

## ANNEX 5

### Narrative Progress Report


Report period July - December 2007


Contract Ref. No. 01/CORE/01/ABANTU

Organisation ABANTU for Devt.

Contact Tel. No. 021-246495

Report Date January 11, 2008

Report Prepared by Dr. Rose Mensah-Kutin  
Signature & date 

Report Approved by Dr. Rose Mensah-Kutin  
Signature & date 

70714

*Please do not write in green coloured sections; refer to notes at last page for explanations*

### 1. National pro-poor policies

**What do you think were the most important changes in pro-poor government policies in the last six months? What were the main causes? What contribution did your organisation make to any of these changes?**

In the last six months, one of the important changes in pro-poor government policies were the efforts being made to address the land rights of women. Efforts are being made to introduce legislation and special programmes to enable women access land and credit as a right. Some financial institutions like the Agricultural Development Bank (ADB) have taken an initiative to support local farmers. ABANTU has contributed to this process of recognising women's land and credit access, through its continuous policy advocacy work on women's rights issues. Some of the issues contained in the Women's Manifesto is the need to promote women's land rights as well as the need to promote women's economic empowerment. Access to mainstream credit facilities has been a key issue for ABANTU and we have raised the issue in different public forums. Feedback from our constituencies mainly women in district assemblies and others in community based organisations, point to other positive shifts in the responses from state officials and other policy makers in terms of how they are attempting to address resource needs including land and credit entitlements for women.

Another important shift is in the area of the increasing recognition on the part of government to ensure greater ownership among citizens around critical policy debates and processes. ABANTU has joined other CSOs in actively participating in discussions and advocacy around "AID EFFECTIVENESS". These discussions have highlighted the need for inclusiveness and therefore pushed the Ministry of Finance to accept CSO membership in the committee responsible for organising the third High Level Forum ( HLF ) due to take place in Ghana in September 2008. Gender-based organisations are going to be included as part of the 10% agreed participation of CSOs in the HLF and ABANTU as a member of NETRIGHT is actively involved in all these processes. One senior staff of the organisation is responsible for leading this initiative at the level of the Local Organising committee ( LOC ).

### 2. Public image

**How has the credibility and legitimacy of RAOs changed in the eyes of GoG and the Ghana public? What is your interpretation? Is there a reference to this evidence of change?**

In terms of public image, one also notes a shift in the eyes of GoG and the public about the credibility and legitimacy of RAOs. Two examples can be used to support this. First of all the Women's Movement is increasingly being invited to participate in high level decision-making processes. Within the reporting period, some of these consultations have been around land, aid effectiveness and violence against women. Beyond being invited by the state, we on our own have contributed to this shift by speaking on critical issues of concern to women through a number of initiatives around the celebration of Ghana's 50<sup>th</sup> independence anniversary celebrations.

The second example relates to women's political participation, an area of work that ABANTU has actively engaged in. In the past few months, the various political parties have been selecting their flagbearers and a huge public debate is going on about the need for women to be selected as running mates of the Presidential Candidates. While this public outcry in no way indicates commitment to women or gender equality, the fact that it has come up as an issue is indicative of the shift we are making within the public space about women's rights and entitlements to

public office. One of the important initiatives we are implementing is a modular course with women in all the various political parties in the country to empower them about their rights within the country's democratic system. Feedback from participants indicate that they are using the knowledge acquired to inform their involvement. The media is also actively supporting us in our initiatives in very positive ways.

### 3. Collaboration, coalitions and networking

Using the format below, list the most important organisations you collaborated with over the period, under each of the sectors listed below. For each organisation, give an indication of the issues or themes you worked on, its status and the outcomes.

	Organisation or coalition	Policy issue / theme / nature Starting / ongoing / ending	Outcome
<b>Government</b> - executive - judiciary - legislature	MOWAC (Dept of Women)	Developing strategies for 2008 elections and lobbying them for the policies development component	60% certainty that this support would happen.
	District Assemblies	Consultative meeting on 2008 elections and women's participation	<ul style="list-style-type: none"> <li>100% support for affirmative action.</li> <li>Report of initiative to be published.</li> <li>About 80% media coverage and sensitisation.</li> </ul>
<b>Coalition, network</b>	NETRIGHT	<ul style="list-style-type: none"> <li>AID Effectiveness advocacy</li> <li>Ghana @50 celebration with focus on women</li> </ul>	<p>100% success in advocating for inclusion of Gender Issues in the Aid Effectiveness processes in Ghana.</p> <p>100% implementation of the programme outlined. High visibility of gender groups.</p>
	Women Manifesto Coalition (WMC)	Institutional Strengthening to lead 2008 election initiatives on women	100% preparedness to lead 2008 election initiatives. Focal person located at ABANTU.
	DV Coalition	Participation in Initiatives to strengthen capacity to lobby for implementation of DV law.	Committee in place with MOWAC support to facilitate implementation of DV law
<b>RAO, NGO, I-NGO</b>	IBIS	ABANTU's perspectives sought about what to focus on in election 2008	Perspectives given but no feedback yet as to how it has been used.
	WEDO	Technical paper on Gender and Climate change in Ghana	Paper produced and delivered to WEDO so 100% achieved.

	IDRC	<ul style="list-style-type: none"> <li>• Technical paper on Decentralisation in Ghana</li> <li>• Initial Discussion about research on Decentralisation and gender</li> </ul>	<ul style="list-style-type: none"> <li>• Paper produced and delivered to IDRC</li> <li>• Initial research idea being reviewed</li> </ul>
	TWN	Aid Effectiveness	Work in progress; Gender groups about 70% active in Aid Effective processes.
	FES	Working in collaboration with WIB to train women in the seven registered political parties in Ghana	15 women from political parties as beneficiaries of a 7-month modular course to enhance women's effective participation in political parties.
	CCI	In conjunction with WAAF & IDAF, ABANTU has entered into a partnership agreement with Canadian Crossroads International (CCI) for institutional initiatives	About 3 CCI staff are currently working on different institutional strengthening issues in ABANTU. All ABANTU staff have benefited from different capacity building initiatives through this relationship.
	ILGS	Development of an Affirmative Action Policy Framework building on earlier attempts.	About 60% of the work under completion. To be fully completed in early part of 2008.
<b>Donor institution</b>	DANIDA/CIDA	Final report on project to support women in District Assemblies produced and submitted	100% completion of CIDA/DANIDA funded project.
	CIDA	Proposed developed and submitted for support to project on "Enhancing Women's Participation In Election 2008"	60% certainty that support would be obtained to facilitate ABANTU's coalition-building work on 2008 election.
	OLOF PALME FOUNDATION	Proposal on "Women in Governance" submitted and under review.	70% certainty about support from Olof Palme for this initiative.
	AAG	AAG was actively involved in the Mentoring Programme of ABANTU.	25 SSS graduates are being trained to monitor 2008 elections with specific reference to women's involvement.

	AWDF  Global Funded for Women	Support for Institutional strengthening  <ul style="list-style-type: none"> <li>Information about local NGOs to enable the Fund decide on grants to them</li> <li>Proposal submitted on peace building</li> </ul>	Two (2) issues of "ABANTU News" produced.  <ul style="list-style-type: none"> <li>100% executed as ABANTU succeeded in providing all information sought.</li> <li>Receipt of proposal acknowledged</li> </ul>
<b>CBO/DA (please indicate district)</b>	AMA, TMA, GWDA, Akuapim North DA, Kwaebibirim, Asuogyaman etc  FADA  Christian Mothers, NEWIG, Manchi Women's Group, Rural Women's Agricultural Organisations	<ul style="list-style-type: none"> <li>Attachment of young women in the pilot mentoring programme</li> <li>Monitoring and Evaluation of ABANTU's work with Assemblywomen</li> </ul> Support for Income-generating activities  Capacity Building Initiatives	<ul style="list-style-type: none"> <li>Programme completed with about 90% success rate as only two (2) of the mentor's dropped out.</li> <li>M &amp; E report prepared. 80% indication that initiative has been beneficial.</li> </ul> About 70% successful as involving fund as doubled.  On-going and highly effective.
<b>Other</b>			

#### 4. Outputs on research and advocacy products and/or services delivered

List the outputs as you have presented in the Workplan submitted to G-RAP.

Make sure that you:

- Indicate estimated levels of completion per output
- Indicate target groups that used / received the output delivered
- Attach copy of concept paper per output
- Attach copy of product output

Outputs presented in submitted Workplan	Estimated levels of completion	Target groups that received or used the output delivered	Copy of concept paper <sup>1</sup> / output attached
One (1) workshop on the workings of the district assembly system for 40 people (Northern Region)	100%	Elected and appointed district assemblywomen, media	No / No
One (1) workshop to monitor and evaluate impact of ABANTU's work among district assembly women (Accra)	100%	Elected and appointed district assemblywomen, media	No / No
Launch of ABANTU publication on	100%	Women, policy makers,	No / Yes

<sup>1</sup> Some of the activities do not require concept paper.

“Women’s AGENDA’		NGOs, students and academics, media	
Newsletter on Women in Ghana’s 50 <sup>th</sup> anniversary	100%	Women, policy makers, NGOs, students and academics, media	No / Yes
Mentoring in governance for female SSS graduates	100%	Twenty-one (21) female SSS graduates	Yes / No
Fact Sheet on Schools Outreach Programme	100%	Students, resource persons, NGOs, media	No / Yes
Resource Centre Updated		Students, media, NGOs, activists, policy makers	No / No(can’t be carried!!)
Profiling of women in various sectors	100%	Users of ABANTU website	Yes (check website)
Strengthening Media Relations	100%	Policy makers, NGOs, activists, students	No / Yes (check newspapercuttings).

## 5. Organisation: evidence of significant progress / change

What are major changes in the organisation’s circumstances that are likely to have impacted your outputs over the period?

- **Organisational structure / board / management team**
- **Strategy / planning / decision making / knowledge management**
- **Human resource issues**
- **Marketing / communication / public relations**

By the end of 2007, ABANTU successfully implemented over 85% of all the activities it had outlined for implementation during the year. ABANTU had also worked hard to establish collaborations with international organisations such as Canadian Crossroads International (CCI). It had also taken on additional assignments which were outside its workplan because they were critical for the proportion of gender equality. These opportunities include the “Ghana at 50 and Women’s Participation” initiative of NETRIGHT as well as the “Aid Effectiveness” advocacy work.

### Organisational Structure/Board/Management Team

The organisational structure of ABANTU is cyclical enabling every staff member to take responsibility as a leader responsible for the delivery of specific components of the organisational vision, mandate and workplan. The head of the organisation has succeeded in providing conceptual leadership while creating space for the management team to be responsible for overall decision-making on a day-today basis. ABANTU continues to function effectively without the Regional Programme Manager as she has had to take on many responsibilities in the broader civil society space during the period. This is an indicator of an effective succession plan in place. The board of ABANTU continues to be the highest decision-making body and information sharing, though summary reports submitted on a quarterly basis has strengthened the Board’s ability to make informed decisions about the organisation. An annual board meeting has been held in December 2007 to review organisational performance and plan for 2008 activities. An end of year meeting (retreat) facilitated by an independent consultant enabled all staff to evaluate the success rate of ABANTU’s strategic plan of 2006-2008. At the end of the evaluation it was estimated that ABANTU has achieved about 70% success rate of the implementation of its Strategic Plan over the two-year period and that the third year 2008 can lead to the execution of the remaining 30%. Clearly, Board oversight as well as management and staff commitment to the promotion of gender equality has pushed ABANTU forward.

### Strategy/Planning/Decision Making/Knowledge Management

The main strategy of ABANTU is to position itself as being on the cutting edge of promoting thematic areas of governance and peacebuilding. This strategy has enabled the organisation to build partnerships and allies with both international and national coalitions such as WEDO, NETRIGHT and the WMC to strengthen its capacity to be effective. Planning is bottom-up ensuring that our main constituents namely, district assembly women, young women mentors, students and other civil society groups participate actively in all planning processes. Through our partnership with Canadian Crossroads International (CCI) our knowledge management processes are being strengthened. For example, our web-site is being updated, a video is being produced about our work and we are also upgrading our internet and other ICT facilities. We are also developing a system that will enable us track the extent of use of our publications such as “ABANTU News” and the “Women’s Manifesto for Ghana”.

### **Human Resource Issues**

The learning culture within the organisation continues to promote a shared understanding about the vision, mission and mandate of the organisation. There was a 100% access by every staff member to strengthen their knowledge on gender and governance issues and skills development in the specific tasks they are responsible for in the organisation. This was achieved through participation in partner meetings; tailor-made training opportunities in-house; participation in conference and short-courses.

However, the expansion in our work requires additional staff with capacities in proposal writing, project management and research skills.

ABANTU's financial management is one of its highest and most cherished qualities. The substantive Finance and Administration Officer (FAO) has moved on after eight and a half years of service. A succession plan has, however, ensured a smooth transition and take over by a new person who actually worked with ABANTU for one and a half years when the FAO was away studying in the U.K under ABANTU's partial support.

With the hope of obtaining funds from a number of sources, there are plans to recruit additional staff to support the increasing workload in the organisation.

### **Marketing/Communication/Public Relations**

In the current year, 2008 ABANTU is going to be called upon to provide leadership in the national electioneering campaign in terms of enhancing women's active participation. ABANTU's experience in this exercise over the period has enabled it to position itself very well to take on this responsibility. We would continue to provide a framework for policy makers and the political parties to support women aspirants to increase their representation; we will also provide cutting edge information materials on gender and politics and policies generally. Our public relations is excellent and the media's use of our space as a reference point for engagement on gender and policy issues is being sustained. In the end our goal of promoting women's rights and ensuring gender equality in policy processes is being achieved.

## **6. Grant and report related issues**

### **6.1 What issues you wish to raise relating to the Grant or to G-RAP management?**

We would like to reiterate a point we made in the previous report: "Challenges during the period include the lack of core funding from Ford Foundation which meant that G-RAP funds had to be used more for salaries and other office running costs while project funds were secured from ActionAid Ghana and African Women's Development Fund for activities outlined for implementation in the workplan. Another major challenge continues to be the sheer expectation from our constituents and the limited resources available to expand the reach of our programmes. Staff workload continues to be a big issue which the organisation has to deal with. Another critical issue is how to follow through a number of initiatives to ensure that policy makers actually act on the issues we raise on the need to promote gender equality.

At the end of the grant period, it is hoped that ABANTU's core grant will be increased to ensure its ability to deliver quality services to its constituents as well as enhance its quest in promoting the gender equality project".

### **6.2 What parts of the report are confidential or cannot be shared without prior consent?**

None.