



WEE-NORTH

Group Employment - WEE Groups

WEE-Make and WEE-Fix are activities through which the tradeswomen utilize their newly acquired skills to secure employment and earn income through their trades. Women work independently, with others in the same trade, and as part of a multi-trade group. District Assemblies hire women for constructing and repairing local government structures, often involving block layers and tilers. Organizations and property managers contract them for regular maintenance services involving plumbers, electricians, and woodworkers. Women also create products for sale, such as home electrical equipment, shoe racks, and shelving. Welders and small engine mechanics are frequently in demand for repairs.

To promote group cohesiveness, commitment, and accountability, the women save together. WEE-North provides passbooks for all WEE-Group members. These passbooks are distributed among members at ₵10 each, raising funds for the establishment of a district WEE-Group bank account. Contributions are made weekly via mobile money transfer from WEE-Group members to the group Treasurer, who records shares purchased in all passbooks. Group members retain transfer text messages as evidence of contributions. The treasurer, accompanied by two other signatories, deposits the contributions into the group bank account for the security of members and their funds. The group collectively decides when to distribute the contributions, with a minimum share period of six months and a maximum share period of one year. These funds are utilized to enhance their businesses by acquiring new equipment and tools or materials for production.



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WEE-North coordinates networking events and opportunities for further training and certification through other organizations, which WEE-Group members can participate in. Without group membership, individual tradeswomen may not have access to information about these opportunities. Additionally, WEE-Lead activities encourage tradeswomen to advocate for the engagement of women in the industrial trades within their communities, especially to young women who may be in vulnerable situations and uncertain about their future careers. Finally, WEE-Give encourages women to give back to their communities by doing repairs in public facilities, such as schools and health centers. Often, groups begin with WEE-Give activities, as they can better showcase their skills through voluntary work, which often leads to paid opportunities and contracts.

Each group is represented in the Network by its executive, and from this group of executives, the WEE-North Network Executive Committee has been established. The WEE-North Network is governed by its own constitution and rules, having held its first Annual General Meeting (AGM) in March 2023 and are looking forward to the second AGM in early 2024, with full representation from all 55 WEE-Groups.



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