

## ANNEX 5

### Narrative Progress Report

Report period JULY-DEC, 2008

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

Organisation FIDA -GHANA

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Report Date 20-12-07

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Signature & date



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?**

In the last six months, there have been efforts by the government to provide free maternal healthcare to women to address increases in maternal mortality and the detention of mothers in the hospitals for non-payment of bills after delivery. FIDA-Ghana has built a philosophy of advocating for the improvement in women's reproductive health rights by calling for the effective implementation of the 1999 health care policy reform, which mandated the provision of free medical care for the elderly, pregnant women and children under five. FIDA was very vocal in criticising the Ministry of Health in 2001 for not providing enough funds aimed at decreasing the rates of maternal mortality. In 2002 the organisation hosted a regional conference in collaboration with the Centre for Reproductive Health policy (CRLP). At the conference, a report examining the laws and policies related to women's reproductive health and rights was launched. This report provided a framework for legal advocacy on reproductive health rights. In collaboration with African Youth Alliance (AYA), 700 community leaders including traditional chiefs were trained to be advocates and publicize gender related adolescent sexual and reproductive health rights and policies. Since then, women's sexual and reproductive health rights have been mainstreamed in through capacity building programs and advocacy meetings with traditional leaders, all male sessions and paralegal trainings. Community trained paralegals continue to be advocates of reproductive health issues in the communities.

As well, there have been efforts by the Ministry of Justice and Judicial Services to improve access to justice to the poor and vulnerable, a goal which is also addressed in the Ghana Poverty Reduction strategy paper II. Lack of adequate court facilities and high legal fees often deny the poor and vulnerable—of which women form the majority—from accessing justice. This results in rights abuses and an inability of indigent women and men to redress wrongs done to them. FIDA-Ghana continues to contribute towards improvements in women's access to justice through its legal aid programs in Accra, Kumasi, Koforidua, Tamale and Bolgatanga. Other contributions have involved building a culture of human rights through community awareness programmes, the establishment of community support structures such as sister watch groups that address violations of women's human rights. In the past six months, seven women from Accra have been assisted with court representation whilst six hundred and fifteen women from Accra have benefited from FIDA's legal aid service.

In the national vision outlined in the GPRSII document, support programmes for women such as skill upgrading in management and finance in the business sector was recommended. Similarly, in working towards the achievement of the goal of poverty reduction, FIDA-Ghana has recognised that empowering indigent women is essential for bringing about the policies and investments needed to promote pro-poor growth and address the multiple dimensions of poverty. It is contributing towards this process by providing training for selected clients to sharpen their proficiency in business management, which will enable them to expand and grow their businesses.

## 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 as a defender of women's rights is a very well-recognized. This is evident in the steady increase in referrals of cases from MOWAC to FIDA. Upon further investigation as to the cause of the increase in referrals, the Ministry disclosed that due to overwhelming case loads and insufficient staff at the state's legal aid institution, case referrals from the Ministry have been unsuccessfully pursued. Evidently, cases referred to FIDA-Ghana have been promptly handled and feedback provided to the ministry. This increases our legitimacy and enhances our status as an organization committed to the improvement of the lives of women and children through providing access to justice.

A former minister of information and national orientation, Ms. Oboshie Sai visited female prisoners at the Nsawam prisons in May and during interaction with the women, it emerged that, some female prisoners had been on remand for years without trial. In response, she made reference to FIDA-Ghana as an organisation her ministry will contact to examine the possibility of providing incarcerated women with legal aid.

FIDA has regular consultations and collaboration on issues such as the draft bill on the property rights of spouses and the Domestic violence Act with government ministries, department and agencies such as the Ministry of Justice and MOWAC there are. The government ministries and agencies have recognised the crucial role that civil society can play in the implementation of its policies. Thus, FIDA-Ghana is partnering with MOWAC on the implementation of the plan of action on the Domestic Violence Act and is also a member of the Management of the domestic violence fund.

Increasingly, government agencies have recognised FIDA-Ghana as a vital source for intellectual resources, such as research findings and baseline studies that government does not have. These resources have been utilized in designing intervention programs and the government is therefore open to deeper collaboration with FIDA in its programme activities since FIDA's enhanced participation achieves results. The vast responsibilities of state agencies and lack of adequate resources to achieve the implementation of government policies also compels state agencies to lean on organizations such as FIDA for support.

In the last six months, analysis of cases reported at the legal aid centre shows an increasing number of complaints of wrongful dismissals of female staff. This is an acknowledgement of public confidence that FIDA has the ability to use the law to bring about social change.

## 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.**

	<b>Organisation or coalition</b>	<b>Policy issue / theme / nature Starting / ongoing / ending</b>	<b>Outcome</b>
<b>Government - executive</b>	MOWAC	Consultations on implementation plan of domestic violence law.	Work plan and Activity for the implementation of the domestic violence law



	VGIF	-ended Women's access to justice in Ashanti region -ended	law. 1,500 women and men sensitized on women's legal rights- Fifty women benefit from onsite legal assistance
	German Day	legal literacy/mobile outreach in outskirts of Koforidua -Ongoing	Currently, 400 women, men and community leaders have been sensitized on women's legal rights. Ten women receive onsite legal assistance.
	Cordaid	Improving women's access to justice in the North. -Ongoing	
	AWDF	Research on Women's economic empowerment and –	Research findings assisted in the design of curriculum for training program.
		Capacity building to upgrade business skills of selected female clients -ended	Sixty women gain knowledge on business proficiency skills
	UNFPA	Solutions to legal challenges facing women living with HIV/aids ended	Research findings have been used to generate a proposal to initiate advocacy and policy reform
Community legal literacy and human rights awareness programme in support of indigent women and children -ongoing		To empower disadvantaged women with the necessary knowledge and information on their rights as well as legal tools to enable them defend their rights.	
ILO	Legal literacy & sensitization on child labour for law enforcement agencies.	To raise community consciousness on the need for the protection and promotion of the rights of children	
<b>CBO/DA (please indicate district)</b>			
<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 product output

OUTPUT	ESTIMATED LEVELS OF COMPLETION PER OUTPUT	TARGET GROUPS THAT RECEIVED OR USED THE OUTPUT DELIVERED	PRODUCT PER OUTPUT
<p><b>1.OUTPUT :</b> <b>Advocacy and IEC Materials</b> Reprinting of IE&amp;C posters on domestic violence</p> <p>2,000 copies of IE&amp;C materials to promote women's rights printed</p> <p>Radio discussion and production of jungles.</p>	<p>Completed</p> <p>Completed</p>	<ul style="list-style-type: none"> <li>• Disseminated in Ashanti region to target group in three communities in Ashanti region. (May)</li> <li>• Three communities in Koforidua, namely Bososo, Ehiamakyene, and have been beneficiaries of IE&amp;C materials-(June 23<sup>rd</sup>-26<sup>th</sup>)</li> </ul>	<ul style="list-style-type: none"> <li>• 500 copies of IE&amp;C materials printed.</li> <li>• 2000 copies of IE&amp;C materials printed</li> </ul>
<p><b>2.OUTPUT: Training</b> Refresher Training for paralegals in tamale and Bolgatanga on new domestic violence Act</p> <p>Business skills training for sixty women</p>	<p>Completed</p> <p>Completed</p>	<ul style="list-style-type: none"> <li>• Representatives of paralegals from</li> <li>• Sixty women from selected communities in Greater Accra region participate in economic empowerment workshop.</li> </ul>	<ul style="list-style-type: none"> <li>• Forty paralegals trained on laws promoting women's land and inheritance rights.</li> <li>• Sixty women acquire business skills to improve small scale businesses of women</li> </ul>
<p><b>3.OUTPUT: Legal aid clinics and mobile out reaches</b> Promoting women's rights for a 1,000 women annually, through the provision of legal aid &amp; Court representation</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> <li>• Women &amp; children in Greater Accra, benefited from Legal aid services from (January-June)</li> </ul>	<ul style="list-style-type: none"> <li>• Six hundred and ten women from Greater Accra provided with legal aid and court representation.</li> <li>• 1,500 women, men educated</li> </ul>

Community mobile outreach and advocacy in the Ashanti region.	Completed	<ul style="list-style-type: none"> <li>Women, men and children in . Bosomtwe District, Kuntanase and the Amansie West District. have benefited from mobile outreach clinics. (March)</li> </ul>	on their rights and empowered to access justice.
Community mobile outreach and advocacy in the Eastern region.	Ongoing	<ul style="list-style-type: none"> <li>Women and men in three communities of the Eastern region have benefited from mobile out reach clinics.(June)</li> </ul>	<ul style="list-style-type: none"> <li>Four hundred women and men sensitized and educated on women's human and legal rights.</li> </ul>
<b>4.OUTPUT: Capacity building</b> -All male interactive session /advocacy meeting with 30 traditional leaders in V/R  -Legal literacy education to 480 parents and law enforcement agencies, teachers, paralegals, GPRTU officials	Completed  Ongoing,	<ul style="list-style-type: none"> <li>Male opinion leaders in from selected districts in Volta region participate in male interactive sessions.</li> <li>Women, youth, law enforcement agencies, transporters in Greater Accra. (29<sup>th</sup> May )</li> </ul>	<ul style="list-style-type: none"> <li>75 Male opinion and traditional dignitaries in Volta region sensitised on laws promoting and protecting women's rights.</li> <li>40 parents and law enforcement agencies, teachers, paralegals, GPRTU officials</li> </ul>
<b>5.OUTPUT: Research and data collection</b> Research findings on business challenges facing women in Greater Accra	Completed	200 Women from selected districts of the Greater Accra region participate in baseline study. (April)	Research findings used to design curriculum for training program

## 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

In the absence of the Executive Director, The resident Lawyers has assumed the position of Acting Executive director, whilst two program officers have been recruited to work for the FIDA office in Tamale.

### Strategy/ planning/decision making/knowledge management

Annual staff retreat meetings brings staff together from all branch offices to review the organization's strategic objectives and project activities for the year. At these meetings a detailed analysis of all activities associated with the objectives for the year under review are be conducted and the results obtained assessed

by a facilitator. Reasons for deviations are identified and collective decisions are made on strengthening gaps that are identified during implementation. The impact of such retreats serves to gather regular information which informs decision-making for making changes in the organization in order to achieve results based objectives. Strategic decisions and operational plans for the following year are drawn up at the retreat.

Through debriefings, discussions, circulating of memos, emails, brain storming sessions and monthly meetings the organization creates avenues for managing both planned and unplanned situations. Knowledge is also shared amongst staff and informs decisions that are made. Staff members who attend training programs transfer knowledge gained to staff through monthly meetings

### **Human resources issues**

A concerted effort was made by organization in the last six months improve individual skills of staff. The Executive Director and Resource mobilisation/Communications officer attended the Commission on the status of Women conference in New York in March. This provided staff with a broad Knowledge of the procedures of some International Instruments governing women's economic, legal and social rights and the critical role that RAO's such as FIDA can play in utilizing them as advocacy tools to promote gender equity. Practical experiences were gained on how to establish a business incubator to promote women's economic empowerment as FIDA-Ghana is seeking support to pilot a similar project on promoting women's economic empowerment. In working towards the improvement of individual skills our Resource mobilisation officer won a bursary to attend an international workshop on resource mobilisation in Malaysia in May, whilst the Executive director is currently pursuing a masters degree in George Town Washington.

### **Marketing/communication/public relations**

Publications, such as stickers, leaflets and posters, have helped to advertise the organisation. Radio interviews, newspaper articles and website articles of project activities have been a regular feature to a large extent in Kumasi, Koforidua and Tamale. One of our donors has also provided FIDA-Ghana access to it's partner websites where the organization has posted articles concerning it's activities.

## **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.

## G-rap Narrative Progress Report

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### Notes on narrative reporting

In principle, G-rap accepts grantee organisation's own annual report, on the assumption that these reports show a relationship between annual workplans, budgets and outputs of these organisations and – if possible – impact.

G-rap however monitors a number of indicators that a Grantee's annual report may not always focus on and have designed a simple narrative reporting format to gather this data. This gives the programme managers a quick overview of progress against workplan of each grantee and of significant results in a number of relevant areas relating to the Logical Framework and objectives of the Programme.

G-rap intends to minimize Grantee's time investments in reporting, hence this concise format. Nonetheless, additional documentation can be annexed to the report for more detail.

Narrative reporting is a bi-annual contractual requirement. The deadline for report submission is four weeks after the end of the reporting period.

Completed reports need to be submitted in signed hard copy (2 signatures), as well as in electronic format using MS-Word 2003 compatible software (to: [info@g-rap.org](mailto:info@g-rap.org)).

### Notes on the revised reporting format

The Core Grant reporting format needed amendments after the Mid Term Review. From 2007 onwards, organisations funded by G-rap are requested to use the new format. The new format can be recognised by the green coloured hi-lighting of the entries.

Most important change is the plain text format; the tabular format often created problems when used on other computers. The format now features only one tabular entry.

Furthermore, we have slightly altered the order and phrasing of the questions.

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