

## Reproductive Advocate Health Education (RAHE)-Ghana: Annual UN Global Compact Report (Communication on Progress 2018)



### **Reproductive Advocate Health Education (RAHE) -Ghana: COP UN Global Compact**

Statement by the Executive Director expressing continued support and cooperation for the UN Global Compact as well as renewing RAHE GHANA's ongoing commitment to the avowed initiatives and principles of the UN Global Compact.

May 12, 2019

To our project partners and stakeholders:

I extend compliments from RAHE GHANA and pleased to confirm that Reproductive Advocate Health Education (RAHE) -Ghana reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

By this report on Communication on Progress, we describe our programs and actions to continually sustain and improve the integration of the Global Compact and its principles into our organisational strategy, culture and daily work.

As a human centred institution, RAHE GHANA further commit to share this valuable information with our project partners and stakeholders through our primary channels of communication both local and international.

Sincerely,



Rimmy Francis Amakye

Executive Director

Human Rights Principles

**Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and**

**Principle 2: make sure that they are not complicit in human rights abuses**

### **Assessment, Policy and Goals**

The values of Human Rights are essential for the success of any organisation including RAHE GHANA.

#### **Internally:**

Following approval from its Board of Directors, RAHE GHANA has adopted human rights as a substantive area of operation. The officer in charge of this area is Mary Gyambraah who also doubles as the Deputy Director of the Organisation.

Our project team depends on talented human capital to drive the execution of technology driven and innovation based projects in communities and districts across Ghana.

We built the capacity of women, youth groups, adolescents and the aged by investing in humanitarian projects and empowerment programs.

RAHE GHANA supports all the 30 Articles of the Universal Declaration of Human Rights, by duly recognizing the integral dignity, equal and inalienable rights of all members of the human family has being foundational to the principles of freedom, justice and peace internationally.

Accordingly RAHE GHANA endeavours to educate, raise awareness and promote respect for these rights and civil liberties.

**Externally:** Our core vision is to empower people to equitably access the whole spectrum of social services and resources of society and to fully reach their potentials.

### **Implementation**

In the 2nd Quarter of 2018, 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 2018 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 which too often become barrier to the realisation of right to quality education among adolescent girls.

The project addresses the lack of menstrual facilities, materials and support services which often become obstacles 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 also established welfare counselling rooms in schools for girls who are caught unaware in menstruation during school session. These rooms were 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.

Further, RAHE-GHANA also helped in championing the rights of women and children through its reducing Violence against Women Project. In this regard, we undertook a survey in 2016 on the incidence, causes and consequences of violence against women. From the research findings, we developed a community based response programs for rural and marginalized women who were adversely affected by gender based violence, spousal abuse, and domestic violence in selected communities and districts.

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). Additionally, 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.

In August 2018, we carried out livelihood empowerment program for 2550 women in Palm oil and Gari processing production in the Assin North District of Ghana.

### **Measurement of outcomes**

**Internally:** Our Deputy Director supervises all grievances and complaints that are petitioned by staff. These complaints are reasonably and fairly investigated through the right institutional structures and

are duly addressed in conformity with the principles of the UN compact as well as the domestic laws of Ghana.

**Externally:** Through our human rights projects and activities, over 4000 women have been empowered financially to improve their livelihoods and thereby reduce their vulnerability to human rights abuses at home and workplaces.

Over 3000 adolescent girls and women have directly received menstrual support services and facilities under the Menstrual Hygiene Management Project. The project has also generated the interest and active participation among adolescent girls in school and community life.

RAHE Ghana aims to secure grants and donor support to extend our human rights programs in all the major districts where human rights violations and abuses are pervasive.

In the next two quarters of 2019, the Board is also working out on funding opportunities for the following programs which ensures the dignity of women, children, and girls in attaining their alienable rights as human. These projects include

- i. Building Adolescent Health Centre for promoting health information and services in 5 communities
- ii. Micro financial support for deprived women especially those in rural areas
- iii. Development of health financing models for the rural poor and the elderly in 15 selected communities in Assin North and Awutu Senya

#### Labor Principles

**Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;**

**Principle 4: the elimination of all forms of forced and compulsory labor;**

**Principle 5: the effective abolition of child labor; and**

**Principle 6: the elimination of discrimination in respect of employment and occupation**

#### Assessment, Policy and Goals

RAHE GHANA commits to and values the UN Global Compact principles for Labor Rights.

We further support the 8 conventions of the International Labour Organisation on prohibition of forced labor, child labor, the right to organize a trade union, and suffer no discrimination.

#### Implementation

**Internally:** As resolved by the Board of Directors, we have deepened an organisational culture of openness, where our cherished staff members are free to bring matters affecting their conditions of work for collective discussions and redress.

Our organisation policy demonstrate high commitments to employee rights, duties, fringe benefits, compensation, favourable pension schemes and insurance packages.

**Externally:** RAHE strongly detest child labour in all its forms. Thus in 2018 we organised series of sensitization programs where leaders of the local artisans unions in 17 major districts participated and

shared insights about the dynamics of child labour in masonry, carpentry, welding, auto spraying, brick laying as well as the collaborative mechanisms for addressing them.

We also assisted the leadership of the local artisan unions to develop code of conduct which firmly speaks against the employment of minors for mainstream work and other related forms of forced labour involving vulnerable groups and children.

As part of our action campaign towards the implementation of the Sustainable Development Goals, we further engaged about 29 district assemblies on the need to accelerate the Government's decent work agenda by advancing and sustaining programs which aim at bringing out the best in the human capital.

### **Measurement of outcomes**

Across 5 districts alone about 3453 artisans and workers have well appreciated and have assured us of their readiness to implement Goal 8 which highlights on decent work and economic growth.

RAHE GHANA has well motivated and highly performing staff committed to work on its areas of operation.

RAHE GHANA has gained lots of recognition at the district and national level in labour rights programs particularly on issues of child labour in vulnerable communities.

The organisation respects diversity and equality as key factors in staff recruitment and training, and thus are delighted to report that over 60% of our workforce constitute women

### Environmental Principles

**Principle 7: Businesses should support a precautionary approach to environmental challenges;**

**Principle 8: undertake initiatives to promote greater environmental responsibility; and**

**Principle 9: encourage the development and diffusion of environmentally friendly technologies**

### **Assessment, Policy and Goals**

RAHE GHANA is committed and supportive of the UN Global Compact Principles on Environment.

**Internally:** It is part of the organisational culture to access documents electronically and to print less.

**Externally:** Through official recognition, RAHE GHANA was invited by the Food and Agriculture Organisation (FAO) to participate in the African Climate Change Week held in Accra, Ghana.

The Africa Climate Week focused on how engagement between State and non-State actors can further be consolidated in the major sectors for Africa (energy, agriculture and human settlements), including the role of future carbon markets to achieve enhanced climate action, towards attaining the SDGs.

As part of our commitment to environmental sustainability, we took the opportunity at the side events of the Africa Climate Week to explore institutional partnerships and funding arrangements for our proposed Solar Powered Irrigation Farming Project for 5000 rural Ghanaians for adaptation against drought.

We therefore consider stakeholders collaboration as tremendous step towards the actualisation of our solar powered farming project aimed at building resilience against climate change for the poor and rural farmers.

Through the action campaign program on the SDGs, RAHE GHANA mobilised about 45 community based organisations for sensitization and awareness creation on the need to keep the environment clean and to boost the government's afforestation project on tree planting

## Anti-Corruption Principles

### **Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.**

#### **Assessment, Policy and Goals**

The staff of RAHE GHANA are committed to achieving a high standard of ethical behaviour in every facet of our projects and organisational programs. Transparency and Openness are key part of our core values.

**Internally:** To avoid bribery, corruption and other related forms of conflict of interest among staff, we have documented our code of conduct on Procedures and control for procurement authorisation. These are summarised as follows

#### 1. Identification of Requirement

When a project officer sees a need and wants to purchase items, they submit a purchase request to a manager who also doubles as an approver .In RAHE GHANA, it will usually be from the Project Officers or an Administrative Clerk

#### 2. Authorization of Purchase Request

Once, a need has been identified, the next level is to seek authorization which is either approved or denied based on factors such as the type of request, the cost, the product and allowable budget. Assuming the request is above the approval limit the particular approver is authorized to approve, it will be sent to the next most senior employee for revision or approval.

#### 3. Procurement

In RAHE GHANA, the Finance and Administration Officer at this stage looks for any existing contracts that may exist with suppliers. If there is such a contract, then a call-off will be generated and sent to the supplier. In the event no such contract exists, then he will initiate a supplier search to identify suppliers and once one is found a request for quotation is sent.

#### 4. Receipt of the Quote

When the quotation is received, technical team headed by the programs director will perform an evaluation of the quote and if there are any changes, the supplier is notified and also subsequently sends back the official commercial quote.

#### 5. Negotiation

A negotiation is done from price of the product, to discounts, quality, quantity etc in order to maximize our business position and not forgetting payment terms.

#### 6. Vendor Selection

Out of the selection criteria, a vendor is picked and a purchase order is sent.

#### 7. Acknowledgement of the Purchase Order and Receipt of Goods

The vendor upon receipt of the purchase order is expected to acknowledge for RAHE GHANA's records. When the goods are delivered to administration, the finance and administration officer who receive items check the delivery note, purchase order number etc and acknowledges receipt. Quantity and Quality are also checked and any unfit items are rejected and sent back to the supplier without undue delays and unnecessary interferences from staff.

#### 8. Invoice Recording

The invoice is generated by the finance person, entered into the procurement system. He also ensures that on his records the purchase order and delivery documents are attached to show consistency in the order.

#### 9. Payment to Supplier

The final stage is to credit the account of the supplier where the payment is released.

### **Implementation**

As sanctioned by the Board of Directors, every staff must sign and expressly commit to the professional code of conduct where our principles of Mutual Respect, Transparency, Collaboration and team work are firmly espoused.

The Executive Director is generally responsible for ensuring that ethics and integrity are truly internalised in our day to day activities.

Once these rules are violated, an investigation is initiated in the matter, and those who are found culpable are severely penalised as clearly spelt out by the Professional Code.

### **Measurement of outcomes**

Bribery and Corruption is never countenanced in our organisation. The Board and the Executive Director review all potential partnership deals and endeavour to double check the integrity and track record of any organisation both locally and internationally before we formally enter into formal agreements and partnerships.