



UNOG
The United Nations Office at Geneva



PROJECT/PROGRAMME INFORMATION

Executing Entity: Opportunity Two Excel Foundation (OTEF)

Address: SK D.T.D 61031100 Service Plot Comm. 17, Tema, Ghana.

Digital Address: GT-025-8124 Tel: +233-559847742 /+233-201393504

Email: opportunitytwoexcel@yahoo.com / o2efoundation@gmail.com

Project/Programme Location: 12 Regions of Ghana

Project/Programme Category: Regular Project

Project Title: Violence Against Women Journalists

Programme Period: 8/2020-8/2022

Amount Of Financing Requested: US\$334,161.00

1.0 BACKGROUND

Civil society and governments around the world have acknowledged that violence against women journalists is a violation of human rights and a global policy concern. It is in recognition of the far-reaching consequences of impunity, especially of crimes against journalists, that the United Nations General Assembly adopted Resolution A/RES/68/163 at its 68th session in 2013, which proclaimed 2 November as the 'International Day to End Impunity for Crimes against Journalists'. The Resolution urged Member States to implement definite measures countering the present culture of impunity.

Gender based violence against women journalists is an important national and global issue and requires urgent interventions for elimination.

There is little attention and intervention particularly in low-and middle-income country context examining how to end violence against women journalists in the areas of implementing UN Resolution A/RES/68/163 at its 68th session in 2013 and UNGA Resolution A/RES/70/162 adopted in 2015 as well as Resolution A/RES/72/175 of 2017, which both reinforced the commitment of the UN General Assembly to protect the safety of journalists and end impunity by member states.

In Ghana, the factors that increase the likelihood of violence and harassment in the world of work for women journalists, including discrimination, the abuse of power relations, and gender, cultural and social norms that support violence are cultural, traditional, and religious, norm which consider women lower to the men.

Violence against women journalists project/programme will examine gender based violence against women journalists in the 12 regions of Ghana. Trend/historical analysis of the impact of gender discrimination, intimidation, threats of rape, Impunity, threats against family, and sexual harassment in the newsroom will be checked.

The United Nations Special Rapporteur on violence against women programme covers all media houses. As at 2018, Ghana Institute of Journalism (GIJ) has a student population of 3,532; out of which women constitute 59%; compared to 41% males. There are over 2,000 female journalists in

Ghana. Based on GIJ record, OTEF is expecting 70% of 2,000 women and 30% of 1,500 men journalists to participate in all the events.

OTEF want to implement project/programme as stated in the consultation outcome document of August 16, 2017, to intensify efforts in standard setting, awareness-raising, and capacity-building of Member States and other stakeholders to ensure the effective implementation of existing international and regional norms and standards relevant to the issue of safety of journalists,

Bring awareness of the UN Plan to regional constituencies, including in regions where there is a lack of regional intergovernmental structures working on the safety of journalists.

1.1 EXECUTIVE SUMMARY

Women journalists in Ghana, Africa and other developing countries suffer and experience several violence in the fields, newsrooms, offices etc. If society is able to understand the importance of women journalism, end violence against women journalists and support women to end violence against women journalists and other media workers, women journalism will achieve greater career equality which can enhance journalism productivity in Ghana, Africa and globally, improve development outcomes for the next generation, and make institutions more representatives. The OHCHR-UNOG under UN Special Rapporteur on violence against women recognizes that ending violence against women journalists is critical in respect of attaining sustainable national, global development and empowering women journalists to excel in journalism.

Women journalists in Ghana face so much intimidation, threats of rape, threats against family, sex before employment, sex before better remuneration, and sexual harassment in the newsroom and in the field

According to Ghana FUNDAMENTAL HUMAN RIGHT AND FREEDOMS

Article 21 of clause (1) All persons shall have the right to:
(a) freedom of speech and expression, which shall include freedom of the press and other media.
Article 22 of clause (3) b (1) Every person has the right to work under satisfactory, safe and healthy conditions, and shall receive equal pay for equal work without distinction of any kind.

UNGA Resolution A/RES/69/185 adopted in 2014, recognising that everyone's right to freedom of expression depends upon the safety of journalists and an end to impunity for crimes against them. UNGA Resolution A/RES/70/162 adopted in 2015 as well as Resolution A/RES/72/175 of 2017, both reinforced the commitment of the UN General Assembly to protect the safety of journalists and end Impunity.

Gender based violence against women journalists has been increasing and continues to form part of the daily routine of women journalists and media workers, who are subjected to intimidation, threats of rape, threats against family, and sexual harassment in the newsroom and in the field. Between January 2016 to March 2018, more than thirty (50) journalists suffered various attacks and one death across Ghana.

As part of the daily routine of women journalists and media workers, about 80% are subjected to intimidation, threats of rape, threats against family, and sexual harassment in the newsroom and in the fields meanwhile the constitution of Ghana state clearly that there will be freedom of speech and expression, which shall include freedom of the press and other media.

In Ghana violence against women journalists requires strengthening and improving Ghana's normative work on safety of women journalists, promoting awareness and ensuring attention in safety

issues relating to gender and SDG 5. End violence against women journalists and other media workers are strategies for reducing violence against women, social injustices among women, improving health standards and enhancing efficiency of public and private sector investments and engaging more women in journalism. Thus, achieving an environment free of violence free against women journalists and other media workers will be regarded as the attainment of human rights and a pre-requisite for sustainable development.

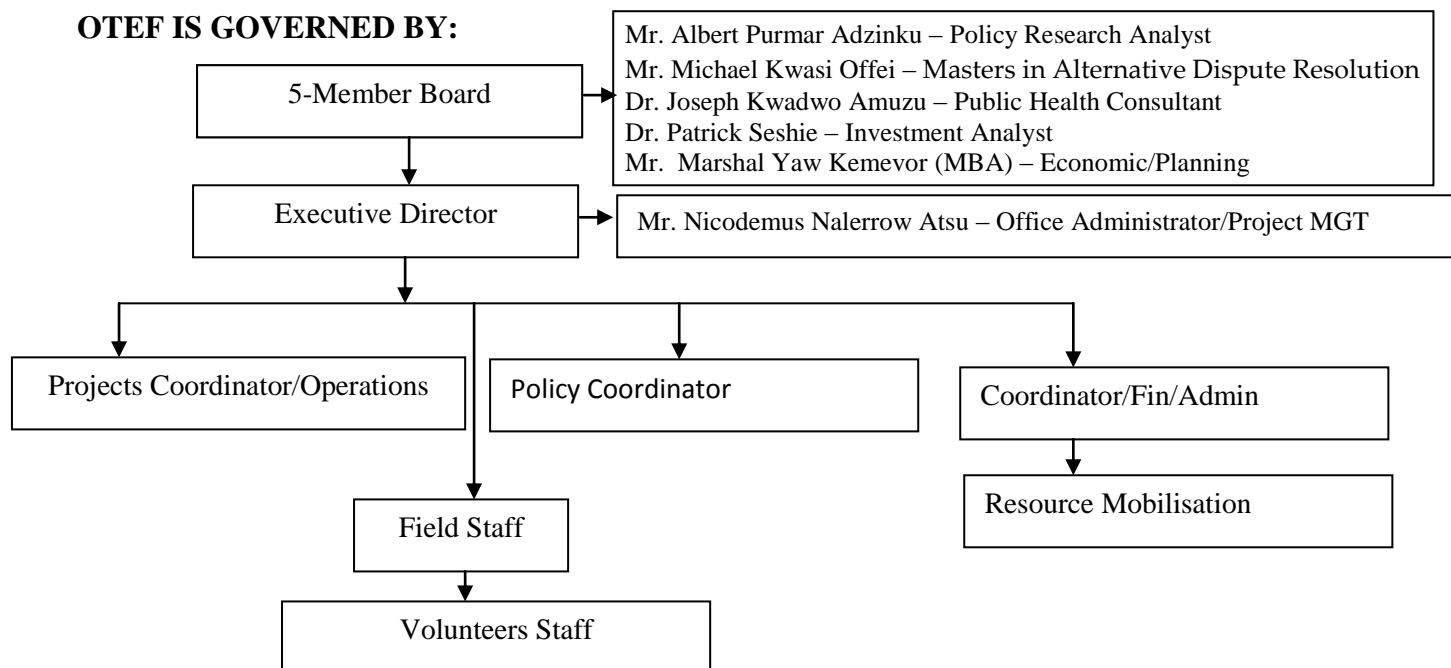
The general complaint mechanisms for cases of offline, online and Information and communication Technology (ICT) tools to facilitate violence against women journalists are in place under the Ghana National Gender Policy but implementing agencies lack the transparency to ensures in executing their mandate.

OTEF will support government to acknowledge the problems of violence against women journalists to strengthen its role in ensuring the safety of journalists, as well as ensuring the State’s role in prompt, independent and effective investigations into each attack against women journalists; to recognise that impunity for crimes against women journalists is a root problem of continued attacks and integrate safety of women journalists into national development frameworks under 2030.

1.2 INTRODUCTION (ORGANISATION BACKGROUND)

Opportunity Two Excel Foundation (OTEF) is a nationally registered non-governmental organization committed to community development, education, health advocacy for national and international benefits. OTEF is accredited by United Nations Environment Assembly, Accredited Consultative NGO to United Nations Economic and Social Council (ECOSOC) and nationally recognized by the Social Welfare Department of Ghana under the Ministry of Employment and Social Welfare.

OTEF IS GOVERNED BY:



Since OTEF started operations in Ghana 2014, it has executed donor funded projects in the areas of health advocacy, gender discrimination, advocacy, child labour, research, water conservation, education and environment.

Under the **Vodafone Ghana Foundation** project funded, OTEF implemented in the areas of child labour, advocacy against child labour, domestic violence against children, renovation of Akwane Dobro basic school building, supply of teaching and learning materials in December, 2014.

The major activities were awareness to end violence against children, implementation of child protection policies from national level to community level that encourage protection of children and promotion of universal basic education for all children..

In the subsequent enrolment year, the school enrolment increased by 11%, school dropout re-enrolment was 3%, 100% pass in Junior High School final year certificate examination for 2015 and 557 pupils benefitted directly.

In 2014, OTEF implemented a cholera and discrimination against women programme funded by **Amzendck Constructions Works Limited** total of 28,975 cholera cases with 243 deaths were reported from 130 out of the 216 districts in all 10 regions of Ghana, OTEF study the trend of the cholera outbreak and noticed that cholera outbreak has been annual recurrence due to poor sanitation. Also in 2017 OTEF undertook awareness and education on prevention of cholera in six communities Asiakwa, Amanfro, Kwasikrom, Kaeme, Kofikrom and Nsawasi with about 9,000 populations all in the Western Region of Ghana.

In 2017 OTEF implemented violence against domestic children funded by **Prince Sam Ventures**, about 20,000 men, women, youth and even children from 10 communities in the Volta region of Ghana participated on prevention of violence of children Project/Programme in 2017. The programme activities were school to school awareness, community to community awareness, prevention education and stakeholder's workshops.

In 2018 OTEF again implemented projects in the areas gender and disabled discrimination programme funded by **Amzendock Construction Works Limited**. There were high level of gender discriminations against women economically and violence against women.

Gender discrimination in Ghana is widespread so OTEF designed specific grassroots interventions against gender discrimination to encourage women to go into high income earning activities include cash crop farming, agro-processing, horticulture production for export, and ICT; expanding business advisory services targeted at promoting businesses of women and provide financial and non-financial assistance including access to market. The main activity was to eliminate impediments to women's access to productive employment opportunities, whilst creating enabling conditions for increasing women's education and training in entrepreneurship, general management and business management, skills training and confidence building. **Over 25,000 women from 30 communities from the Volta, Eastern and Western Regions benefitted from the 12 months programme.**

In 2018 OTEF was focal to ending the abuse of Tramadol particularly among the youth who take the drug for recreational reasons in parts of the country.

The programme were carried out for organised workshops and conference for 25,000 Senior High Students, Junior High Students and Youth from 60 Schools on Tramadols abuse and on the prevention cholera.

The programme led to a 70% reduction in Tramadol abuse, no cholera death was recorded in 2018/2019.

1.3 NEED STATEMENT (PROBLEM STATEMENT)

The safety of women journalists in the country that has had a positive press freedom record over the years has prompted by concerns in the country. Deteriorating gender based violence and harassment against women journalists in Ghana and neglect of Ghana's CONSTITUTION provision on freedom of speech and expression, including freedom of the press and other media are major cause of concern. In this modern world where UN Human Rights Council is committed to safety of journalists, Ghana's press freedom rate could drop due to the rampant attacks on journalists.

NORMS

In Ghana, the factors that increase the likelihood of violence and harassment in the world of work for women journalists, including discrimination, the abuse of power relations, and gender, cultural and social norms that support violence and harassment in Ghana are cultural, traditional norms which considered women lower to the men. In Ghana cultural and traditional norms make men superior over women has created gender inequality. These norms do not promote women to express themselves fully in public.

NO DATA OR RECORDS

The cases of gender based violence and harassment against women journalists in Ghana is worsening, between January 2016 to March 2018 more than thirty (30) journalists suffered various attacks across Ghana. There are no clear records and data on gender based violence and harassment against women journalists in Ghana. Corruption, bribery and gender inequality have made the State response to these cases very poor.

In a country of such high unemployment, women journalists fear of losing their jobs. They face threat threats against family and their lives.

According to the scanty media reports based violence against women journalists has been increasing and continues to form part of the daily routine of women journalists and media workers, who are subjected to intimidation, threats of rape, threats against family, and sexual harassment in the newsroom and in the field.

NO EARLY WARNING OR RAPID RESPONSE

Ghana has no early-warning and rapid-response systems in place, such as hotlines, online platforms or 24-hour emergency contact points to ensure that journalists and other media actors have immediate access to protective measures when they are under threat even though online and ICT-facilitated violence against women is recognized as a crime, particularly cases of killings, threats of rape and harassment of women journalists but lack rapid-response systems.

The general complaint mechanisms for cases of offline, online and Information and Communication Technology (ICT) tools to facilitate violence against women journalists are in place under the Ghana National Gender Policy but implementing agencies lack the transparency in executing their mandate due to bribery, corruption, awareness and gender inequality. There are no ICT platforms for reporting violence against women journalists.

LACK OF AWARENESS

Ghana lack the awareness to promote international human rights framework which is applicable to the safety of women journalists and the avenues available to advance the safety of women journalists, including the Human Rights Council (HRC), the Universal Periodic Review (UPR), Special Procedures and human rights treaty bodies.

TOTAL IGNORANT

The general public need more education about violence against women journalist. Traditional leaders, opinion leaders, policy makers and general public are ignorant of the fact. Ghanaian cultural and traditional norms do not *encourage* greater engagement of relevant Special Procedures and human right treaty bodies on the issue of safety of female journalists, and does not address the issue of safety of women journalists as part of the country's mandate.

GENDER AND “SUPPOSED” CAREER THREAT

Journalism were men dominant industry in Ghana, as at 2018, Ghana Institute of Journalism (GIJ) has a student population of 3,532; out of which women constitute 59%; compared to 41% males. There

are over 2,000 female journalists in Ghana. In 2015, a total of 519 students graduated; out of this number, 135 were from the diploma level comprising 46 (34%) and 89 females (64%). In the degree category, there were 384 graduates with 133 males (34.7%) and 251 women (65.3%).

Ghanaian cultural and traditional norms do not promote women to express themselves in public and as women are improving and growing in this industry, men presumed is against the cultural and traditional norms.

1.4 PROGRAMME OBJECTIVE:

The objective will be achieved through key results centered on the improvement of gender based violence against women journalists and also increase institutional capacity and coordination for integrated gender equality in journalism in Ghana.

The main objective of the programme is:

1. To address factors that increase the likelihood of violence and harassment in the world of work for women journalists, including discrimination, the abuse of power relations, and gender, cultural and social norms that support violence and harassment
2. To improve early-warning, rapid-response systems and hotlines and create online platforms and 24-hour emergency contact points to ensure that journalist and other media actors have immediate access to protective measures when they are under threat.
3. Conduct trend/historical analysis of the impact of gender discrimination variability on the Gender based violence against women journalists.
4. Conduct awareness, raising activities among the general population, policy makers and journalists in general.

There are four components, each with the following outcomes that will be delivered by the programme:

COMPONENT 1: Address factors that increase the likelihood of violence and harassment in the world of work for women journalists, including discrimination, the abuse of power relations, and gender, cultural and social norms that support violence and harassment

OUTCOME 1: To improve gender based violence and harassment against women journalists

COMPONENT 2: Formulating policy, and coordinating, executing and monitoring programmes and activities related to the well-being of women journalists safety and other media workers in Ghana

OUTCOME 2: To eliminate all form of intimidation, threats of rape, threats against family, and sexual harassment in the newsroom and in the field against women journalists.

COMPONENT 3: Establish offline and online complain platform to ensuring compliance with Ghana's international obligations that relate to women journalists safety in Ghana.

OUTCOME 3: To improve Ghana's commitment to the UN Human Rights Council (HRC) adopted Resolution 33/2 on the safety of journalists, the adoption of UN General Assembly Resolution 72/175, on the safety of journalists and the issue of impunity, online violence against women (A/HRC/38/47). Universal Declaration of Human Rights, the Convention on the Elimination of all Forms of Discrimination against women (CEDAW), the Covenant on Economic Social and Cultural Rights (ECOSOC), the UN Declaration on the Elimination of all Forms of Violence against Women (CEDAW) ratified in 1986, the Vienna Declaration on Human Rights of 1993, the Beijing Declaration and Platform for Action of 1995, the International Conference on Population and Development (ICPD) declaration of 1994, the African Charter on Human and People's Rights and the Protocol on the Rights of Women in Africa.

COMPONENT 4: Conduct awareness, raising activities among the general population, policy makers and journalists in general.

OUTCOME 4: Raise awareness about all mechanisms existing within the UN system to advance the safety of women journalists and address impunity.

1.5 METHODOLOGY /IMPLEMENTATION PLAN

The proposed project will be implemented over a period of 24 months and cover 12 regions in Ghana. The actual implementation is expected to be embedded, in a time-bound manner in accordance with the estimated costs, in the annual work plans and mainstreamed in a strategic plans. In each Action Programme, specific strategies and actions, as well as estimated timelines and estimated costs, are identified for achieving each of the programme objectives.

The Project will be implemented using UNDP’s National Implementation Modality (NIM), with the OTEF serving as the designated national executing agency of the programme. OTEF will have the technical and administrative responsibility for achieving the expected outcomes/outputs as defined in this programme document. OTEF is responsible for the timely delivery of programme inputs and outputs, and in this context, for the coordination of all other responsible parties, including Ministry of Gender, Children and Social Protection, Ghana Institute of Journalism (GIJ), Ghana Journalist Association (GJ), Commission for Human Rights and Administrative Justice (CHRAJ) and Community Based Organisations (CBOs).

The overall management, supervision and quality assurance of the Program will be with the OTEF Office, which will utilise the existing set ups in target communities in the Greater Accra region to deliver this programme. However, dedicated teams of adequately trained staff will be placed within the existing Project Support Unit (PSU) and Communities to maintain focus on the project interventions. Management systems will be further strengthened to ensure effective project implementation.

PROGRAMME	RESPONSIBILITY
Programme Supervision	CHRAJ
Technical And Administrative Responsibilities to achieve the expected outcomes/outputs	OTEF supported by Ministry of Gender, Children and Social Protection, Ghana Institute of Journalism and CHRAJ Domestic Violence Unit of the Ghana Police Service, the National Commission for Civic Education the Ghana Education Service and Judicial Service
Programme Quality assurance	Ministry of Gender, Children and Social Protection and CHRAJ
Programme timely delivery of programme inputs and outputs	OTEF
Programme coordination	OTEF supported by Ministry of Gender, Children and Social Protection, GJA, CHRAJ and GJA.

The management arrangement of this programme has been designed to facilitate extensive linkages at all levels – from national-level policymaking bodies to district-level operations down to the communities. In designing the implementation arrangement, the following key considerations were taken into account: 1) consistency with Government of Ghana governance structures and mandates of

various agencies in order to foster mainstreaming and ownership; 2) accountability and transparency to ensure cost-effectiveness; and 3) mainstreaming and sustainability.

Programme Executive Board (PEB)

A Programme Executive Board (PEB), responsible for approving key management decisions of the programme, ensuring technical quality, financial transparency and overall development impact of the programme, will be established as soon as the proposal is approved. The PEB will consist of designated senior-level representatives of agencies with direct stakes in the implementation of the programme, representation from OTEF, Ministry of Gender, Children and Social Protection, Ghana Journalist Association (GJA), CHRAJ, Faith Based Organisation and traditional leaders. A complete list of PEB members and their designated alternates will be provided in the inception report. The PEB will meet quarterly.

Programme Executive Board Responsibilities

1. Reviewing programme progress and assess the need for a no cost extension and its duration.
2. Reporting programme progress to their respective stakeholders.
3. Monitor the quality assurance for the programme
4. communicating information about the programme or projects to organisations and stakeholder groups by ensuring the required resources are available
5. providing overall strategic direction for the programme
6. Monitoring and reviewing programme and provide evaluation report to resolve deviations from plans
7. **Assisting the Programme Manager in the resolution of problems and any other issues relates to gender based violence against women journalists**

Project Implementing Unit (PIU)

The Programme Manager will be supported by a core team of technical and support staff forming the Programme Implementation Unit (PIU). They will execute programme activities, operations of the programme, the overall operational and financial management and reporting.

The unit includes OTEF, GJA, CHRAJ, and Ministry of Gender, Children and Social Protection supporting staff.

2.0 THE LEARNING AND KNOWLEDGE MANAGEMENT COMPONENT TO CAPTURE AND DISSEMINATE LESSONS LEARNED.

Recognizing the importance of Knowledge Management (KM) to enhance impacts and facilitate replication, dedicated outputs relating to the documentation and dissemination of knowledge generated by the programme. Lessons learnt will be disseminated in particular to Government of Ghana Gender institutions, policy makers and other relevant local and international agencies to ensure that the Government of Ghana takes full advantage of **OHCHR-UNOG FUNDING** and is able to replicate its successes on a wider basis after completion of the programme.

The knowledge management approach will be three-pronged. The programme will develop skills and knowledge for gender based violence against women journalists prevention activities, data collection and National Action Plan that are essential to achieve violence against women journalists sensitive National Gender Control Programme in Ghana. The Programme will generate field-based experience of local prevention measures that will feed back to the national policies and social protection and development programmes.

This Programme will serve as an experience that will generate foundational capacities and develop basic tools and information to ensure that women journalist's safety are incorporated into national media planning.

The lessons will be learnt from the Programme, will be used to improve knowledge and institutional capacity for coordination, strengthening of legal framework, and eliminating or prevention of violence against women journalists in communities in Ghana.

The programme will employ various learning tools and different methods of knowledge dissemination such as:

1. Public debates, focus group sessions on action against gender based violence against women journalists;
2. Improve offline and online and ICT-facilitated violence against women journalists
3. Awareness actions for policy development and policy implementation that protect women journalists
4. Awareness actions against violence against women journalists
5. Best practice guidance materials and tools for prevention of gender based violence against women journalists;
6. Liaise with the Commission for Human Rights and Administrative Justice (CHRAJ) case follow-up and establish institutional relationship between women journalists and the Judicial Services
7. Generate data for cases of gender based violence, threats of rape, discrimination, intimidation, threats of rape, threats against family and harassment against women journalists

Implementation of concrete end violence against women journalist's actions on the ground will constitute the primary learning experience, which will feed into all awareness, training and knowledge management actions facilitated and conducted by the programme. Apart from consultative face-to-face meetings and interactive events, the programme will also prepare knowledge management materials on gender based violence against women journalists' prevention and violence against women journalists. Key findings will be prepared in a format for dissemination to key stakeholder audiences. These will include the CHRAJ, Ministry of Gender, Children and Social Protection, Ghana Judicial Service, gender based practitioners and Ghana Journalists Association.

2.0 EVALUATION TECHNIQUES

Programme monitoring and evaluation (M&E) will be in accordance with established OHCHR-UNOG procedures and will be carried out by the programme team, verified by the Ministry of Gender, Children and Social Protection, Ghana Institute of Journalism and CHRAJ, Ghana. The strategy will be monitor to determine whether implementation is on course and how much progress is being made towards achieving its objectives.

A complete dedicated support team lead by OTEF and supported by a group of gender specialists team from Ministry of Gender, Children and Social Protection and CHRAJ. A comprehensive Results Framework of the programme will defines success indicators for programme implementation as well as the respective means of verification. Sex-disaggregated data, targets and indicators will be collected. A Monitoring and Evaluation (M&E) system for the programme will be established, based on these indicators and means of verification. An assessment of baseline situation and indicators at gender's levels at the beginning of the project completed through violence against women journalists surveys at mid-term and project termination will allow the monitoring and assessment of project impacts in gender based violence against women journalists and confirm the cost effectiveness of the options included for this project. Baseline data will be obtained from the Multiple Indicator Cluster Survey (Ghana Statistical Service), Ministry of Gender, Children and Social Protection, Ghana Institutes of Journalism and other media house in Ghana. In terms of data collection, these initiatives have extensive coverage in the Ashanti Region, Volta, Western, Eastern, Oti, Western North, Ahafo Region, Central Region, North East, Bono East Region and Greater Accra Region of Ghana in spatial and temporal terms. In target regions where baseline data do not

exist, OTEF Foundation will collect data as part of the Programme's own baseline setting under the M&E component.

Quarterly monitoring of the strategy implementation process with a focus on whether activities are being implemented according to plan and whether expected implementation milestones are being reached will be the ultimate responsibility of the Ministry of Gender, Children and Social Protection, Children and Social Protection, External M&E Consultant, OTEF and local consultant but immediate responsibility will lie with the OTEF who will report findings to the OHCHR-UNOG and Ministry of Gender, with appropriate recommendations. Opportunity Two Excel Foundation will be fed from the communities, districts, regions with data and information collated from the field every quarter.

Monitoring of the progress and achievement of violence against women journalists outcomes will be through regular bi-annual reports from the programme regions using agreed indicators and reporting formats. In addition, the Ministry of Gender will undertake validation through random surveys and monitoring visits.

2.1 IMPLEMENTING THE M&E SYSTEM IS DETAILED BELOW.

TYPE ACTIVITIES	RESPONSIBLE PARTIES	TIME FRAME
Routine Monitoring & Evaluation	Opportunity Two Excel Foundation internal evaluation team	Daily
Initiation Workshop and Report	<ul style="list-style-type: none"> ✓ Programme Manager ✓ Ministry of Gender, Children and Social Protection ✓ CHRAJ ✓ FIDA 	Within First two months of programme start up
Measurement of Means of verification of programme results.	Programme Manager will oversee the hiring of specific studies and institutions, and delegate responsibilities to relevant team members.	Start, mid and end of programme (during evaluation cycle) and annually when required.
Periodic status/ progress reports	<ul style="list-style-type: none"> ✓ Oversight by Programme Manager ✓ Programme team 	Quarterly
Mid-term Evaluation	<ul style="list-style-type: none"> ✓ Programme manager and Team ✓ Ministry of Gender, Children and Social Protection ✓ External Consultants (i.e.evaluation team) 	At the mid-point of programme implementation.
Final Evaluation	<ul style="list-style-type: none"> ✓ Programme manager and team, ✓ Ministry of Gender, Children and Social Protection ✓ External Consultants (i.e.evaluation team) 	At least three months before the end of programme Implementation
Programme Terminal Report	<ul style="list-style-type: none"> ✓ Programme manager and team, ✓ Ministry of Gender, Children and Social Protection ✓ External Consultants (i.e. evaluation team) ✓ Local consultant 	At least three months before the end of the programme implementation
Audit	<ul style="list-style-type: none"> ✓ Independent Auditor/s 	Quarterly
Visits to field sites	<ul style="list-style-type: none"> ✓ OTEF ✓ CHRAJ ✓ Ministry of Gender, Children and Social Protection ✓ External Consultants (i.e. evaluation team) ✓ Local consultant 	Quarterly

2.2 SUSTAINABILITY

The proposed project adopts a partnership approach with Ministry of Gender, Children and Social Protection, all media houses, private sector organisations, CHRAJ, gender policy makers, gender policy implementing agencies; Ghana Judicial Service and Ghana Journalists Association and Ghana Institute of Journalism with the mandate to sustain and manage the program. Furthermore, the project will build partnership with the private sector organizations whose activities impact women journalism in Ghana. A technical advisory committee made of key stakeholders will be put in place for project oversight and to strengthen institutional linkages in order to ensure institutional sustainability of the project.

Capacity development of planners and all levels of government will provide a central focus for all activities such as National gender based violence against women journalists' awareness, violence against women journalists report training, improve offline online and ICT-facilitated violence against women journalists, end violence against women journalists' policy development and reporting will be developed with a focus on prevention, integration of women journalists into the journalism industry and adaptation of women journalism without violence. These will be designed with replicability in mind and remain after programme completion as a continuing key resource for gender based violence against women journalists guideline and prevention.

Social sustainability: The capacity building activities, networking and field-level presence will help achieve social sustainability of the programme. The buildup of trust through dialogues and stakeholder consultations and stakeholder mobilization done through capacity building will help to achieve sustainability. A strong focus on building local knowledge, capacities and incentives – as well as strong programme focus on ensuring gender equity in all operational matters are expected to lead to social sustainability. Social sustainability will be ensured through active government participation, judicial participation, community participation, individual participation, awareness and advocacy programmes to ensure ownership by all sectors and decentralized institutions.

Institutional sustainability: The programme builds mainly upon existing institutional structures of the government both at national and local levels and on existing community structures. For example the functions of the Programme Board will be taken on by the coordination structure that exists within Ministry of Gender at central level. At sub-national level the programme will provide support functions through its existing Regions. The proposed project activities will assist Ghana to improve and create prevention, women journalist's integration plans and national action plans for gender based violence against women journalists. Building strong national, local and institutional prevention plans will be important to the sustainability of the violence against women journalists programme.

Sharing of methodologies, results and lessons learned will be compiled and disseminated to other districts and regions through the programme and through a range of communication media. A public awareness campaign, national press conference and field demonstrations will be organised.

ANNEX 1. THE SPECIFIC GOALS OF THIS STRATEGY

3. Continuously improve Gender Based Violence Against women Journalist outcomes in the population women journalism priority areas
1. Develop a coordinated Gender Based violence free against women journalists, quality systems in the areas of adopting women into the journalism, quality complain mechanism, total women control, and quality improvement – including improved use of data for evidence-based decision-making and
4. Continuously improve violence against women journalists outcomes in the population gender priority areas

ANNEX 2: PROJECT OBJECTIVES AND OUTCOMES TO THE FUND LEVEL OUTCOME AND OUTPUTS.

Project Objective(s) ⁴³	Project Objective Indicator(s)	Fund Outcome	Fund Outcome Indicator
To promote the normative framework, including with regard to the gender dimensions, as set out in UN resolutions and UN human rights instruments, and keep the issue high on the international agenda	Number of media houses with the knowledge to UN normative framework	Outcome: Strengthened institutional capacity to end violence against women journalists	Percentage of Women journalists with increased capacity to end intimidation, threats of rape, threats against family, and sexual harassment in the newsroom and in the field
To enhance multilateral engagement and coordination on the safety of journalists, and give priority to translating the standard-setting framework of the UN Plan into national law, policies and practices,	Number of national policies and laws integrate into safety of journalists into national development frameworks under the 2030 Development Agenda	Outcome: Effective implementation of human rights obligations pertaining to safety of journalists as well as resolutions adopted by UN bodies and regional intergovernmental organisations;	Commitment and interest to end impunity. Increased quantity, quality and transparency mechanism on judicial follow-up
To enhance role of regional intergovernmental organisations, civil society, media, internet companies and academia	Number of civil society, media houses, internet organization and academia committed to violence against women journalists	Outcome 6: Strengthen internal cooperation and coordination within civil society through information exchanges, especially on a south-south basis, and joint projects including missions and advocacy,	Percentage of civil society, media houses, internet organization and academia intensify work around the issues of women journalists, freelancers and actors outside the media industry who produce significant amounts of journalism
Improve digital safety and develop strategies to address online	Number of women journalists train to	Outcome: Increase awareness of emergency	Percentage of women journalists can use first

violence and harassment of journalists, particularly women journalists, including through cooperation with internet companies, so as to obtain immediate responses to threats made on these platforms,	use online platform, online reporting system	mechanisms, such as the ICRC's hotline for journalists on dangerous assignments, the Press SOS hotline of Reporters without Borders and the press freedom hotline of the Committee to Protect Journalists,	aid, and emergency mechanisms both online and offline.
--	--	--	--

ANNEX 3 : FUNCTIONS OF THE PROJECT OFFICERS

PROJECT COORDINATION

Under the overall strategic guidance of the Programme Executive Board (PEB), oversee and manage the project on day-to-day basis

Collaborate with the project team (Project technical officers, support staff, consultants and volunteers) and ensure timely implementation for project results;

Lead the development of annual programme/project delivery targets and guide the team to achieve the targets;

Set direction for the team including roles and responsibilities, accountability and reporting ensuring that the work of the team is conducted in accordance with PEB and OHCHR-UNOG's relevant programme processes and that high – quality outputs are delivered on time;

Guide the project staff to perform project oversight, quality assurance, monitoring, reporting, field missions, audits, evaluations, formulations and project support services providing day-to-day guidance by enhancing team work within the project;

Monitor the progress on agreed results framework and performance indicators and take action/decision and/or provide timely support to project staff;

Undertake performance management of staff including establishment of annual results, on-going feedback and mid-term and final assessments in line with PEB, OHCHR-UNOG, UN Human Rights Council (HRC) adopted Resolution 33/2 on the safety of journalists and the adoption of UN General Assembly Resolution 72/175, on the safety of journalists and the issue of impunity.

Provide intellectual and strategic guidance in the area of gender based violence against women journalists, prompting gender equality in journalism and inclusion of marginalized other media populations ensuring conflict – sensitivity and compliance with PEB, OHCHR-UNOG's, UN Human Rights Council (HRC) adopted Resolution 33/2 on the safety of journalists and the adoption of UN General Assembly Resolution 72/175

Ensure project meets expectations with respect to quality, budget, delivery timelines, and strategy;

Build on the Special Rapporteur's previous report to the Human Rights Council in 2018, on online violence against women (A/HRC/38/47).

Brief and consult with OTEF board of directors on project progress and provide information and advice as required to contribute to the project initiatives;

Identify areas of improvement by applying best practices/lessons learnt using PEB and OHCHR-UNOG's corporate monitoring tools and corporate reports;

Manage project budgets and ensure timely and accurate reporting,

Establishes strong ties to and with national programmes, and relevant government ministries;

Ensure close financial and procurement oversight and monitoring of all activities of the project;

Ensure regular assessment of implementation and action plans identifying areas of emphasis to guide project improvements and future plans and;

Undertake and supervise financial and administrative tasks of the project.

PROJECT TECHNICAL OFFICER

Support to Project Coordination Unit in planning and management of the project activities on the field and within the areas assigned;

Support Project Coordination Unit in project implementation with project team individual consultants, contracted companies and implementing partners;

Organize and coordinates project's activities with and among key stakeholders at the national, regional and community/ zonal management committees levels;

Take part in development of technical and non-technical guidance documents for all studies and assessment undertaken as part of the project;

Participate in mobilization of communities in the implementation in intervention plans; Identify training needs, organize and oversee trainings;

Support development and implementation of community based action plans of the programmes.

Design and formulate work plans, financial and procurement plans within the area of responsibility;

Organise adaptation forums for education, training and creation awareness on project programme and actions;

Support in publishing project output with Coordination and publication team

Ensure financial and substantive monitoring and evaluation of the project activities, identify risks and problems and develop solutions;

Provide support in organization and implementation of external evaluation of the project; Monitor and analyse the project environment and timely adjustments if identified;

Assists in evaluation of the project impact.

Ensures efficiency in the provision of support to local stakeholders at community/zonal level;

Support in developing partnership with all government levels, private sector, civil society in the specific thematic areas based on project needs and donors' priorities.

Ensure gender is effectively mainstreamed throughout the project activities, work plans, budgets, reports, researches and analyses

PROJECT MONITORING AND EVALUATION OFFICER

Develop and strengthen monitoring, inspection and evaluation procedures of the project; Monitor all project activities and progress towards achieving the project output;

Recommend further improvement of the logical framework;

Develop monitoring and impact indicator for the project success; Monitor and evaluate overall progress on achievement of results; Monitor the sustainability of the project's results;

Provide feedback to the Project Coordination Unit on project strategies and activities;

Suggest strategies to the Project Coordination Unit for improving the efficiency and effectiveness of the project by identifying bottlenecks in completing project activities and developing plans to minimize or eliminate such bottlenecks;

Report monthly, quarterly, half-yearly and annual progress on all project activities to the Project Coordination Unit;

Conduct capacity assessment on existing monitoring and evaluation system; Develop indicators and a monitoring strategy for the project;

Provide inputs, information and statistics for quarterly, annual and other reports to Project Coordination Unit;

Participate in annual project reviews and planning workshops and assist the Project Technical Officer and Coordinator in preparing relevant reports;

Support monitoring and evaluation of the effects and impact of the project;

Assist in coordinating across the available components of the project to ensure effective implementation of M&E;

Assist the Project Officers with M&E tools and in supporting them in their use and Perform other duties as required;

PROJECT ADMINISTRATOR

Ensure effective logistical arrangements and coordination between all the actors in the Project for the prompt and effective implementation of the program activities;

Assist in the overall administrative matters of the project, such as registry and maintenance of project files and records;

Ensure collection and disseminating of information pertaining project's dynamics along the operational management Project Coordination Unit;

Prepare routine correspondence and maintain project correspondence and communication, as well as receive, screen and distribute correspondence;

Assist in logistical organization of meetings, site visit, and working groups and workshops, by preparing agendas, appointments and meetings both internal and external relations and write minutes from the meetings;

Monitor project activities, budgets and financial expenditures.

Support knowledge management and information sharing among project staffs and stakeholders;

Collect, register and maintain all data on project activities through proper filing and e-filing system;

Assist in gathering knowledge and data from surveys in relation to scientific research based on the project objectives;

Assist in dissemination of project information reports to and responding to queries from concerned stakeholders;

Participate in site visits to understand the ground situation and prepare field reports, if required;

Assist in identifying and evaluation of future training needs, for project staffs and workers and prepare monitoring evaluation reports;

Assist the project team to conduct post-completion evaluation of the project.

Provide administrative support to the members of the Project Coordination Unit, Technical Working Groups and other consultants in the implementation of their tasks for the achievement of project results;

Maintain records on all project personnel and local consultants and their respective status in accordance with accepted policies and procedures;

Determine need for procurement and supply of office supplies, equipment and establish and maintain office files, logs, index, control index or other information concerning the work under the supervisor's control, and maintain inventory for repair and maintenance services;;

Assist in prepare requests for advance of funds and/or direct payments and follow-up on timely disbursements, and submit expenditure and program budget status reports;

Assist in responding to queries from the PEB, stakeholders and OHCHR-UNOG's with respect to implementation of the project programmes;

Assist in the preparation and timely submission of quarterly, progress and annual project implementation review reports and other monitoring reports as may be required;

Perform as secretary to meetings with partners and stakeholders and to monitor follow up actions on decisions taken;

Prepare routine correspondence and memoranda for Project Coordination Officer signature.

United Nations



Nations Unies

NON-GOVERNMENTAL ORGANIZATIONS BRANCH
OFFICE OF INTERGOVERNMENTAL SUPPORT AND COORDINATION FOR SUSTAINABLE DEVELOPMENT
25th Floor Secretariat Building, United Nations, New York, N.Y. 10017
Telephone: (212) 963-8652; Fax: (212) 963-9248
Website: www.un.org/ecosoc/ngo Contact: www.un.org/ecosoc/ngo/contact

18 June 2019

Dear NGO Representative,

Subject: Follow-up to the decision of the Economic and Social Council

I am pleased to inform you that the Economic and Social Council (ECOSOC) at its Coordination and management meeting of 6 June 2019 adopted the recommendation of the Committee on Non-Governmental Organizations (NGOs) to grant special consultative status to your organization, **Opportunity Two Excel Foundation**. Please accept our heartfelt congratulations.

Consultative status for an organization enables it to actively engage with ECOSOC and its subsidiary bodies, as well as with the United Nations Secretariat, programmes, funds and agencies in a number of ways. In order to better understand this relationship, we take this opportunity to provide some critical information about the **privileges** that consultative status with ECOSOC confers on your organization, as well as the **obligations** that your organization will be required to meet under this relationship. **We therefore urge you to take the time to carefully review the information provided below.**

A. Privileges and benefits of consultative status

1) ECOSOC Resolution 1996/31

- Arrangements for consultations with NGOs are regulated by ECOSOC resolution 1996/31, adopted by the Council on 25 July 1996. Please review the entire resolution at: <http://csonet.org/content/documents/199631.pdf> for detailed information. It provides information on ways to participate in the work of the Council, including opportunities to organizations such as yours to consult with Member States and the United Nations system at large, based on the nature and scope of work that your organization undertakes. Consultative relationship with NGOs also enables the Council or one of its bodies to seek expert information or advice from organizations with special competence in a subject matter;

Opportunity Two Excel Foundation

SK D.T.D 6103 1100 Service Plot, D.T.D Comm. 17 Sakumono,
Tema, Accra
Ghana

ANNEX 5: OTEF accreditation



Governance Affairs Office



Ref: Accreditation File No. 468/2018

16 August 2018

Dear Mr. Atsu,

This refers to your communication addressed to the Governance Affairs Office, requesting accreditation of Opportunity Two Excel Foundation to the Governing Body of the United Nations Environment Programme (UN Environment).

Following careful assessment and consideration of the documents and information provided by you, I am pleased to inform you that Opportunity Two Excel Foundation has been granted Accreditation as an observer to the governing body of UN Environment which was renamed as the United Nations Environment Assembly of the United Nations Environment Programme by the General Assembly Resolution 67/251 of 13 March 2013. Your organization will forthwith receive invitations as an observer to all public meetings and sessions of the United Nations Environment Assembly and its subsidiary organs.

Please note that as an accredited organization, you are required to file a report of your activities to UN Environment every four years from the date of accreditation. This report known as quadrennial report is to be submitted to the Secretariat of Governing Bodies in a specific format that UN Environment will communicate to you.

An excerpt of rule 70 of the Rules of Procedure of the United Nations Environment Assembly of UN Environment is attached for your information and compliance. Please also see UN Environments' Stakeholder Engagement Handbook that can be found under at <https://goo.gl/WQoy67>

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Jorge Laguna-Celis', written over a horizontal line.

Jorge Laguna-Celis
Secretary of Governing Bodies

Mr. Nicodemus Nalerrow Atsu
Executive Director
Opportunity Two Excel Foundation
00233
SK D.T.D Comm 175 Sakumono
Tema
Ghana
Email: opportunitytwoexcel@yahoo.com
Cc: o2efoundation@gmail.com

United Nations Avenue, Gigiri
P O Box 30552-00100 Nairobi, Kenya
Tel +254 20 762-3431 | unep.sgb@unep.org
www.unep.org

ANNEX 6: OTEF partnership with Government Scientific Research Institute



COUNCIL FOR SCIENTIFIC AND INDUSTRIAL RESEARCH
FORESTRY RESEARCH INSTITUTE OF GHANA

Telephone: (233)-03220-60123,60370,60373
Director: (233)-03220-60122
E-mail: director@csir-forig.org.gh
Fax: (233)-03220-60121
Website: www.csir-forig.org.gh

University P. O. Box 63
KNUST - Kumasi
Ghana

Our Ref:..... CSIR-FORIG/730/MOU/5

Date:..... 11th February, 2020

The Executive Director
Opportunity Two Excel Foundation (OTEF)
SK D.T.A. 6103 1100
Service Plot Comm. 17
Sakumono Tema.

Dear Sir

RE: REQUEST FOR PARTNERSHIP

The Forestry Research Institute of Ghana of the Council for Scientific and Industrial Research (CSIR-FORIG) acknowledges receipt of your letter dated 18th January, 2020 on the above subject matter.

I wish to inform you that, CSIR-FORIG is pleased to collaborate with you on the project titled "Building Climate Change Resilience Livelihoods through Climate Adaptation and Mitigation Strategies". Kindly let us know the stage of the proposal and how CSIR-FORIG can help.

Thank you.

Yours faithfully,

Prof Daniel A. Ofori (PhD.)
(DIRECTOR)

MINISTRY OF ENVIRONMENT, SCIENCE, TECHNOLOGY & INNOVATION

PP
Our Ref: 1A/006/02/VOL-2

Tel: 0302 - 666 049
Fax: 0302 - 688 913/ 688 663
E-mail: info@mesti.gov.gh
Website: www.mesti.gov.gh



Republic of Ghana

Post Office Box M232
Ministries, Accra
Ghana

August 16, 2019

THE ADAPTATION FUND BOARD

% ADAPTATION FUND BOARD SECRETARIAT

EMAIL: Secretariat@Adaptation-Fund.org

FAX: 202 522 3240/5

ENDORSEMENT FOR BUILDING CLIMATE CHANGE RESILIENCE LIVELIHOODS THROUGH CLIMATE ADAPTATION AND MITIGATION STRATEGIES IN AGRICULTURAL SECTOR

In my capacity as the Designated Authority for the Adaptation Fund in Ghana, I confirm that the above national project/programme proposal is in accordance with the government's national priorities in implementing adaptation activities to reduce adverse impacts of, and risks, posed by climate change in Ghana.

Accordingly, I am pleased to endorse the above project/programme proposal with support from the Adaptation Fund. If approved, the project/programme will be implemented by Community Based Organisations and executed by Opportunity Two Excel Foundation.

A handwritten signature in blue ink, appearing to read 'Fredua Agyeman', written over a horizontal line.

FREDUA AGYEMAN

DIRECTOR, ENVIRONMENT

ANNEX 8: OTEF National Certificate



REPUBLIC OF GHANA

DEPARTMENT OF SOCIAL WELFARE

CERTIFICATE OF RECOGNITION
National Non-Governmental Organisation
(N.G.O)

This is to certify that

.....
OPPORTUNITYTWOEXCEL FOUNDATION

National Non- Governmental Organisation in the GREATER ACCRA

Region having satisfied the Department of Social Welfare with it's aims and objectives of rendering
selfless social service to Humanity and Mankind is today issued with this certificate of recognition.

Reg. No. D.S.W./7423.....

Date Issued..... 8TH MAY 2019.....

Valid Until..... 7TH MAY 2020.....


.....
Director of Social Welfare

Note: This certificate may be withdrawn at anytime when in the opinion of the Department of Social Welfare the NGO's activities do not conform to the original aims and objectives.