID-19 has been the most challenging and difficult situation for the year 2020. The impact of COVID-19 on GAA work-plan was enormous. Social distancing prevented ICDP from inviting more participants to its trainings and activities. This prevented ICDP from reaching a wider audience/participant as planned.
- The inability of STAGE to distribute the startup capital to the graduands was a major hindrance worthy of mentioning. This prevented STAGE girls from starting their income generating activities as planned. Some of the girls were visibly disappointed by that decision and expressed their views with ICDP project team members.
- The ALP and VST component of the STAGE project was halted for almost 6months. This directive was communicated by UKAID and WEI as a result of the COVID-19 pandemic and the subsequent closure of schools and the ban on social gatherings. This break made some of the girls to drop-out by either travelling out of their communities or became disinterested in the project.
- The Ban on public gathering also contributed to a number of community sensitization being cancelled. Most community sensitizations at Churches, Mosques, community centers etc. were all halted thereby bringing a temporary stop to all activities that involved

public gathering. The initial closure of markets prevented most girls and young women from beneficiary communities from selling their farm produce making their produce go bad thereby preventing them from earning a living.

- Despite the joy surrounding the ALP and VST graduations, some graduands did not receive their certificates. A few of the girls couldn't provide any form of identification therefore they couldn't register and attain the TIN certificates. However, ICDP is making sure that all those issues are resolved.
- The closure of Junior High and Basic Schools hugely impacted the work-plans of the Girls Clubs within the beneficiary communities. All sensitizations at the Girls Club meetings and at the Junior and Basic School level were cancelled.
- Engaging with girls and young women was difficult during the pandemic because majority of the vulnerable girls and young women live in rural and hard to reach communities with some CSO/NGO's halting operations or working from home. Most girls and young women were petty traders complained of poor sales due to the pandemic. Community members in our beneficiary communities have all been through some financial difficulties due to the pandemic.

#### **4.0 What worked well**

- The use of Radio and community information centers for sensitization was highly successful and was massively utilized during this period (COVID-19 pandemic). The sole reason for its utilization lies in the fact that social gatherings and other forms of gathering were frowned upon due to the spread of COVID-19. Future programmes will put a lot of emphasis on the use of the above mediums due to its usefulness. ICDP was able to organize community sensitizations on both GAA and STAGE using the aforementioned

medium. 3 Youth Advocates from Eastern Region intensified their activism by organizing a Radio Sensitization Programme to educate community members on Cyber bullying and CSEC at Radio Mountains at Adukrom in the Okere District on 16th June 2020.



Figure 4:GAA Youth Advocates and the Girl Child Officer (Akuapem North) during one of the Radio programmes

- The National Youth Advocates for the Girls Advocacy Alliance projected successful submitted a petition to the National Chief Imam to support the campaign to end Child Marriage on 10th September 2020. This activity was high on the agenda of GAA due to the significant and respect the National Chief Imam commands in the country. The Country Director of Plan International Ghana and the National Coordinator for the GAA project were all in attendance.



Figure 5: National Youth Advocates presents a petition on Ending Child Marriage to the National Chief Imam.

- As part of activities to reduce child marriage cases in GAA operational communities and districts, an assessment was done to ascertain the degree at which child marriage cases had reduced in operational communities of GAA. The assessment was conducted by the Domestic Violence and Victims Support Unit (DOVVSU), Commission of Human rights and Administrative Justice and the Department of Social Welfare in both Akuapem North and New Juaben South Municipalities. The assessment report identified 13 communities in Akuapem North and New Juabeng South Municipalities to be child marriage free. The 13 communities that were declared child marriage free were Agavernya, Koforidua Zongo, Oyoko, Suhyen, Jumapor, Saforo, Kwamoso, Baware, Abenawia, Onyame Bekyere, Kobokobo, Nsutam and Awukugua. These communities were subsequently honored at a ceremony on 15th July 2020 in Koforidua.



Figure 6: Community leaders from Oyoko receiving a plaque declaring their community child marriage free.

- In spite of the numerous challenges the project encountered as it progressed (e.g., COVID-19), ICDP successfully graduated 335 girls from the two project modules: The Accelerated Learning Programme (ALP) and the Vocational Skills Training (VST). The girls acquired skills in **Pastries (182), Beads-Making (73), Facial Make-Ups-Pedicure and Manicure (40), Soap-Making (38), and Hair Braiding (36)**. These girls were not only trained in skills development but were taken through Marketing, Branding, and Customer Service strategies to ensure the girls achieve maximum benefit from engaging in the IGAs.



Figure 7: STAGE graduation ceremony in Addo Nkwanta

## 5.0 Way-forward

The Girls Advocacy Alliance (GAA) Project was a 5-year project which commenced in 2016 and ended in December 2020. That implies that ICDP will only be implementing the STAGE project starting January 2021. In that regard, ICDP will be conducting the underlisted activities to facilitate STAGE implementation in the Akuapem South District;

- A. Training for facilitators, community oversight committees and peer educators
- B. Procurement of teaching and learning materials for STAGE girls

- C. Procurement and distribution of handwashing materials for STAGE communities
- D. Purchase and distribution of nose mask, hand sanitizers
- E. Soap making training for beneficiary girls
- F. Launching of ALP
- G. Commencement of ALP in STAGE communities.

## **6.0 Conclusion**

The year 2020 was a challenging year due to COVID-19, nonetheless, ICDP was able to work strategically to implement all planned activities. The Board of Directors and the Country Director have been briefed on the financial implications the closure of the GAA project will have on the organization and management have been working tirelessly to secure other donor funded projects for the organization.

## 2020 In Gallery



**ICDP USING ITS EMPATHY BASED APPROACH TO SENSITIZE YOUR WOMEN AND CAREGIVES IN CHARGE OF PERSONS WITH DISABILITIES**



**PICS OF STAGE BENEFICIARY WHO ARE GIRLS AND YOUNG WOMEN**