

Organization Name: URBANET

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Date: August 1, 2017

Grant Period: July 1, 2016 to July 31, 2017

Final Report



A female Animal Health Practitioner "Hawa Alhassan" feeling very excited about her work in a year after undergoing training

Monitoring and Evaluation Plan and Work Plan

Please find attached the updated Work Plan and M&E Plans as appendix 1 to this narrative report. The results presented in the Actual Results column represents the final results achieved at the end project period July 2016 to August 2017.

Section C. Narrative Report (5-10 pages)

The narrative report is intended for you to 1) give a fuller explanation of any variation between what you projected (activities or results) and what occurred, and 2) describe information not in your M&E Plan, including other significant achievements or benefits related to your broader objectives.

1. Introduction

This is the final report and represents details on the implementation of the project dubbed: “Young Female Animal Health Workers’ Project”. URBANET in partnership with EMpower launched a youth capacity development program intended to provide skills for young girls (ages 15 – 24 years) in basic veterinary and animal health management practices. A discipline with great employment and income generating opportunities. The subsector has been traditionally and exclusively reserved for the male in the area for ages and has systematically limited the opportunities for the female over the years. The potential for the livestock industry to generate employment and income in the region is huge through the various associated value chains of the industry. One critical stage of the value chain that offers great employment opportunity for youth is the provision of veterinary and animal health management services. The Northern region including the proposed project districts (Tamale and Sagnarigu districts) is recognized as a livestock hub of the country. It is noted for the production of rural poultry (25%), sheep (30%), goats (35%), pigs (40%), and cattle (70%); and ranked first in terms of livestock production generally in the Ghana (VSD, 2011).

The project was therefore designed to among others provide skills for young girls in basic veterinary and animal husbandry and to further provide basic toolkit as a start-up capital for these young trainees to establish themselves as practitioners and service providers to the huge numbers of livestock farmers in their communities and the region at large. The young girls were also to be introduced to basic ICT and internet browsing and navigation to expose them to the world of information and knowledge for further development in the veterinary discipline and profession.

1.1 Aim of the project

The overall goal of the project was to empower young girls with expanded employment avenues for enhanced livelihoods and dignity through skills and knowledge.

1.2 Key Activities and strategies

The project adopted the following key strategies in developing the skills and knowledge of the young girls:

- 1) Training on basic animal/livestock health management practices including:
 - Deworming
 - Wound treatment
 - Castration
 - Basics in epidemiological surveillance of animal diseases
 - Basics in ante mortem and post mortem
- 2) Livestock Safety management practices
- 3) Business planning and management
- 4) Basics in ICT, Internet and Marketing

Reflections on Results (please devote the majority of your report to this section)

1. Individual level:

The project has indeed shown great prospects for young women first as individuals and secondly as members of their communities generally. 90 young girls of ages ranging 15 -24 years have successfully received training and qualified as Animal Health Practitioners in the target districts in the northern region of Ghana. The most significant results so far recorded by the young girls individually include:

1.1 Increase prospects for employment by young girls

Indeed the prospects of the livestock subsector as a significant livelihood mechanism for the majority of the people in the region is no doubt increasing and many people are now keeping livestock particularly sheep, goats, cattle, pigs and poultry generally not just as a coping mechanism in difficult times as it used to be the case for many people but now as a business to maximize profits. As a result of this changing dynamics, the demand for veterinary services is on rise. Unfortunately the numbers of veterinary officials are woefully inadequate and the government's agriculture policy has now focused on promoting private sector participation in the provision of veterinary services to farmers and communities.

The training therefore of the young girls and the subsequent provision of basic toolkits to work as Animal Health Practitioners has indeed opened up great prospects for them to get themselves employed. A total of 90 young girls at the end of the project acquired basic skills in animal health management practices and have been certified by the Veterinary Services Division of the Ministry of Food and Agriculture to practice as Animal Health Practitioners (AHP) in their respective communities.



Figure 1 Ayisha Amadu a certified AHP in action

“I am sometimes overwhelmed with the demand on me by my livestock farmers in my community for my services as the only Animal Health Practitioner in my community. I had some doubts before the training that my services will not be sought for because I am a girl in a male dominated job. But today this misconception of mine is totally cleared by the kind of demands made on me. Indeed the opportunity for making it here is abound and I am glad and thankful to URBANET and their sponsors for the great opportunity they have offered me and my

colleagues for employment. Today not only do my community farmers contact me to help them with treating their animals, but even the agric people (meaning veterinary service department) are in constant touch with me anytime they want to do any exercise in my community about animals and they pay me money for such exercises. They have even given me a book where I record the number of animals I treat in a month and the type of illness so that I report to them at the end of the month. I feel very good about this because I am now in an employment. I am still in constant touch with my friends from other villages whom I took part in the training with and they have the same feeling as I do. ”. Stated by Ayisha Amadu from Kpene community in Sagnarigu district of the northern region of Ghana.

1.2 Increased Income and Assets by Young Girls

Monitoring the activities of the young trainees after their graduation as Animal Health Practitioners revealed very satisfying outcomes particularly regarding their income levels. The monitoring visits showed that about 92% of the young trainees are actually working and earning decent incomes from the services they are providing to farmers in their respective communities. The income earned by young girls from the services they provide ranges between GH¢200.00 - GH¢650.00 per month (USD\$50 - USD\$163 per month) as revealed during the monitoring visits.

Figure 2 Hawa Alhassan happy with her income level

“Today I am one of the high income earners in my entire household and my family especially my mother is very proud of me. I make an average of GH¢450.00 (USD\$112) per month and sometimes could make as high as GH¢700 when I provide additional services to the Veterinary Services Department in my communities. This income level compares favorably to most income levels from other jobs in my community. For example my father who is a farmer and harvest between 10 to 15 bags of maize annually from his maize farm as his major employment makes income ranging between GH¢ 800 – 1500 (USD\$200 -375) annually even though he sometimes earn income from other sources to complement his income, it is not often guaranteed. I have acquired for myself my school text books, school uniforms and sandals and indeed I am now able to pay for extra tuition fees to attend weekend classes which has a my dream for a very long time now. **URBANET** and **EMpower** “Mpagya” (thank you very much) said by **Hawa Alhassan**.



Amadu Ayisha one of the young Animal

Figure 3 Ayisha Amadu investing in alternative livelihoods

Health Practitioners who graduated with the initial 60 participants has started a small food bar by her community standard from the savings she makes from income on veterinary services she provides in her community. “I made an amount of GH¢1,800.00 (USD\$450) from my services in the first 6 months as an Animal Health Practitioner and decided to invest GH¢1,000.00 (USD\$250) of it to start a small cooking business (food joint) in my community to supplement my income. I learnt this also from the business management training we were given. I have my sister who supports me with my business anytime I have to attend to a



farmer. All thanks to URBANET & EMpower”.

1.3 ICT skills helping to connect young girls

The exposure of the girls to ICT is further connecting the girls to each other and to other relevant information hubs to their basic veterinary profession. All the 90 girls received basic training on ICT and other basics in Microsoft office package (word, excel and web browsing), the monitoring of the activities of the girls revealed that the girls are making good use of the web browsing in advancing their knowledge on their job. About 25% of the girls monitored showed evidence of getting connected to each other through social media platform such as WhatsApp and Facebook for sharing information about their practices and also using internet cafes occasionally to search for more information. This was for us very significant because most of the girls were not exposed to such an important medium before the training.

1.4 Other significant benefits not directly capture by the M&E Plan

Field monitoring of the activities of the young Animal Health Practitioners revealed two critical results that were not originally captured as part of the monitoring and evaluation plan but nonetheless were realized:

1.4.1 The trainees connecting well with Veterinary Services Department

The young trainees have so far connected very well with Veterinary Services Department and have served as community contact persons and supported in mobilization of about 20,000 livestock farmers for a national vaccination exercise in the first half of 2017. About 75 of the young girls have regularly recorded and submitted to the Veterinary Services Department monthly report of the diseases they have treated in the respective communities.

1.4.2 Refresher Training by Veterinary Services Department

The Veterinary Services Department conducts refresher trainings for its veterinary staff who are woefully inadequate in number compared to the number of farmers they have to serve. Therefore the training of the young female animal health practitioners and their subsequent linkage to the Veterinary Service Department was seen as very important in advancing livestock production and management. Therefore the department in organizing a refresher training this year included 45 of the Young Female Animal Health Practitioners in the refresher training and further upgraded their skills.

2. Organizational level(if applicable):

The project has also benefited URBANET as an organization in a number of ways. One of the significant achievement registered by URBANET in the implementation of the project is that, our relationship with the Veterinary Division of the Ministry of Food and Agriculture has been strengthened due to the collaboration we have had in the project. Our credibility and recognition as a Civil Society Organization that contributes to community empowerment especially youth empowerment has improved.

- a. (Optional) Describe more fully the explanation given for results in the M&E Plan.
 - i. Are there ways in which this flexible funding contributed to your organization's overall success?
- b. Have your organization and staff been strengthened through the partnership with EMpower in any of the ways below, or others? If so, please describe specifics below where applicable:
 - i. Youth program design (e.g., new knowledge or tools, gender issues, youth leadership)
 - ii. Monitoring and evaluation

<ul style="list-style-type: none"> iii. Organizational development (e.g., Board development, management and operational areas) iv. Financial sustainability (e.g., through fundraising, income generation) v. Visibility (e.g., through media, or other public exposure) vi. Partnerships, alliances, or networks vii. Expansion to reach more young people viii. Other
<p>3. Local community level (if applicable):</p> <ul style="list-style-type: none"> a. Has your program helped achieve more opportunities or an improved environment for young people in the community/ies where you work? (e.g., new programs, youth-friendly services, improved safety for girls, improved school curriculum, etc.) b. Do actions and/or statements of community members -- including parents -- show more support for gender equity or youth leadership? c. If there was community impact, how were young people involved in achieving this?
<p>4. Positive changes beyond the local communities (if applicable): Have your efforts (combined with those of allies/partners) contributed to any important increased and/or improved opportunities or services for youth:</p> <ul style="list-style-type: none"> a. Expanded/ improved policies or programs? b. Increased support from decision-makers or general public? c. Better practices of other youth-serving NGOs by sharing practices and strategies?
<p>5. Challenges and Adjustments (update this section from your progress report only if there are new adjustments to your strategies or lessons learned)</p> <ul style="list-style-type: none"> a. Please summarize any major remaining challenges. How did you confront them in the last phase of your program, and how do you plan to confront them in the future? b. What are the major lessons you have learned from your evaluation about what does, and does not, work well in your program? How are you adjusting your program based on these lessons?

Section D: Financial report

- Attached is the budget approved in your original grant proposal. Please complete the yellow column, indicating actual expenditures against the budget line items. Explain any significant variances (greater than 10%) in the corresponding column (note: any variances greater than 10% of the budget line, or \$1000 total should have received prior approval from EMpower).
- If the report shows a fund balance at the end of the grant, please indicate how you propose these funds be used (for example, to extend the grant period, conduct another activity or other). Your Program Officer needs to approve a no-cost extension and the use of funds.

Funds remaining:	
Proposed use of funds:	

ANNEXES

As annexes, we welcome additional information about individual, organizational, or community results, such as media exposure, newspaper articles, testimonies or letters, photos, etc.