

Narrative Progress Report

Report period July - Dec 2008

Contract Ref. No. 03/core/12/GSHRDC

Organisation GSHRDC

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

1. 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

Indicators	Baseline	Prior Period	Current Period	Cumulative
1. HR Management <i>I. Leadership</i> <i>II. Core staff</i> <i>III. Support staff</i>	The Centre had an ED, PM, 2 PO'S, Accountant, PA/AD, driver and a cleaner	NA	Currently, the Centre has an ED, PM, 1 PO, Accountant, PA/AD, driver and a cleaner Capacity building for accountant in NGO accounts management and budgeting	Though one PO has resigned, work has not been affected. GC is waiting for the completion of skills audit for the organization before employing a new staff to fill the vacancy. This helped improve the organization's budget.
2. Governance <i>I. Board</i> <i>II. Committees</i> <i>III. Documented board meetings and Management meetings</i> <i>IV. Staff meetings</i>	<i>I.</i> The Centre had Five member board <i>IV.</i> The Centre has monthly staff meetings	NA	<i>I.</i> Still has a five-member board. <i>IV.</i> Six staff meetings were held.	At its last board meeting held in October 2008 the board decided to expand its membership to nine to ensure that there are enough members available for regular board meetings. IV. Staff held an annual retreat to review operations of the Centre and develop a comprehensive plan for 2009 – 2010. The meeting was also used to identify other strategic areas the Centre could make impact and used the information to finalize our

				strategic plan.
3. Systems and Procedures Financial management systems I. Budgeting II. Accounting III. Internal control IV. Financial reporting V. External audit Operational policies VI. HR policy VII. Gender Policy VIII. Conflict of interest policy IX. Programme development policy X. Procurement Policy	i. Organizational budget existed ii. Accounting and financial manual existed v. 2007 audited accounts available HR policy existed. No conflict of interest policy existed. Procurement policy exist	NA	I. Organizational budget ended in December 2008. II. Organization undertook a financial management health check training to access the health of the organization. v. The organization's account is audited externally at the end of every financial year and the 2008 accounts is yet to be undertaken. Process has been put in place for the skills audit and salary/compensation package. Consultant has been identified for this work. The procurement procedures are part of the financial and accounting manual.	This has been updated for 2009 based on proposals that were not successful and funds approved. After the training areas that scored lower marks were earmarked for improvement. Two main decisions were taken. 1) the use of financial codes for all expenditures. 2) An accounting software package is being tried for use to improve the operations in section. GC accounts being prepared for auditing GC will take steps to develop a conflict of interest policy
4. Funding base development List long-term programmes (3yrs+) List short-term programmes (1year) Total dollar volume of programmes Approved dollar volumes Percentage overhead recovery	Long term: None <u>Short Term</u> Safe Schools Counselling Programme = \$31,515 Women and Politics programme= 30,231 Total \$ Volume= 61,746 Overhead recovery= 10.25%			

2. 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
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Peers /CBOs	WILDAF	<p><u>Women in Elections: We Know Politics Project</u> GC worked with WILDAF and other organizations to incorporate gender concerns in the 2008 electioneering campaign. As part of this GC trained legal literacy Volunteers (LLVs) to undertake voter education in communities and districts</p> <p>Conducted regional consultations with women in Sunyani and Wa to collate consensus on concerns of women that must be addressed by the political parties in their campaigns.</p> <p>Undertook public education in constituencies in support of female candidates</p>	<p>73 LLVs (26 people from Upper West, 25 from Upper East and 22 from Brong Ahafo regions) benefited from training and equipped with knowledge on electoral processes, rules and the importance of women in politics. Each of the persons trained has undertaken at least 2 voter education programmes.</p> <p>Granted media interviews on the subject upon invitation.</p> <p>Documented concerns of women from the regions fed into the women’s dialogue with presidential candidates.</p> <p>This gave a platform for women contesting elections in the Upper West region to share their vision with the electorates.</p>
Donor agencies	<p>DFID and Royal Netherlands Emabassy</p> <p>WOMANKIND Worldwide (WK), UK</p> <p>CORDAID</p>	<p><u>Women in Elections</u> GC is a partner in an on-going project being sponsored by DFID/Netherlands Embassy on women and elections in a project titled “We Know Politics”. This is a collaborative effort among 5 organizations being co-ordinated by WILDAF.</p> <p><u>Child Protection policy</u> Worked with GC to develop Child protection policy for the Gender Centre</p> <p><u>Fundraising for Projects</u> This a joint initiative between GC and WK to fundraise together in UK.</p> <p><u>Fundraising</u> Discussions on possible collaborations.</p>	<p>Incorporated women’s concerns into the 2008 electioneering campaign through training, regional consultations and public fora.</p> <p>Child Protection Policy developed.</p> <p>Developed 3 project proposals for funding considerations.</p> <p>Concept note developed and submitted for consideration</p>
DA (please indicate district)			
Private Sector			

3. National pro-poor policies

Identified Policy Issue	Research activities in relation to the identified policy area	What are the policy gaps identified from the research conducted	What is your organizations position on these issues supported by your research	What policy alternatives do you propose and how do you hope to achieve this policy change
Gender & HIV/AIDS: HIV/AIDS policies and programmes in Ghana adopt gender neutral framework which fails to tackle gender inequality.	Undertook a nation-wide study on gender norms and women's susceptibility to HIV/AIDS infection in Ghana.	The Government of Ghana and many NGOs have adopted the "ABC" approach (abstinence, being faithful and condom use) which is widely accepted as simplistic in relation to understanding issues of gender inequality and women's rights and does address the root cause of the feminization of the disease.	The underlining cause of the high infection rate among women is gender inequality especially gender norms.	Will form a coalition of individuals, groups and organizations to advocate for engendered HIV/AIDS policies and programmes by the Ghana Aids Commission.

Free Maternal Healthcare and LEAP

Free maternal health care and the livelihood empowerment against poverty (LEAP) are among pro-poor policies that the government have introduced over the past few months. The former was introduced because of high maternal mortality in the country and the risk it posed to Ghana's ability to achieve MDG 5 and women's health. This policy was introduced because stakeholders including gender activists advocated for policies that will reduce maternal mortality in the country.

4. Success Story

Briefly describe your organization's landmark achievement this period.

Gender and HIV/AIDS

The GC has finalized its research on gender norms that make women susceptible to HIV/AIDS infection in Ghana. This research report is currently being edited for publication. A proposal has been developed from the study to implement programmes to address some of the key findings.

Documentation and Publication

As part of our strategy to document lessons learned in our programmes, the GC developed a guide to developing community response to violence against women in Ghana. The guide was printed and distributed to NGO's, CSO's and donors. Attached, please find copies for yourself and network members.

The GC is also finalizing a training manual on Violence against Women for publication.

Fundraising

The Gender Centre has developed new programmes in our attempt to diversify our funding base and become sustainable. The table below shows proposals developed and status over the reporting period.

	Proposal	Donor	Status
1	Public Education on Violence & HIV/AIDS	AWDF	Approved
2	Core support	Global Fund for Women	Approved
3	Community & policy work on VAW &	DFID -UK	Waiting for

	HIV/AIDS		response
4	Violence work /DV Act implementation	Womankind Worldwide -UK	Waiting for response
5	Awareness raising & policy work on VAW & HIV/AIDS	Womankind Worldwide -UK	Waiting for response
6	Concept note on Violence work	CORDAID	Waiting for response
7	Letter of Inquiry on Community & policy work on VAW & HIV/AIDS	Bill and Melinda Gate	Waiting for response

Communication

Our website was redesigned and up-graded in the last six months to include new information. Media engagement work featured prominently in the last quarter of the year as we tried to give prominence to our women in politics project. It included the use of radio, TV and print. For example, the Programme Manager of the Centre appeared on Metro-TV mid-day news at 1.00 pm on November 4, 2008 to talk about the women's dialogue with presidential candidates, also, made a presentation on the project at a press conference on November 3, 2008 at Osu Presby Hall and granted interviews to radio stations.

GC in collaboration with WiLDAF and other partners of the "We Know Politics Project" held a press conference on January 2, 2008 calling on the two main political parties in December 28, 2008 presidential run-off to accept the election results that will be announced by the Electoral Commission. The press conference also called on the New Patriot Party to withdraw the motion not to declare the elections from court in order to ensure there was peace in the country.

Training and Capacity Building

The Centre trained 73 Legal Literacy Volunteers (LLVs) from Upper East, Brong Ahafo and Upper West regions) on electoral processes, rules governing elections and the importance of women in politics. The Centre also educated women on the need to engage politicians on the electioneering campaign on issues that affect their lives.

Organizational Development Work

There was a two-day annual retreat/planning workshop to review the previous year in order to plan for the year ahead. A two-year work plan (2009-2010) has been developed. The process gave us the opportunity to identify other strategic areas the Centre could be of help to women. This information was been used to finalize/review our strategic plan in line with our vision and mission.

Policy work

Our policy work concentrated on violence which is our main focus of work. One of our landmark achievement is our membership on the DV Coalition steering committee.

Our work with WiLDAF to conduct women's dialogue with vice presidential candidates is considered a landmark achievement. This gave the platform for women to engage the political parties on their gender policies as enshrined in their manifestos.

5. Stakeholder Perception

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?

Generally, RAOs maintain some credibility and legitimacy in the eyes of government and the public but there are times there appears to be some mistrust on both sides. Sometimes when the work of RAOs positively supports the work of govt then the relationship appears cordial but when it is critical of government then there is some hostility. Sometimes within the government and the public, there is a perception that some NGOs are out there to make money for themselves. Perhaps when the NGO trust bill is finally approved with suggestions from CSO's, the situation will change.

5. What is your perception on the general policy making environment in Ghana

Policy making in the country is still top-down. Sometimes the consultation is done just to enable CSO's approve what has already been done and satisfy requirements.

7. Grant and report related issues

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

Nothing to raise at the moment

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

None.