

ANNEX 5

Narrative Progress Report

Report period JULY-DEC, 2007_

Contract Ref. No. 02/CORE/18/FIDA
GHANA

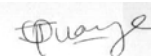
Organisation FIDA -

Contact Tel. No. 021-229283

Report Date 20-12-07

Report Prepared by SUSAN ARYEETAY
Signature & date

Report Approved by JANE QUAYE
Signature & date



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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?

The protection and empowerment of the vulnerable and excluded within a decentralized and democratic environment; and good governance and civic responsibility is part of the objectives of the stated goal of the Growth and Poverty Reduction Strategy GPRS II to achieve accelerated growth of the economy.

The united nations development fund in collaboration with the government of Ghana through the legal aid board have commenced a project of establishing mediation centres within the communities to improve access to justice for the vulnerable and excluded, especially women. High poverty levels amongst this group make it extremely difficult for them to access justice. Within the past six months legal aid board has identified FIDA as a strategic partner in improving access to justice for women. This is because of FIDA's vast experience in that area. FIDA, legal aid scheme have held meetings to strategise on how to strengthen the work at the mediation centers through the manning of these centers by FIDA paralegals mediators.

Our paralegals particularly in Amasaman and Accra Metropolitan Assembly are currently contributing towards the implementation of the court connected Alternate Dispute resolution (ADR) by volunteering their services to mediate on cases referred to from the courts for ADR.

The GPRS II recommends among others support programmes for women farmers that include credit, improved technological services and facilities, and measures programmed to ensure women's access to land. The vast majority of women in agriculture are not found in commercial agriculture, where they could be beneficiaries of these services that will be made available. They are often limited to subsistence farming, this describes the situation of women in the northern region in particular where FIDA-Ghana is undertaking a two year project to improve women's access to justice. Male ownership of land and patriarchy is also prevalent, and often upheld by archaic customs and traditions which militate against women's control over resources. The Land reform project (LAP) has a strong gender component which FIDA-contributed to in the initial planning stages.

The access to justice program in Tamale and Bolgatanga has accordingly adopted an approach that will begin to exert influence on custodians of culture to abolish negative traditional practices which denies women the right to own and access land. This project which is ongoing has begun recording some changes in the attitude of custodians of culture. As part of FIDA's contribution towards ensuring equity in the allocation and control of resources chiefs are being lobbied and engaged in dialogue to eradicate such negative cultural practices that impedes the development of women.

Women have also been empowered through legal education to enable them make positive contributions towards the debate on access and ownership of land in this target area.

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 the eyes of government FIDA's role in serving as law reformers and policy advocates on issues concerning women has been reinforced with the passage of the domestic violence law. Currently, the ministry of justice is working to enhance the draft bill on the property rights of spouses through public participation. FIDA-Ghana has been involved in each of the meetings, contributing to modalities for the nationwide dissemination exercise to promote public interest in the bill.

FIDA's involvement with gender issues and community mobilization at the grass roots makes it better informed about legal, political, economic and social challenges facing women. This distinguished position has been recognised by both government and civil society. GoG makes strenuous efforts to expand it's partnership with civil society, through MOWAC by organising regular fora to create spaces for discussions on gender issues. FIDA-Ghana has often provided resource persons to address legal issues facing women at such MOWAC sponsored meetings. This improved partnership with the Department of Women of (MOWAC) is also demonstrated by the increasing number of referrals of legal cases from there to the FIDA legal aid centre. So far ten cases have been referred to FIDA. Through mediation and arbitration FIDA is able to intervene more meaningfully in the lives of these women and their dependents who are beneficiaries of Legal aid.

From the public view point, FIDA-Ghana is perceived to play an important role, particularly in the promotion of women and children rights to property and maintenance. The organisation is perceived to give voice to the needs and preferences of particularly poor women. The Legal aid centre continues to attract a steady stream of clients seeking some form of redress for injustices meted out to them. In the period under review, a thousand five hundred and four cases have been handled at our paralegal centre.

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
Government - executive - judiciary - legislature	FIDA-Ghana in collaboration with the Judiciary service are Working together to provide court connected Alternate Dispute Resolution to indigent women in Amasaman Electoral commission	<ul style="list-style-type: none"> • Broaden access to Justice to the poor-ongoing • Improving public confidence in Ghana's elections-ended 	<ul style="list-style-type: none"> • Paralegals in Amasaman & AMA sit on tribunals to mediate on cases. • Views expressed have been captured in draft framework of domestic election observation
Coalition, network	FIDA-Ghana in Tamale, is collaborating with Programme for Women and Children in Development (PROWACID) and GILLBT, through their adult literacy	<ul style="list-style-type: none"> • Improve women's access to justice .- ongoing 	<ul style="list-style-type: none"> • Communities in tamale and East and West Gonja are educated on women's rights.

	<p>program to educate communities in the western corridor of the Northern region and eight communities in tamale on women's rights</p> <p>Collaboration with 13 local NGO's like the Widows and Orphans Movement in the Northern region resulted in the paralegal training of field officers of the partners</p>		<ul style="list-style-type: none"> Capacity of 13 partners strengthened to provide onsite legal assistance to women at the grassroots community and to meaningfully respond to a wider array of issues by the paralegals because of their knowledge of the laws.
RAO, NGO, I-NGO	WILDAF	Policy dialogues on women's access to justice and development- ongoing	<ul style="list-style-type: none"> Provided a platform for FIDA to make recommendations to government for improvement in women's access to justice.
	CDD	Dialogue on subsidiary legislation for parliamentary sub-committees- ongoing	<ul style="list-style-type: none"> Provided parliamentarians with independent sources of information to strengthen the work of sub committees.
	ABANTU	Biennial conference of district assembly women to discuss Strategies for 2008 elections.	<ul style="list-style-type: none"> Strategic document on concrete measures to enhance women's participation in 2008 elections produced.
Donor institution	FAO/Italian embassy	<ul style="list-style-type: none"> The meeting held in Mali, was a first intended step towards a dialogue of co-operation between north and south to document the different realities in various areas of West Africa. It was also held to gather in a systematic and gender issue related way women's personal experiences to assist to define priorities of a programme for women empowerment in West Africa. 	<ul style="list-style-type: none"> Contributed to the design of priorities and operative procedures for women empowerment in West Africa. Shared information on the

	OSIWA	<ul style="list-style-type: none"> Two International conference held in Accra and Senegal sought to review the state of access to justice in west Africa by examining the existing legal aid systems within the sub-region. 	<ul style="list-style-type: none"> inadequacies of the legal system to redress women's rights abuses and recommended a coordinated community response focused on challenging the institutions and practices that prevent women from receiving the full protection of the laws
	CORDAID	<ul style="list-style-type: none"> To improve women's access to justice in Tamale and Bolgatanga through collaboration with NGO's. This is a two year project to enhance women's capacity to report cases of rights violations and to promote an environment where women's rights are respected. 	<ul style="list-style-type: none"> A key and unexpected achievement is the prosecution of seven cases at the courts. This has been well received by the communities and has had the effect of signaling a whole new dimension to women's rights. One enviable outcome of this intervention is acceptance for change which has come through sensitization programs carried out during the inauguration of sister watch groups and community aid groups. There has been a shift in definition of violence and behavior particularly by both men and women. <p>A significant outcome is the defiance of discriminatory widowhood rites. In one of the pilot communities in Bolgatanga known as Sumburungu, through support of sister watch and community aid groups the widows refused to undergo the rites.</p>
CBO/DA (please indicate district)			
Other			

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 product output

OUTPUT	ESTIMATED LEVELS OF COMPLETION PER OUTPUT	TARGET GROUPS THAT RECEIVED OR USED THE OUTPUT DELIVERED	PRODUCT PER OUTPUT
1.OUTPUT : Advocacy and IEC Materials: Reprinting of IE&C posters/ advocating for the protection of women's rights.	<ul style="list-style-type: none"> • Materials on child maintenance and violence against women have been reprinted. (October) 	<ul style="list-style-type: none"> • Yet to be disseminated but target group that will benefit are 13 communities in Northern & Ashanti region. 	<ul style="list-style-type: none"> • 2,000 copies of IE&C materials printed.
Draft manual on child trafficking and child labour	<ul style="list-style-type: none"> • Draft manual on child labour has been produced(July-August) 	<ul style="list-style-type: none"> • Yet to be published but targeted groups are the twelve time bound districts of ILO 	<ul style="list-style-type: none"> • 500 copies of manual on child labour and child trafficking will be published
Radio discussion and production of jingles.	Ongoing- (28 th July-14 th October)	<ul style="list-style-type: none"> • Thirteen communities in Tamale and Bolgatanga and beyond have so far been reached with the radio discussions. 	<ul style="list-style-type: none"> • So far five Radio discussions have been conducted. Due to the wider coverage of Radio Savannah, Calls to the program have come in from as far as Bimbilla in the eastern corridor, which is about 225 kilometres from Tamale.
2.OUTPUT: Training: Training of community leaders as paralegals. Training was held for 40 representatives of paralegals in five districts on laws promoting women's land and inheritance rights	Completed (21 st -23 rd August)	<ul style="list-style-type: none"> • Rrepresentatives of paralegals from five districts namely, Twifo Hemen Lower Denkyira District, Gomoa, Akwapim North, Dangme West, and Ga West benefited 	<ul style="list-style-type: none"> • Forty paralegals trained on laws promoting women's land and inheritance rights.
Durbar for Chiefs and queen mothers		<ul style="list-style-type: none"> • One thousand Two hundred and fifty men and women, chiefs , religious dignitaries and community leaders consciousness raised on women's rights 	<ul style="list-style-type: none"> • Five community durbars with the chiefs and people of five districts held to advocate on the rights of women to inherit property, laws on marriage and inheritance in the communities

Training on women economic empowerment	Ongoing (-23 rd Oct)	<ul style="list-style-type: none"> • First stakeholder meeting has been held for 20 participants to identify the socio-economic challenges faced by women in small scale business.) 	<ul style="list-style-type: none"> • Twenty stakeholders Identify challenges and strategies and interventions essential in improving small scale businesses of women
3.OUTPUT: Legal aid clinics and mobile out reaches: Promoting women's rights for a 1,000 women annually, through the provision of legal aid	Completed (July-December)	<ul style="list-style-type: none"> • Women & children in Greater Accra, benefited from Legal aid services • Women in thirteen communities in the Northern region. 	<ul style="list-style-type: none"> • Six hundred and fifty four (654) women provided with legal aid services in the area of maintenance, legal advice, inheritance
Court representation	Ongoing (July-November)	<ul style="list-style-type: none"> • Women in Accra and Northern Region 	<ul style="list-style-type: none"> • So far seven cases have been successfully prosecuted in Bolgatanga. Whilst 24 cases in Accra are in various stages of the court processes
Community mobile outreach and advocacy in the Ashanti region.	Ongoing. One more community is yet to be reached. (July-October) Ongoing	<ul style="list-style-type: none"> • Women, men and children in Afigya Sekyere have benefited from mobile outreach clinics 	<ul style="list-style-type: none"> • So far two hundred and fifty women educated on their rights and empowered to access justice.
18 community sensitization outreaches have so far been held in Tamale whilst 19 have been conducted in Bolgatanga to create public awareness and sensitivity to women's rights	Ongoing. (August through November)	<ul style="list-style-type: none"> • Women and male associations/groups have been reached in five communities, three in Tamale and two in Bolgatanga 	<ul style="list-style-type: none"> • A total of 37 women and male groups have been educated on women's rights
Community durbars in two communities in Tamale Gbelahagu, Lahagu due to the formation of Community aid groups.	Completed 21 st July & 16 th August	<ul style="list-style-type: none"> • Chiefs, community leaders and men and women in the two communities. 	<ul style="list-style-type: none"> • A total number of 700 people sensitized on the need to promote and protect the rights of women. 200, community members in Gbelahagu and, 500 men and women in Lahagu. These numbers were beyond the expected number of (120) and served to send the message of women's rights to a wider audience

Victim support Fund	Funding is yet to be secured for the establishment of the fund.		
4.OUTPUT: Capacity building -All male interactive session /advocacy meeting with 30 traditional leaders in V/R	Yet to be done	<ul style="list-style-type: none"> When completed will benefit male opinion and traditional dignitaries. This in turn will benefit the community as they apply gender sensitive approaches to resolve cases that appear before them. 	
Legal literacy education to 480 parents and law enforcement agencies, teachers, paralegals, GPRTU officials	Ongoing <ul style="list-style-type: none"> Obuasi, 4th Sept -- Kpando- 11th Sept Kumasi, 28th Aug Adidome, Sogakpe, N.Tongu 13th Sept, S. Tongu 14th Sept 	Women, youth, law enforcement agencies, transporters in twelve time bound districts of ILO. -	<ul style="list-style-type: none"> 120 parents and law enforcement agencies, teachers, paralegals, GPRTU officials
5.OUTPUT: Research and data collection Research findings on legal challenges facing women living with HIV/Aids	Completed (oct. 2006-Nov. 2007)	Women living with HIV/Aids in four selected regions Ho,(Volta Region) Tema, (Greater Accra) Wenchi (Brong Ahafo) and Agomanya. (Eastern Region)	Research findings published

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**

Organisational structure

An organisational chart/department profile and job descriptions have been developed for FIDA, that fits FIDA's strategic thinking for the next 3-5years. A board operating manual to guide board members has been developed.

Strategy/ planning/decision making/knowledge management

FIDA has instituted regular staff monthly meetings with department heads and annual staff retreat meetings with operational heads in Tamale, Kumasi and Accra and all members of staff to review the strategic plan and project activities. At the regular monthly meetings operational heads of the departments assess progress of activities as against strategic objectives set at the beginning of the year in tandem with the strategic plan. The Impact of such meetings serve to gather regular information which informs decision-making for making changes in the organisation. It also provides the basis for evaluation and learning.

At the annual staff retreat meetings held in November the organisation reevaluates its successes and shortcomings. At these meetings a detailed analysis of all activities associated with the objectives set out and the results obtained are assessed. Reasons for deviations are identified and collective decisions are made on strengthening gaps that are identified during implementation of projects necessary to ensure that we are achieving results based objectives.

To own the process of decision making, staff are encouraged to design strategies for various program areas, particularly resource mobilisation to sustain the activities of each of the regional branches. Annual work plans are drawn for the following year. These activities serve to measure progress made during the year, and confidently assessed what went well, what worked and what needs to be improved in order to ensure that the organization remains relevant to our society.

Human resources issues

Human resource and administrative systems are now in place. At a staff retreat held in November, staff members drew up benchmarks to measure their own performance. This will form the basis of performance appraisals. As a direct result of the development of career plans two members of staff are currently pursuing further studies at GIMPA and DATA LINK University.

Marketing/communication/public relations

The organization participated in a Women @50 fair held at the children's park in July and the AU children's day organized by MOWAC on 31st August 2007. Publications of FIDA were exhibited and interviews were granted to three media networks on FIDA-Ghana's activities. (GTV, Public Agenda, and TV Africa) Visitors to FIDA's stand were briefed on the organization's mission and activities. Copies of publications are marketed and sold to raise funds for the publicity department at these fairs.

These activities served to promote awareness about FIDA's activities and informed the public about the services available for victims of rights abuses. It even served as a platform to provide basic legal counselling to some visitors at our stand.

A number of interviews were conducted on the electronic media on the laws regarding child labour and domestic violence, which were posted on the web sites of the media organizations. These activities serve to highlight issues of rights violations which help to reverse social attitudes that tolerate abuse against women by questioning patterns of such behaviour accepted by families and societies. Collaboration with the media impacts on our work by creating new messages and new responses to reduce rights violations.

6. Grant and report related issues

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

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

The contents of this report are not confidential and can be shared without prior consent.