

## Narrative Progress Report

Report period Jan – Jun, 2009

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

Organisation GSHRDC

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Report Date

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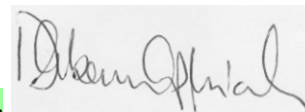
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Please do not write in green coloured sections; refer to notes at last page for explanations

### 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
	June, 2008	July – Dec, 2008	Jan – Jun, 2009	Jan – Jun, 2009
<b>1. HR Management</b> <i>I. Leadership</i> <i>II. Core staff</i> <i>III. Support staff</i>	Leadership positions: 1 Executive Director 1 Programme Manager  Core staff: 1 Programme Manager 2 Project officers 1 Accountant  Support staff: 1 Programme/Administrative Assistant, 1 Driver 1 Office support/cleaner	Leadership positions: 1 Executive Director 1 Programme Manager  Core staff: 1 Programme Manager 2 Project officers 1 Accountant  Support staff: 1 Programme/Administrative Assistant, 1 Driver 1 Office support/cleaner	Leadership positions: 1 Executive Director 1 Programme Manager  Core staff: 1 Programme Manager 1 Project Officer 1 Accountant  Support staff: 1 Programme/Administrative Assistant, 1 Drive 1 Office support/cleaner	Leadership positions: 1 Executive Director 1 Programme Manager  Core staff: 1 Programme Manager 1 Project Officer 1 Accountant  Support staff: 1 Programme/Administrative Assistant, 1 Driver 1 Office support/cleaner
<b>2. Governance</b> <i>I. Board</i> <i>II. Committees</i> <i>III. Documented board meetings and Management meetings</i> <i>IV. Staff meetings</i>	i. A board of Five members  ii. No committee iii. 2 board meetings	i. A board of Five members  ii. No committee	i. A board of Five members  ii. No committee	i. Board to be expanded to nine to ensure that there are enough members available for regular board meetings.  ii. No committee

	in a year iv. Monthly staff meetings	iii. one board meeting iv. Six staff meetings were held.	iii. No board meeting iv. 7 staff/programme meetings	iii. No board meeting iv. 7 staff/programme meetings
<b>3. Systems and Procedures</b> Financial management systems <i>I. Budgeting</i> <i>II. Accounting</i> <i>III. Internal control</i> <i>IV. Financial reporting</i> <i>V. External audit</i>	<i>i. Individual Project Budgets where used</i>  <i>ii. Accounting and Financial Manual and Excel Spread Sheets</i>  <i>iii. Controls as per Accounting and Financial Manual are Adhered to.</i>  <i>iv. Monthly financial reports prepared by accountant to the executive director.</i>  <i>v. External audit is done annually</i>	<i>i. Organizational budget is being used</i>  <i>ii. Accounting and Financial Manual and Excel Spread Sheets</i>  <i>iii. Controls as per Accounting and Financial Manual are Adhered to.</i>  <i>iv. Monthly financial reports prepared by accountant to the executive director.</i>  <i>v. External audit is done annually</i>	<i>i. Organizational budget is being used</i>  <i>ii. Accounting and Financial Manual and Excel Spread Sheets. MYOB accounting package is being studied for use. iii. Controls as per Accounting and Financial Manual are Adhered to.</i>  <i>iv. Monthly financial reports prepared by accountant to the executive director.</i>  <i>v. External audit is done annually</i>	<i>i. Organizational budget is being used</i>  <i>ii. Accounting and Financial Manual and Excel Spread Sheets. MYOB accounting package is being studied for use</i>  <i>iii. Controls as per Accounting and Financial Manual are Adhered to.</i>  <i>iv. Monthly financial reports prepared by accountant to the executive director.</i>  <i>v. External audit is done annually</i>
<b>Operational Policies</b> <i>VI. HR policy</i> <i>VII. Gender Policy</i> <i>VIII. Conflict of interest policy</i> <i>IX. Programme development policy</i> <i>X. Procurement Policy</i>	HR and condition of service policy exist.          No written gender policy	HR and condition of service policy exist.          No written gender policy	HR and condition of service policy exist. A scheme of service is in the final stages of completion. Please find draft document attached       Working on gender Policy Document. Envisage it will be completed by end of the year	HR and condition of service policy exist. A scheme of service is in the final stages of completion. Current draft document is attached,       Working on gender Policy Document. Envisage it will be completed by end of the year

	No conflict of interest policy existed.  Strategic Plan  Procurement Policy Exist	No conflict of interest policy existed.  Strategic Plan  Procurement Policy Exist	Planning to develop a conflict of interest policy.  Strategic plan is being revised and is in the final stages of completion. Find attached current draft document. Final document to be submitted by October 31 <sup>st</sup> , 2009.  Procurement Policy Exist	Will start working on conflict of interest policy at beginning of October  Strategic plan is being revised and is in the final stages of completion. Find attached current draft document. Final document to be submitted by October 31 <sup>st</sup> , 2009.  Procurement Policy Exist
<b>4. Funding base development</b> <i>List long-term programmes (3yrs+)</i>  <i>List short-term programmes (1year)</i>  <i>Total dollar volume of programmes</i>  <i>Approved dollar volumes</i>	Dutch MGD III Fund (7Partners, GC was the lead Orgn.)  Global Fund for Women, Stars Foundation  MDG III \$7,000,000, Global Fund for Women \$42,000, Stars Foundation \$110,000  None	WOMANKIND -DFID  AWDF WiLDAF “We Know Politics  WiLDAF -\$31,856 AWDF - \$50,000  WiLDAF -\$31,856 AWDF - \$50,000	WOMANKIND- DFID UN Trust Fund OSIWA  GAC (2proposals) WOMANKIND Worldwide  WK/DFID \$727,677  GAC - \$214,286 GAC - \$250,000 UN Trust Fund \$1,205,000 WOMANKIND Worldwide \$90,000 OSIWA - \$517,295  WK/DFID \$727,677 GAC - \$214,286	

Percentage overhead recovery	None	Global Fund for Women \$35,000  \\WiLDAF “We Know Politics” - 4% Global Fund for Women- 26%	WK/DFID 40% p.a (aver) AWDF- 14% GAC- 4% Global Fund for Women-11%	
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## 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
<b>Government</b> - executive - judiciary - legislature	Min. for Women & Children’s Affairs	<u>Implementation of DV Act:</u> In collaboration with DV Coalition and as member of the steering committee for the coalition, the Gender Centre was part of a team that met the new minister for MOWAC on April 8, 2009 to discuss the implementation of the DV Act based on the National Plan of Action already developed and assured her of our support.  This is an on-going process.	The group drew the Minister’s attention to a provision in the Act about the composition of membership of management board for the Act and our representation as Civil Society and the coalition. The group wanted all the 2 slots for CSOs on the board to be allocated to the coalition as was done under the previous administration but this was declined by the minister who assured the group of only one slot.  The need to initiate a process to adopt a Legislative Instrument (LI) for the implementation of the Act was also emphasised.  The Gender Centre’s documented model of Community- based Response to violence was shared with the minister to adopt as a strategy in rural communities to reduce DV.
<b>Coalition, network</b>	Coalition on DV Legislation, Netright, Women’s Manifesto Coalition	<u>Implementation of Domestic Violence Act:</u> Worked together to develop priority areas in the implementation of DV Act for submission to MOWAC	Developed seven priority areas which was submitted to the Minister on April 8, 2009 as part of a document from the women’s movement in Ghana.

	Ghana Aids Commission through Pro-link Organization	Protecting Women and Girls from HIV infection through the use of Post –Exposure Prophylaxis (PEP) facility for victims of sexual violence especially rape. Just started in June.	GAC Provided funding for the project
<b>Peers /CBOs</b>	Amasachina, Pro-Link and Rural Watch – Ghana.	<u>Reducing Women’s Susceptibility to HIV infection due to Gender Inequality in Ghana.</u> Started working together to address the gender norms that make women more vulnerable to HIV infection. Started in May.	Undertaken baseline studies on knowledge and attitudes towards HIV/AIDs, gender norms, violence and condom usage in 3 communities which are Papasi in the Kadjebi District, Nsokwoa in the Koforidua Municipality and Manwe in the Wa Municipality. Data analysis is on-going.
	Pro- Link Organization	<u>Protecting Women and Girls from HIV infection:</u> Advocating for Post –Exposure Prophylaxis (PEP) services for victims of sexual violence especially rape victims. Project fund is being managed by Pro-link organization  Creating awareness on cultural practices that make women and girls susceptible to HIV infection and advocating for its abolishment.	Held project pre-implementation meetings with Dangme East and West as well as lower Manya Krobo Districts Assemblies out of the 6 ear-marked for this project. Discussions have been held with district health directorate to start such treatment.
	WILDAF	<u>Women’s Participation in Governance and Politics:</u> GC worked with WILDAF and other partners to organize a press conference making demands on the President of Ghana to honour its campaign promise of allocating 40% of appointments/positions to women.	A planned march to the castle to present a petition was cancelled due to security concerns. A press conference was organized instead. A four-member team was selected to present a petition to the office of the President at the castle.
<b>Donor agencies</b>	DFID and Royal Netherlands Embassy	<u>Women’s Participation in Governance and Politics:</u> GC & partners of “We Know Politics” project made 2 presentations on the project to DFID/Netherlands Embassy on 2 separate occasions (16 <sup>th</sup> January, 09	Alternative strategies on how to increase women’s political representation were discussed. Affirmative action policy featured prominently in the discussion. The presentations generated donors’

		and March 25, 09) as part of debriefing sessions on the progress made on the project and to chart a way forward. This is a collaborative effort among 5 organizations being co-ordinated by WiLDAF.	interest in the project and partners made a passionate appeal for continuous support.
<b>DA (please indicate district)</b>	Dangme West & East, Lower Manya Krobo, Fanteakwa, Obuasi and Kumasi Metro/Districts.	Advocating for post Exposure Post – Exposure Prophylaxis (PEP) services for victims of sexual violence especially rape.	District/Metro health directorate were very open to the concept.
<b>Private Sector</b>			

### 3. National pro-poor policies

<b>Identified Policy Issue</b>	<b>Research/advocacy activities in relation to the identified policy area</b>	<b>What are the policy gaps identified from the research conducted</b>	<b>What is your organizations position on these issues supported by your research</b>	<b>What policy alternatives do you propose and how do you hope to achieve this policy change</b>
Mainstreaming gender within key national HIV and AIDs policies and programmes.	Undertook a nationwide 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) to HIV & AIDs programming. This approach is widely accepted as simplistic in relation to understanding the issues of gender inequality and women's rights and does not address the other factors that lead to the increased HIV infection among women.	The Gender Centre's position on this issue is that the gender dimension of HIV & AIDs in the country is due to patriarchal attitudes/gender norms which make women more vulnerable and susceptible to infection. Until these underlining factors are addressed, infection among women will continue to rise.	<p>We are advocating that gender is mainstreamed into the National HIV/AIDs Policy and the National Strategic Framework by the Ghana AIDS Commission. The current NSF II is due for review in 2010.</p> <p>We are also expecting that such a policy change will lead to a situation where GAC will agree to gender criteria for grant applicants. Subsequently, this will bring about an increased number of proposals incorporating women's rights issues funded by GAC</p> <p>The Centre will network with existing organizations/coalitions to advocate for</p>

				<p>engendered HIV/AIDS policies and programmes by the Ghana Aids Commission to ensure that gender sensitive projects that address women's rights and needs feature prominently in projects supported.</p> <p>The Centre has already done an environmental scan of existing NGOs/coalitions to work with it on this policy work.</p>
<p>Addressing the gender dimension of HIV and AIDs in Ghana</p>	<p>A research report titled "Gender Norms, Domestic Violence and Women's Vulnerability to HIV/AIDS" was edited and published. The book will be launched in Accra in on September 9, 2009 at the KAMA Conference Centre. Attached, please find copy of research report.</p>	<p>Gender dimension of HIV and AIDs in Ghana is not being addressed sufficiently. Moreover, HIV prevention strategies continue to focus on the ABC strategy</p>	<p>The findings of the research should be disseminated widely and addressed as a prevention strategy in order to reduce the rising prevalence levels among women.</p>	<p>Women should specifically targeted with information on HIV modes of transmission and prevention as well as practices that could make them susceptible to HIV infection</p> <p>We are advocating for legislation to ban widow inheritance as this practice was found as one area of increasing the spread of HIV infection among women. Other areas for future advocacy include the abolishing of polygamy.</p>
<p>Reducing Women's Susceptibility to HIV infection due to patriarchal attitudes and gender norms in Ghana</p>	<p>Baseline survey on levels of knowledge of HIV transmission, condom usage and attitudes towards gender, HIV and AIDS in 3 communities which are Papasi in the Kadjebi District, Nsokwoa in the Koforidua Municipality and Manwe in the Wa</p>	<p>Data is being analysed.</p>	<p>Data is being analysed.</p>	<p>Data is being analysed. The findings will be used to support our advocacy work with stakeholders in the 3 districts i.e Koforidua, Kadjebi and Wa East and the 3 communities.</p>

	<p>East District.</p> <p>5 radio scripts on violence and HIV/AIDs have also been developed using the information from the research findings.</p>	<p>The research findings showed that gender norms that make women susceptible to HIV infection in Ghana include widow inheritance, acceptance of male promiscuity within the confines of marriage sex as a woman's marital obligation infertility as a Woman's Problem polygyny, domestic violence, lack of sexual knowledge on the part of women, and choice of marital partner.</p>	<p>These gender norms are not being addressed nor are policy makers and the general population aware that they are factors that increase women's vulnerability to HIV</p>	<p>These will be translated into 3 local languages (Twi, Waali and Ewe) and aired nationally as part of our advocacy work to educate women/men as well as policy makers.</p>
<p>Strengthening the capacity of local partners to build stronger, effective and efficient organisations.</p>	<p>Gender Centre organized a 5-day training in participatory monitoring and evaluation and the reflect methodology for 12 staff members from 7 partner organizations as well staff of the Gender Centre. The partner organizations are Pro-link, Rural Watch -Koforidua, Amassachina Self Help Association, Wa, BEWDA - Bawku, Window of Hope Foundation - Kumasi, Ahenebronoso Care Foundation – Techiman and CEDEP - Kumasi.</p> <p>Gender Centre trained 24 persons (including GC staff and staff of 3 partner organizations to</p>	<p>As part of our strategy to build stronger and sustainable organizations the Gender Centre in consultation with partners identified a gap in monitoring and evaluating our work. This training was organized to fill this gap. The aim of this training is to enable us better monitor and learn from our work (both Gender Centre and partners).</p> <p>The aim of this is to equip partners and staff with the necessary skills and knowledge in basic data collection for future And</p>	<p>Organizations must be supported to build stronger, effective and efficient institutions</p>	<p>Regular training for staff.</p>

	collect data for baseline surveys in 3 communities mentioned above.	present work. It is also to ensure participation of both partners and community members.		
Reducing Violence against Women in Ghana	<p>Based on our research on violence against women in Ghana, we commissioned an in-depth study of the data. The final draft book is currently with printers and due by mid-October, 2009. The book is titled “The architecture of violence against women in Ghana”</p> <p>The Centre edited its draft manual on violence for training service providers and practitioners. The final draft of the manual is currently being printed and due by end of October. The manual is titled “Violence against Women Training Manual” Attached, please find draft from printers.</p>	<p>The findings point out to the impact of violence against women and some of the critical areas to be addressed at the state level where the fight against VAW must be located.</p> <p>This manual was compiled to provide a comprehensive module for training practitioners with evidence from the Ghana research on violence against women and children which is not easily available.</p>	<p>The findings of the research will be disseminated widely and addressed as a prevention strategy in order to reduce violence against women.</p> <p>The manual will provide the much needed modules for training stakeholders on violence.</p>	<p>We are advocating for the implementation of the DV Act.</p> <p>All those who provide support to abused women both state and non state actors must be trained on violence with empirical evidence to enable them understand and appreciate the issues better.</p>

#### 4. Success Story

**Briefly describe your organization’s landmark achievement this period.**

##### New Projects

A new 3-year project which was developed to implement programmes to address some of the key findings of the above-published research has started with funding from DFID – UK through WOMANKIND Worldwide.

As part of this project is a public education and policy work on violence against women and HIV/AIDS. The project is titled “Reducing Women’s Susceptibility to HIV infection due to Gender Inequality in Ghana” and is being implemented in partnership with 3 other national/local NGOs namely, ProLink Organization, Rural Watch – Ghana and Amasachina Self Help Association. The Gender Centre is the coordinating agency.

The Gender Centre entered into a partnership with Pro-Link Organization to bid for a one-year project from the Ghana Aids Commission and was successful. The project aims at protecting women and girls from HIV infection in Ghana through the use of anti-retroviral drugs. Specifically, in this project, we are advocating Post –Exposure Prophylaxis (PEP) services for victims of sexual violence especially rape victims to protect them from possible HIV infection, sexually transmitted diseases and pregnancy. In addition to this, the project is also advocating for the protection of women and girl’s rights. It started during the period under review and being implemented in 6 districts in the Greater Accra (Dangme West and East Districts), Ashanti (Kumasi Metroplis and Obuasi Municipality) and Eastern (Lower Manya Krobo and Fanteakwa Districts) regions. Once again, the research findings were used in designing this project. The Project fund is being managed by Pro-link organization

### **Documentation**

The Centre is in the process of publishing a training manual on Violence against Women for use by state agencies, CSOs, CBOs, students and researchers.

### **Communication**

Our website was once again redesigned and up-graded in the last six months to include new information. [The website address is www.gendercentreghana.org](http://www.gendercentreghana.org)

## **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. Even some members of parliament believe that RAO’s are there to use their beneficiaries to make money. As a result of this perception it has become difficult for RAO’s to mobilize MPs for programmes.

## **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.