Madam Adjoa Vida, a cocoa farmer at Kumawu (Kumau) in Ashanti Region. Photo Credit: Naana Nkansah Agyekum/ Oxfam
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All You Need to Know about the Oxfam Strategic Framework

Who are we?
We strive to add value to the work of those who challenge discrimination, exclusion, and exploitation. We will do everything in our power to amplify their voices and build global support for their actions.

We understand that how we work is as important as what issues we work on.
This understanding will shape our contribution to the global movement for social justice that we are a part of.

A Just and Sustainable World
Our work is grounded in our commitment to the universality of human rights. As a global network that is locally rooted, we take sides against poverty and injustice everywhere. We are driven by diversity and consistently seek to generate new insights that can drive solutions to complex problems.

Our ambition is lasting impact.

We fight inequality to end poverty and injustice

We recognize that the inequalities that drive poverty and injustice are complex and interwoven. To transform the systems that perpetuate them, we will adopt a multi-dimensional approach and apply a feminist lens to all our analysis and action – because for change to be sustainable, it must be systemic.
PARTNERS’ INTERACTION

Climate March in Asutuare

Oxfam and partner Peasant Farmers Association of Ghana (PFAG) joined rice farmers at Asutuare in the Greater Accra Region of Ghana marched to add their voice to the need to take urgent action on climate change.

The effects of climate change in Ghana are manifested in rising temperature; floods, declining rainfall, rising sea level and high incidence of extreme weather and shorter seasonal patterns.

Charles Hombey, Farmer Asutuare.
“We are on this march to create awareness of climate change. Climate change affects our produce and our yield. We are joining hands with Peasant Farmers and Oxfam to show the world the need to act now. We can’t even tell between the minor and major seasons.”

Regina Mensah, Farmer Asutuare.
“I have been a rice farmer for 20 years. When the rains are too much it spoils the rice. I believe the excessive cutting of trees plays a role in the pattern we are experiencing now.”

The President of Ghana in his address during the COP26 in Glasgow stressed the urgent need for a climate action to save our farmers and environment.

“Ghana acknowledges the importance and effects of Climate Change, and the urgent need to combat it, and we acknowledge equally the importance of protecting our environment.”

“We believe that a balance must be struck and maintained between our social, economic and environmental imperatives.”

The onset of climate change therefore poses a direct challenge to small-scale agricultural production and food security in Ghana. As a result, agriculture and natural resource-based activities are threatened by the rising temperatures we are experiencing. Ghana’s vulnerability to the impacts of climate change necessitates that we consciously plan for current and future generations.
As Oxfam, our work involves a lot of small-scale farmers and we have seen the impact of climate change on their yield. We will continue to engage government, private sector and other stakeholders to take concrete action on climate change.

*Story by Naana Nkansah Agyekum, Media and Communications Lead, Oxfam in Ghana*

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**Commitment to Reducing Inequality Index Launched in Ghana**

Oxfam in Ghana and partners launched the Commitment to Reducing Inequality Index (CRII) Report in Accra on 28th October 2021 to stress the increasing levels of inequality in Ghana. The third edition of the CRII ranked 158 governments on their commitment to reducing inequality. It measures their policies in three areas proven to reduce inequality significantly. These are Public Services (health, education and social protection); Taxation; and Workers’ rights.

The highlights from the launch stressed the need for efficient spending by tracking public expenditure, addressing gender discrimination and pay gap in the country.

“The way wealth is distributed geographically, between men and women and spatially must be looked at; because inequality creates unhappiness and generates crime.”

Charles Abugri, Development Consultant and Guest Speaker of the CRII launch.

Charles Abugri explained that “economic inequality is damaging; Ghana is not poor; but just have concentrated wealth”.

The CRII report was discussed extensively with the varied stakeholders from civil society groups, People Living With Disabilities (PLWDs), government representatives from the education and health ministries. Oxfam will continuously engage the different agencies and departments of Government on the CRII report.

Oxfam is however cautioning the Government of Ghana not to resort to austerity measures in the midst of this pandemic.
Charting the Uncharted Path: Women in Mining Share their Stories

Ghana has a broad framework of laws dealing with the extractive industry with particular attention to the mining and petroleum sectors. But how well are women positioned to benefit from these legal provisions?

Oxfam and partners as part inclusive mining advocacy programme highlighted the danger of gender inequality in the mining sector for government’s action in a 15 minutes video documentary. Some of the women who have braced the storm to venture into a male dominated occupation like mining shared the myths and misconceptions they have to battle with on daily basis.

**Victoria Adobea, Miner**
“"I got into mining in 2004 with my husband. I became his secretary and accountant. The people around him were all men and not happy. They were not listening to my instructions, so anytime I was communicating with them, I had to say ‘Director (my husband) says he wants you to do this or that”.**

**Francisca Yeboah, Miner**
“We didn’t know women could be miners as men do so they kept us away from it. But now I have realised women can also do something to support this sector if given the needed space”.

**Denita Asasaa**
“This job is dominated by men so when you venture into it as a woman you will be branded as a ‘hard’ or difficult woman. They feel as a woman you should go into petty trading to sell tomatoes and other foodstuff”.

Photo Credit: LEMA Concept Africa
Linda Frimpong
"I can move excavators; I just need to be given that opportunity. The myths are a lot. Some say women who are in their menses cannot come to the mining site. There is the perception that it brings bad luck to the site."

Victoria Adoea and colleagues are calling on Mineral Commissions to designate special block out areas for women to mine. They hope to work hard in their chosen field to clear misconceptions about women in mining.

Oxfam is engaging all stakeholders in addressing mine ownership inequalities and difficulties in accessing credits for women miners.

Compiled by Naana Nkansah Agyekum, Media and Communications Lead, Oxfam in Ghana.

Land Rights and Tenure Security for Cocoa Farmers

Oxfam and COLANDEF will be implementing a project to address the land tenure and security issues of cocoa farmers. The project is expected to support at least 500 farmers in Ashanti Region to document their land rights.

Over the years, cocoa farmers continue to face land tenure challenges and increasing threats to security of tenure. The negative experiences and lessons learnt from underdocumented land rights have led to some smallholder land users now desiring to have secured land rights.

The overall goal of the land right project is to document and disseminate the land tenure challenges of cocoa farmers in Ghana, advocate for policy attention and support the documentation of land rights for cocoa farmers.

"This project is a good initiative because without documentation you cannot claim any possession of a land. We appreciate the education on the land documentation you will be giving to farmers. We want people to understand that no family owns land in Ashanti; all lands belong to traditional authorities, Paramount Chief of Tepa Traditional Area"
The 3-year project is segmented in three phases.

- The first phase will focus on land tenure assessment, documentation and dissemination with relevant stakeholders.
- The second phase will focus on training, institutional strengthening for customary land authorities to help handle documentation for local farmers.
- And the final phase will focus on documentation of land rights and the establishment of a grievance mechanism.

He4She Clubs changing the narratives in our schools and communities

The EU Enough Project has established Girls and #He4She clubs to create a safe space for girls through empowering and encouraging them to develop their own agency and autonomy to claim their rights.

This strategy is aimed at engaging boys at a young age to develop positive masculinities and respect for girls and women. The involvement of men in gender equality leads to sustained change of behaviors and norms.

The Clubs will serve as one of the avenues our society can use to break the cycle of discrimination and abuse.

The ENOUGH Project has trained 178 members comprising of 66 males and 112 females. In addition, 51 Girls’ Clubs and 30 #He4She clubs have been formed by the Project partners in Upper West, Upper East, Northern, Savanna, Bono and Greater Accra Regions.

"My take home is to effectively engage the clubs on their rights, reporting mechanisms and to engage assembly members on some of the cultural activities that perpetuate violence."

"I feel ready and equipped with so much knowledge and how to educate boys and girls to ‘Say No’ to gender-based violence,”

Napare Happy, Zabzugu District/Upper East Region.

Story by Lois Aduamoah Addo, Programmes Coordinator, WiLDAF Ghana

Lois Aduamoah Addo, Programmes Coordinator of WiLDAF Ghana.
Photo Credit: WiLDAF Ghana
WEACT Project trained 126 Legal Literacy Volunteers in Nine Districts

Women’s Economic Advancement for Collective Transformation (WEACT) project has trained 126 community members made of 96 females and 30 males to serve as Legal Literacy Volunteers (LLVs) across the nine project districts. Most of these districts are within the cocoa and shea production communities. The volunteers will raise the awareness on existing laws and services for women’s right and family life in their communities.

The LLVs were taken through forms of domestic violence, workplace violence and harassment. They also learnt about property rights within marriage; agricultural services available for women farmers and means to access them.

Some volunteers shared their views.

“I see women empowerment as an opportunity to bring equality between both men and women”. Charles Addae, Legal Literacy Volunteer Kwabeng, Amenfi West District

“Women easily transfer knowledge gained to their immediate family as they are mostly the caretakers in the home; so, it is important if we empower them”, Sumaila Yahaya, Legal Literacy Volunteer for Ananekrom in the Amenfi West District.

“Through the LLV training, I have learnt, there is no job assigned to either a woman or man but both women and men can do similar jobs”. Cecilia Amuah, Cocoa farmer and LLV, Kwabeng community, Amenfi West

In a related development, the project distributed Veronica Buckets (hand washing stands) and Personal Protective Equipment (PPEs) to 8 project communities in 4 districts: Amenfi West, Aowin, Suaman, and Sefwi-Wiawso as part of the COVID-19 response.

Donation of Veronica Buckets to cocoa farmers at Asuaklo. Photo Credit: Friends of the Nation.
Rural Women: A classic definition of resilience tenacity and adaptability.

Rural women’s day celebration on every October 15 comes as a key moment for us to share in their joy and struggles. Oxfam and its partners marked this day with women in Asamankese, Yaraga N02 and Mbana Yili in the Eastern, Upper East and Northern Regions respectively. It was not just a day to interact and celebrate with them but to launch three pilot projects under Systems Innovation for Women Economic Empowerment (SIWEE) initiative.

Oxfam partnering with Mondelez, Peasant Farmers Association of Ghana, Shea Network and Tungteiya Shea Women Association are engaging 270 women in nine communities on soap, butter and organic fertilizer productions. Using a social lab approach, the SIWEE project created space for women to explore opportunities within the cocoa, shea and sorghum value chains. The entrepreneurial training aims at bringing additional income to the women.

"We have seen the economic implications of this virus on our cocoa farming activities. So, we welcome any intervention like this donation.” Secretary of the Boafo Ne Nyame Co-operative at Dadieso Augustina Foakye remarked.

"I am happy we are being celebrated on this day. I am ready to participate fully in the activity we are launching today. Training is always important for us because with the needed skill, we can do a lot"; Anita Boateng from Adiembra community, Eastern Region
Sustainable Missions Aid International (SMAid), one of the implementing partners of the EU ENOUGH project has trained 250 women in 10 communities in the Bono Region. Aside receiving training in the production of liquid and local soaps (Azuma blows), the women were also educated on Human Rights, Access to Formal and Informal Justice mechanisms.

The EU ENOUGH project sees a strong correlation between women’s economic empowerment and Sexual and Gender Based Violence (SGBV). Most women suffer a lot of violence because they are unable to actualize and advance in their economic path and lack access to concrete business and technical skills to afford them independence when being abused.

When Women are economically empowered, it increases their self-agency to act when they are being abused, raise household incomes and promote more gender equality.

Research has shown that at least one in three women (35%) will experience some form of violence during their lifetime.

The Greater Accra Regional Domestic Violence and Victims Support Unit (DOVVSU), indicates that as of August 2020, 31.9% of Ghanaian women have faced at least one form of domestic violence being it physical, economic, psychological, social or sexual.

Women Farmers in Bono Region acquire Additional Livelihood

The project is therefore giving women livelihood training to support themselves.

“I now produce soap for the home to use and sell to the public for some additional income,”
Mary Konadu, Nwasawasa community, Bono Region

“I joined SMAid to educate the women on human rights issues and referral pathways to seek for justice and support.

“However, I took advantage to learn how to produce liquid soap. I now produce and sell liquid soaps”. Rukaya Baba, Senior Investigator for Commission for Human Rights and Administrative Justice (CHRAJ), Bono Region.

“I used to deny my children food as a way of punishment for any wrongdoing in the house but through ENOUGH campaign on the community radio, I have learnt it is against their rights,”
Princess Afio Doris, Nwasawasa community, Bono Region.

Story by Samuel Asamoah Boateng, Programme Quality and MEL Officer, Oxfam.
Kangba Community challenges harmful gender norms

Kangba is a farming community under the Vieri Area Council of the Wa West District. It is more than 20km to the west of the District Capital Wechiau and about 18km to the north of the Regional Capital Wa.

Kangba shares boundaries with Jeda and Jolereyiri to the east, Siru and Nakpanabulee to the west, Bulingin to the south and to the north are Daboziiri and Pole communities.

An assessment conducted under the ENOUGH! Project to understand the sexual and gender-based violence issues within Kangba community revealed that violence against women is borne from unequal power relations between men and women and pervasive discrimination against women in both the public and private spaces.

The Project’s partner ProNet North worked with key state actors such as the Department of Social Welfare of the Wa West District Assembly, the Commission of Human Rights and Administrative Justice among others to undertake series of awareness creation and sensitization activities for the community.

Patriarchal disparities of power, discriminatory cultural norms and economic inequalities serve to deny women’s human rights and perpetuate violence. The ENOUGH Project seeks to challenge these unhealthy cultural norms by empowering boys and girls, women and men to say No to such practices.

Samuel Asamoah Boateng, Programme Quality and MEL Officer, Oxfam in Ghana

High Moments of ENOUGH! 16 days of Activism against Gender Based Violence

The 16 Days of activism against gender-based violence is celebrating 30 years of raising awareness on how gender stereotypes led to discriminative policies and practices that harm women. Yes! It has been 30 good years of campaigning against harmful gender norms and challenging unhealthy masculinities. ENOUGH Project in Ghana with funding from the European Union joined the global moment to #SayEnough to gender-based violence.
Campaign activities for the 16 day period opened with a media launch collaboratively held with the Ministry of Gender, Children and Social Protection, Oxfam, WILDAF Ghana and other stakeholders.

Social media was awash with Oxfam’s #ImagineIf campaign hashtag. This hashtag called on audiences across the globe to imagine a world without gender-based violence.

WILDAF Ghana used the occasion to screen a movie on rape ‘Shame’. The movie makes a strong call to eliminate payment of medical fees for survivors of sexual and gender-based violence to ensure greater access to justice.

The #ItStartsWithYou also called audiences to be part of taking action against gender-based violence.

The ENOUGH project partners also actively engaged with project communities during the period.
WiLDAF Ghana educates youth at Oyibi on gender based violence.
Photo Credit: Lois Aduamoah Addo/ WiLDAF Ghana.

Akua and Marilyne rocking their ENOUGH bag.
Photo Credit: Naana Nkansah Agyekum/ Oxfam

RISE Ghana He4She Club Debate at Pusiga.
Photo Credit: RISE Ghana.

And yes! Some bags and T-shirts were produced to swag with.

Sights and Scenes from Oxfamily Day

Team building exercise.
Photo Credit: Naana Nkansah Agyekum/ Oxfam.

Oxfam team visit to Nzulenzu.
Photo Credit: Genevieve Partington/ Oxfam.
When we were children, we were taught to say please and thank you. I do remember, by mum’s look when she gave me something or when someone gave me something. The look simply meant to say, “and what do you say?”. These were simple courtesies that made us feel appreciated and loved. So why do we seem to forget these as we grow. In the workplace, the show of appreciation, whether a simple “thank you” or publicly recognising a colleague can go a long way to boost staff morale, increase motivation and productivity.

This is where the LOVE Awards come in. The Oxfam LOVE Awards event has been established to reward staff who exhibit exemplary behavior that promotes our values. Oxfam Leadership is always informed by values. Our values, Accountability, Empowerment, Inclusiveness, Solidarity, Courage and Equality, are the ethical norms underpinning our purpose, which guide our leadership behavior and attitudes in a consistent manner over time. Oxfam Values determine our priorities in dilemmas, help focus actions and inform short-term decision-making and long-term strategic choices. Let us always show appreciation to colleagues who are exhibiting these values.
OXFAM’S FEMINIST APPROACH

What are Oxfam Feminist Principles?

1. Power Sharing:
   We recognize power and privilege within the organisation, challenge unbalanced power dynamics.

2. The Personal is Political:
   We recognize that challenging patriarchy and various expressions of power abuse begins with questioning and changing ourselves.

3. Feminism is a local-global movement:
   We understand feminism as a resistance movement that opposes patriarchy throughout the world and its different forms.

4. Nothing About Us Without Us:
   We create spaces for women to speak for themselves.

5. Engaging with men and Masculinities:
   Feminism is for everyone. We work to address gender norms and structures, as well as address male privilege and toxic masculinity.

6. There is No Economic, Social and Environmental Justice without Gender Justice:
   Eliminating all forms of exclusion and oppression requires us to acknowledge that social and economic progression are interlinked.

7. Diversity and Inclusion – Gender Mainstreaming and Intersectional Analysis:
   We celebrate and encourage diversity; challenge all forms of discrimination internally as well as within the communities we work with.

8. Safety:
   We believe in the right to safe environments for all people working in and with Oxfam

9. Care and Solidarity:
   We promote a space free of hierarchy and patriarchal norms, and pledge to recognize the authority each one of us holds while respecting our differences.

10. Development as Freedom:
    We embrace our freedom and the freedom of those around us to articulate opinions and ideas without fear of retaliation, censorship, or sanction.

11. Elimination of all Forms of Gender-Based Violence:
    We are committed to strengthening our partnerships with feminists and women’s rights organizations, youth and men, to transform the social norms that reproduce and normalize violence.
VOXPOP
WHAT CLIMATE ACTION MUST WE TAKE NOW?

Solomon Kusi Ampofo, Natural Resource Governance Coordinator; Friends of the Nation, Western Region
We should conserve the mangroves and sandy beaches to minimize the impact of climate change like we experienced in Keta recently. At the policy level, rules that govern shoreline development and coastal resource development should be implemented.

Charlotte Gyabeng, farmer, Sefwi Wiawso, Western North Region
I will call for planting of trees to give more shades. That is the only action I know is within my power. But if there is anything that can be done at the policy level to address issues of climate change, that will be welcomed because our cocoa farms are being affected by the harsh weather conditions.

Charles Homeng, Farmer, Asutuare, Greater Accra Region
We need to preserve our environment by planting enough trees. The forestry commission should produce more seedlings for farmers.

Azara Seidu, Farmer, Kpulgini Northern Region
If I get the platform, I will advise people and teach them how to protect the environment. We should stop burning our bush. The district assemblies should intensify the education on climate change.

Nana Nyarkoa, Chief Farmer, Kumsu, Ashanti Region
“We would have harvested a lot of cocoa beans, but the heat was too much at the time it started fruiting and it spoiled the cocoa pods. If there is a way, we can irrigate our farms during this period, I recommend we are supported to do that.”