



SOCIAL INITIATIVE FOR LITERACY AND DEVELOPMENT PROGRAM-YIKOROKASAAJAJ

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PROFILE

INTRODUCTION

Women and children constitute the majority of the population of Ghana and some other parts of the world. To deny them their rights and full participation in development and any sphere of life is a great harm not only to them but to the entire society. Contrary, women and children are mostly neglected. Poverty, disease and illiteracy is the current status of women. This needs serious attention. In view of this, SILDEP exist to champion rural development through women empowerment (gender equality promotion, women economic empowerment including financial inclusion, and child literacy (adult, numeracy, computer, digital, financial literacy and inclusive education) and skills development with the focus on poverty mitigation, particularly for women, youth and Children.

Over 80% of rural women population in the Upper West Region constitute SILDEP target beneficiaries for its activities and programs, because of the critical role women play in the society.

HISTORY

SILDEP was formed as a Non-Governmental Organization (NGO) in 2008. The name was Sisaala Literacy and Development Program (SILDEP-YIKOROKASAAJAJ) and now Social Initiative for Literacy and Development Program. SILDEP was registered in February, 2009 as an NGO and re-registered in 2015 with the change of name.

The founder and the Chief Executive Officer of SILDEP is Mr. Moses Dramani Luri. Mrs Magrit Frempong and Mr. Justin Fempong are the founding pillars

SILDEP has since implemented projects in Gender, Rights of children, women and disable , women and children Literacy, Education, Civics, Agriculture, Food Security, Governance, Entrepreneurship, , and micro-finance as well as climate change. The main beneficiaries are women, children and the disabled.

SILDEP has since being partnering pro- child and women rights organisations like Plan Ghana, CARE, SNV, EU, Send Ghana, Star Ghana, Africa Lead, GILLBT, ANTBA, Barclays Bank, Fidelity Bank and the like. The program is non-political, non-religious, non-denominational, non-tribal and non-profit making.

VISION

The vision of SILDEP is a literate rural population with sustainable income that is comparable to the highest regional average income in societies where women and children's rights are respected.

MISSION

The mission of the organization is to promote the welfare of the rural people through gender equality and child rights promotion, language development, adult literacy, translation and skills development with emphasis on the vulnerable.

AIM/THEME: Mitigating Rural poverty through Language and Skilled Development targeting 80% women population.

PHILOSOPHY

The core values of SILDEP are:

Empathy for the vulnerable (young women and women, poor and minority), respect for basic Human Rights particularly women and children's rights; Participation, Honesty and accountability, Ownership and maintenance, Sacrifice and hope, Togetherness and pragmatism, Initiative and self-reliance, Morality and heritage, Value for money and quality control.

GOALS

SILDEP aims mainly at fighting poverty:

- Physical development through increased knowledge in the rights and equal participation of women and children in all communities of the program area
- Skills development through training in livelihood skills, health, education, environmental, civic, and entrepreneurial spheres as processes for poverty reduction for women, children, and the vulnerable including the marginalized populations
- Social development and improved life styles in knowledge acquired through child right advocacy
- Intellectual improvements by promoting girl child and women education
- Religious development through freeing the minds of the people about beliefs that hinder physical, social, economic, spiritual and intellectual development of women and children

SCOPE

Current coverage:

- SILDEP operates in Upper West region of Ghana (Wa East, Daffiama-Busie-Isa, Sissala East, Sissala West, Lumbussie-Karne, Lawra and Nandom).
- Upper East Region (Bongo and Bolgatanga Municipal)
- One province (Buro) in the Sissili Province of Burkina-Faso

Future coverage: Ghana and Burkina Faso

GOVERNANCE

- There is a 7-member Board of Directors which is the highest decision-making body with women and children representation, 4 females and 3 males
- There is a dedicated Gender Officer who is charge of all gender based issues this position is primarily reserved for females staff
- In the program Areas we have Program Management Committees (PMCs), Zonal Committees (ZCs) and Village Committees (VCs)
- Country Management Team
- Gender, Child Protection Policies, Financial, Administrative, Human Resource Manuals Guide our operations

DOMAINS

- Empowerment (Gender equality, entrepreneurial skills development and Internally Generated Funds (IGA)) as sustainable support system
- Sustainable livelihood for over 80% women and children (agriculture, micro-finance including VSLAs, environmental conservation)
- Women and child Literacy (adult, formal numeracy, computer, digital, financial literacy and inclusion)
- Health (information in education, hygiene, sanitation, nutrition, malaria, HIV/AIDS) for women and children
- Civics (rights of people: constitutional issues, voter education, participation, freedoms)

PROGRAM INTERVENTIONS

A. Girls' Power Project 2011-2015 in Partnership with Plan International

Girl Power project was implemented in Sissala West District where girls and children advocacy clubs were formed, trained and support to function. Child protection committees formed and vocational skills training program for girls and young women provided. Girl panels created and external linkages for helplines.

SILDEP facilitated a number of engagement sessions between girls expert panels and young women and girls. The engagement sessions were used to sensitise young women and girls, especially on protection against violence, ensuring socio-political participation, economic participation and promotion of post-primary education. The engagement sessions were through radio programs and community daburs to educate young girls on gender based violence, forms it takes, effects and reporting procedure. Also the engagement of the girls' panel with their peers has further raised awareness on violence against girls and young women and the need for the inclusion of young women and girls in the development process.

SILDEP has organized cluster level trainings for Community Child Protection Committees (CPC's) from 35 communities on Violence Against Young women and Girls (VAGYW), child protection/leanings and sharing at cluster or circuit level. The critical role Child Protection Committee (CPC) plays for the development of children is very imperative as they have the strategic responsibility to protect children from all forms of physical or mental violence, injury or abuses, maltreatment or exploitation, including sexual abuses. During the training, the CPCs identified some violent acts which included wife beating, rape, defilement, widowhood rites, forced marriages and female circumcision, Trafficking in women and girls, Forced prostitution, use of violence itself as control of women, Economic violence and gender inequality. The CPCs were trained on the following: Who is a child and the concept of child abuse, gender based-violence, purpose of child protection, Protection for the vulnerable children, Forms of child abuse, effects of child abuse, The role of child protection committee at the community level, the institutions responsible for human rights protection, child –sensitive counselling, Complaint procedure/reporting procedure, the concept of confidentiality, the legal action to take against

victims, behaviour principle, what to record and report, who to sensitized people in the community about child protection, Parental responsibilities, and the role of national independent human rights institutions for children. This was done in collaboration with Department of social welfare, and DOVVSU. This was to make sure that they deal with child abuses effectively and efficiently SILDEP Facilitated community mentoring programme meetings for girls. The program targeted young women and girls out-of- school. Young women from right based government department (DSW,CHRAJ and DOVVSU), the young women and girls were mentored on the ability to say no to sexual activity and their knowledge of access to service.

The services mentioned include legal protection, shelter support, court, and police and girls protection unit. Girls were empowered on leadership skills, planning basic life education programmes to be able to challenge stereotyped gender roles and social expectations. However on a monitoring visit to areas where the program was carried out previously the young women and girls indicated that the prevalence of violence has changed since the programme started, significant improvements can be seen in adolescent and young women ability to say no to sexual advances and an increase in their knowledge of and access to services. Girls and young women are therefore better protected compared to the start of the programme the mentors shared their life experience with the girls and encourage them not to give up to the challenges confronting them.

Radio for Development (RADFORD), is used as a medium for advocacy and dissemination of information on rights based issues. RADIO RADFORD is sited in SILDEP's operational zone in the Upper West Region and is strategic in serving the advocacy needs and programs of SILDP. Upper West also has the highest prevalence of early can forced marriages etc. Radio discussions are conducted on gender based violence and child rights issues. Panels are drawn from the Department of Social Welfare, Girls Expert, Community Child Protection Committee, and ROCs to facilitate discussions. Phone-in calls indicated that norms and values are now positive on Girls education than at the programme start. This was clear from people mentioning GPP awareness-raising strategies (media campaigns and community meetings used by SILDEP and Plan proving effective. They also confirmed the open attitude of government support of equal education.

SILDEP facilitated boys engagement as a strategy to end violations of girls and young women's rights. Workshops were organised for men and boys in 15 communities, they were trained on the need to support women and girls empowerment. The workshop targeted issues around socio-cultural level, although communities are increasingly regarding violence against girls' and young women as unacceptable. The engagement raised awareness on violence against girls and young women and girls rights by discussing with community leaders and elders to realize the importance of girls and young women in development. The young men and boys were trained on the need to value the roles of girls and young women free of discrimination and violence. They were trained to see the need for the inclusion of young women and girls in socio-economic opportunities and community acceptance of their economic participation, and their decision making in their respective households

B. Rural Women Enterpretuerial skills Development Program; 2008- 2015

Women are organized into cooperatives, register and trained in batik, dress making, Beat making, soap making, dress making and morienga food fortification and products. SILDEP furthermore, mobilized and trained 90 young women and girls in soap making and pomade making as part of making economic opportunities available to young women and girls. These young women and girls acquired skills to facilitate them generate income to carter for their respective families. Business skills such as management and simple business plans were incorporated during the training

C. Women Empowerment Program.

Micro-finance project; 6-Year Village Savings and Loans Association(VSLA)-2009-2015. Women are organised into groups and trained on financial literacy, financial education, savings and loans skills. They mobilise money, save and give loans to members.

D. 2-Year EU Food Security Project for women- 2010-2011

EU Funded Project addresses food security among vulnerable populations in the Upper West Region. Worked on improving production through the use of inputs and improved seeds, (Maize, soya cultivation), improved agronomic practices, and the operation of Inventory Credit component among women groups to improve access to sustainable income and credit

E. Women in Agriculture 2013-2017

Africa Lead supports SILDEP to train smallholder farmers, women and youth in agriculture and to provide leadership skills for women farmers. This is an ongoing program being implemented by SILDEP

F. Monitoring Government Propoor policies 2009- Date

Send Ghana is supporting SILDEP to monitor gender and disability programs in Sissala West District. This is an advocacy project aimed at collecting evidence on development programs and policies including budgets and actual implementation or enforcement with view to identifying gaps to serve as the basis for advocacy

G. Women and Children education project 2010- 2016


Education support project for girl child by strenghened monitoring and supervision of schools, social accountability and advocacy for Ghana School Program in deprive communities with support from SNV and World Food Program.

H. 3-Year Micro-Lead project. VSLA with emphasis on financial Inclusion for women- 2013- 2017.

1500 Women are organized into saving groups for economic empowerment programs, training programs like Beat making, soap making, dress making and morienga food fortification and products. SILDEP furthermore, mobilized and trained 100 young women and girls in soap

making and pomade making as part of making economic opportunities available to young women and girls. These young women and girls acquired skills to facilitate them generate income to carter for their respective families. Business skills such as management and simple business plans were incorporated during the training.

As women and centred organization, 80% of SILDEP beneficiaries are women, which are provided with some requisite capacity building programs, economy empowerment and skills development. Women again play major key roles in our governance structure when it comes decision making and policy direction, with the 7 members Board of Directors 4 of the members are females with 3 males.



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Moses Dramani Luri
(Chief Executive Officer)