

Entry: GE1 Projects

Submitted by the Sustainable Economic Development Cluster, GIZ Ghana

Authors: Marigold Domfeh-Gyamfi, Johannes Otoo, Patricia Aba Mensah, Gerald Guskowski

I. Promoting gender equality (40 % marks)

1.1 Situational context in Ghana

In Ghana, work in fields such as automotive and construction are male dominated. Welding, spraying, electricals, carpentry, building technology, among others have long been perceived as mainly dominated by men. These are professions that are financially empowering, yet only one-two percent of females are usually involved, widening the financial wage gap even more. About 77% of Ghanaian women are in vulnerable jobs compared to 58% of men. Issues of women's participation in decision-making, limited access to land, limited access to finance, limitations ensuing from unpaid domestic responsibilities such as childbirth, and childcare, contribute to the gap. **One of every three young people in Ghana is unemployed, and two out of every three unemployed persons in Ghana are females (World Bank-supported Household and Expenditure Survey, 2022).** Again, existing social norms continue to limit the Ghanaian woman's access to and use of opportunities at the same rate as men and boys and further exclude them from social and economic empowerment. For instance, there is the prejudice that women who operate heavy duty machinery such as tractors, become infertile and are unable to give birth. This stereotype further limits their participation in and access to such professions. According to the World Bank (2022), Ghana needs to prioritise social and economic inclusion to reach full gender equality.

1.2 Sector

The GIZ Ghana works across diverse sectors: automotive, construction, IT (Information Technology), Textile and Garments, among others. The most important point to highlight is that these are all within the scope of the Government of Ghana's 10-point Industrialization Agenda.

1.3 Organizational Unit

The Sustainable Economic Development, Training and Employment Cluster at GIZ Ghana has 17 bilateral, regional, and global programmes, and the Cluster is the largest of three core areas at GIZ Ghana. Also referred to internally (within GIZ) as the Network for Inclusive Economic Development (NIED), the cluster has a vision to become a Best Practice Example within GIZ in the area of training, job creation, and green economy transition. NIED aims to make a positive contribution to economic development in Ghana through a targeted approach that addresses and removes obstacles to employment-intensive economic growth and boosts the required capacity levels in selected sectors. In line with the Africa Strategy of the BMZ "Shaping the future with Africa," all projects are geared towards overcoming structural gender inequality and towards a gender-just society.

1.4 Which approaches have proven effective?

A gender responsive approach: at the core of this approach is the design of activities, trainings which meet the needs of especially women and other marginalized groups. This is seen in projects such as:

1. **N4G** (Network for Enterprise Development Learning through Sewing for Girls): which empowered vulnerable girls (aged between 16 and 24). The girls were vulnerable because they migrated from the northern (underdeveloped) regions of the country to seek greener pastures in the cities, working as head porters in markets and lorry stations, and sleeping in the streets with little or no access to basic amenities and opportunities for economic empowerment.
2. **e-Skills4Girls** project, (based on market research) developed competency-based training curriculum in software development, database, and networking for six TVET institutions in Ghana. This was a gender-friendly curriculum. **Six computer labs** were built for six TVET institutions

and the training curriculum rolled out. A total of 120 girls benefitted from the initial project (2018 – 2022)

3. **M-FIT** (Matchmaking for Female Jobs in IT) which responds to the needs of IT trained females by improving their soft skills and professional outlook in order to facilitate their access to jobs in the IT ecosystem.
4. **WE4A** (Women Entrepreneurship for Africa) empowered 40 women-led African entrepreneurs and helped to successfully integrate them into various value chains and the broader private sector.
5. **ATVET4Women** – Improved employment prospects for women in agriculture and food security. 120 Women were trained in tractor operations. 50% are gainfully employed.
6. **Digitalization project for 400 SMEs** supported in digital skills training and were provided with online visibility tools.

Institutional level approach: GIZ as an equal opportunities employer adopts a systemic approach to ensure both men and women have equal access to opportunities. Job ads are always posted with a disclaimer, that **women and persons with disability are encouraged to apply**. Some project activities are specifically designed to address structural gaps. The **N4G project** (Network for Enterprise Development Learning through Sewing for Girls) a GIZ-implemented Invest for Jobs bilateral programme, empowered 954 vulnerable girls (aged between 16 and 24) with employable skills in fashion, in cooperation with the private sector. At GIZ Ghana, all job-related interviews are to be done with at least **one woman on the panel. In the absence of a female** on the respective project, the GIZ Gender Focal Person at Country level is expected to sit in for the interview. Another policy outlines that all project activities must be designed with the designated GIZ Gender Focal Person at the project level.

Intersectional Approach: This approach 'looks at ways various forms of discrimination overlap and interact with each other. We have worked with partners on projects in IT (Amalitech Training Academy) to provide opportunities for persons with disability to obtain quality IT training and employment afterwards. We are currently pursuing a similar approach within the textile and garment sector by supporting the setting up of a sewing line for only persons with hearing impairment.

1.5 Which results have been generated?

NIED has one of the most efficient and robust monitoring and evaluation systems in the entire GIZ. The cluster boasts of an efficient M&E (monitoring & evaluation) system – widely acclaimed as very efficient. The M&E system disaggregates verified data (and thus quality data) on gender.

Documenting results through flagship events: In a quest to document significant impact of respective projects, the Cluster has adopted International Women's Day events and has in the last two years commemorated the day – 8th March. Eight impact videos (life-transformative stories) of women/ female-led businesses and persons with disability making an impact in their respective fields of endeavours have been produced in the last two years. Reference impact videos on the link below.

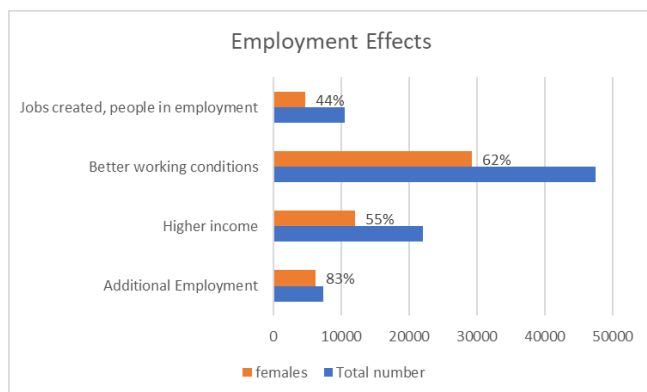
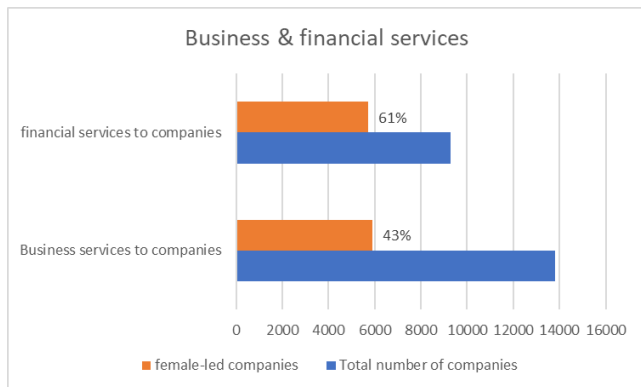
1.6 Which impacts do you expect in the short, medium and long term?

The BMZ-supported interventions such as e-Skills4Girls, Agricultural TVET for Women, N4G, Women Entrepreneurship for Africa (WE4A) have helped to eliminate structural barriers. Our project activities are increasingly breaking barriers, norms, and gender jobs stereotypes. The 40 women-led SMEs on the WE4A project have successfully mobilized private capital and are making plans to expand their businesses and create jobs. The initial 120 females from the second cycle TVET institutions have successfully benefitted from IT-related skills training and can now earn a living as well as serve as models for their peers who dread entering the field. There are the immediate results from the project interventions; and related multiplier effects of job creation potential are anticipated as long-term impacts.

The gender gap in male dominated sectors is being bridged with these interventions/projects in the short-term. As a long-term impact, it is expected that women are empowered through these competency-based approaches to ensure skills are matched to industry requirements to avoid skills mismatch on the labour market.

The NIED Monitoring system has three main data categories: 1) Employment Effects; 2) Skills Development, and 3) NIED Services.

NIED Cluster M&E Data (January 2021-June 2023)



II. Gender as a quality feature of our work (20% of marks)

Is or has your work in the field of gender been particularly acknowledged by partners and commissioning parties? How is that reflected or shown?

Project partners – Ghana Enterprises Agency and the foundation of the Second Lady of Ghana – Samira Empowerment Humanitarian Programme

have acknowledged GIZ for support to women businesses and vulnerable groups in Ghana. The successful co-creation (design, implementation, and monitoring) of projects with these two partners culminated in the extension of these projects to other parts of the country. Below are specific quotes from some beneficiaries showing/ reflecting our impact:



“This has been a life-changing journey for me. With no family support after secondary school, I almost accepted a marriage proposal just so I could support myself. I have now acquired a lifelong skill and am fully employed, thanks to the N4G project.”



“It is not true that if you are a woman and operate a tractor, you cannot give birth. I am gainfully employed as a tractor driver and have a baby girl in addition. My performance on the job convinced Miro Forestry to employ other female” tractor drivers.”

The story of Agnes Addai (of the ATVET for Women project) attracted the attention of one of the top four media houses of international reputation in Ghana (Joy FM/ Joy TV of the Multimedia Group). The media house filmed Agnes’ story and broadcasted it for free on International Women’s Day 2022 on their relevant channels.

III. Implementing feminist core principles (20% of marks)

The introduction of the **Feminist Development Policy further strengthened and shaped the cluster's gender strategy**. There are layers of strategic management meetings where the relevant BMZ Core Principles are socialised, and plans developed to align project strategies accordingly. A cluster Working Group on Feminist Development Policy and Just Transition have been formed. Gender guidelines/checklist have been developed as well as a two-pager on the Just-Transition which has elements of equality.

Also, for the very first time, an International Men's Day Event was commemorated at GIZ Ghana, and the Man of the Year Award given after a period of nominations and voting. Both International Women's Day and International Men's Day have become flagship events marked each year together with relevant external partners based on their achievements and relevant gender strategies.

Again, these principles have reshaped the way Technical Advisors (project managers) interact with existing and / or potential partners. There is a focus on getting partners to integrate gender-sensitive and gender-transformative approaches in their activities, especially encouraging them to include these approaches in their Corporate Social Responsibility plans.

IV. Cooperation (20% of marks) How did we go about it:

Awareness creation: We provided information on the policy and ensured teams were knowledgeable in the core principles. This was facilitated by Gender Focal Persons (GFP) in each team of the NIED Cluster. These GFPs were the champions, promoting gender equality on their respective projects.

Aligning project objectives to the policy: the implementation of projects needed to address the main needs of the policy. As such, projects such as a Special Initiative 'Decent Work for a Just Transition' has special guidelines for recording project contributions to the Feminist Development Policy (FDP). This enables Technical Advisors to be guided in their project design and further allows them to guide partners.

Who did you cooperate with:

- **State Agencies:** 1) Ghana Enterprises Agency: project which provided grants to support women-owned business; 2) National Service Secretariat: support job creation for females in the construction sector.
- **Business Support Organizations:** 1) Global Shea Alliance; 2) Association of Ghana Apparel Manufacturers (made up of 90% female-owned and female-managed businesses)
- **Institutions of Higher Learning:** Takoradi Technical University, Kwame Nkrumah University of Science and Technology (to support training of women in Electrical Engineering); Accra Technical Training Centre

What united us in all our efforts:

- The desire to contribute to empowering women and other marginalized groups
- The interest in seeing women take up roles in sectors dominated mostly by men.

What were the success factors:

- The desire to achieve both corporate objectives of the private sector players and the development goals of the GIZ.
- The willingness of state agencies to join forces to address concerns linked to the national development goals or agenda.

Supporting documents: impact videos, infographic and results posters, and photos from International Men's Day and Women's events can be found here – [GIZ Gender Competition](#).