

AN
NEX 2

Core Grant Narrative Progress Report
2009

Report period July –Dec.

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

Organisation ABANTU for

Contact Tel. No. 021-816113

Report Date February 3, 2009

Report Prepared by Moses Nkansah
Kutin

Report Approved by Dr. Rose Mensah-

Signature & date

Signature & date

February 3, 2010
2010

February 3,

80801

=====

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?

ABANTU continued to prioritise institutional development as critical for its ability to work with a wide range of constituencies within the women's movement, civil society and the public policy-making space. The implementation of the 2009-2011 during this first year of the strategic plan pointed to the need of broadening institutional learning to benefit others. Thus our in-house monthly seminars on broad gender and policy issues were opened up to include participation of other women in civil society who are not necessarily staff members of the organisation.

ABANTU was also involved in an evaluation exercise which was initiated through the relationship with ActionAid Ghana to assess the impact of programmes on beneficiaries.

The two programme staff recruited in the early part of the year benefitted from a number of training opportunities to strengthen their knowledge and understanding of gender and policy issues. This has eased the work load of management as these programme officers are able to assume responsibility and leadership on programme implementation. A fundraising strategy has also been developed as an important output of an Africa Women's Development Fund (AWDF) and GIMPA initiative.

A greater recognition of ABANTU's hosting of the Women's Manifesto Coalition (WMC) was achieved as one of our partners, Fredrich Ebert Foundation (FES) nominated us for an institutional strengthening award of 5,000 Euros under a

German UNIFEM initiative. ABANTU also applied for a UNIFEM Catalytic Grant for the promotion of Gender Equality in October 2009, and an European Union (EU) grant on political participation in December 2009.

At the national level, the Ministry of Local Government and Rural Development working collaboratively with the Institute of Local Government Studies (ILGS) worked with the Women's Manifesto Coalition and ABANTU to organize a consultation with women's groups, as part of a national Decentralisation Review Programme. This is evidence of the significant role the Coalition and ABANTU are playing as a reliable platform for mobilising women, and advocating on gender equality issues, and making valuable contribution on policy influencing.

As a result of our new programme development around gender and climate change a number of institutionally beneficial initiatives have been forged. These include relationships with UNDP, Environmental Protection Agency (EPA) and the National Disaster Management Organisation (NADMO). These are impacting positively on our ability to influence policies from a women's rights and gender equality perspective.

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

An end of year meeting of ABANTU staff has led to an acknowledgement of the expansion of ABANTU and the work it does. There are proposals towards redefining the organisational structure in terms of 'units' than as a programme. These proposals are in the process of being discussed at the board level and is likely to become formally operational in the next strategic plan period of 2012 – 2015.

The board has been strengthened to include one representative from Liberia given the work of ABANTU in that country. The management team which was expanded from three (3) to four (4) in the previous reporting period remained unchanged and continued to function effectively, ensuring that at the minimum, two meetings are held each month.

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

The 2009 – 2011 Strategic Plan continued 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, and the Annual workplan of 2009 were used as a basis for reviewing our 2009 programme implementation and planning for 2010. An exit strategy document was also prepared as required by GRAP to enable the organisation think through its sustainability in the event of GRAP funds coming to an end.

- **Human resource issues**

Programme officers have benefited from an on-line gender and policy analysis training programme. Our internship programme continued to be beneficial to four (4) interns even as the initial group of ten (10) completed their attachment with us.

Two volunteers and one (1) national service person also joined the organisation for learning and programme support purposes.

- **Marketing / communication / public relations**

ABANTU's initiatives in this area were enhanced during the period with the production and publication of two (2) issues of the newsletter "ABANTU NEWS". A number of materials were also developed from implemented activities to highlight the achievements, challenges and prospects of the organisation. These products have enhanced the research, publications and information sharing capabilities of ABANTU.

ABANTU also benefited from its active participation in the Climate Change Conference in Copenhagen from December 7-19, 2009 through its membership of the Global Gender and Climate Alliance (GGCA). The UNIFEM-GERMANY award given to ABANTU in December 2009 and received in Berlin has also enhanced the visibility and marketability of ABANTU.

Other ways in which ABANTU has enhanced its marketing, communication and public relations capacity during the period include 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 partners' 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, NGOs and policy makers, from the local to international levels.

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

Indicators	Baseline January -July,2009	Prior Period	Current Period	Cumulative
1. HR Management				
i) <i>Leadership (management</i>	Four (4)	Three (3)	Four (4)	Four (4)
ii) <i>Core staff(programme officers)</i>	Seven (7)	Three (3)	Seven (7)	Seven (7)
iii) <i>Support staff(secretarial,security driving, purchasing and cleaning</i>	Five (5)	Three (3)	Five (5)	Five (5)

<p>2. Governance</p> <p>i) <i>Board</i></p> <p>ii) <i>Committees editorial, management, and Steering Committee of Manifesto Coalition</i></p> <p>iii) <i>Documented board meetings Management meetings</i></p> <p>iv) <i>Staff meetings</i></p>	<p>Seven (7) Three (3)</p> <p>Once a year Two times every two weeks</p> <p>Once every month (minimum)</p>	<p>Seven (7) Three (3) Three times</p> <p>Once a year every two weeks</p> <p>Once every month</p>	<p>Eight (8) Seven (7) Three times</p> <p>Once a year every two weeks</p> <p>Once every month</p>	<p>Eight (8) Seven (7) Three times</p> <p>Once a Year every two weeks</p> <p>Once every month</p>
<p>3. Systems and procedures</p> <p><i>Financial management systems</i></p> <p>i) <i>Budgeting</i></p>	<p>- A 3 year comprehensive budget is being implemented since the beginning of the fiscal year. It incorporates all expected incomes and expenditure on all programmes. This comprehensive budget also depicts all administrative overheads and other incomes.</p> <p>- Budgets are prepared to accompany every proposal sent out to funders.</p> <p>- 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</p>	<p>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 Strategic Plan period.</p>	<p>Both the three year budget for 2009-2011 and the annual budget for 2009 were implemented.</p>	<p>Both the three year budget for 2009-2011 and an annual budget for 2009 were implemented.</p>

<p>ii) <i>Accounting</i></p>	<p>variances analysed.</p>	<p>Baseline strictly and appropriately applied.</p>	<p>The same as the prior period</p>	<p>The same as the current period.</p>
<p>iii) <i>Internal control</i></p>	<p>Appropriate and proper books of accounts are kept ranging from ledgers to financial statements. An accounting software "SAGE LINE 50" is used by ABANTU.</p>	<p>Internal control systems were strictly maintained and consistently applied.</p>	<p>The same as prior period.</p>	<p>The same as prior period</p>
<p>iv) <i>Financial reporting</i></p>	<p>ABANTU has sound and reliable internal controls structures in existence.</p>	<p>Quarterly financial report was given to Actionaid-Ghana, Half year's report issued to G-RAP, Terminal reports to AWDF and Global Fund. Progress report to Olof Palme; Terminal Report to CIDA, US Public Affairs.</p>	<p>Third quarter's financial report issued to ActionAid-Ghana.</p>	<p>Reports issued to ActionAid-Ghana, G-RAP, and AWDF.</p>
<p>v) <i>External audit</i></p>	<p>Funders are always provided with financial report at the end of all respective projects. This is to ensure good accountability and conformity to contract agreements.</p>	<p>2009 accounts are being audited by</p>	<p>External Audit to be undertaken by CIDA on a specific project activity.</p>	<p>2009 accounts are being audited by our external auditors.</p>

<p><i>Operational policies</i></p> <ul style="list-style-type: none"> vi) <i>HR policy</i> vii) <i>Gender policy</i> viii) <i>Conflict of interest policy</i> ix) <i>Programme development policy</i> x) <i>Procurement policy</i> 	<p>External audits are carried out at the end of each financial year by External Auditors. In certain situations, specific audits are conducted on certain projects as required by an appropriate contract agreement.</p> <p>ABANTU has in place policy manuals covering HR, Gender, Conflict of Interest, Procurement and Programme development in place. Staff have been taken thoroughly through.</p>	<p>our external auditors.</p> <p>All appropriate polices were consistently and strictly followed with needed flexibility applied where necessary.</p>	<p>The same as the prior period.</p>	<p>The same as the current period.</p>
<p>4. Funding base development</p> <p><i>List long-term programmes(3yrs +)</i></p> <p><i>List short-term programme(1 year)</i></p> <p><i>Total dollar volume of programmes</i></p> <p><i>Approved dollar volumes</i></p> <p><i>Percentage overhead recovery</i></p>	<p>Strategic Plan (2009 -2011)</p> <p>A rate of 15% is always taken to</p>	<p>Strategic Plan (2009 -2011)</p> <p>ActionAid, Olof Palme, US Embassy, CIDA, Womankind UK, AWDF</p> <p>\$415,688.77</p> <p>\$415,688.77</p> <p>A rate of</p>	<p>Strategic Plan (2009 -2011)</p> <p>An ongoing programmes – CIDA, ActionAid Ghana, Olof Palme International Centre AWDF</p> <p>\$216356.55</p> <p>\$216,356.55</p> <p>A rate of</p>	<p>Strategic Plan (2009 -2011)</p> <p>CIDA's project ActionAid, Womankind-UK, Public Affairs Section of The US Embassy, The Olof Palme International Centre, AWDF</p> <p>\$632,045.32</p> <p>\$632,045.32</p> <p>A rate of 15% is always</p>

	cover our overheads	15% is always taken to cover our overheads.	15% is always taken to cover our overheads	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)	Women's Rights, Climate Change and Gender, Aid Effectiveness, Transportaion.	Policy Influencing on a range of issues namely, governance, risk disaster management and gender and energy.
- judiciary	DOVVSU	Commitment to Gender Equality Promotion	
- legislature	Women In Parliament	Women's Representation Research Needs	Established relationship for further engagement Acceptance as a reliable and effective collaborator on women's rights issues; a source of information and ideas for promoting women's rights
Coalition, network	<ul style="list-style-type: none"> ➤ NETRIGHT ➤ NCOM ➤ WILDAF ➤ DV Coalition ➤ Women's Manifesto Coalition ➤ Political Parties ➤ NCAP ➤ Gender and Climate 	Poverty Reduction-ongoing, Oil and Gas, Social Watch, Aid Effectiveness Gender and Mining-ongoing Women in Politics Participation in processes for DV Act implementation Women In Politics	<ul style="list-style-type: none"> ➤ Engendered policy documents and processes such as those on Climate Change Adaptation Change ,.Statement and In the area of politics, ABANTU has been part of a

	Coalition	<p>Post - Election 2008 issues and Affirmative Action</p> <p>Gender and Water Climate Change</p>	<p>West African Civil Society Initiative towards policy development for an increased women's participation in political processes. This is expected to be implemented through active engagement with ECOWAS.</p> <ul style="list-style-type: none"> ➤ ABANTU also strengthened its engagement with the Students' Movement in Ghana through NUGS Women's Commissioners from the various tertiary institutions. ➤ ABANTU has also started mobilising interested women who are being trained to offer themselves for local level elections 2010. This is being done as a follow-up to the 4th Biennial Conference with Women in the district Assemblies in August 2009. ➤ An important role played by ABANTU has also been the identification of the organisation as a focal point for mobilising women for consultation on the Ongoing Policy Review of Ghana's Decentralisation System. A nationwide sensitisation programme on Gender and Disaster Risk Management was also undertaken
--	-----------	--	--

			<p>by ABANTU in collaboration with NADMO.</p> <p>➤ The CIDA-sponsored programme with ABANTU on women's participation in politics was also completed during the period. Activities undertaken included media sensitisation, profiling of women parliamentarians; engagement for the first time with non-elected candidates of the 2008 elections; production of a documentary on women's participation in 2008 elections and the production of a booklet on Lessons Learnt about the elections.</p>
Peers CBOs	<ul style="list-style-type: none"> ➤ Institute of Economic 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 ➤ Women 	<p>Women's Representation in Parliament</p> <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>Validation of women's rights issues in mainstream policy discourse and processes. Enhanced interest in engendering policies Enhanced organisational learning Increased Visibility and Relevance at the international, regional, national and local levels on governance, climate change, energy.</p>

	<p>Environment and Development Organisation(W EDO</p> <ul style="list-style-type: none"> ➤ SEPHIS ➤ ENERGIA 	<p>Rights of Women with Disability with reference to the Disability Act</p> <p>The Economic Partnership Agreement and Rural Women Farmers Decentralisation</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	<p>Engaging on Local governance and women's rights issues – 4th Biennial Conference</p> <p>Organising consultation with women's groups and district assemblywomen to integrate gender concerns in national decentralisation review processes</p>	<p>Acceptance as a leading women's rights organisation on local governance issues</p> <p>Credible host for consultation with women on district assembly review process</p>
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 completed and document produced for publication 	<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 	<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.

			representati on.	The consultations with our coalition members are now only starting. <ul style="list-style-type: none"> ➤ 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 conflict	Women, conflict and militarization in West Africa	Integration mechanisms in the sub-region do not sufficiently address women's specific concerns	Research is still ongoing	Research is still ongoing
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 through its hosting of the Women's Manifesto Coalition, successfully organised a Consultation meeting in collaboration with the Institute of Local Government Studies (ILGS) with women's groups and district assemblywomen as part of the National Review of the Decentralisation System. The consultation sought to dialogue with women as critical actors in decentralisation to identify the key issues of concern to them in the national

review process. ABANTU wrote a background paper to serve as the basis for the discussions, mobilised the women and developed a communiqué outlining key gender concerns in decentralisation.

During the period, ABANTU was also nominated by Friedrich Ebert Foundation to benefit for a UNIFEM Germany award of 5, 000 Euros for providing leadership through the production of the Women’s Manifesto for Ghana. This also received wide coverage in both the German and Ghanaian media, thereby enhancing our visibility.

Relatedly, ABANTU also succeeded in undertaking a nation-wide sensitisation programme on gender and disaster risk management in collaboration with a state institution, the National Disaster Management Organisation (NADMO). This was an innovative programme undertaken on the eve of the Climate Change Conference in Copenhagen. It is hoped that the initial impact will be continued to enable us reach out to the district level.

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, RAOs themselves were 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. There seems to be an increasing effort to promote gender issues in policy processes and it is important that organisations such as ABANTU position themselves to take advantage of this opportunity. Entry points for promoting gender concerns are in the areas of decentralisation, disaster risk management/reduction, climate change, energy, oil and gas and social security. We need to deepen our learning and sharpen the tools for analysing such critical policies from a gender perspective. Such analysis should also be backed by strong advocacy for the needed resources for implementing gender equality actions.

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 the hosting of the RAO Convention on the theme of Oil and Gas, facilitating media engagement and publicity of RAO activities and facilitating the elections of new RAO representatives on the Board. These initiatives have been useful. The RAO community seem to have taken advantage of these processes and been a bit more active than in the previous reporting period. The issue of sustainability has also come up during the period and it is hoped that the discussion will continue during the coming period to ensure a continued vibrancy of the RAO community and an effective grant making facility.

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

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

G-rap Narrative Progress Report

80801

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).