

ANNEX 2

Core Grant Narrative Progress Report

Report period January – June 2010

Contract Ref. No. 04/CORE/101/ABANTU **Organisation** ABANTU for Development

Contact Tel. No. 0302816113 **Report Date** June 30, 2010


Report Prepared by Moses Nkansah **Report Approved by** Dr. Rose Mensah-Kutin

Signature & date



June 30, 2010

Signature & date



June 30, 2010

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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 a number of organisational changes have occurred which is impacting positively on the work of ABANTU. These are:

- Increased access to funding: ABANTU was successful in obtaining a catalytic grant from UNIFEM, this grant is expected to be utilised to enhance work in the thematic area of gender and climate change. The European Union has also approved a grant for ABANTU to implement actions on its gender and governance programme.
- The head of ABANTU ended her Convenorship of the Network for Women's Rights in Ghana (NETRIGHT) after a period of 4 years. This is making it possible for her to play a full time role in relation to ABANTU's work.
- An additional staff was also recruited to take full responsibility for ABANTU's ICT needs. In addition to managing the organisation's ICT needs, the officer is also developing a programme on gender and ICTs for the benefit of a broader women's constituency.

• Organisational structure / board / management team

The operationalisation of the "Unit" System in ABANTU is enhancing work output. As mentioned in the February 3, 2010 report to GRAP, the creation of units in ABANTU was in response to the expansion for programme activity and the need to redefine the organizational structure in terms of units. The proposals have been approved by the board and the following units now exist:

- Training and Capacity Building Unit
- Advocacy, Public Awareness and Networking Unit
- Research Publications and Information Unit
- Institutional Development Unit.

The composition of the board remained the same during the period with its nine (9) members continuing to actively provide leadership. The management team of four (4) also remained the same, functioning effectively and meeting regularly. At the minimum, the management team meets two times every month.

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

The 2009-2011 Strategic Plan was reviewed during the end of year meeting held in January 2010. It was obvious from the review that ABANTU was on course in terms of its implementation detailed out in the Strategic Plan. The 2010 workplan takes into account strategic objectives outlined in the plan and actions that seek to enable the organisation to achieve its vision of gender equality, transformational leadership and change. Activities are therefore being implemented during the three main thematic areas of:

- gender and governance
- gender and climate change
- gender and peacebuilding

In terms of planning which is one of ABANTU's cutting-edge qualities the creation of units has meant that programme officers are able to meet and organise themselves at their own unit levels and then feed their decision into overall decision-making processes of the organisation. "Friday Meetings" have been institutionalised where all staff meet and share the activities they have undertaken during the week and plan for the coming week. "Friday Meetings" also serve as a forum for learning with the organization of in-house seminars. Some of the topics treated during the period are as follows:

- what is climate change?
- Developing work plans
- Report back on 53rd Session on the Commission on the Status of Women
- My time with ABANTU (By an Intern)

Monthly meetings of all staff were also organised during the period. Monthly, quarterly and half year meetings have also been organised.

ABANTU's knowledge management responsibility has been enhanced substantially during the period. The creation of the Research, Publication and Information Unit which has three (3) staff has led to this. One (1) staff is responsible for research, one (1) for publications and the third for ICTs. There is thus a better coordinated approach in creating knowledge, publishing it and transforming it into user friendly formats. Email and internet facilities are more reliable and a shorter time-frame is used in publishing relevant documents such as stickers, poster and booklets.

- Human resource issues**

Programme Officers have benefitted from a number of self development opportunities:

Programme	Beneficiary	Period
<ul style="list-style-type: none"> • On-line gender and policy analysis training 	One programme officer during the period (so far 3 programme officers have benefitted)	March – April 2010
<ul style="list-style-type: none"> • Partnership Visit to Canada for research training 	One programme officer	May – June 2010
<ul style="list-style-type: none"> • Fundraising/Monitoring and Evaluation 	One programme officer	June 2010
<ul style="list-style-type: none"> • Economic Justice Capacity Building Programme 	One programme officer	June 2010
<ul style="list-style-type: none"> • Participation in the 53rd Session of CSW 	Four (4) programme officers	March 2010

ABANTU's internship programme is also benefitting eight (8) students from various tertiary institutions in the country. They are currently engaged on the field, collecting data on a number of gender issues related to ABANTU's thematic areas of work. One national service persons has also been engaged to track Parliamentary debates and their into our gender and policy advocacy work with women in decision-making. Another national service person is also involved in tracking newspaper publications on women's issues.

Indicators	Baseline	Prior Period	Current Period(Change in prior period)	Cumulative
1. HR Management i) <i>Leadership</i> ii) <i>Core staff</i> iii) <i>Support staff</i>	Four (4) Seven (8) Five (5)	Three (3) Three (7) Three (3)	Four (4) Seven (8) Five (5)	Four (4) Seven (8) Five (5)
2. Governance i) <i>Board</i> ii) <i>Committees editorial, management, and Steering Committee of Manifesto Coalition, Steering Committee of GACCES</i> iii) <i>Documented board meetings Management meetings</i> iv) <i>Staff meetings</i>	Seven (7) Three (3) Once a year Two times every two weeks Weekly and once every month (minimum)	Seven (7) Three (3) Three times Once a year every two weeks Weekly and once every month	Eight (8) Seven (7) Three times Once a year every two weeks Weekly and once every month	Eight (8) Seven (7) Three times Once a Year every two weeks Weekly and once every month
3. Systems and procedures <i>Financial management systems</i> 1) <i>Programme activities to overhead ratio</i> 2) <i>Total turnover for the period in US\$</i> 3) <i>Total number of donors for the period</i> 4) <i>Internal controls</i>	70% : 30% \$750,000 14 ABANTU has sound and reliable internal control structures in	61% : 39% \$155,5 72 7 These controls were strictly maintained and consistently applied	65% : 35% \$406,2 13 9 The same as prior period	.63% : 37% \$561,785 9 - Cummulatively The same as prior period

<p>3. <i>Budget spent on gender for the period</i></p>	<p>taken thoroughly through.</p> <p>Gender Strategy Action Plan in place and being implemented</p> <p>Around 90% of budget are channelled to gender-related activities</p>	<p>the gender action plan. About 95% of organisational time and effort devoted to ensuring compliance</p> <p>Around 90% of budget were channelled to gender-related activities</p>	<p>time and effort continues to be devoted to ensuring compliance through policies, programmes, projects and assessment.</p> <p>Around 90% of budget were channelled to gender-related activities</p>	<p>remaining 5% is considered as accounting for impediment and gaps that occur during the process of engendering.</p> <p>Around 90% of budget were channelled to gender-related activities</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>Strategic Plan (2009 -2011)</p> <p>\$750,000</p> <p>\$750,000</p>	<p>Strategic Plan (2009 -2011)</p> <p>ActionAid, Olof Palme, CIDA, Womankind UK and AWDF</p> <p>\$216,356.55</p>	<p>Strategic Plan (2009 -2011)</p> <p>An ongoing programmes – UNIFEM, ActionAid Ghana, Olof Palme International Centre and AWDF</p> <p>\$284,349</p>	<p>Strategic Plan (2009 -2011)</p> <p>CIDA's project ActionAid, Womankind-UK, The Olof Palme International Centre, AWDF and UNIFEM</p> <p>\$500,706</p>

<p><i>Percentage overhead recovery</i></p> <p>List number of publications (policy briefs, briefing papers, research reports, programme reviews)</p>	<p>A rate of 15% is always taken to cover our overheads</p>	<p>\$216,356.55</p> <p>A rate of 15% is always taken to cover our overheads.</p>	<p>13</p> <p>\$406,2</p> <p>A rate of 15% is always taken to cover our overheads</p> <ol style="list-style-type: none"> 1. Annual Report 2008 2. Issues and Lessons learnt in Election 2008 3. 3rd Biennial Report of District Assembly Women 4. 10th and 11th Issues of ABANTU Newsletter 5. Revised Version of ABANTU Brochure 6. Brochure on climate change (GACCES) 7. Posters on climate change 8. Fact Sheet: Use of Quotas 9. Anti-Violence and Good Governance Stickers 10. Leaflets on Women and Men in Ghanaian Parliament 11. Posters on Women and Men in Parliament 12. Stickers: More Women must Seen and Heard 	<p>\$622,570</p> <p>A rate of 15% is always taken to cover our overheads</p> <ol style="list-style-type: none"> 1. Annual Report 2008 2. Issues and Lessons learnt in Election 2008 3. 3rd Biennial Report of District Assembly Women 4. 10th and 11th Issues of ABANTU Newsletter 5. Revised Version of ABANTU Brochure 6. Brochure on climate change (GACCES) 7. Posters on climate change 8. Fact Sheet: Use of Quotas 9. Anti-Violence and Good Governance Stickers 10. Leaflets on Women and Men in Ghanaian Parliament 11. Posters on Women and Men in Parliament 12. Stickers: More Women must Seen and Heard
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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 /	Outcome (E.O.4)
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		ending	
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, National Disaster Management Organisation (NADMO), ECOWAS	Climate Change and Gender, Gender and Governance, Gender and Peace building	Policy Influencing on a range of issues namely: decentralisation and climate change
- judiciary	DOVVSU	Gender and climate change	Relationship between violence, gender and climate change established
- legislature	Women In Parliament	Affirmative Action, Research Needs of Female Parliamentarians, Parliamentary tracking to assess Gender Compliance	<ol style="list-style-type: none"> 1. Established relationship for active engagement Acceptance as a reliable and effective collaborator on women's rights issues; a source of information and ideas for promoting women's rights 2. Documentation of women's contributions in parliament 3. Advocacy on gender responsiveness and policies
Coalition, network	<ul style="list-style-type: none"> ➤ NETRIGHT ➤ NCOM ➤ WILDAF ➤ DV Coalition ➤ Women's Manifesto Coalition ➤ Political Parties ➤ NCAP ➤ Gender and Climate Coalition ➤ Friends of Earth ➤ SEND Foundation ➤ WANEP ➤ WACSI ➤ MFWA 	<p>Poverty Reduction-ongoing, Oil and Gas, Gender and Mining-ongoing</p> <p>Women in Politics Participation in processes for DV Act implementation</p> <p>Women In Politics</p> <p>Affirmative Action</p> <p>Gender and Water</p> <p>Peace Building</p> <p>Constitutional Review</p> <p>Gender and Climate Change</p>	<ul style="list-style-type: none"> ➤ Engendered policy documents and processes such as those on Climate Change Adaptation Statement and In the area of politics, ABANTU has been part of a 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.

			<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 is also training women 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 by ABANTU in collaboration with NADMO.➤ 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
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			documentary on women's participation in 2008 elections and the production of a booklet on Lessons Learnt about the elections.
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 Environment and Development Organisation(WEDO) ➤ ENERGIA 	<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>Decentralisation Gender Analysis</p> <p>Rights of Women with Disability with reference to the Disability Act</p> <p>Gender and Energy</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>
Donor agencies	GRAP, CIDA, EU, WOMANKIND, GLOBALFUND, FES, AWDF, OLOF PALME, Action Aid, Oxfam, UNDP, ENERGIA	Governance, Climate Change, Peace building, Institutional Strengthening, Research and Information sharing	<p>1. Greater understanding about mutual interest and accountability issues leading to mutually beneficial and transformed relationships</p> <p>2. Robust funding base for ABANTU</p>
DA (please indicate district)	All the 138 district Assemblies in Ghana Some the districts are TMA, New-Juabeng MA, Kwaebibirem DA, Tamale MA, Hohoe DA, Bolgatanga MA, Sissala West & East DAs, Shama Ahanta East MA, Suhum-Krabo-Coalter	Women in Local Governance Elections, Consultations on Gender and Climate Change	<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	Selected Financial Institutions	Sex-disaggregated data on employees	Draft documents on sex composition of staff in selected banking institutions in Ghana

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	What activities have your organization undertaken to reach your selected goal
Gender and Governance	<p>1. Finalised and published booklet on Affirmative Action</p> <p>2. Strategy on Gender and Decentralisation</p> <p>3. Developed proposals to seek funding support gender and governance programme</p> <p>4. Dissemination workshop in Nigeria on women in politics</p>	<p>1. Inadequate representation of women in politics and decision-making in West Africa region due to the lack of use of quotas</p> <p>2. Continued discriminatory practices against women in leadership</p> <p>3. Lack of clear gender responsiveness in decentralisation policies</p> <p>4. Inadequate funding support for gender governance work</p>	<p>1. Need for continued policy engagement on the issue of affirmative action</p> <p>2. Specific measures needed to support women in leadership to enhance representation.</p>	<p>1. the promotion of women's rights in governance through affirmative action</p> <p>2. 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.</p> <p>3. Utilise the Women's Manifesto Coalition as a support base for women.</p> <p>4. Background papers on Affirmative Action have also been published to provide the knowledge base for the consultations and advocacy.</p>	<p>1. Sensitisation programmes with students at the tertiary levels on feminist leadership</p> <p>2. Workshops on effective campaign strategies for women seeking election in 2010 district level elections</p> <p>3. Development of a paper "Gender Issues in the 1992 Constitution" as ABANTU's contribution to the Constitutional Review Process</p> <p>4. Staff Capacity strengthening through participation in national, Africa regional and international conferences on gender and governance issues</p> <p>5. Review of the Women's Manifesto for</p>

Gender and Peace Building	<p>1. Implementation of preliminary actions on the militarism and conflict research project</p> <p>2. Needs Assessment of ABANTU Peacenet in Liberia</p> <p>3. Needs Assessment of Women in Refugee Campaign in Budumburam – C/R</p>	<p>1. Enhanced knowledge on gender and governance issues needed</p> <p>2. Inadequate research on gender, conflict and militarism</p> <p>3. Need for greater institutional strengthening of ABANTU-Peacenet</p> <p>4. Greater need for capacity building for those remaining at the camp</p>	<p>1. Evidence-based research on gender, conflict and militarism is critical</p> <p>2. Active campaign on peace with women's leadership is priority in the sub-region</p> <p>3. More women needed to articulate gender and peace building issues</p>	<p>1. Engendered peace building policies</p> <p>2. CSOs acceptance as effective peace building institutions</p> <p>3. Increased participation of women in peacebuilding initiatives</p>	<p>Ghana</p> <p>1. Organisation of sub-regional workshop on gender, conflict and militarism</p> <p>2. Needs assessment on gender and peacebuilding among ABANTU target group at the Buduburam Refugee Camp</p> <p>3. Needs assessment on gender and peacebuilding with members of ABANTU-Peacenet in Monrovia, Liberia.</p> <p>4. Developing fundraising proposals to relevant funders such as IBIS, Trust Africa and the SOROS Foundation to support ABANTU's gender and peacebuilding work.</p> <p>5. Strengthening staff capacity through in-house training on gender and peacebuilding and participation in collaborative activities.</p>
Gender and Climate Change	1. Framework for assessing climate change policies	1. Lack of database on gender and	1. Need for active policy engagement on climate change	1. Engendered climate change policies	1. Gender Action on Climate

	<p>from a gender perspective</p> <p>2. Methodology workshop on gender and climate change</p> <p>3. Identification and engagement of key researchers on gender and climate change</p> <p>4. Literature search on gender and climate change</p> <p>5. Consultation with local communities on gender and climate change</p>	<p>climate change</p> <p>2. Lack of knowledge about relevant indicators for promoting gender on climate change policies</p> <p>3. Lack of adequate local involvement in climate change</p>	<p>from a gender perspective</p> <p>2. Need for effective leadership on generating socially relevant information and knowledge on gender and climate change</p> <p>3. Need for greater inclusiveness and validation of local knowledge for women and climate change</p>	<p>2. Integration of gender and climate change issues in local governance policies</p> <p>3. Active participation of women in decision-making processes on climate change</p>	<p>Change for Equality and Sustainability (GACCES) formed and operationalised.</p> <p>2. GACCES steering committee set-up</p> <p>3. GACCES membership meetings held on quarterly basis</p> <p>4. Sensitisation workshops held in Eastern, Central, Volta, Brong Ahafo and Greater Regions</p> <p>5. Research on gender and climate change conceptualised</p> <p>6. Framework for assessing gender and climate policies developed</p> <p>7. Livelihood support programme on gender and climate change set in Upper West Region</p>
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4. Success Story

Briefly describe your organisations landmark achievement this period

During the period, ABANTU expanded its commitment to gender equality promotion in policy processes by actively consolidating its programme development initiative around climate change. The organization secured funding from UNIFEM enabling it to host the Gender Action on Climate Change for Equality and Sustainability (GACCES). GACCES was officially launched during the period, and a membership drive intensified as part of consultations in local communities. ABANTU has not only been nominated to serve on the National Climate Change Committee but it has also gained recognition as the first civil society organization in Ghana to create a platform on gender and climate change. This initiative is being backed by the production of technical papers and action research on gender and climate change.

Another success story for ABANTU during the period is the deepening of a collaboration between it and the Institute of Local Government Studies and the Ministry of Local Government which has led to an acceptance of gender equality issues in the review process of the decentralisation law/policy frameworks. A strategy document on gender and decentralization has been incorporated in the draft review document.

ABANTU has also produced an affirmative action booklet to guide policy action. This has the potential of being utilised by different actors particularly those actively involved in the constitutional review process.

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?

During the period, ABANTU and other civil society organisations have utilized the spaces available to engage with government on critical issues such as governance, peace building and climate change. While this could be interpreted as a recognition of the legitimacy of RAOs, it could also be that an indication of the growth and development of RAOs themselves and how civil society organisations have positioned themselves to defend citizens right.

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 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 analyzing 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.

On the whole however, the national situation does not seem to be transforming itself sufficiently to address the felt needs of citizens. This is in spite of the many contributions by civil society in the area of policy influencing.

7. Grant and report related issues

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 of this report is confidential.