

Application form: Pilot Project

1. Basic Information

Project information	
Project title	Promoting the Participation in Decision-making of the Deaf Youth in Akuapem North, Tano South and Wa Metropolis of Ghana
Applying organization(s)	DUF member Danske Døves Ungdomsforbund / Danish Youth Association of the Deaf
Partner organization(s)	Ghana Association of the Deaf Youth Wing
Project locality	Ghana
Project period	01.06.2020-01.06.2021
Amount applied for (max 200.000 DKK)	185.535 DKK

Summary of the preparatory study and the proposed project (5-10 lines)

The aim of the pilot project is to include deaf youth leaders and build their capacity to manage and run the affairs of the deaf youth in Ghana. The project focuses on strengthening the organizational capacity of GNAD-YW and its districts by enhancing the knowledge of the GNAD-YW board members, youth leaders, branch executives and members. Activities include lobbying and awareness raising and advocacy for the rights of deaf young people in Ghana and draw duty bearers' awareness regarding the inclusion of deaf young people in the decision-making. This pilot project will carry out different workshops and arrange a national youth camp which will create awareness of youth leaders on disability law, the convention of rights of persons with disabilities and how to do advocacy work with stakeholders and duty bearers in the districts. Additionally, attention will be paid to promote gender equality youth activities and gender sensitive board of deaf youth associations in Ghana.

2. The partners

The Danish member organization

2.1 Vision and work of the Danish member organization

Danish Youth Association of the Deaf (hereinafter DDU) is an independent youth organisation promoting the rights of deaf youth and children. It organises activities for young deaf people and children in Denmark. It is an organisation driven by young volunteers: all board members of DDU identify themselves as young deaf people. DDU has three key values: equality, development and leadership. Those key values relate to the proposed project and cooperation we aim to start with the partner organisation GNAD-YW. In the strategy and vision of 2020, it states that one of the main aims of DDU is to engage in international cooperation between different youth associations of the deaf to focus on political engagement, organisational work and volunteerism. DDU would like to contribute to the development and empowerment of Danish and international deaf youth community, and would like to give its members and youth leaders an opportunity to

interact with other young deaf people from Ghana and improve their knowledge on the situation of deaf young people in Ghana.

2.2 The capacity and experience of the Danish member organization

DDU has had two previous pilot projects located in Ghana (2008-2009 and 2016-2017), where they have been responsible in collaboration with GNAD-YW to manage and implement the pilot projects. Prior to the pilot project carried out in 2016-2017, there was a preparatory study in 2014-2015 before the pilot project. When considering international experience in general, DDU has hosted for World Deaf Children Camp in 2006, participated in an EU project about e-learning from 2003 to 2005. Furthermore DDU has hosted Nordic Children Camps, Nordic Junior Camps, and Nordic Youth Camps during the last 40 years (in collaboration with other Nordic Deaf Youth Associations). During the years of 2014-2018 DDU had the presidency of the Nordic Deaf Youth Council. Regarding responsibilities on the part of Danish organisation, there is a volunteer group of two persons who will be responsible for managing the project on the behalf of DDU - from project applications, managing the budget, writing the project report and staying in contact with the partner organisation in Ghana. If the project is approved, we will seek two more volunteers to join the Danish work group to ensure that there is enough resources. The general secretary of DDU will also be involved as he will get the practical responsibility, more specifically managing the fund from DUF. Moreover, the board of DDU will be involved in the process and supervising the implementation of the project. To start the project cooperation, DDU will draw on the experiences and knowledge from Danish Deaf Association (DDL) and their cooperation with GNAD for more than 10 years. The international projects manager at Danish Deaf Association will consult us throughout the period of the project.

2.3 Learning and anchoring of the project in the Danish member organization

One member of the work group is also a board member of DDU. The Danish work group will have regular contact and meetings with DDU. This way, a smooth communication and information sharing about the project with the rest of the board of DDU and its youth secretary is ensured and that experiences and learning from the proposed project will be anchored and reflected directly in DDU. Additionally, both members of the Danish work group are also actively involved in the youth community and in the activities of local deaf clubs. As one member of the work group lives in Jutland and another one in Copenhagen, experiences and learnings will be divided geographically. It is expected that on a bigger scale, the project will have a great impact locally and nationally at DDU. For instance, cooperation with DUF will provide DDU more knowledge about organisational management, DDU will gain more network with DUF and its member organisations and lastly, DDU will improve capabilities to manage projects. Involving young people and collaborating with GNAD-YW will bring valuable new knowledge and experience that would benefit DDU's national work and its members. A cultural and professional exchange will inspire the Danish organisation to learn good practices regarding the advocacy work for the rights of deaf youth and good practices from Ghana to be implemented in Denmark.

The partner organization

2.4 Vision and work of the partner organization

The Ghana National Association of the Deaf –Youth Wing (GNAD-YW) is a wing of Ghana National Association of the Deaf (GNAD). The vision and mission of GNAD-YW are to promote for an active and productive deaf community with access to education and information and steady economic activities that can sustain and maintain quality and a secure life, with a mission to mobilize members, remove communication

barriers, create awareness on issues pertaining to the deaf, and to advocate equal opportunities for the deaf. GNAD-YW has five board members which consist of four males and one female (Vice president). Our activities are monitored and supervised by the GNAD director. The vision and work of the partner organisation relate to the proposed project and cooperation as GNAD-YW focuses on the deaf youth in Ghana and it is expected that the partnership between GNAD-YW and DDU will contribute to a stronger and active youth wing with its own activities separated from the activities of GNAD.

2.5 The capacity and experience of the partner organization

GNAD-YW has managed two pilot and a preparatory project with DDL (2008-2009, 2016-2017 and 2014-2015 respectively) and most recently an international partnership project with Mill Neck International (2018-2019 – over US \$10,000) with very little supervision from the GNAD board and staff. As GNAD-YW is a part of GNAD, it is therefore of relevance to share GNAD's experience. GNAD has also managed several smaller projects funded by various donors, e.g. DDL, STAR Ghana, the Government of Ghana, and Abilis Foundation. It is therefore our estimate that GNAD-YW has sufficient capacity to manage the proposed project. The board of GNAD-YW will be responsible for ensuring that the project meets its expected goals. In Ghana, there shall be a contact person from GNAD-YW for the project and the work group which shall be the president of the YW. The president shall work along with the GNAD-YW board to ensure that the content of the project goals including project activities are carried out successfully. The GNAD-YW board will monitor and evaluate the project and provide reports to DDU. The project work group for this project has been established, which is made up of the YW president, two YW board members and a selected person from the project site. The director of GNAD will work as an advisor for the work group when necessary. The work group will manage the project. When necessary, they will cooperate with the staff at GNAD as they provide support to the implementation of the project such as office premises, accounting, logistics, etc. Regarding the activities in the project locations, the executives will manage the activities with support from the work group, and the supervision and evaluation will be done by the GNAD-YW board.

2.6 The structure and the organization of the Partner Organization

The partner organisation complies with the requirements for local partners, as they are a non-profit organised youth wing with democratic governance, they apply democratic principles and promote gender equality as well as have transparent structures and decision-making processes. The board of GNAD-YW is democratically elected at the general assembly. They work in a non-discriminatory way and have children and deaf people as their target group and allow them to influence the organisation. Currently, GNAD-YW has 3.000 members. Please refer to annex 2 for an organogram which also includes the roles of the board at GNAD-YW. The leadership of the GNAD-YW branches are based on volunteers. Out of GNAD's 16 regional branches, GNAD-YW is involved in 10 of them. In addition, GNAD-YW has 30 district branches. The district branch(es) is/are under the regional branches, which in turn are under the national Youth Wing of the Deaf. In addition to this, there exists some unofficial/informal youth wings/groupings in the districts who cooperate with the GNAD's district branches. Like the national board of GNAD-YW, each of the districts and regions has five board members and are based on volunteers. These executives are democratically elected. In general, this project will enable GNAD-YW to gain local and international recognition for having partnership with DDU and DUF. Youth leaders will acquire leadership and advocacy skills, know their rights and responsibilities and are able to manage and advocate stakeholders for the youth in their districts. Thus, the project will therefore contribute in enabling a strong, unified and active deaf youth who are promoting the participation and inclusion among

stakeholders within the country of Ghana. In the long term, deaf young people will gain knowledge about GNAD-YW. As they become leaders in their deaf youth centres, they will strengthen the youth movement in Ghana. In addition, GNAD-YW will benefit from trained youth leaders as they will get involved in GNAD activities.

2.7 Learning and anchoring of the project in the partner organization

The Ghanaian work group consists of a president and two board members of GNAD-YW, which will ensure that experience and learning from the proposed project will be anchored in GNAD-YW. They will have a great responsibility in managing the project and gain experience in the project. The board of GNAD-YW is geographically divided and they cover different districts in the country. Thus, learning and experience will be also anchored locally at different districts, where the board members actively participate in the activities and gatherings of the deaf youth. There will also be a representative from the districts in the work group, ensuring that learning and experiences will be anchored in the districts.

Partnership and cooperation

2.8 Previous cooperation

The idea of the partnership between deaf youth in Denmark and Ghana emerged from the GNAD/DDL partnership in 2008. This was not only to encourage young people to cooperate with other young people in equal and committed partnership but also to establish a strong, unified and active Deaf youth in Ghana. In addition, it was identified that both organisations have similar visions and missions: both DDU and GNAD-YW are volunteer-based NGOs focusing on promoting the human rights of young deaf people. The first pilot project was carried out between December 2008 and January 2009, which led to the establishment of the Youth Wing of Ghana National Association of the Deaf, GNAD-YW. In 2015, a preparatory study was conducted, leading to another pilot project in the time period of 2016-2017 (Project title: Increased awareness, participation, and inclusion of deaf youths in Ghana). The project improved and strengthened the relationship between GNAD-YW and DDU. During the pilot project, the work group from Ghana and Denmark attended the partnership project organised by DUF in Haslev, Denmark in 2017. In our opinion, the strengths of the partnership are the experience and knowledge derived from the previous pilot projects. Both organisations have learned from the mistakes the previous work groups have done. We also have a great opportunity to draw on the resources from GNAD and DDL's strong cooperation. In addition, the strong interest and willingness to continue the cooperation could be viewed as an asset. The work group has met only online through video call meetings, but have not met each other in person, which can be viewed as a weakness. We are aware that in the past, there have been work groups which did not functioned effectively due to lack of resources. We understand that it is possible it could happen again, and we consider it to be a threat for the project cooperation. The new work group has therefore contacted the old project group and the board of DDU to formulate better strategies that will ensure this does not happen again. We are determined, despite this threat, to have a good collaboration within the group and we are committed to the project.

2.9 Perspectives of the cooperation

Both youth organisations share similar values, mission and vision. Both are also a member of the World Federation of the Deaf Youth Section and attend their general assemblies every fourth year. Each organisation is passionate about creating positive and lasting change for young deaf people. Both organisations are an

organisation driven by young people themselves. DDU can contribute by having strong relationships with DDU, DDL and DUF. A person involved in the work group has experience in project application writing which can be viewed as a big asset, as she can ensure that the project meets all requirements. A benefit of GNAD-YW is that they know the local conditions and they can give direct access about the conditions for children and young deaf people, about the local volunteer and organisational culture and the challenges for creating equal opportunities for deaf youth people in Ghana. Thus, DDU and GNAD-YW match and complement each other in regards to experiences and competences related to the project. By applying together to this project, we expect that the cooperation will develop into a strong and equal partnership supporting each other in their work. It is very beneficial for both organisations as it gives young deaf leaders in both countries an opportunity to gain experience in project management (including project application writing, conducting reports). This will benefit both organisations as they will acquire young leaders based on the experience they gain from the project.

3. Preparation and Analysis

3.1 Description of the preparatory process

After the last pilot project ended in 2017, it was identified that there was lack of resources and other challenges both within the national board and the project sites. The president of GNAD-YW travelled to previous project sites which showed that the two school clubs at Bechemdeaf and Sectedeaf (target groups of the previous pilot project) are still struggling to sustain themselves, and although Wa Deaf youth association has managed to improve and are sustaining the previous project goal, other issues still exists. Two board members of GNAD-YW were assigned to analyse the situation and submit reports especially on the issues. The project idea emerged from the previous Danish youth work group and partner organisation in 2018 after the old pilot project finished. However, due to lack of resources, the previous work group dissolved, leaving behind a draft of the application and multiple ideas for the pilot project cooperation. A new work group was established in Denmark and in Ghana. After a careful consideration, we have decided to apply for a pilot project instead of a small-scale project because we want to strengthen the cooperation between GNAD-YW and DDU.

The board of GNAD-YW, representatives from the districts and the Danish work group have taken part in designing the project. We have asked for advice from GNAD and DDL to ensure that the project would be beneficial. Both organisations have equally contributed in the writing of this application. There have been several discussions to consider which kind of focus and activities should take place to ensure that the project would benefit the youth in Ghana. The GNAD-YW has taken a big part in identifying the problem and designing the project, but the Danish work group has contributed in guiding and ensuring that the project application meets all requirements of DUF. Experience from the previous project shows that the national youth camp is a great way to provide workshops and allows GNAD-YW, its local branches and members to have a stronger relationship with each other. This is why we would like to continue this activity, but a new thing being tried in this pilot project is the involvement of three different districts and advocacy work with the duty bearers and stakeholders. In addition, it was observed by the Danish work group during their visit to the national youth camp and the general assembly that gender balance was not supported. It was suggested that there would be a workshop focusing on the deaf young women only, which would improve their chances to get involved in the board in the districts. In general, this pilot project will sensitize and educate deaf youth leaders and build their capacity to be able to manage and run the affairs of the Youth Wing, advocate for their

rights, draw duty bearers' attention to be more inclusive and collaborate with the relevant authorities. Deaf youth will gain awareness of the Disability Law, the CRPD and other conventions as well the capacity building of the deaf youth in rights based advocacy. The methodology for these activities will include: training/workshops about the issues, arranging the National Youth Camp of the Deaf, carrying out meetings with stakeholders and duty bearers and collecting information about deaf youth in the districts.

3.2 Problem and context analysis

There are estimated to be 110,625 deaf people in Ghana, of which 60,500 are women and 50,125. In theory, Ghana has a relatively disability friendly legal and policy framework. Yet people with disabilities continue to face stigmatizations in spite of the policies. To date, these laws and policies are not implemented, leaving PWDs to continue to be stigmatised, marginalised, and excluded from effective participation in society. Key among the problems include a high level of exclusion from the economic, political, and social spheres of the society. In effect, the living conditions of deaf young persons are characterized by patterns of exclusion, discrimination, and limited access to basic goods and services. Nonetheless, the policies and laws are poorly observed so that the rights of deaf youth are frustrated in practice because of insufficient services, funds and facilities. For example, lack of recognition of the deaf youth has resulted in limited access to the District Assemblies Common Fund (DACF) and other important services in public.

There is a weak organizational capacity of GNAD-YW regional leaders. There still exists capacity gaps especially at the regional and districts levels and some board members are unable to carry out national, regional and district level advocacy in a coordinated and planned manner. The leaders still lack the ability to advocate on behalf of their members and courage to lead. It is therefore obvious that there is a lack of advocacy skills and leadership capacity among the leaders. In addition, there is a tough competition among all persons with disabilities in the various districts towards the government's Districts Assembly Common Fund (DACF) allocated to the districts to be disbursed to PWDs and deaf youths are left disadvantaged due to communication barriers. The project will focus on the ability of the GNAD-YW to effectively conduct advocacy for recognition of the rights of the deaf youth and access to public goods and services throughout the country depends on strong local capacity of the boards, regional and district leaders of the youth wing.

There is a lack of data on deaf youth within the municipality. The Department of Social Welfare (DSW) and the the Municipal Chief Executives (MCE) lack information regarding the deaf youth. Lack of mobilization also makes it hard for their leaders to get to them and identify their individual needs as well as introduce them to the stakeholders for the support they need. Thus, a comprehensive data on the deaf youth could assist the stakeholders and duty bearers to be aware of the number of deaf youth in the municipality and draw up plans that can meet their needs. There is limited contact between leaders and duty bearers and stakeholders. Due to communication barriers and limited awareness of sign language and deaf issues, contacts between the leaders and the stakeholders to work towards the needs of the deaf youth is always a challenge. In some cases, even when interpreters are available, there are lots of issues (for example, who to pay the interpreters, how much to pay, how many interpreters per service); and in other cases where deaf leaders approach department staff without interpreters, the interactions are generally poor (as some staffs do not even bother to offer pen and paper to communicate). All these are because these departments have limited awareness of the need of the deaf, sign language and deaf issues in general.

There is limited awareness of rights and responsibility towards the youth association. Although a large number of deaf youth exist, however, many of them do not patronize the youth section activities due to lack of awareness of their rights as deaf youth and their responsibilities towards the association; which can also be attributed to lack of mobilization. The deaf youth therefore do not know that the youth association could support them in obtaining their needs and achieving their rights. There is inadequate knowledge on Ghana’s PWDs ACT 715 and the UNCHR. So far, the deaf youth do not have any knowledge about their rights as enshrined in the Ghana’s PWDs ACT 715 and in the UNHCR. Young deaf females continue to be forced into early marriage and those deaf children and youth who should be in school are used as farm hands. The Deaf Youth having knowledge on their rights would empower them to express themselves and be free from oppressions. GNAD-YW in collaboration with GNAD and other NGOs such as the Ghana Federation of the Disabled, the National Council for Persons with Disability, the Special Education Division of the Ghana Education Service, and other key stakeholders are holding regular meetings and press conferences to raise awareness around the need for inclusion and/or mainstreaming in the affairs of deaf young people in Ghana. However, as a youth organisation driven by the youth themselves, GNAD-YW should be more involved in this advocacy work, when it has more capable youth leaders being able to speak on behalf of themselves.

3.3 Choice of target group

The primary target group consists of deaf youth (male and female) in three districts, namely, Tano South, Akuapem North and Wa Municipal. Bechem is located in Tono South District, Mampong-Akuapem in Akuapem North District, and Wa in Wa Municipal. The project will focus mainly on the youth age between 18 – 35 years but provisions will be made for younger deaf to explore the opportunity of this project in the three districts. As it is impossible to cover the whole country, we are thus focusing our efforts on the capacity of the national GNAD-YW board and focusing on the empowerment of two new and existing project districts where we know young youth members and potential leaders exist. The three chosen districts meet the following criteria: a presence of motivated deaf youth leaders; a large number of deaf youth, goodwill by the political administration in the district and existence of Civil Society Organizations (CSOs) that potentially can support the proposed intervention. It was indicated during follow-up visits as part of the previous project and the recent visit to regions by the current GNAD-YW president that deaf youth in these districts in particular are not recognized by stakeholders such as the Social Welfare (SW), Ghana Federation of the Disabled (GFD), the Municipal Assemblies (MA) and other offices. The lack of recognition makes it difficult for them to benefit from government incentives such as the District Assembly Common fund, as well as make their concerns known on issues that bother on their welfare. In these three chosen districts, deaf youth do not have much knowledge in rights of persons with disabilities. The UN CRPD for instance is far beyond their knowledge. Besides lack of knowledge on organizational development, which in many aspects can help address some of the problems, the organizational structures at these districts are not well organized in the Youth Wing.

During the project, more focus will be given to Tano South and Akuapem North districts with the aim of strengthening the association, whereas Wa Municipal District will have less activities. This is because Wa youth association has established a strong system and structure, and their leadership and membership involvement has been improved. However, their administrative procedures need attention and improvement, which is the reason why the district is also included. Per GNAD’s recent undocumented check on districts populations, the number of deaf people in the three districts are as follows:

District	Male	Female	Total
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Wa Municipal	175	204	379
Tano South	255	288	543
Akuapem North	365	340	705
Total	795	832	1.627

The age presented in the data range from 12 to 60 years of which 75% are young deaf people. Second target group is the Youth Wing of GNAD, its board members and volunteers involved in this project. In addition, it will consist of the rest of GNAD and its deaf members, teachers at Schools for the Deaf, interpreters and local governmental agencies.

3.4 Involvement of target groups

The project involves the target group in all stages from designing the project to the implementation. The project design has been decided by youth representatives in Ghana identifying the development objectives, targets, and activities. There were also constant contacts with representatives from the proposed project sites to discuss the project designs. Thus, they have been able to influence and design the project idea. Deaf youth in the districts will be also involved in identifying advocacy issues and helping to address those issues in the districts. The youth leaders in the project districts will be greatly involved during the project activities. In the work group, there is a representative from the district. The coordinator of the project will be a Ghanaian deaf youth, as the GNAD-YW consists only deaf youth who will take decisions and oversee the project. As GNAD-YW identifies themselves as an organisation of deaf young people, they have a good knowledge and relationship with the target group themselves: the deaf youth in Ghana.

3.5 The role and involvement of local volunteers in the project

Local volunteers will be responsible for the implementation of the project, e.g. the GNAD-YW board overseeing the project and the project's activities will be carried out by the volunteers both from the GNAD-YW board and the work group. The volunteers have been heavily involved in the preparation of this project proposal during the pre-appraisal visit by GNAD-YW. GNAD-YW will make sure that volunteer's ideas will be listened to and volunteers will be able to influence the project during the implementation. In addition, deaf youth in the districts will volunteer their time and efforts to teach interested CSOs and other stakeholders in the district on deaf culture. All activities will be done in a voluntary capacity. The gender perspective among the volunteers has been taken into account.

4. Project description

4.1 Project strategy

The project aims to strengthen the youth association of the districts by equipping the Deaf youth in these three districts with leadership and advocacy skills. Workshops and training on various disability acts and provisions, the Convention on the Rights of Persons with Disabilities (the CRPD), and the Constitution of GNAD-YW will be carried out. The deaf youth in the three districts will get a basic training on the importance of an organization defending their rights and what to expect from GNAD-YW to gain a better understanding

of the work and responsibilities of the GNAD-YW before carrying out a General Meeting electing the district boards. The board of GNAD-YW will provide some of the training, and the director of GNAD and one or two stakeholders will be also invited to facilitate a training. The gender balance will be observed when inviting the participants to the trainings at the districts. It is also the aim that the district boards will have a gender balance in the future. There will be gender inclusive improvement through better relationships and respect between males and females.

The purpose of the NYC is to provide the participants with a solid knowledge and understanding of the organization work, leadership, project and financial management, conflict management, advocacy and deaf issues in order to function effectively. The National Youth Camp (NYC) will provide leaders workshops on management and administration of the Youth Wing, the CRPD and Ghana's PWDs ACT 715 to do advocacy work, and will constantly incorporate them in their meetings and activities both at national and local branch levels. The board members from three districts (15 persons, 5 from each district) will participate in the NYC together with 32 representatives from all the regions (which is required by GNAD-YW's statutes to carrying out an Annual General Meeting (AGM) electing the GNAD-YW board) and the five current members of the GNAD-YW board. An equal gender distribution of the participants is sought. Two persons from DDU will participate in this activity to provide knowledge and training to the camp participants together with the GNAD-YW president. Their participation will further strengthen the cooperation between GNAD-YW and DDU, improve the understanding of international cooperation, and contribute in the understanding of cultural differences between the countries. There will be an additional workshop for the female participants in order to empower and encourage them to stand for elections at the AGM maintaining and increasing the participation of youth deaf women in the GNAD-YW board, and in the districts. An AGM will be carried out at the end of the NYC, where elections to the GNAD-YW board will be done giving the GNAD-YW board a clear democratic mandate from its members.

Relationship between stakeholders and duty bearers will be established and improved. It is considered of importance to carry out activities and meetings with stakeholders and duty bearers as these organizations and government agencies play important roles in the development and wellbeing of deaf young people in Ghana. As aforementioned, insufficient knowledge and awareness of their service to persons with disability hinder the youth from accessing or demanding their rights to services in the communities. Hence, the trust, support and presence of Social Welfare officers, District Chief Executives and Regional Ministers will be needed throughout the project implementation. This will be done by carrying out meetings with the stakeholders and duty bearers and collecting information about the deaf young in Ghana. First, the district youth leaders will be assigned to collect comprehensive data on the deaf youth which will assist the stakeholders and duty bearers to be aware of the deaf youth. The data will be used in the meetings with the stakeholders and duty bearers, to which two from the work group and leaders from the districts will attend the meetings.

All in all, it is expected that the project will address the following challenges identified in the problem analysis: weak organisational capacity of GNAD-YW regional leaders, lack of data on deaf youth within the municipality, limited awareness of rights and responsibilities towards the youth association, inadequate knowledge on Ghana's PWD's act 715 and the UNCHR, weak advocacy and leadership capacity of leaders, and limited contact between leaders, duty bearers and stakeholders. In the long term it is expected that the three established youth wing branches will serve as role models for the young deaf in other districts in Ghana, so they get motivated to establish youth wings in more districts strengthening the voice and influence of young deaf people both within GNAD and in the Ghanaian society. Also, the presence of females among district

leaders will increase the gender balance, improve relationships and respect between males and females and thus promotes decisions that are gender inclusive. Thus, the pilot project fulfils the purpose of the pool: advocacy, organisational development and youth activities are prioritised in the proposed project. Three crosscutting requirements: young deaf people’s rights, volunteerism and gender equality has been integrated into the project. By carrying out activities, we ensure that the project contributes to solving the problems deaf youth face.

4.2 Objectives and success criteria

The long-term development objective of the project	
Enlightened and proactive Deaf Youth strengthening participation and inclusion among duty bearers in Ghana	
Immediate objective 1	Success criteria
At least 35 Deaf leaders in the three targeted districts and at national level have developed advocacy and leadership skills, know their rights and responsibilities and how to manage the youth wing.	50 deaf leaders (17 at Bechem, 17 at WA and 16 at Mampong-Akuapem), gender balanced are trained in rights and responsibilities, leadership and advocacy skills, youth volunteerism and organisational and project management. An advocacy strategy and pedagogy skills related to demanding their rights from duty bearers are developed. Testimonies from deaf youth that their leaders are working well.
Immediate objective 2	Success criteria
The GNAD-YW has reached out to more deaf youth and stakeholders / duty bearers in Ghana	Establishment of youth wings executives/boards (5 board members) in Bechem and Mampong-Akuapem with at least 50 members each. Strengthening the youth wing in WA with an increased membership to at least 100. Comprehensive Data on at least 300 deaf youths (100 from each district); with information on their educational background, and employment status is obtained in the districts. Stakeholders have comprehensive data on deaf youths and are using it to support their needs.
Immediate objective 3	Success criteria
The leaders in GNAD-YW has a democratic mandate from its members	Election of GNAD-YW board (gender balanced) to steer the affairs of the youth wing at the national level. Election of capable youth leaders in the districts (3x5 leaders, gender balanced) to manage the affairs of the youth wing. Newly elected board oriented on the constitution of GNAD-YW, Organization Structure, development of work plan, international cooperation.

4.3 Activities and expected results

Activities	Expected results (outputs)
According to immediate objective 1	
a) Leadership workshops and training on rights and responsibilities, leadership and advocacy skills, youth volunteerism, and organizational and project management for 50 people	50 deaf leaders trained in rights and responsibilities, leadership and advocacy skills, youth volunteerism, and organizational and project management.
b) Leadership training on pedagogy	50 deaf leaders have developed pedagogy skills and are training members in the districts
c) Basic training of deaf youths in the three districts	At least 180 deaf youth have comprehensive knowledge on their rights and UNCRPD as well as the Persons with Disability Act 715 (2006)
d) Carrying out a National Youth Camp (NYC) providing training on various topics	A successful national youth camp with at least 45 capable representatives from all across the country. At least 45 deaf youth leaders (1-2 from each 16 regions, 6 from each 3 districts, 1 ex youth board and 5 from the current GNAD-YW board) are trained in topics such as the CRPD, deaf issues, leadership, advocacy strategies, fundraising, conflict and project management, youth volunteerism
According to immediate objective 2	
a. Meeting with stakeholders and duty bearers to deliberate on deaf youth participation and inclusion in public incentives and services	Mutual relationship established between the youth leaders and the duty bearers with deaf youth enjoying their rights and government incentives and better participation in decision making and public services.
b. Project sensitization, mobilization and data collections of deaf youth in the municipalities. Project awareness Meeting with stakeholders in the municipalities	Comprehensive Data on at least 300 deaf youth is obtained in the districts. Stakeholders have data on deaf youths and using it to support their needs. Mutual relationship established between the youth leaders and the duty bearers.
According to immediate objective 3	
a. Carrying out national board election	Five (5) boards elected to manage the youth affairs at the national level. A patron appointed to advise and support the youth board
b. Carrying out municipal leaders elections	Fifteen (15) municipal leaders (5 at each project sites) have been elected to manage the youth affairs
c. Orientation and training of newly elected boards and municipal leaders	

e) Drafting out action plans and reviewing youth wing constitution	Twenty (20) leaders (5 boards and 15 municipal leaders) have been given orientations and training A comprehensive action plan drafted at the AGM and the constitution is reviewed.
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4.4 Monitoring and evaluation

This project is for the improvement of the deaf youth and therefore, we will ensure that the project goal and its activities are strictly followed. In our vision, volunteers from Denmark and Ghana shall have an equal responsibility in managing and implementing the project. It is expected that both parties should be involved in the management of partnership and project cooperation. Local monitoring and evaluation of the project will be done by both the GNAD-YW board and the Ghanaian workgroup in close dialogue with DDU's work group. Both partners are responsible for a continuous dialogue about the implementation and progress of the project's activities. However, DDU and the Danish work group will be the main supervisors of the project implementation and have full responsibility for the project. DDU has legal and financial responsibility that project funds are managed correctly. It will be DDU's youth secretary, who will be responsible for managing the project finances, financial responsibility for money spent in Denmark, and money forwarded to the partner organisation. It will also be him, who has a practical responsibility to forward the money to GNAD-YW. DDU is responsible to monitor how the money is spent. However, we will take joint responsibility for managing the financial aspects of the project and we will follow up continuously and systematically. Once and if the project is approved, we both will agree on financial guidelines that are in accordance with DUF's guidelines and requirements. Regular financial reports will be required from GNAD-YW and the work group to ensure that the fund is being used according to the proposed activities. It should provide an overview of the expenses.

The GNAD-YW board will ensure the project work group follows the right procedure and the activities in the project timeline and that they work according to the activities proposed in the project which aligns with the project goal. Two board members from the GNAD-YW will be required to follow up on the project activities by using developed tools for evaluation. The work group and volunteers assigned for the project will be monitored by GNAD-YW to ensure that they are available for the activities and that they are using the right approaches during the project execution cycle. The work group is responsible for promoting the gender balance in all the activities of this proposed project. There will be a quarterly report on monitoring by the work group including observation and conducting interviews with participants from the districts as well as the stakeholders involved in the project. Follow up visits to the three districts after the National Youth Camp will be carried out in order to monitor the activities in the districts and collect feedback for the project evaluation. The GNAD-YW board will have board meetings to discuss the feedback and contribute to the work of the next project proposal. The experiences from maintaining gender balance and addressing gender issues from this phase will be evaluated and used in the next phase.

There will be several meetings both face to face and online with the board, the workgroup and DDU to discuss the outcome of every project activity performed. Their reports and recommendations would be given critical considerations. During the implementation of the project, new findings and challenges will be documented and better solutions be proposed to keep the project on track. Monthly and quarterly reports from the three project districts will be shared with DDU. Comparisons would be done between the project objectives and outcomes as stated in the proposal and the results of the on-going activities of the project. The data collected

before, during and after the project will be compared to determine the success and overall impact of the project on the target districts. An evaluation report will be compiled and shared with DDU and the recommendations will form a basis for the next phase. The methodology will be feedback collected from the project districts during the follow up visits and the evaluation of the participants at the National Youth Camp. The evaluation will be based on the above criteria and implemented during and after the project has been completed. Some of the guiding questions to monitor and evaluate the project success with regards to the indicators are: do the Municipal Assembly (MA) and the Department of Social Welfare (SW) have data on deaf youth in the districts? Have the Deaf youth leaders in the district developed leadership and pedagogy skills? Are deaf youth organizing themselves and fully active in youth section activities and can they now advocate and lobby the MA, SW and other stakeholders for their needs? Do Deaf youth know their rights? The data collected before, during and after the project will be compared to determine the success and overall impact of the project on the target district. Recommendations and learning points on the project can be used to carry out a similar project in other districts in Ghana in the future.

4.5 Sustainability and phase out

In order to ensure sustainability, GNAD-YW will maintain the governance structure and ensure regular meetings and collaborations with GNAD, district leaders and external partners utilizing the knowledge and tools acquired during this pilot project. The project beneficiaries and board are expected to form the core of GNAD in the near future which will sustain the Youth Wing and the local districts. To ensure sustainability after the phase out, GNAD-YW will maintain regular proposal writing and fundraising efforts such as issuing membership ID cards for a fee for core governance and project activities. In addition, they will use successful results and the excellent resources as reference for any future proposals, fundraising and any form of appeal for support in the future. It shall also be used to maintain core youth volunteer teams in the project district to provide voluntary work as and when required. The successful results and the excellent resources will again be a source of motivation to promote the activities of the youth section in other districts.

As the aim of the project is to strengthen the youth association in the districts, it is expected that they collaborate more with GNAD-YW. GNAD-YW will continue cooperation and support with the districts to ensure that the target group is not left in dependency.

4.6 Risks and challenges

Risk	Importance	How to prevent or handle the risk
Lack of club patrons to handle and oversee school club activities	Very important	There are former national executives of the youth wing board members in each of school clubs now and they are ready to save as patrons for the school
Lack of sharing information among GNAD-YW board	Very important	The Ghanaian work group is aware about the importance of to send all the information to every board member of the board
Lack of international experience and knowledge among the the project and work group	Important	In case of emergency, the project and working group will draw on GNAD and DDL's huge experience with international projects
Personal tensions between GNAD and GNAD-YW leaders in the districts	Important	In case of emergency, the project and working group will draw on GNAD and DDL's huge experience with international projects

Influences of Covid-19 on the possibilities to implement the activities	Important	Both organisations and work group have been prepared that there might be challenges with regards to Covid-19
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4.7 Information activities in Denmark

We would like the Deaf youth, stakeholders and duty bearers to know about the goal and activities of our projects, both in Ghana and Denmark. The project work group will use social media, e.g. GNAD-YW and DDU's existing Facebook pages and social media (such as Instagram). DDU's and GNAD's website and newsletter will also be used as a means of communicating. In Ghana, WhatsApp is also another powerful and extremely quick way to reach out to our members and to disseminate information, as many deaf young people do not have good access to the internet. As GNAD-YW does not have a communication officer, GNAD's communication officer will be used to support the online and newsletter work in Ghana. During the NYC, DDU will make video clips putting them on both GNAD-YW and DDU's Facebook page and put some pictures on DDU's Instagram. In addition, the Danish work group will write an article in the DDL's member magazine (Døvebladet), with the aim of reaching out to the deaf community in Denmark.

5. Sustainable Development Goals

GOAL 1: No Poverty	x
GOAL 2: Zero Hunger	
GOAL 3: Good Health and Well-being	
GOAL 4: Quality Education	x
GOAL 5: Gender Equality	x
GOAL 6: Clean Water and Sanitation	
GOAL 7: Affordable and Clean Energy	
GOAL 8: Decent Work and Economic Growth	
GOAL 9: Industry, Innovation and Infrastructure	
GOAL 10: Reduced Inequality	x
GOAL 11: Sustainable Cities and Communities	
GOAL 12: Responsible Consumption and Production	
GOAL 13: Climate Action	
GOAL 14: Life Below Water	
GOAL 15: Life on Land	
GOAL 16: Peace and Justice Strong Institutions	x
GOAL 17: Partnerships to achieve the Goal	

6. Signatures

I hereby confirm that my organization fully supports this partnership and this project application, that we have knowledge about the DUF guidelines as well as the financial guidelines and that we are prepared to take on all

obligations that an approval of the application will put on us as an organization. I furthermore confirm that I have the authority to take decisions and sign agreements on behalf of my organization.

On behalf of the Danish member organization	On behalf of the Partner Organization
Date/Place	Date/Place
Name	Name
Position in organization	Position in organization
Signature	Signature
Stamp (optional)	Stamp (optional)

6. Contact information

<p>The Danish applicant organization</p> <ul style="list-style-type: none"> • Organization's name • Address • Telephone and fax, if any • Email address • Website, if any <p>• Name and address of other DUF member organizations, if any</p>	
<p>Contact person</p> <ul style="list-style-type: none"> • Name of contact person • Contact person's address (if different from the organization's home address) • Contact person's email • Contact person's telephone no. 	
The Partner organization	

<ul style="list-style-type: none"> • Organization's name • Address • Country • Email address • Telephone no. • Website, if any • Name of contact person <p>If there is more than one partner, all organizations must be mentioned.</p>	
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7. Annexes

List of annexes
<p>Obligatory annexes</p> <ul style="list-style-type: none"> <input type="checkbox"/> Budget (DUF format) <input type="checkbox"/> Project time plan <p>Other annexes</p> <ul style="list-style-type: none"> <input type="checkbox"/> Organogram GNAD-YW