

ANNEX 2

Core Grant Narrative Progress Report

Report period Jan – June 2009

Contract Ref. No. 03/core/01/ABANTU
Development

Organisation **ABANTU for**

Contact Tel. No. 021-816113

Report Date **July 31, 2009**

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Report Approved by Dr. Rose Mensah-Kutin

Signature & date



Signature & date



July 31, 2009

July 31, 2009

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

1. Institutional/Organisation Development: 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?

During the period, ABANTU has deepened its organisational development capacity through a number of initiatives. First of all a Strategic Plan was produced for the period 2009-2011. This was done through a consultative and participatory process which was facilitated by an external consultant. The strategic plan has identified innovative processes of achieving the goal of women's rights and gender equality promotion such as the need to link the thematic issue of gender and governance with policy influencing in areas such as climate change and transportation,. A second area of organisational development has been the recruitment of additional staff to increase the capacity of ABANTU to implement its programme. During the period, two (2) additional programme officers have been recruited to manage the following functional activities:

- Research and Policy Analysis (RPA)
- Coalition and Partnerships (CP)

This took into account the new directions of the organisation as noted in the strategic plan. A third area of organisational development has been the strengthening of the staff capacity through participation in relevant training, conferences and workshops. Significant among these are the following:

- Participation in the 53rd session of The Commission on the Status of Women (CSW) held in New York in March 2009.
- Online training in Gender and Development benefiting one (1) programme officer.
- Partnership visit to Canada by one (1) programme officer under a partnership relationship with Canadian Crossroads International (CCI) and YWCA Canada.

Finally ABANTU has deepened its accountability principle by ensuring that systems, procedures and practices of work are commensurate with international best practises and standards. Specific initiatives include:

- Complying with financial and narrative reporting requirements of funders
- Integrating institutional learning on gender equality and women's rights issues as a key requirement of staff organisational practice and as a pre-requisite for advocating on issues of gender and policy issues.
- Deepening interaction and relationships with various target groups namely NGOs, policy makers and women on an ongoing basis as a means of enhancing the movement building capacity of ABANTU.

- **Organisational structure / board / management team**

During the period, ABANTU organisational structure was slightly modified as the functional areas of programme implementation was redefined to include Research and Policy Analysis (RPA) and Coalitions and Partnerships (CP). This was in recognition of

the new directions of organisational and institutional strengthening and capacity projected in the Strategic Plan of 2009 – 2011. The board's composition did not change but the management team was expanded from three (3) to four (4) by including the advocacy officer on the team.

- **Strategy / planning / decision making / knowledge management**

The 2009 – 2011 Strategic Plan begun to be implemented. Planning and decision – making processes continue to be consultative and participatory with staff, programme and management meetings having been held each month during this six-month reporting period. The Strategic Plan and the Strategic Plan Process reports have been finalised. A setback in the organisation's knowledge management efforts has been the intermittent power fluctuations and the unreliable nature of the internet and email systems which has limited the extent to which the organisation can utilise ICTs to promote its work. Effort is being made to address this through advice from Vodafone Ghana.

- **Human resource issues**

An internship programme implemented during the period has benefited ten (10) persons made up of eight (8) women and two (2) men. Interns have benefited from in-house training and capacity-building initiatives in the following areas:

- Research skills
- Gender and Development
- Organisational and Facilitation Skills
- Writing Skills

Staff at different levels are also having opportunities to enhance their capabilities. The Support Services Officer (SSO) attends evening classes on IT to enhance his capacity for the benefit of ABANTU. Other staff at programme and management levels have participated in several activities that enhance their learning of gender and development

issues, this is impacting positively on the organisation as staff at their own level are able to take responsibility and make decisions that is impactful on target groups and the organisation itself.

- **Marketing / communication / public relations**

ABANTU's initiatives in this area was enhanced during the period with the production of the first drafts of two (2) issues of the newsletter "ABANTU NEWS". A number of products were also developed from implemented activities to highlight the achievements, challenges and prospects of the organisation. These products will be made available to GRAP when they are printed.

ABANTU also benefited from an initiative by GRAP which consisted of being interviewed by "Public Agenda" on issues relating to the organisation.

Another way in which ABANTU has enhanced its marketing, communication and public relations capacity during the period includes the following:

- Dissemination of publications through focal persons across the country and during programme implementation meetings and workshops.
- Extensive print and electronic media coverage of programmes implemented
- Speaking engagements on partner's platforms and presentations made on critical issues.
- Participation in radio discussions and interviews on the thematic areas to promote women's rights.
- Upgrading of ABANTU website

- Sharing information about ABANTU's work with researchers, students, NGO's and policy makers, from the local to international levels.

All this has contributed to a positive image of the organisation and a recognition of its professionalism and high quality products and services.

Indicators	Baseline January- December,2008	Prior Period	Current Period	Cumulative
1. HR Management i) <i>Leadership (management</i> ii) <i>Core staff(programme officers)</i> iii) <i>Support staff(secretarial,security driving, purchasing and cleaning</i>	Three (3) Four (4) Three (3)	Three (3) Four (4) Five (5)	Four (4) Seven (7) Five (5)	Four (4) Seven (7) Five (5)
2. Governance i) <i>Board</i> ii) <i>Committeeseditorial,management,and Steering Committee of Manifesto Coalition</i> iii) <i>Documented board meetings Management meetings</i> iv) <i>Staff meetings</i>	Seven (7) Three (3) Two times every two weeks Once every month	Seven (7) Three (3) Three times every two weeks Once every month	Seven (7) Seven (7) Three times every two weeks Once every month	Seven (7) Seven (7) Three times every two weeks Once every month
3. Systems and procedures <i>Financial management systems</i> i) <i>Budgeting</i>	- A 3 year comprehensive budget is being prepared at the beginning of the fiscal year incorporating all expected incomes and expenditure on all programmes. This comprehensive budget also depicts all administrative overheads and other incomes.	This system has remained unchanged but efforts were made to ensure that they were realistically made to reflect issues being projected during the 3- year	There are both a three year budget for 2009- 2011 and an annual budget for 2009.	There are both a three year budget for 2009-2011 and an annual budget for 2009.

	<ul style="list-style-type: none"> - Budgets are prepared to accompany every proposal sent out to funders. - Specific budgets are prepared and agreed with Finance and Administrative Officers by appropriate programme officers before implementation of programmes. Comparisons between budgets and actuals are made and significant variances analysed. 	Strategic Plan period.		
ii) <i>Accounting</i>	Appropriate and proper books of accounts are kept ranging from ledgers to financial statements. An accounting software "SAGE LINE 50" is used by ABANTU.	Baseline strictly and appropriately applied.	The same as the prior period	The same as the current period.
iii) <i>Internal control</i>	ABANTU has sound and reliable internal controls structures in existence.	Internal control systems were strictly maintained and consistently	The same as prior period.	The same as prior period

<i>List short-term programme(1 year)</i>	(2009 -2011)	Plan (2009 -2011)	Plan (2009 -2011)	(2009 -2011)
		ActionAid, Olof Palme,US Embassy, CIDA, Womankind UK,	An ongoing programmes – CIDA, ActionAid Ghana, Olof Palme International Center	CIDA’s project ActionAid, Womankind-UK, Public Affairs Section of The US Embassy, The Olof Palme International Center
<i>Total dollar volume of programmes</i>		\$415,688.77	\$216356.55	\$632,045.32
<i>Approved dollar volumes</i>		\$415,688.77	\$216,356.55	\$632,045.32
<i>Percentage overhead recovery</i>	A rate of 15% is always taken to cover our overheads	A rate of 15% is always taken to cover our overheads.	A rate of 15% is always taken to cover our overheads	A rate of 15% is always taken to cover our overheads

2. Collaboration, coalitions and networking

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

	Organisation /Coalition	Policy issue / theme / nature Starting / ongoing / ending	Outcome
Government - executive	Ministry of Women and Children’s Affairs, Ministry of Manpower and Social Welfare, Ministry of Finance, Ministry of Local Government and Rural Development, Ministry of Energy, Ministry of Environment, Ministry of Transport, National Disaster Management Organisation (NADMO) Attorney General	Women’s Rights, Climate Change and Gender, Aid Effectiveness, Transportaion.	

<p>- judiciary</p> <p>- legislature</p>	<p>Women Parliamentarians</p>	<p>Commitment to Gender Equality Promotion</p> <p>Women's Representation Research Needs</p>	<p>Established relationship for further engagement</p> <p>Acceptance as a reliable and effective collaborator on women's rights issues; a source of information and ideas for promoting women's rights</p>
<p>Coalition, network</p>	<ul style="list-style-type: none"> ➤ NETRIGHT ➤ NCOM ➤ WiLDAF ➤ DV Coalition ➤ Women's Manifesto Coalition ➤ Political Parties ➤ NCAP 	<p>Poverty Reduction-ongoing</p> <p>Gender and Mining-ongoing</p> <p>Women in Politics</p> <p>Participation in processes for DV Act implementation</p> <p>Women In Politics</p> <p>Post - Election 2008 issues and Affirmative Action</p> <p>Gender and Water</p>	<ul style="list-style-type: none"> ➤ Engendered policy documents and processes such as those on the Aid Effectiveness High Level Forum 3 such as the Accra Agenda for Action (AAA), the CSO Statement and The Accra Women's Forum Statement. Also in relation to mining and women's rights. ➤ In the area of politics, enhanced sensitivity to gender equality issues in the whole electioneering process. But need for more action to increase representation. ➤ Some of the meeting included: <ul style="list-style-type: none"> 2-day capacity building workshop for 31 participants in Koforidua, 2-day capacity building workshop for 33 candidates in Kumasi, 2-day capacity building workshop for 20 participants in Accra, 2-day sensitization workshop for the media in Kumasi for 30 media practitioners.
<p>Peers CBOs</p>	<ul style="list-style-type: none"> ➤ Institute of Economic 	<p>Women's Representation in Parliament</p>	<p>Validation of women's rights issues in</p>

	<ul style="list-style-type: none"> ➤ Affairs (IEA) ➤ Third World Network (TWN) ➤ IDEG ➤ AWID, WIDE, IBON, DAWN, ITGN, FEMNET ➤ CCI and YWCA-Canada ➤ Christian Mothers Association, ➤ Association of Women with Disability ➤ Rural Farmers Association ➤ NALAG ➤ Women in District Assembly 	<p>Women's Leadership in Economic policy</p> <p>Public Policy Forums-ongoing</p> <p>Beijing +15</p> <p>Technical cooperation on women's leadership</p> <p>Gender Analysis</p> <p>Rights of Women with Disability with reference to the Disability Act</p> <p>The Economic Partnership Agreement and Rural Women Farmers Decentralisation</p>	<p>mainstream policy discourse and processes. Enhanced interest in engendering policies</p> <p>Enhanced organisational learning</p> <p>Increased Visibility and Relevance at the international, regional, national and local levels</p>
Donor agencies	GRAP, CIDA, WOMANKIND, GLOBALFUND, FES, AWDF, OLOF PALME, Action Aid, Oxfam, UNDP	NGO Bill, Oil and Gas, Aid Effectiveness,, Elections 2008, Women's Rights, Peacebuilding, Climate Change	Greater understanding about mutual interest and accountability issues leading to mutually beneficial and transformed relationships
DA (please indicate district)	All the 138 district Assemblies in Ghana Some the districts are TMA Ashiaman, New-Juabeng MA, Kwaebibirem DA, Tamale MA, Hohoe DA, Bolgatanga MA, Sissala West & East DAs, Shama Ahanta East MA	Engaging on Local governance and women's rights issues – 4 th Biennial Conference	Acceptance as a leading women's rights organisation on local governance issues
Private Sector	Procter and Gamble, Barclays Bank, SSNIT	Assistance for women , and institutional development initiatives	Sanitary products freely distributed to benefit marginalised women's groups; enhanced organisational capacity and greater accountability

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 organisations position on these issues supported by your research	What policy alternatives do you propose and how do you hope to achieve this policy change
Promoting Women in Governance	<ul style="list-style-type: none"> ➤ Research on Affirmative Action 	<ul style="list-style-type: none"> ➤ Inadequate representation of women in politics and decision-making in West Africa region due to the lack of use of quotas ➤ Continued discriminatory practices against women in leadership 	<ul style="list-style-type: none"> ➤ Need for continued policy engagement on the issue of affirmative action ➤ Specific measures needed to support women in leadership to enhance representation. 	<ul style="list-style-type: none"> ➤ the promotion of women's rights in governance through affirmative action ➤ Engaging with critical actors for an affirmative action law Preparatory processes are now being undertaken. The consultations with our coalition members are now only starting. ➤ Utilise the Women's Manifesto Coalition as a support base for women. ➤ Background papers on Affirmative Action have also been prepared to provide the knowledge base for the consultations and advocacy.
Insufficient attention paid to the gendered nature of	Women, conflict and militarization in West Africa	Integration mechanisms in the sub-region do not sufficiently address women's specific	Research is still ongoing	Research is still ongoing

conflict		concerns		
Negative portrayal of women in the media	Review of media representation of women	Limited coverage of issues of concern to women as well as negative language and comments used	National media Commission and Ghana Journalist Association need active engagement on the need to engender media policies	<ul style="list-style-type: none"> ➤ Gender responsive media policies ➤ Continuous engagement and alliance building between women's groups and ABANTU
Gender and Climate Change	Key issue of Gender and Climate Change	Limited integration of gender and climate change	Deepen work in the area	Deepen work first before preparing alternatives
Sex Disaggregated Data	Representation of women and men in formal employment	Huge disparities exists against women's employment	Deepen the work in this area	Deepen the work in this area

4. Success Story

Briefly describe your organisations landmark achievement this period

During the period ABANTU has successfully organised the 4th Biennial Conference with District Assemblywomen from all the Districts of the country. The Conference sought to consolidate ABANTU's relationship with district assembly women, an initiative which was started in 2004 during the process of developing the Women's Manifesto for Ghana. This time round, the initiative sought to build a strong constituency at the local level on Affirmative Action as well as develop a concrete strategy for the 2010 District Assembly elections. An innovation in the process was the link established between women' leadership and critical policy issues such as climate change, transportation and social security and their gendered implications.

Relatedly, ABANTU succeeded in commissioning a number of technical papers on Affirmative Action with support from different development partners. There were different and common perspectives on the issue and a validation workshop supported by Friedrich Ebert Foundation (FES) has led to the development of a strategy seeking to launch a long-term campaign on Affirmative Action in Ghana. ABANTU is leading the process under the Women's Manifesto Coalition with organisations like Women in Broadcasting (WIB), WILDAF, WISE and Gender Centre actively involved.

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?

The ushering in of the government of the National Democratic Congress (NDC) under the leadership of President John Evans Atta Mills has posed some challenges for the political and governance landscape. Even though there has not been any direct interference in the work of RAO's during the period, RAO's themselves have been a little bit cautious in positioning themselves as critical actors in the democratic space in relation to Government. With specific reference to the women's movement, the government does not seem to have taken very seriously its commitment to promoting women's representation in decision-making structures to the 40% level as declared in their own political Manifesto. Demands for accountability have not been very well received by government. However ABANTU as host of the Women's Manifesto Coalition has worked with the Domestic Violence Coalition and NETRIGHT to engage with the Ministry of Women's and Children's Affairs. There is a sense that the Minister highly values this relationship as she directly calls on ABANTU on policy engagement issues particularly with reference to governance. Clearly this entry point if well developed can impact positively on government / RAO's relationships in the medium to long –term.

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

ABANTU believes that the general policy making environment continues to recognise the value of RAOs' contributions. However during the period, it has become clear that civil society must be alert at all times so that irrespective of the change in the governance of the country, RAOs' influence can be felt. For example, RAOs have not been able to utilise its contributions to the development of the Accra Agenda for Action (AAA) under the 3rd High level Forum in Accra held in September 2008, to leverage its relationship with the government to influence its economic policy-making initiatives. The

fact that the new government has negotiated for a loan agreement with the World Bank and the IMF without utilising the opportunities made available with the AAA framework points to a huge gap in civil society / RAOs' engagement capabilities and influence. This points to the need for RAOs to be more proactive on policy issues to ensure its credibility and relevance in the public space.

7. Grant and report related issues

8.

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

During the period GRAP has succeeded in engaging actively with RAOs through a number of initiatives such as clarifying financial and narrative reporting processes, facilitating media engagement and publicity of RAO activities and developing a strategy for the way forward for GRAP. These initiatives have been useful. However the RAO community seems to have been less proactive during the period. Therefore the challenge is about how we the RAOs' ourselves utilise the space for active engagement with GRAP processes to enhance our credibility and effectiveness in the governance and national policy-making space.

ABANTU is happy to share the report with all constituents of GRAP as no aspect is confidential.

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

ABANTU is happy for GRAP to share any part of the report. No aspect of the report is therefore confidential.

G-rap Narrative Progress Report

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Notes on narrative reporting

In addition to this narrative report, G-rap accepts grantee organisation's own annual report, on the assumption that these reports show a relationship between annual work plans, 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 work plan 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.grap.ghana@gmail.com).