



Office Accra

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GIZ GHANA NEWS BULLETIN



Dear colleagues,

We are pleased to share with you the latest updates, success stories, and insights from our diverse range of projects and initiatives.

In this edition, we shine a spotlight on some of our flagship projects that are making a real impact on the ground. From deployment of solar power to revolutionizes the production of vegetables for deprived communities, we are working tirelessly to create a more inclusive and resilient future.

Moreover, we delve into the topic of "Unlocking Opportunities: Germany and EU Join Forces to Boost Employment and Migration in Ghana," exploring the collaborative efforts aimed at unlocking new avenues for employment and fostering positive migration experiences. Furthermore, we are proud to highlight two remarkable initiatives that exemplify our commitment to empowering inclusion through a digital approach. The first initiative is the Let's Talk app, which serves as a powerful tool in combating Gender-Based Violence (GBV). The second initiative is the Citizen Eye app, an innovative platform that empowers citizens to actively participate in promoting accountability and transparency.

We hope this edition of the GIZ News Bulletin inspires, connects, and encourages progress towards a sustainable and equitable world.

 We would like to hear your thoughts on our new format and content – we value your feedback!

Happy reading!

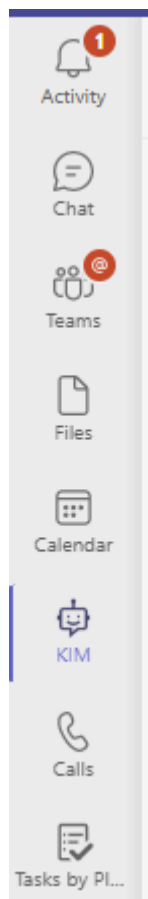
The GIZ NEWS BULLETIN Editorial Team

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AT A GLANCE

Have you heard of...



Do you know who KIM is?

In MS Teams, on the left navigation bar, you'll find KIM, the GIZ chatbot from DIGITS. KIM is here to assist you with IT-related questions and provide information on GIZ abbreviations, software search, P+R rules, and more. If KIM doesn't have the answer, it will collaborate closely with chatGPT to find the information you need.

Here are some examples of questions you can ask KIM:

- "I need a Teams room."
- "What does FMB stand for?"
- "How can I contact ITSC?"
- "How do I find the version history of a file in MS Teams?"
- "How can I use MS Forms?"
- "I need to record a Teams meeting."
- "What is a DIPA?"
- "How do I set an out of office message in Outlook?"
- "Do we have P+R rules related to data protection?"
- "Write a poem on eWaste" (KIM will redirect you to chatGPT for this request).



KIM is constantly learning and improving every day. You can even contribute to KIM's knowledge by teaching it something new.

German Cooperation, European Union, Don Bosco hold Job Fair 2023 to connect youth to future prospects

In tandem with the 2023 European Year of Skills, the Don Bosco Technical Institute, and the German Development Cooperation, in collaboration with the European Union in Ghana, organised a job fair to promote youth skills development in Accra. The Don Bosco Job Fair is an annual event, earmarked to help bridge the industry-academia skills gap in Ghana. This year's Job Fair was on the theme "*Connecting to future prospects: Skilling the youth*". Graduating students had the platform to demonstrate skills and technical knowledge acquired in their field of training.

Organised for the third time in a row, the 2023 job fair climaxed the successful cooperation between Don Bosco Technical Institute and the German Development Cooperation in equipping Ghanaian youth with market-oriented technical and vocational skills in the fields of automobile, electrical & electronics, hospitality, and logistics & warehousing. This partnership project falls within the framework of the Invest for Jobs programme. So far, about 1,200 young men and women have been trained in various vocational and technical disciplines, since the inception of the project in 2020. "*With a financial commitment of 1 million EUR through the German Federal Government, into this project, our objective is to train 2,000 young people and place 70% of them in local industries by the end of 2023,*" explained the Country Director of GIZ Ghana, Regina Bauerochse.



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74 SMEs Empowered with ILO SCORE Training through German Cooperation Sponsorship

Increasing the productivity and resource efficiency, thereby creating jobs and improving working conditions for 74 Ghanaian small and medium-sized enterprises (SMEs) – that was the aim of the International Labour Organization's (ILO) Sustaining Competitive and Responsible Enterprises (SCORE) training programme. It started in August 2022 and has now been sealed with a certification ceremony for its official conclusion in Accra.

In 2021 the Invest for Jobs programme, signed a first grant agreement with the Management Development and Productivity Institute (MDPI) to train 90 SMEs in the SCORE programme. This year's project closure and certification ceremony celebrated the successful second cooperation project between MDPI and Invest for Jobs, for the SCORE programme implementation which extended the training measure to two new regions (Ashanti and Eastern).



The SMEs expressed their appreciation to the German government for the training programme and highlighted some of the impacts it has started to have on their businesses:

"For me, the 5S Model (sort; set in order; scrub/shine; standardize; and sustain) was the most interesting aspect of the training. I even transferred what I learned for my business to my personal life, and I see tremendous improvements," said Diana Akwaboa Bosompem, Founder and Chief Executive of cosmetic company 360 Naturals.

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Platform managers commit to improve working conditions for ride-hailing and delivery drivers

Africa's platform economy continues to create jobs for many people. However, ride-hailing and delivery workers often face poor working conditions. Those poor conditions are however not necessary outcomes of technological development. Platforms have significant control over the jobs they mediate, and the power to improve them. Therefore, Invest for Jobs supported Fairwork to organize a workshop for platform managers from all over Africa who expressed their willingness to make changes; among them were The Black Ride and Eziban from Ghana.

The workshop comprised multiple sessions of collective knowledge exchange and covered strategies for the operationalization of fair principles. As an outcome of the Fairwork project, five Ghanaian platforms have improved the working conditions of an estimated 4,000 workers so far. The commitments made by the platform managers included the following: Provision of protective gear, Incentivizing speed-safe driving through pay rates and notifying workers when above speed limit, Ban of areas with high crime rate at night, Recognizing driver unions and enable them to contact management, Considering distance travelled and order numbers as

potential thresholds to guarantee minimum wage for delivery workers and Explore effects of ratings in relation discriminatory outcomes. By continuing to actively engage with the platforms, Fairwork ensures that these commitments are transformed into reality and will therefore contribute to the creation of a truly transformative platform economy in Africa: one that not only creates jobs but provides jobs that are characterized by fairness for those that perform them.



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Boosting Success: Business Training and coaching loop Empowers Small Enterprises in the Upper West Region

After months of coaching and mentorship, 26 Micro, Small and Medium Sized Enterprises successfully graduated. Being its first edition in the Upper West Region, the Loop was designed and conducted by the GIZ AgriBIZ Project to suit the needs and requirements of individual enterprises. This creates productive and sustainable employment and improves livelihoods.

During the graduation ceremony, the Deputy Head of the European Union Delegation to Ghana, Mr. Pieter Smidt Van Gelder said, *“As we celebrate your graduation today, we look forward to hearing about your business expansion in future; your success stories will serve as an inspiration to others, paving the way for a vibrant entrepreneurial ecosystem in the region”*. With 10 months of engagement, participants had one-on-one coaching sessions with experienced coaches to identify their strengths and weaknesses and develop action plans to address them. The 16 small-scale Agri-processors and 10 Agro-input dealers were equipped with business entrepreneurial, and skills to boost their businesses for sustainability.

Ms. Portia Gban who spoke on behalf of the graduates expressed her appreciation for such a training: *“Although I was managing my peanut and shea butter businesses, I lacked ideas. These 10 months have provided me with the knowledge to advance my business.”*

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Harvesting the Sun: Solar Power Revolutionizes Vegetable Production

In the rural areas of north-western Ghana, agriculture is an important source of income and livelihood. However, the erratic rainfall patterns due to unpredictable climatic conditions threaten productivity. To change this, the MOAP NW project has handed over a solar-powered irrigation system to the Dissah community and the Savannah Region Director of Agriculture. This now enables the community to irrigate their vegetables all year round. For the farmers in Dissah in the North Gonja district, the installation came at the right time. The yields from their fields were unpredictable and often insufficient to meet the basic needs of their families. Thanks to the solar plant, the farmers can now reliably grow vegetables all year round. It has a reservoir that can hold up to 10,000 litres of water. From there, the water is channelled through a network of 10 standpipes and pipelines to irrigate the cultivated areas. Commercialisation of vegetable farming in Dissah community



Commercialisation of vegetable farming in Dissah community

Okro farmer Mary Maana is enthusiastic about the new irrigation system: *"It allows me to increase agricultural productivity. This improves my family's nutrition and livelihoods for the whole region."* The Dissah system provides a reliable water supply to more than 40 women vegetable farmers. Each of them is given a 100-square-metre plot in a fenced irrigation area of one hectare. Thanks to the reliable water supply and constant production, these women have made the transition to commercialisation.

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Transforming the Micro-Credit Landscape: Unveiling the MCAG Member Portal and ERP Software

We are excited to announce the launch of the Micro-Credit Association Ghana (MCAG) member portal and Enterprise Resource Planning (ERP) software. This initiative in Ghana's micro-credit landscape is the culmination of years of dedicated effort and collaboration under the Financial Systems Development Project. Together with our project partners, including MCAG, Ministry of Finance, Bank of Ghana, and Ghana Microfinance Institutions Network, we have joined forces to make this significant achievement possible. The MCAG member portal and ERP software empower microcredit institutions to enhance their operations and make informed data-driven decisions. It improves data collection and compilation, ensuring the provision of detailed and accurate reports.

Microcredit institutions can now easily access comprehensive reports, monitor client transactions, and loan performance, and make strategic decisions based on reliable data. MCAG proudly boasts a membership of over 450 institutions, collectively reaching approximately 400,000 beneficiaries across Ghana. These figures highlight the significant impact and extensive reach of their initiatives.

Furthermore, the MCAG member portal and ERP software provide a global perspective on Ghana's micro-credit industry. It enables microcredit institutions to benchmark their performance against national and international standards, fostering healthy competition and driving industry growth. The platform's transparency and collaboration capabilities contribute to the betterment of the micro-credit sub-sector. The launch event in Accra marked a significant milestone achieved through collaboration, dedication, and a shared vision. It paves the way for a brighter future for microcredit institutions in Ghana, setting the stage for their continued success and contribution to the nation's economic development.



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GIZ Ghana supports Ghana to establish commission on migration

GIZ Ghana's Programme Migration and Development (PMD) has achieved a remarkable milestone in Ghana's commitment to safe, orderly, and regular migration. The Migration Governance Change project has concluded, bringing hope for a brighter future in migration management and serving as an inspiring example for the region. The two-year project, initiated in May 2020, aimed at enhancing migration governance through creating the framework for the establishment of a Ghana National Commission on Migration (GNCM).

PMD and its partners have worked over the last two years to create a strong foundational strategy for establishing and sustainable functioning of the commission, expected to oversee and coordinate Ghana's migration management. At an event to mark the successful completion of the project, PMD on behalf of GIZ Ghana, presented project outputs to collaborating partner, Ministry of Interior's Migration Unit, and chairperson of the technical working group of GNCM. The project outputs included draft cabinet memo and communication plan, sensitization concept notes for the commission and capacity building workshop reports on results model. Other outputs are the commission's steering structure, and capacity development strategy, risk analysis and monitoring strategy, budget programme, and action plan for implementing the commission.



Prof. Mariama Awumbilla, chairperson of the technical working group, highlighted the impact of GIZ Ghana's support in establishing GNCM. She noted that the successful completion of the Change Project attests that remarkable results are achieved through collaborative efforts and effective partnerships. Prof. Awumbilla called for *“continued collaboration and cooperation among stakeholders to drive progress and tackle the challenges of migration governance head-on.”*

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Strengthening the Skills Gap in Ghana through partnerships

The EU Ghana Pact for Skills: Support to the Transformation of the TVET System project, co-funded by the EU and implemented by GIZ, has been officially launched. The event held at the Ministry of Education in Accra was attended by dignitaries, government officials, educators, and industry leaders.

Regina Bauerochse Barbosa, the Country Director, highlighted GIZ's decade-long collaboration with the Commission for Technical and Vocational Education and Training to transform TVET in Ghana. The aim is to equip trainees, workers, and craftsmen with the skills needed for success in the job market. Previous project phases have empowered youth to become skilled professionals who contribute to their communities. The project focuses on sustainable financing for TVET and strengthening the relevance and availability of technical education. The launch event brought together key stakeholders dedicated to shaping the future of TVET in Ghana. The project logo was also unveiled to symbolize its goals.



This new project is a significant step towards addressing unemployment challenges and creating a skilled workforce capable of thriving in today's labor market. The collaborative efforts of GIZ and their partners demonstrate a commitment to transforming TVET in Ghana and fostering a more prosperous and inclusive society.

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E-commerce Stakeholders Drive Green Initiatives for a Sustainable Future

The e-Commerce value chain is a fast-growing part of trade and has the potential to significantly contribute to income and employment generation. However, there are big environmental challenges in this area. Packaging and transportation of parcels are two examples along the value chain, amongst others, that have a direct environmental impact in terms of waste and emissions.

With this in mind, the Pan-African e-Commerce Initiative has been training SMEs and other stakeholders, including the public and private sectors and intermediary organisations, on approaches to engaging in e-commerce with reduced negative environmental impacts. The training session titled 'Greening e-Commerce' focused on recognizing the environmental consequences of various e-commerce activities such as packaging, transportation, and warehousing. It aimed to identify specific issues like carbon emissions, plastic usage, and non-degradable packaging materials, while also exploring potential measures to mitigate these impacts. The



training took participants through 'greener' approaches to doing business to help the environment.

Sylvia Fafali Orou, an entrepreneur and participant, said, "*There are many activities that we indulge in without knowing how they negatively affect the environment. I thought some of these things were far away from us in this part of the world, but now I realise that they can bite us very soon,*" she said. "*I didn't know that the longer I sit in front of my computer, the more I damage the environment,*" confessed Emilia Serwaa Agyin, another participant.

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Empowering Software Developers: Building Secure Platforms for E-Commerce Fraud Prevention

How can fraud be prevented and cyber security improved? On this topic, the Pan-African E-Commerce Initiative (PeCI) together with the National Information Technology Agency (NITA) trained companies in the field of e-commerce. The workshops highlighted the significance of investing in cyber risk mitigation as a crucial step for companies to safeguard their digital platforms and processes.

Solomon Richardson, Head of Technical Services at NITA, pointed out that the upheavals and advances in information technology (I.T.) require new regulations. Only then can quality software and products be developed to protect citizens.



The first workshop series brought together software developers from different organizations who learned how to recognize potential signs of fraud in e-commerce transactions and take proactive measures to prevent it.

The workshop also addressed vulnerabilities commonly found on e-commerce platforms and helped developers to increase the security of their software and protect sensitive data. They learned about fraud prevention measures and best privacy practices to protect customer information.

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Joint event series to boost project acquisition organized by develoPPP and AHK Ghana

In May and June, the develoPPP EcoDev team collaborated with the German Delegation of German Industry and Commerce in Ghana (AHK Ghana) to organize a series of events aimed at boosting acquisition efforts for the develoPPP Classic funding scheme. This series comprised three events: a virtual introductory session on the develoPPP Classic funding scheme, a physical event at The Mix Design Hub in Osu, and "B2develoPPP sessions" where interested companies had the opportunity to discuss their project ideas in one-on-one sessions lasting 45 minutes with the develoPPP team.

While the virtual session saw participation from 80 companies, around 30 companies took advantage of the chance to attend the physical event, gaining a better understanding of the program and connecting with representatives from companies already cooperating with GIZ under the develoPPP Classic scheme, such as Rana Motors or MDF West Africa. Subsequently, 7 companies registered for the "B2develoPPP sessions." These intensive advisory sessions resulted in 3 promising project proposals, which were officially submitted to the develoPPP Classic ideas competition.



However, the success of the event series extends beyond these achievements. The networking opportunities created during the events are expected to generate numerous ideas for new joint projects in the future. Additionally, the collaboration with the AHK Ghana team proved highly beneficial. They played a crucial role in planning, organizing, and moderating all three events, as well as marketing them to their extensive network of companies.

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Field Visit to Witness Progress in Ghanaian Honey Project

Christian Wollnik, Team Lead for the develoPPP programme at GIZ Ghana, and Arne Dübecke, senior representative of the project partner Quality Services International (QSI) from Germany, recently undertook a field visit to the Northern Region. The purpose of the visit was to observe the advancements made in the "Making Ghanaian Honey Fit for Export" project by attending beekeeping classroom and field trainings for inexperienced beekeepers. The trip's highlights included engaging with participants during the field visit.

The project's focus involves providing training and continuous support to both experienced and newly trained beekeepers, as well as beekeeping associations. By doing so, the project aims to enhance the quality of honey produced in Ghana, ensuring it meets international export standards. This, in turn, will create additional income opportunities and new jobs in Ghana's rural areas.



Quality Services International (QSI) is implementing the project under the develoPPP programme (develoPPP.de), which is run by GIZ on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ). The joint effort aims to promote sustainable development and economic growth in Ghana's beekeeping industry.

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Green People's Energy looks back on three successful years

The Ministry of Energy has taken over the responsibility of the solar energy infrastructure that was provided by the German Cooperation through the Green People's Energy Project. The handover was witnessed by the Country Director, Mrs Regina Bauerochse-Barbosa, Mrs Ramona Simon, representing the German Embassy and Ing. Seth Mahu, representing the Ministry of Energy, who officially declared the project closed.



Ing. Seth Mahu recognised the successful joint steering of the project over the past three years, resulting in the implementation of solar energy infrastructure in rural communities. This includes among others 31 solar clinics, 23 vaccine refrigerators, 44 solar street lights, 230 trained solar irrigation specialists and 93 farmers investing in solar irrigation.

During the event, the partners and the beneficiaries emphasized on their own responsibility to ensure the good functioning of the infrastructure for the next years to come.

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Students win Renewable Energy Prize

A solar dehydrator for preserving, a cookstove for self-produced palm kernel shell charcoal or self-produced briquettes from agriculture waste – innovative and creative were the ideas of 476 senior high school students from 119 schools in Ghana who participated in the Senior High Schools Renewable Energy Challenge 2022. However, there could be only one winner and this team was now awarded at the opening ceremony for this year's competition.

The school competition was launched in 2019 by the Energy Commission (EC) and is now known throughout the country. But what is the aim? The EC wants to create awareness of the importance of renewable energy, clean energy, and energy efficiency. In addition, the commission wants to promote creative thinking and problem-solving competencies among the students and in this way prepare future professionals for the field of renewable energy and energy efficiency.

In 2022, Kpedze Senior High School won with a great idea. The students developed a portable solar system to dry fruits and vegetables to extend their shelf life. As a prize, the school received a 5kW solar system including batteries, supported by the SustainE4Climate project.



The school has now installed the solar system and it supplies the school library and part of the science laboratory with electricity. *"By generating electricity from our own solar system, we save money and can contribute to climate protection at the same time. Through the challenge, the students learn how important renewable energies and energy efficiency are for their own future"*, says Stanley Dzidzeme Kongo, deputy headmaster.

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Enhancing Agribiz Networks in Ghana: Training Workshops on Business Formalization, Contract Management, and Patent Rights

Ghana's component of the regional project "Promotion of Rule of Law and Judiciary in Africa" collaborated with the GIZ Agribiz project to conduct three training sessions. The aim was to enhance the legal capacities of staff within agribusiness associations, enabling them to provide legal services to their members, particularly small and medium-sized entrepreneurs. The training sessions took place in Prampram, Accra, and Koforidua, involving associations such as Social Enterprise Ghana (SEG), the Soya Value Chain Association (SVCAG), the African Women in Agribusiness (AWIA), the African Women in Animal Resource Farming and Agribusiness Network (AWARFA-N), and the Women in Poultry Value Chain (WiPVaC-Apex).

The objective of these trainings was to equip the regional representatives with knowledge and skills related to business registration and formalization, contract development and management, and patent rights protection. As leaders and representatives, they were expected to transfer this knowledge to members of their associations through training of trainers (ToT) programs.

Participants learned about different forms of businesses, such as sole proprietorships, partnerships, and corporations, along with their associated liabilities. They also gained insights into essential clauses and terms in contracts and the intellectual property laws of Ghana, including the unfair competition act and the risks of verbal contracts. The training sessions utilized interactive methods like exchanges, group work, presentations, and quizzes. Participants shared their own experiences, serving as valuable lessons for others.



By the end of the training series, approximately 80 representatives from the networks had acquired relevant knowledge and skills in business formalization, contract development, and patent rights protection. The project will continue to monitor how members of the various associations benefit from the legal services provided by the regional representatives in the coming months.

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One software: endless possibilities

The Governance for Inclusive Development programme collaborates with partners to boost revenue mobilization in Ghana. One significant outcome is the dLRev Software, a web-based solution that simplifies revenue management for MMDAs by integrating spatial and taxpayer data. This software has streamlined processes like billing, collection, monitoring, and reporting. The software includes features like an app for updating taxpayer information and revenue collection app that accepts mobile money and bank transfers.

Following the success of dLRev, the Ghana Revenue Authority (GRA) and the Office of Administrator of Stool Lands (OASL) partnered with GovID to develop the Rent Tax and OASL Apps. The Rent Tax App

enables comprehensive data collection, user management, and a public portal, resulting in improved rent tax revenue collection, which is been used in 60 tax service centres. On the other hand, the OASL Rev App facilitates data collection, billing, revenue collection, and payments, leveraging on street address maps from dLRev and OASL's revenue data. The app has been implemented in all 104 operational district offices, providing a digital solution for OASL's revenue operations. These digital solutions showcase the sustainable impact of Ghana's revenue mobilization efforts.



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Progress towards traceable cocoa from Ghana

Ghana, a major player in global cocoa production, is making significant strides to address challenges within its cocoa industry. Among the pressing issues is the need to comply with client demands like the European Supply Chain Law, which requires full traceability, deforestation-free production, and an ambitious system for reducing child labour in the cocoa sector.

While current traceability efforts in Ghana extend to the community level, the COCOBOD reaches to the farmer level with its new Ghana Cocoa Traceability System (GCTS). This digital system collects socio-economic data on cocoa farmers, the geo-location of their plots, and accompanies the journey of the cocoa beans from the farmer to the port.

This project is supported by our GIZ Sustainable Cocoa Initiative Programme (SCISP), which is jointly funded by the EU and the German government. SCISP is providing technical assistance to COCOBOD to pilot the GCTS in Assin Fosu district in the central region. The lessons learned from this pilot project will guide the

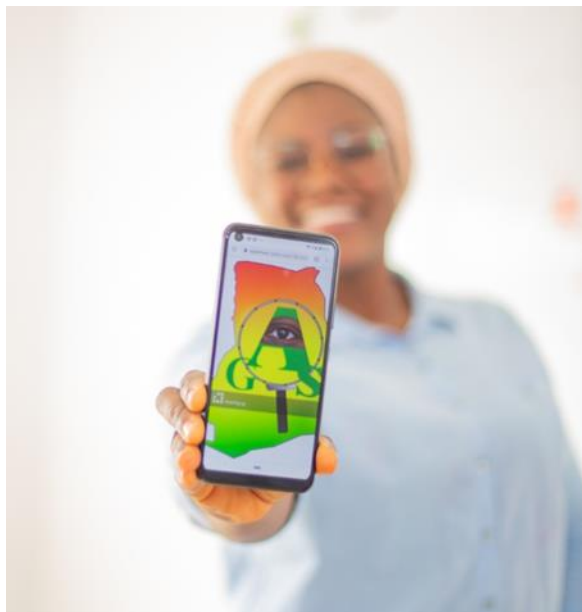


expansion of the GCTS to all 70 cocoa districts, thereby overcoming the first hurdle on the road to compliance with EU regulations.

In May 2023, COCOBOD and SCIP signed a Memorandum of Understanding - the official launch of the GCTS pilot. The implementation of the system in Assin Fosu promises to provide invaluable insights for evaluating the effectiveness of the system and for possible improvements. This system is a milestone in traceability and accountability! We are happy to be part of this development!

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Empowering Inclusion Through a Digital Approach



Digitalization has unleashed tremendous potential for transformation across various sectors of development, leading to significant improvements in service delivery within government institutions. The Governance for Inclusive Development (GovID) program has undertaken several digital interventions as part of its efforts to enhance service delivery for inclusive development. Two noteworthy initiatives are the [Let's Talk app](#), aimed at combating Gender-Based Violence (GBV), and the [Citizen Eye](#) app, designed for reporting corruption. Both these citizen-centered apps have been developed using a participatory approach.

In the realm of gender, GovID, in collaboration with the Ministry of Gender and the Ghana Statistical Service (GSS), has created the Let's Talk app. This innovative tool enables individuals to report cases of GBV, providing support to victims while also generating data to gain insights into the

magnitude of the issue and shape policies for its eradication. According to report from UN Women, data from 13 countries shows that during the pandemic two out of three women reported experiencing or knowing someone who has experienced some form of violence. In Ghana, data from the Accra Regional Office of the Domestic Violence and Victim Support Unit (DOVVSU) revealed that 31.9% of Ghanaian women faced domestic violence in 2020. Analysis of the data gathered through the Let's Talk app shows that 38.1% of victims experienced physical assault, 22.7% faced sexual harassment, 16.5% encountered restricted movement, 12.4% suffered from the denial of basic needs, and 10.3% experienced rape/defilement. The app allows for reporting cases in local languages, ensuring inclusivity by eliminating language barriers.

While Ghana performs relatively better than many other African countries in terms of corruption, the perception of endemic corruption remains high. Corruption not only drains resources and tax revenues but also hinders the expansion of essential social services aimed at improving citizens' well-being. In 2019, the GovID program supported the Ghana Audit Service (GAS) in developing the Citizen Eye app, which enables citizens to report cases of corruption and irregularities in the use of public funds, as well as rate public services. GAS has now taken full ownership of the application, integrating it into the organization's website as a feedback tool. The app has already proven its impact by triggering an audit on the Fleet Management of the Ghana Ambulance Service, leading to it being awarded the Best Performance Audit Report for the year 2023 by the African Organization of English-speaking Supreme Audit Institutions (AFROSAI-E). Additionally, the app has facilitated the recovery of GHS 280,000 that was embezzled from vehicle luxury tax.

The aforementioned digital interventions by GovID exemplify how technology can effectively address issues of mismanagement and gender-based violence. These successes highlight the potential of digital tools in curbing societal challenges and promoting inclusive development.

Empowering Entrepreneurs: A Journey of Growth and Success



On May 26, 2023, Sunyani witnessed a remarkable milestone for Micro, Small, and Medium Enterprises (MSMEs) in Ghana. With assistance from the Support to the Private and Financial Sector (PFS) program, a total of 410 MSMEs were empowered with business equipment valued at one million Ghana Cedis. This initiative aimed to recognize the crucial role of MSMEs as the backbone of the Ghanaian economy and provide them with the tools to grow or start their businesses.

The success story of these 410 MSMEs began with two transformative initiatives. The first initiative was a business idea competition that unlocked the entrepreneurial potential of Ghanaian youth. It not only fostered innovative thinking and enterprise but also provided tailored technical assistance and mentoring to 110 winners. These aspiring entrepreneurs focused on technopreneurship, agripreneurship, ecopreneurship, and general entrepreneurship.

The second initiative, called 'Adwumaye' (meaning "work is good" in the Akan language), offered short-term skills training in various trades. Participants received expert guidance and honed their skills in areas such as catering, fashion design, cosmetology, satellite installation, bakery, and more. A total of 300 participants successfully completed the program, gaining valuable skills for their entrepreneurial journeys.

The handing over and MSME networking festival held in Sunyani showcased the collaborative efforts of project partners. Honorable Ignatius Baffour Awuah, the Minister of Employment and Labour Relations, symbolically handed over the start-up kits to the enthusiastic entrepreneurs. This ceremony marked a significant milestone, demonstrating unwavering commitment to supporting Ghanaian entrepreneurs.

The impact of this project goes beyond numbers and figures. It celebrates the realization of dreams, the fulfillment of ambitions, and the transformation of lives. With access to essential business equipment, the 410 MSMEs are now poised to expand their operations, achieve greater success, and make substantial contributions to the nation's output. As these MSMEs flourish, they create employment opportunities, offering hope to the Ghanaian population.

As the ceremony concluded, it became evident that this project represented a profound transformation of lives and businesses, surpassing the mere distribution of equipment.

Over the years, several initiatives have been undertaken in the Bono, Bono East, and Ahafo Regions to generate more jobs. One notable initiative is the Perspektive Heimat program, also known as the Returning to New Opportunities program, launched in 2017. Through this program, approximately 10,000 business startups received support, with about 5,400 individuals (including 50% women) successfully transitioning to self-employment and earning income from the assistance they received.

The MSME networking festival, inherited from the recently concluded Programme for Sustainable Economic Development (PSED) and the Ghanaian-European Centre for Jobs, Migration, and Development (GEC), has opened new opportunities for small and medium-sized enterprises in Ghana. With assistance from the new Support to the Private and Financial Sector (PFS) program, this festival has made a significant impact on Ghana's history and paved the way for a better future for MSMEs in the country.

Ghanaian Entrepreneurs Honored with WIDU Ghana Awards 2023 for Remarkable Achievements



Ghanaian entrepreneurs were recognized and celebrated at the inaugural WIDU Ghana Awards, held on June 29th, 2023. The event acknowledged outstanding individuals in five distinct categories: Agri-Business Award, Young Business Entrepreneur Award, Sustainability Award, Tech Award, and Female Entrepreneurship Award.

Fifteen remarkable Ghanaian entrepreneurs were bestowed with awards and prizes in recognition of their remarkable achievements through their participation in WIDU.africa, a transformative project implemented by GIZ.

One of the key drivers behind WIDU.africa is the collaboration with the Ghanaian diaspora in Europe, which aims to create employment opportunities within Ghana. Regina Bauerochse Barbosa, Country Director of GIZ Ghana, expressed her gratitude, stating, "Without your contributions, we would not have reached this significant milestone today."

[WIDU.africa](#) takes an innovative approach by combining financial support and coaching to empower both new and existing small businesses in Ghana, as well as five other African countries. Since its launch in Ghana in 2019, the project, implemented by GIZ and funded by the German Federal Ministry for Economic Cooperation and Development, has provided support to over 4,300 SMEs across the country. These entrepreneurs have collectively generated more than 2,000 jobs in Ghana alone.

Ms. Bauerochse Barbosa commended the Ghanaian diaspora in Europe for their invaluable financial support, dedication, and collaborative efforts, which have contributed significantly to the project's success. She acknowledged their commitment to sustainable development, innovative ideas, and tireless work, which have propelled WIDU.africa forward on its journey.

The WIDU Awards recognized 15 exceptional Ghanaian small enterprises, each excelling in their respective fields. The winners stood out due to their innovative business ideas, creation of sustainable employment opportunities, positive impact on their communities, and value addition to their investments. The selection process involved the consideration of all participants from Ghana since 2019, and winners were chosen in collaboration with a partner organization based on predetermined criteria.

We extend our heartfelt congratulations to all the winners and wish them continued success in their future endeavors.

Unlocking Opportunities: Germany and EU Join Forces to Boost Employment and Migration in Ghana



Germany and the European Union have joined forces to tackle Ghana's challenges in jobs, migration, and development. The collaborative initiative, launched on May 12, 2023, aims to empower Ghanaian youth, promote regular migration, engage the diaspora, and strengthen capacities at national, regional, and local levels. By doing so, they seek to transform lives and unleash the immense potential of the Ghanaian workforce.

Ghana's economic hardships have driven many young people to undertake perilous journeys in search of better opportunities in Europe. Irregular migration exposes them to numerous risks and limited employment options. To address this issue, Germany and the EU are pursuing a development-oriented approach to migration management that benefits all stakeholders involved.

A primary objective of the partnership is to bridge information gaps and enhance the capacities of state and non-state actors in migration and employment promotion. By providing counseling and information on labor market demands in Ghana, Europe, and the West African region, the initiative empowers Ghanaian youth to make informed decisions about their future, increasing their chances of success both domestically and internationally.

At the core of the joint action is the newly established Ghanaian-European Centre for Jobs, Migration, and Development. Formerly known as the Ghanaian-German Centre, this center serves as the operational hub for the project. It facilitates knowledge exchange and collaboration between Ghanaian and European stakeholders. The center focuses on professionally managed migration, enabling Ghanaian youth to gain international experiences while contributing to Ghana's development upon their return.

German Ambassador to Ghana, H.E. Daniel Krull, highlighted the potential of professionally managed migration as a catalyst for economic development. The new approach aims to address European industries' needs for skilled workers while empowering Ghanaian youth with international experiences. As these individuals return to Ghana, they will transfer skills and drive progress across various sectors, benefiting the country.

The partnership between Germany and the EU marks a significant milestone in addressing jobs, migration, and development in Ghana. Through regular labor migration, bridging information gaps, and fostering collaboration, this initiative can reshape the lives of Ghanaian youth and fuel economic growth. The Ghanaian-European Centre serves as a model for other nations, paving the way for a brighter and prosperous future.

A Reflection on Success: An Interview with the Retiring Country Director



Interviewer: Good morning! Thank you for having me today. I understand that you're retiring after a successful tenure as the country director. I would like to conduct an interview to reflect on your experiences and achievements. Are you ready to get started?

Country Director: Good morning! I'm ready to share my journey and insights with you.

Interviewer: Great! Let's begin. Looking back on your time as the country director, what do you consider to be your most significant accomplishment?

Country Director: It's challenging to pinpoint a single most significant accomplishment since the role doesn't have predefined goals like project objectives, our goals are fixed in the annual action plan and I am happy that we always reached our very ambitious goals like: Anti-Sexual Exploitation, Abuse and Harassment (SEAH) policy, contributing to the corporate sustainability programme, increasing cooperation with donors to get co-fundings etc.

As reform partner country we benefitted also from a significant increase in numbers of projects and service packages, our portfolio development has been extraordinary, experiencing a remarkable growth from a staff count of about 424 in December 2019 to 607 currently. GIZ Ghana's contributions to the SDGs have not only fostered the achievement of sustainable development objectives but also played a pivotal role in generating numerous employment opportunities for the unemployed in Ghana.

To prioritize staff well-being, we implemented several initiatives. Firstly, we introduced a new salary and band system, along with clear salary processes, to ensure fairness and transparency. Additionally, the implementation of the Female Mentorship Program was a significant step towards promoting gender equality and professional development within our organization. The Employee Assistance Program (EAP) which goes into its 3rd year provides individuals facing challenging situations with a chance to find relief, orientation, and information through the different group sessions we are having. Furthermore, leadership trainings were offered specifically for Band 5 line managers, fostering their professional growth. Lastly, we implemented a comprehensive anti-sexual harassment policy to maintain a safe and respectful work environment.

In terms of promoting a healthy and engaging work environment, I initiated the corporate health management pilot program, which included activities such as the step challenge to encourage physical activity, hydration (*hopefully all bottles are in active use*) and I wish that the health activities will go on also after me leaving, it's fun and healthy.

Enhancing communication within the organization was another area of focus. I led the review of the newsletter and introduced the [LinkedIn page](#) for GIZ Ghana, which has become the third most followed page among all GIZ offices worldwide. Our sharepoint page is just wonderful. Due to Corona the technical possibilities improved so that we could have a series of interactive talks with staff.

Each accomplishment contributed to the overall progress and well-being of the organization and its staff, but it is important for me to mention that it is the collective impact of these initiatives that I consider to be the most significant achievement during my tenure as the country director.

Interviewer: As a country director, you must have faced various challenges along the way. Could you describe some of these challenges you encountered and how you overcame it?

Country Director: Yes, it was not always easy during my three and a half years, as we all faced several challenges. The first, which nobody had ever expected, was the sudden emergence of the Covid pandemic. From one day to the next, HQ asked us to reduce the number of international staff (around 90 at that time) to a core team of 15. The reason was that at that time, nobody could imagine how the pandemic would develop, how deadly it would be, and if the health system would be strong enough. The fact that the airport was closed and only evacuation planes with tourists were leaving the country did not help much. In the end, we managed to get two dozen people out of the country.

My corporate security background helped me in this crisis management, such as establishing a crisis management team with regular meetings. Clear communication and tailor-made COVID-19 protocols, ultimately resulted in three years without any fatalities amongst our staff, which brings me great satisfaction. Additionally, successfully providing scarce COVID-19 vaccines with the assistance of the GIZ vaccination team was a significant achievement, and our staff embraced this opportunity with enthusiasm.

Another significant challenge emerged in 2022 when Ghana experienced a surge in inflation rate, soaring from around 14% to approximately 50% by year-end, greatly impacting staff purchasing power. Balancing staff expectations with GIZ regulations and compliance proved to be delicate. Ultimately, I discovered solutions that addressed staff concerns while upholding organizational guidelines.

Interviewer: *As you retire, what are your plans for your newfound free time?*

Country Director: Retirement opens exciting opportunities. I'll volunteer, utilizing my skills for causes I care about. Quality time with my mother and new granddaughter is a priority. I'll reignite my passion for sports, particularly cycling. Traveling to cultural sites and museums worldwide will broaden my horizons. I'm committed to sustainability, so I'll build a solar panel system for my home. Retirement is a new chapter for personal growth, exploration, and giving back. I'm eager to embrace these possibilities and make the most of my free time.

Interviewer: *That sounds like a well-deserved retirement plan. Thank you for sharing your thoughts. Before I conclude, is there any message or final thoughts you would like to share with the GIZ Ghana team?*

Country Director: As my time as the country director comes to an end, I want to express my deep appreciation for the incredible team we have at GIZ Ghana. I have witnessed firsthand the dedication, expertise, and commitment that each staff member brings to their respective roles, continuously striving to improve our functions and make a positive impact.

I encourage you all to maintain the strong team spirit that has been a driving force behind our achievements. Embrace the new management with an open mind and a willingness to collaborate, recognizing that fresh perspectives and ideas can contribute to our continued growth and success.

Let us sustain the excellent collaboration between the country office staff and the projects, as this synergy has been instrumental in achieving our goals. Together, we have made significant strides, and I have every confidence that you will continue to excel in your work, driving positive change in Ghana.

Thank you once again for your dedication and hard work. It has been an honor to lead this remarkable team, and I am confident that GIZ Ghana will continue to thrive under your capable hands.



News From Country Office

GIZ Ghana Annual Staff Retreat



We are glad to share with you the highlights from our recent staff retreat, which was an incredible day filled with personal growth, camaraderie, and memorable moments. Here's a glimpse into the unforgettable experiences we had together:

The retreat started off on a high note with an enlightening Personal Health & Wellbeing talk, where we gained valuable insights into nurturing our physical and mental well-being. It was a reminder of the importance of prioritizing our health and taking care of ourselves. To further encourage this, we introduced the **Let's MOVE ambassadors** and launched the **Step Challenge**, motivating everyone to embrace a healthier lifestyle.

Following the **health talk**, the atmosphere became electric as we delved into competitive and non-competitive games. The enthusiasm and sportsmanship displayed were

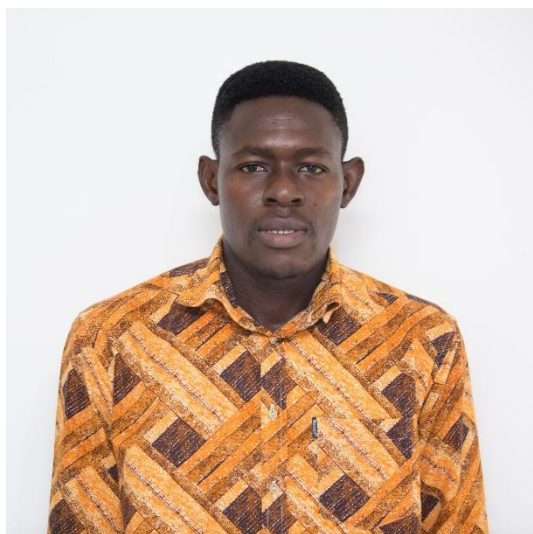
truly awe-inspiring. Whether you were competing head-to-head or cheering on your teammates, your infectious enthusiasm and positive energy set the tone for an unforgettable day.

Now, let's take a moment to applaud the ultimate winners of the competitive competition – the **Green Building team!** Congratulations on your outstanding performance and well-deserved victory. Your dedication and teamwork were truly commendable.

Once again, we want to express our heartfelt gratitude to everyone for participating in this event and for making the annual staff retreat an extraordinary and cherished experience. Your presence and active participation made the day truly special.

As we move forward, let's carry the positive energy from the retreat with us. Let it fuel our motivation and inspire us as we tackle new challenges and strive for greater achievements. Together, we will continue to shine brightly and make a positive impact.

STARTING A STORY by Sylvester Anokye



“The two most important requirements for major success are: first, being in the right place at the right time, and second, doing something about it.” — Ray Kroc

My story with GIZ Ghana is summed up in this quote. Starting off my career as a national service person at GIZ Ghana was one of those moments where you happen to be in the right place at the right time. With very little to no professional experience as a fresh university graduate, the opportunity to work with the team of experts from the Invest for Jobs programme provided me the platform to learn on the job and acquire hands-on skills in project management and communication, among others, which have

helped me shape my career path.

Today, I begin a new journey with Invest for Jobs, not as a national service person but as a junior professional to support this priority initiative of the BMZ with communications as we work closely with the private sector to remove investment barriers and create decent and sustainable jobs for Ghana’s teeming youth.

I am excited about this opportunity, and I look forward to working with all of you as we work to shape a future worth living around the world driven agenda in making the world a habitable and fair space for all to live. Till our paths cross again bye for now

LEAVING A STORY by Prosper Wie



All too soon, it’s been five (5) years of working in this wonderful and prestigious organization. GIZ is an organization that I would always love to be associated based on the strict adherence to an organizational culture anchored on principles and values. The popular word called “COMPLIANCE” is something I would never forget. Intuitively implying, not everything may make absolute sense as a process but hey just adhere and follow if you need to complete a task to check a box 😊

I walked into GIZ as a professional in my own space but a “toddler” in a new environment. I had to toddle cautiously learning as quickly as I could within the context of the complexity of the organizational culture and politics in order not to unduly “STEP ON TOES”. I have met, encountered and built relationships with people who have impacted me so much both in person and professionally. I hold these encounters sacred and a great anchor in this journey called life.

But as the good book iterates *“There is time for everything”*. I am leaving GIZ but with fond memories of good and challenging moments. I wish the entire GIZ team the very best in the impact driven agenda in making the world a habitable and fair space for all to live. Till our paths cross again bye for now

NEWCOMERS TO GIZ



Stefan Roth

Head of Finance and Admin.
Country Office



Kwatetso Honny

Technical Advisor
Ghana Heart Initiative



Anuware Sadat Abdulai

Junior Energy Advisor
SE4C



Alexander Kojo Nyarko

Technical Advisor
TVET



Monica Denise Amponsah

Technical Advisor
PFS



Joycelyn O. Asamoah

Technical Advisor
Agribiz



Fatou Doumbia

Technical Advisor
Make-IT- in Africa



Martin Lawer Akondor

Technical Advisor
develoPPP



Joseph Angkyelaa

Technical Advisor
GIZ/EU REACH



Enam Aku Tsinigo

Project Assistant
Invest for Jobs



NEWCOMERS TO GIZ



Alberta Teye Agudey

Technical Advisor
PFS



David Amanor

Driver
PFS



Eleazer Tackie

Technical Advisor
SCISP



Felix Simtso Wemakor

Junior Technical Advisor
PFS



John Koio Mensah

Driver
MOVE



Obed Annan Nortey

Technical Advisor
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Component Manager
Agribiz



Samuel Luyinda Mukasa

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Marianne Männlein

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Senior Program Coordinator
GEC



Alf Bremer

Component Manager
GoVID



Jen Hamlicher

Component Manager – PFM
GoVID



Cisco Aust

Project Manager
FLR





VACANCIES

To explore current job vacancies at GIZ Ghana, please visit this official website <https://www.giz.de/en/worldwide/115443.html> for detailed information and application procedures.

GAME OF THE MONTH

SUDOKU

Fill in the grid so that every row, every column and every 3x3 grid contains the digits 1 through 9. That means that no number is repeated in any row, column or box.

NOTE

First three people to rightly complete and submit this game will be rewarded.

Send completed game to:
maxwell.kwaku@giz.de

		4		3		1	7	
6			1	2				3
	3	8			9		2	
3			2			5		7
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4				8	2			1
	8	1	5				3	
	6			4		8	5	



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