

STRENGTHENING NGOs CAPACITIES FOR ENGAGING WITH POLICIES

**STRENGTHENING NGOs CAPACITIES FOR
INFLUENCING POLICIES FROM A GENDER
PERSPECTIVE**

**AN ADVOCACY, RESEARCH, TRAINING AND CAPACITY
BUILDING PROGRAMME IN WEST AFRICA**

**ANNUAL REPORT TO ABANTU DIRECTOR
APRIL 1, 2001 - MARCH 31, 2002**

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1.0 Introduction

This report is addressed to the Director of ABANTU to provide information on programmes implemented from 1 April 2001 to 31 March 2002. The report is being submitted by the Regional Programme Manager on activities undertaken by the Regional Office for West Africa (ROWA) for the period under review. The report therefore covers implementation of programme activities in Ghana and Nigeria.

Programme activities went on as planned in spite of difficult financial situation, especially at the beginning of the fiscal year. This meant that pressure was brought to bear on staff getting to the end of the year when activities took off and had to be completed by the end of March 2002. Programme generally centred on ABANTU's thematic areas of **Poverty, Governance, Conflict and Information and Communication Technologies (ICTs)**.

2.0 Programme Beneficiaries

- 2.1 The main target group of programme activities was women's NGOs and other NGOs working with and for women on the thematic areas mentioned above.
- 2.2 The programme is also designed to actively involve and be of benefit to the network/pool of trainers whose capacities are strengthened and enabled to deliver the training in Ghana and Nigeria. In this direction, ROWA was in August 2001 registered as an Approved Centre of City & Guilds International to offer *International Assessor Award* and *International Teaching and Training Awards*.
- 2.3 The organisation as a whole is expected to benefit by strengthening its organisational capacities for effectiveness as well as playing a leading role in mobilising and strengthening other civil society organisations in West Africa to be effective in their advocacy work.

3.0 Planned Activities Implemented

3.1 Training and Capacity Building (TCB)

3.1.1 ABANTU/ECA Monitoring and Evaluation Training Workshop, September 12-15, 2001, Abuja, Nigeria

Although this programme had not been included in the original work calendar of ROWA, both the Accra and Kaduna offices coordinated and organised a three-day training workshop for the Africa Centre for Women (ACW) of the Economic Commission for Africa (ECA). The theme of the

training workshop was “**Monitoring and Evaluation of the implementation of the African Plan for Action 2002-2004**”. The workshop, which took place from September 12-14, 2001 in Abuja, Nigeria, was attended by...participants from Ghana, Gambia and Nigeria. The training was conducted by Wanjiru Kihoro (Director of ABANTU), Helena Kithinji (Training Consultant) and Hajia Bilkisu Yusif (Training Consultant and Board Member of ABANTU) with support from Nish-Muthoni Matenjwa (Publication and Communication Manager of ABANTU) and Helen Kezie-Nwoha (Ag. Information and Communications Officer of ABANTU). Thirty-two (32) persons attended the workshop.

3.1.2 Workshop on Organisational Development and Resource Mobilisation, October 22-25, 2001, Kaduna, Nigeria

The workshop took place at ABANTU's conference room within the office in Kaduna, Nigeria from October 22-25, 2001. The workshop targeted NGOs that work in the area of Poverty Alleviation and Conflict Resolution. Workshop participants were drawn from Kaduna, Kano and Kastina States. There were a total of 22 participants in attendance at the workshop. Participants were managers of NGOs and CBOs.

3.1.3 Workshop on Strategic Planning From A Gender Perspective, November 26-30, 2001, Asaba, Nigeria

The workshop took place in Asaba, the Delta Region in South East Nigeria. The workshop targeted NGOs that work with and for women in the areas of **Poverty** and **Conflict**. The main aim of having the workshop in Asaba was to enable ABANTU to cover most parts of Nigeria, especially areas like the Delta region where there are long-standing conflict situations and most of the people are disadvantaged. Twenty (23) participants attended the workshop.

3.1.4 Workshop on Gender and Policy: Process and Transformation, 26-30 November 2001, Accra, Ghana

The 5-day residential workshop (26-30 November, 2001) was organized by ROWA. Twenty-three (23) participants from NGOs from across the country attended the workshop. They were drawn from organisations working on **poverty** and **governance** issues. The workshop introduced participants to gender concepts and mechanisms for planning and the nature of the planning process. Using case studies from their own areas of work, ABANTU utilized participatory training methods to demonstrate how gender could form part of policy planning processes to promote equality between women and men.

3.1.5 ICT Workshop for Women's Organisations in Ghana, 10-14 December 2001, Accra, Ghana

The 5-day residential workshop (10-14 December, 2001) was organised by ROWA. The Public Affairs Section of the US Embassy supported ABANTU by providing the venue and equipment, as well as Internet facilities for the workshop. Nineteen (19) participants from NGOs working on **ICTs** and **Conflict** in the ten (10) regions of the country attended the workshop. Issues of ICT policy were discussed including providing the opportunity for the participants to develop hands-on Internet experience.

3.1.6 Workshop on Organisational Development and Resource Mobilisation for Women's Organisations in Ghana, 21-25 January 2002

The 5-day residential workshop (21-25 January, 2001) was organised by ROWA. Twenty-one (21) participants drawn from NGOs working on **poverty and governance** from across the country attended the workshop. The workshop sought to enable participants to think through their organisations as a way of planning strategically from a gender perspective on the issues they were working on. Participants were also enabled to make linkages between the training experience, programme activities of their organisations and the links between those programme activities and policy influencing objectives.

3.1.7 Workshop on Gender and Policy: Process and Transformation, February 11-14, 2002, Kaduna.

ABANTU for Development's Nigerian Country Office organised the above workshop. The workshop took place in ABANTU's conference room in Kaduna, Nigeria from February 11-14, 2002.

The aim of the training workshop was to strengthen the capacity of NGOs to demonstrate that policy has gender implications, introduce participants to gender concepts and to enable them to engage with policies and the policy process from a gender perspective. This will enable the participants gain the required level of information, knowledge and skills to engage with policies.

The objectives of the workshop are as follows:

- Introduce participants to gender in the development process.
- Introduce participants to key gender concepts and how they are expressed in social relationships, processes and context.
- To demonstrate how gender can be incorporated into a project cycle from identification, planning, implementation as well as monitory evaluation of their organisations.

- To show the connection between policy formulation and programme planning and implementation and their implication for promoting a gender perspective in the development process.
- Identify the policy-formulation process and institutions as they relate to the target groups and formulate strategies to engage with them.
- Demonstrate the skill for advocacy negotiations and presentation as they relate to the work of the target group.
- Develop an action plan that enables target groups to monitor and evaluate their performance from a gender perspective.

The workshop had seventeen (17) participants from Kaduna representing Non Governmental Organisations and staff of the Ministry Women Affairs. The trainers were Edna Ishaya James who came in from Gombe and Tor Iorapuu who came in from Jos, Plateau State.

3.1.8 Workshop on Strategic Planning from a Gender Perspective, February 11-15, 2002, Accra.

The 5-day training workshop took place in Accra from February 11-15, 2002. It was targeted at NGO managers as individuals and as policy makers working within their organisations and with groups of people.

Aims and Objectives:

The workshop aimed at introducing NGO managers to key gender and development concepts and how their understanding is important for good and strategic organisational practice. The specific objectives were as follows:

- To clarify for the managers of NGOs key gender and development concepts and how these underline structural inequality in society.
- To enable the managers make a connection between the promotion of gender equality and strategic plans in organisation.
- To introduce participants to strategic planning processes and practice and their implication at both the individual and group level.
- To relate the issues of gender and strategic planning to the wider NGO context with the view to promoting gender advocacy.
- To enable participants to translate lessons learned into practice in their workplaces.

Fifteen (15) participants from across the country attended the workshop.

3.1.9 Workshop on Information and Communications Technology for Women Organisations in Kaduna, Kaduna. March 18-21, 2002

ABANTU for Development's Nigerian Country Office organised a four-day ICT workshop, which took place in Zamani College, a private school in Kaduna with well-equipped computer laboratory.

The aim of the training workshop was to develop electronic and Internet skills of women's organisations in Kaduna. The workshop looked at the newly formulated Information Technology Policy and assessed its gender component. As usual, the policy has little or no gender component and there was no woman involved in the formulation process. The workshop therefore came up with recommendations to be sent to the body responsible for the formulation of the IT Policy.

The objectives of the workshop were as follows:

- Analyse the Nigerian IT Policy.
- Develop strategies for influencing IT policies from a gender perspective.
- Equip NGOs with skills to use the Internet as an advocacy tool.
- Enable NGOs to use information technology to strengthen their organisations.

Twenty (20) participants from Kaduna representing Non Governmental Organisations and staff of the Ministry of Science and Technology attended the workshop.

3.2 Advocacy, Public Awareness and Networking (APAN)

3.2.1 Regional ICT Seminar to Develop a Framework for Assessing ICT Policies from a Gender Perspective, April 19-20, 2001, Accra, Ghana.

In a move to deepen and strengthen its ability to influence policies from a gender and an African perspective in the **Information and Communication Technologies (ICTs)** thematic area, ABANTU organised an innovative seminar which brought together gender analysts and activists with an interest in ICTs, policy makers, state representatives, private and public sector providers in ICTs from both Ghana and Nigeria.

The main objectives of the seminar were to inform and educate the group about the main issues facing the sub-region and Africa as a whole, current developments in the ICT field and the implications for women's livelihoods and gender equality. Two important outcomes of the seminar are a comprehensive report outlining strategies for addressing the research, capacity building and advocacy elements of our work to influence policies in this area, as well as a framework for assessing and analysing national

ICT policies from a gender and an African perspective. It was a very intensive working meeting with twenty-five (25) participants.

3.2.2 Support to NETRIGHT and Sisters' Keepers

ABANTU continued to be active and supportive of the activities and growth processes of NETRIGHT. ABANTU serves on the steering committee of NETRIGHT. Other contributions included writing statements to the press and policy makers and hosting meetings. ABANTU has also been at the forefront of developing an alternative framework for the Ghana Poverty Reduction Strategy Paper (GPRSP). This is a major World Bank document to determine the path of development for Ghana in the aftermath of its adoption of the Highly Indebted Poor Countries (HIPC) Initiative. The importance of NETRIGHT's involvement in this process is that fundamental issues of power relations and gender equality could be articulated for consideration in the final document. ABANTU played a key role in drafting the NETRIGHT alternative framework.

3.2.3 Collaboration with Third World Network (TWN): Launch of National Machineries Series, February 2001, Accra, Ghana

ABANTU's relationship with TWN, a policy advocacy organisation was strengthened during the period with the launch of the National Machineries Study Booklets. This study had focused on the structure, functions and results of state institutions set up to promote actions on gender equality. An eight-country research had provided a wealth of information, which had been compiled in the form of booklets. In all, eleven (11) of such booklets were produced by TWN. The actual launch of the booklets was undertaken as a collaborative effort between TWN and ABANTU. Over eighty (80) people attended the book launch, which was performed by Ama Ata Aidoo, a renowned Ghanaian novelist, gender activist and social commentator.

3.2.4 Gender Forum

This programme year saw the continuation of the radio discussion programme on gender equality issues in Ghana and Nigeria.

With education and sensitization as its main objectives, the programme involves a structured panel discussion of gender equality in a way that is linked to topical issues like the elections, national machinery, gender and ICTs. A phone-in slot allows members of the public to interact with the panel to make contributions and ask questions to clarify their own understanding of the issues raised. The Kaduna programme reaches fourteen Northern States, namely Abuja, Bauchi, Benue, Jigawa, Kaduna, Kano, Katsina, Kogi, Kwara, Nasarawa, Niger, Plateau, Sokoto, and

Zamfara. The Kaduna State Radio Corporation, which broadcasts Gender Forum, does not have any listener survey results to help estimate the number of people who listen to the programme. However, from the 1991 Population Census, the total number of people resident within the coverage area of the radio station is thirty-six million two hundred and sixty-five thousand seven hundred and thirty-one (36,265,731) as shown in the table below.

State	Population in 1991 (Growth Rate of 2.8% per annum)
Kaduna	3,935,628
Kano	5,810,470
Niger	2,421,581
Plateau	2,104,536
Katsina	3,753,133
Bauchi	2,861,887
Jigawa	2,875,525
Kogi	2,147,756
Kwara	1,548,412
Nasarawa	1,207,876
Zamfara	2,073,176
Sokoto	2,397,000
Benue	2,757,077
Abuja	371,674
Total	36,265,731

The Accra programme, which is broadcast on Uniiq FM of the Ghana Broadcasting Corporation, can be heard in most parts of Southern Ghana including Greater Accra Region, Eastern Region, Central Region, Western Region and Volta Region. The following analysis shows that the estimated number of people listening to **Gender Forum** in Ghana is two million four hundred and twenty-five thousand (2,425,000), constituting about 24% of the entire population of the five regions which receive Uniiq FM transmission. Please refer to the table below.

Region	Estimated Population (Millions)	Estimated Listeners of Uniiq FM (%)	Estimated Listeners of Uniiq FM (Millions)
Greater Accra	2,900,000	54	1,566,000
Eastern	2,100,000	24	504,000
Central	1,600,000	19	304,000
Volta	1,600,000	2	32,000
Western	1,900,000	1	19,000
Total	10,100,000	24.01	2,425,000

Source: Ghana All Media and Products Survey 2001 by Ghana Advertising and Media Research Foundation and Ghana Population Census 2002 by Statistical Services Department of Ghana

Below is a table of all the programmes aired in the year under review in Accra and Kaduna.

Accra – Ghana

Date	Topic	Resource Persons
April 5	The Outcome of the 45 th Session of the UN Commission on the Status of Women	<ul style="list-style-type: none"> ▪ Margaret Novicki (Director of UN Information Centre) ▪ Evelyn Bekoe (Gender Activist) ▪ Ms Rose Mensah-Kutin (ABANTU for Development)
April 12	How Women could be involved as effective Peace Brokers	<ul style="list-style-type: none"> ▪ Prof. Kwame Karikari (Media Foundation for West Africa) ▪ Abla Fiadjoe (President of ASWIM) ▪ Rev. (Dr.) Amoah Darko
April 19	Empowering women to effectively participate in conflict prevention	<ul style="list-style-type: none"> ▪ Abla Fiadjoe (President of ASWIM) ▪ Daniel Mensah-Brandé (Journalist and Political Observer)
April 26	Gender equality: A key factor in the formation of policies on Information and Communication Technologies (ICTs)	<ul style="list-style-type: none"> ▪ Ms Rose Mensah-Kutin (ABANTU for Development) ▪ Dr. Kojo Arthur (Associate Professor of Marshall University, USA)
May 3	Critical examination of National Machineries in Africa	<ul style="list-style-type: none"> ▪ Mrs. Angela Okwanyonko (Nigeria) ▪ Mrs. Janet Quarcoopome (Media Foundation for West Africa) ▪ Ms Dzodzi Tsikata (Third World Network)
May 10	Health status of Ghanaian women	<ul style="list-style-type: none"> ▪ Dr. Afua Hesse (Women & Health Advocate) ▪ Mrs. Alice Lamptey (RMS, NGO working on health)
May 17	Violence against women	<ul style="list-style-type: none"> ▪ Mrs. Angela Dwamena-Aboagye (Legal Practitioner and Gender Activist) ▪ Mrs. Esther Appiah (Superintendent of Police, Women and Juvenile Unit, Ghana Police Service)
May 24	Women and culture	<ul style="list-style-type: none"> ▪ Mrs. Comfort Takyi (International Needs) ▪ Mrs. Doris A. Gafatchi (National Commission on Culture)

May 31	Domestic violence	<ul style="list-style-type: none"> ▪ Pastor Ankomah Boateng (Horizon Girl-Child Development Programme) ▪ Mrs. Doris Dugble (Horizon Girl-Child Development Programme)
June 7	Political rights of women	<ul style="list-style-type: none"> ▪ Mrs. Gloria Ofori-Boadu (FIDA) ▪ Dr. Amina Mama (Gender Expert, South Africa) ▪ Dr. Charlotte Abaka (Medical Practitioner & Chairperson of NCWD)
June 14	Economic rights of women	<ul style="list-style-type: none"> ▪ Zo Randriamaro (TWN-Africa) ▪ Mrs. Gloria Ofori-Boadu (FIDA)
June 21	Life of the female street child	<ul style="list-style-type: none"> ▪ Mr. Ken Kofi Amoah (Children in Need) ▪ Mrs. Osei Mensah (Junior Achievement)
June 28	Gender and HIV/AIDS	<ul style="list-style-type: none"> ▪ Mrs. Janet Leno (HIV/AIDS Coordinator, Action Aid) ▪ Dr. Ghartey (Ghana Medical Association)
July 5	Empowering Women In Reproductive Health	<ul style="list-style-type: none"> ▪ Mr. Osei Assibey (Planned Parenthood Association of Ghana, PPAG) ▪ Mr. Oppong Aboagye Boahene (National Population Council, NPC)
July 12	Educating The Girl Child, Part 1	<ul style="list-style-type: none"> ▪ Mrs. Victoria Boahene (Osu Children's Home JSS) ▪ Mrs. Florence Daaku (Consultant, Ministry of Education)
July 19	Educating The Girl Child, Part 2	<ul style="list-style-type: none"> ▪ Mrs. Victoria Boahene (Osu Children's Home JSS) ▪ Mrs. Florence Daaku (Consultant, Ministry of Education) ▪ Mrs. Doris Otchere-Adu (FIDA/CHRAJ)
July 26	Homecoming: Women on a Mission	<ul style="list-style-type: none"> ▪ Mrs. Gayle Watts (Project Director, Women On A Mission) ▪ Mr. Eddie Donton (Executive Director, International Health Care Centre) ▪ Mrs. Victoria Manford ▪ Mrs. Angela Dwamena-Aboagye (Executive Director, The Ark Foundation)

September 6	Gender Dimension of the Draft Ghana Poverty Reduction Strategy Paper (GPRSP)	<ul style="list-style-type: none"> ▪ Mrs. Hanna Owusu-Koranteng (GAWE-TUC) ▪ Ms Rose Mensah-Kutin (ABANTU)
September 13	Ghanaian Women in Small and Micro Industries	<ul style="list-style-type: none"> ▪ Mrs. Sellasi Womega (National Board for Small Scale Industries, NBSSI) ▪ Mrs. Maureen Ewurekua-Odoi (Africa Aurora) ▪ Mrs. Comfort Ocran (Combert Impressions Limited)
September 20	Equipping the Ghanaian Woman Journalist with the Requisite Skills	<ul style="list-style-type: none"> ▪ Ms Lesley Riddoch (BBC Scotland Radio) ▪ Ms. Grace Githaiga (Journalist, Kenya)
September 27	HIV/AIDS and the Ghanaian Woman	<ul style="list-style-type: none"> ▪ Mrs. Rosaline Obeng-Ofori (Action Aid) ▪ Mr. James Aryeetey (West Africa AIDS Foundation)
October 4	Ghanaian Women in Small and Micro Industries	<ul style="list-style-type: none"> ▪ Mrs. Comfort Ocran (Combert Impressions Limited) ▪ Mrs. Maureen Ewurekua-Odoi (Africa Aurora)
October 11	HIV/AIDS and the Ghanaian Woman: Strategic Plans	<ul style="list-style-type: none"> ▪ Mrs. Esmeralda Thompson (Educationist) ▪ Mrs. Mary Yirenkyi ▪ Mr. James Aryeetey (West Africa AIDS Foundation) ▪ Mrs. Rosaline Obeng-Ofori (Action Aid)
October 18	Education: Key to the Future of the Ghanaian Child	<ul style="list-style-type: none"> ▪ Mrs. Esmeralda Thompson (Educationist) ▪ Mrs. Georgina Quaisie (Action Aid)
October 25	The Rural Girl-Child and the Urban Street Life	<ul style="list-style-type: none"> ▪ Mrs. Rosaline Obeng-Ofori (Action Aid) ▪ Mrs. Gifty Anim-Botwe (Women & Juvenile Unit, Ghana Police Service) ▪ Mrs. Mary Yirenkyi ▪ Mrs. Evelyn Bekoe (Social Commentator)
November 1	Prostitution and trafficking in women	<ul style="list-style-type: none"> ▪ Mrs. Gloria Ofori-Boadu (FIDA) ▪ Mrs. Gifty Anim-Botwe (Women & Juvenile Unit, Ghana Police Service)

November 8	Outmoded cultural practices and their effect on women	<ul style="list-style-type: none"> ▪ Mrs. Florence Ali ▪ Mrs. Rosaline Obeng-Ofori (Action Aid)
November 15	Outmoded cultural practices as a violation of women's rights	<ul style="list-style-type: none"> ▪ Mrs. Doris Otchere (CHRAJ) ▪ Mrs. Susanna Donkor (CHRAJ)
November 22	Trokosi (Outmoded Cultural Practice)	<ul style="list-style-type: none"> ▪ Mr. Vincent Azumah (International Needs) ▪ Togbi Eklū (Trokosi Priest) ▪ Miss Akosua Kemey (Ex-Trokosi Slave) ▪ Miss Judith Nodzoo (Ex-Trokosi Slave)
November 29	HIV/AIDS International Day – AIDS	<ul style="list-style-type: none"> ▪ Mrs. Bridget Katsriku (Ministry of Employment and Social Welfare) ▪ Mrs. Alice Lamptey ▪ Mrs. Evelyn Bekoe (Social Commentator) ▪ Two persons living with HIV/AIDS
December 6	Child upbringing and gender sensitivity	<ul style="list-style-type: none"> ▪ Mrs. Evelyn Bekoe (Social Commentator) ▪ Mrs. Rosaline Obeng-Ofori (Action Aid)
December 13	Gender empowerment	<ul style="list-style-type: none"> ▪ Mrs. Angela Dwamena-Aboagye (Executive Director, The Ark Foundation) ▪ Prof. Ama Ata Aidoo (Writer & Poet)
December 20	The effects of AIDS on children (orphans) and people living with HIV/AIDS	<ul style="list-style-type: none"> ▪ Mrs. Bernice Halloo ▪ Mrs. Lucy Mensah ▪ Miss Stella Adoma
December 27	“The Balancing Act”: Women and their roles	<ul style="list-style-type: none"> ▪ Prof. Takyiwaa Manuh (Institute of African Studies) ▪ Ms Marilyn Aniwa (Development Consultant)
January 3	Women in politics	<ul style="list-style-type: none"> ▪ Hon. Theresa Tagoe (MP & Dep. Minister of Works & Housing) ▪ Hon. Hanna Kpodow (MP) ▪ Mrs. Elizabeth Akpalu (Executive Director, Advocate for Gender Equality)

January 10	Participation in district level elections	<ul style="list-style-type: none"> ▪ Mrs. Elizabeth Akpalu (Executive Director, Advocate for Gender Equality) ▪ Hon. Akua Sena Dansua (MP & Former District Chief Executive) ▪ Mrs. Lydia Addy
January 17	Parliamentary Week Celebration in Ghana: The woman in Parliament	<ul style="list-style-type: none"> ▪ Hon. Ama Benyiwa Doe (MP) ▪ Hon. Eugene Kusi (MP)
January 24	Women in politics: District Assemblies	<ul style="list-style-type: none"> ▪ Mrs. Lucy Banini (Accra Metropolitan Assembly) ▪ Mrs. Theresa Nyarko Fofie
January 31	Gender dimension to child labour	<ul style="list-style-type: none"> ▪ Mrs. Sylvia Hinson-Ekong (National programme Manager, International Programme on the Elimination of Child Labour of the ILO) ▪ Mrs. Catherine Boohene (Coordinator of Gender Development Institute)
February 7	Increase in incest and defilement cases	<ul style="list-style-type: none"> ▪ Mrs. Gloria Ofori-Boadu (FIDA) ▪ Mrs. Winifred Darko Ashong
February 14	Women in decision making positions: Bridging the gap	<ul style="list-style-type: none"> ▪ Mrs. Irene Duncan Adansua (Ghana National Association of Teachers) ▪ Mrs. Fatima Salami (GNAT)
February 28	Special tribute to the first Ghanaian female industrialist	<ul style="list-style-type: none"> ▪ Prof. Ama Ata Aidoo (Writer & Poet) ▪ Mrs. Esther Ofori
March 7	A year security and peace: International Women's Day	<ul style="list-style-type: none"> ▪ Ms Afi A. Yakubu (FOSDA) ▪ Mrs. Angela Dwamena-Aboagye (Executive Director, The Ark Foundation) ▪ Lt. General Emmanuel Erskine (Former Army Commander & Patron of FOSDA)
March 14	Child Trafficking	<ul style="list-style-type: none"> ▪ Mrs. Emelia Oguaa (Centre for Human Development) ▪ Mrs. Evelyn Bekoe (Social Commentator) ▪ Mrs. Elizabeth Hagan (Ministry of Labour)
March 21	Violence Against Women	<ul style="list-style-type: none"> ▪ Mr. Vincent Essumah (Child in Need) ▪ Mrs. Helena Amoah (FIDA)
March 28	Battery of Women	<ul style="list-style-type: none"> ▪ Mrs. Angela Dwamena-Aboagye (Executive Director, The Ark Foundation)

Kaduna - Nigeria

Date	Topic	
April 7	Fundraising for development by rural women (broadcast in English and Hausa)	<ul style="list-style-type: none"> ▪ Hanatu Yaro (Programme Officer of CBDD, Kaduna)
April 14	Development implications of Sickle Cell Anaemia	<ul style="list-style-type: none"> ▪ Mrs. Joyce Ola (Paediatric Nurse and Senior Matron, Ahmadu Bello University Teaching Hospital)
May 5	Building development bridges through cross cultural marriages	<ul style="list-style-type: none"> ▪ Margaret Anjeh (Pharmacist)
May 12	Development implications of Sickle Cell Anaemia	<ul style="list-style-type: none"> ▪ Mrs. Joyce Ola (Paediatric Nurse and Senior Matron, Ahmadu Bello University Teaching Hospital)
May 19	Assessing the human rights condition of women	<ul style="list-style-type: none"> ▪ Ruth Ataguba (Law Lecturer & Executive Member of FIDA)
May 26	Assessing the National Policy on Women and National Machineries vis-à-vis the National Constitution	<ul style="list-style-type: none"> ▪ Ladi Alabi (Lawyer & Executive Director of Legal Watch, Kaduna)
June 2	Development implications of Sickle Cell Anaemia	<ul style="list-style-type: none"> ▪ Mrs. Joyce Ola (Paediatric Nurse and Senior Matron, Ahmadu Bello University Teaching Hospital)
June 9	Putting the girl-child on the national agenda	<ul style="list-style-type: none"> ▪ Maryam Yahya (Executive director, Enwai Centre for Political and Economic Research (ECPER))
June 16	Engendering the National Constitution I	<ul style="list-style-type: none"> ▪ Mrs. Rebecca Sakwo-John (Executive Director, Leads NGO)
June 23	Engendering the National Constitution II	<ul style="list-style-type: none"> ▪ Mrs. Rebecca Sakwo-John (Executive Director, Leads NGO)
June 30	Advocating effective family planning practice	<ul style="list-style-type: none"> ▪ Mr. John Akpus (Chairman Emeritus, Planned Parenthood Federation of Nigeria)
July 7	Family Planning as a Tool for Women's Development	<ul style="list-style-type: none"> ▪ Mr. John Akpus (Chairman Emeritus, Planned Parenthood Federation of Nigeria)
July 14	Adolescents HIV/AIDS and Poverty	<ul style="list-style-type: none"> ▪ Pastor Kazaskwat Ishaya Peter (Love and Compassion Club)

July 21	Gender, Democracy and Poverty	<ul style="list-style-type: none"> Dr. Ladi Hamalai (Lecturer, Department of Political Science and Defence Studies, Nigerian Defence Academy)
July 28	Building Participatory Democracy	<ul style="list-style-type: none"> Oluyemi Smith (Workshop Facilitator, League of Women Voters, USA)
August 11	Gender Benefits of Exclusive Breastfeeding	<ul style="list-style-type: none"> Mrs. Joyce Ola (Paediatric Nurse and Senior Matron, Ahmadu Bello University Teaching Hospital)
August 18	Democracy and Electoral Processes	<ul style="list-style-type: none"> Hussaini Abdu (Lecturer, Department of Political Science and Defence Studies, Nigerian Defence Academy)
August 25	Gender Equality and Democracy	<ul style="list-style-type: none"> Mrs. Lydia Umar (Executive Director, Gender Action Team, Kaduna)
September 1	Should Women Participate in Politics?	<ul style="list-style-type: none"> Listeners' Phone-In
September 15	Micro Credit as a Poverty Alleviation Tool: Sharing Experience	<ul style="list-style-type: none"> Mrs. Aisha Shittu Musa (Director, Kawo New Extension Women Association)
September 22	Assessing Nigeria's Commitment to the Implementation of the African Plan for Action	<ul style="list-style-type: none"> Mrs. Helen Kezie-Nwoha (Ag. Information and Communication Officer, ABANTU)
September 29	Constitutionalism and National Dialogue	<ul style="list-style-type: none"> Mrs. Angela Ene-Orji
October 6	Improving women's access to social justice	<ul style="list-style-type: none"> Amina Aremu (Project Officer, FIDA)
October 13	Do you believe women are discriminated against?	<ul style="list-style-type: none"> Mrs. Aisha Shittu Musa (Director, Kawo New Extension Women Association)
October 20	A people-friendly police	<ul style="list-style-type: none"> Amina Salihu (Programme Officer, Centre for Democracy and Development)
October 24	Issues in women's productive roles	<ul style="list-style-type: none"> Ms Rose Mensah-Kutin (ABANTU)
November 3	Gender, media and democracy	<ul style="list-style-type: none"> Rakiya Sani Ahmed (Centre for Democratic Journalism, Kano)
November 10	Conflict and the democratisation process	<ul style="list-style-type: none"> Zainab Bayero (Executive Director, Zee Karatu Workshop, Kaduna)

December 8	HIV/AIDS: What progress so far?	<ul style="list-style-type: none"> ▪ Pastor Kazaskwat Ishaya Peter (Love and Compassion Club) ▪ Mustapha Ibrahim (Love & Compassion Club, Kaduna)
December 15	HIV/AIDS: What progress so far? (Repeat Programme)	<ul style="list-style-type: none"> ▪ Pastor Kazaskwat Ishaya Peter (Love and Compassion Club) ▪ Mustapha Ibrahim (Love & Compassion Club, Kaduna)
December 22	The role of policy in gender development	<ul style="list-style-type: none"> ▪ Ashi Appa (Chairperson, FIDA)
December 29	The role of women's organisations in gender development	<ul style="list-style-type: none"> ▪ Mrs. Rebecca Sakwo-John (Executive Director, Leads NGO)
January 5	What is gender?	<ul style="list-style-type: none"> ▪ Esther Umar (Gender Action Team) ▪ Alhassan Alfa (Alfa Care Organisation)
January 12	Ethnicity, governance and development	<ul style="list-style-type: none"> ▪ Ladi Alabi (Executive Director, Legal Watch)

3.2.5 Forum on National Policy on Women and Launch of National Machineries Book Series, May 22, 2001, Kaduna, Nigeria

On May 22, 2001 ABANTU for Development's office in Kaduna, Nigeria organised a policy forum and book launch in collaboration with the Third World Network-Africa. The policy forum was to discuss Nigeria's National Policy Document on Women. The National Machineries Series were also launched at the same time. These are eleven (11) booklets produced out of an eight-country study on national machineries in Africa.

The Finance and Administration Officer (FAO) and the Training Assistant (TA) from the Accra office joined the staff in Kaduna for this programme. A Programme Assistant from TWN-Africa, Accra also travelled to Kaduna to participate in the programme. A total of twenty (29) participants drawn from civil society organisations, government institutions and journalists participated in the event. The programme was later aired on the State National Television.

3.2.6 Policy Forum on Gender and Local Government Practice, June 26, 2001, Elmina, Ghana

During the period, ABANTU-ROWA's office in Accra organised a day's public policy forum on "Promoting Gender Concerns in Local Government Practice in Ghana". The meeting took place at Elmina, Central Region on June 26, 2001. Although eighty (80) persons had been officially invited, a total of one hundred and fifty-six (156) persons participated in the forum.

All media institutions in Cape Coast, the central regional capital, provided coverage. Clearly, the local government level is a niche ABANTU needs to occupy. This seminar has paved the way for ABANTU expertise to be made available directly for the benefit of grassroots women's organizations as well as local level policy makers.

3.2.7 Public Policy Forum on Monitoring and Evaluation of the Implementation of the African Plan of Action 2002-2004, September 15, 2001

On September 15, 2001 a public policy forum was also organised by ROWA on the same theme: *Monitoring and Evaluation of the Implementation of the African Plan of Action*. This was a follow-up to the workshop, which was sponsored by ABANTU, the ECA and the Federal Government of Nigeria. The policy forum sought to inform and lobby policy makers to be proactive in ensuring that measures are put in place to implement the African Plan of Action. Only that can lead to good evaluation and monitoring results that indicates improvements in women's lives. Eighty (80) participants attended the Policy Forum.

3.2.8 Reflection Seminar on Gender Implications of Peacekeeping in West Africa

The seminar, organised on November 20, 2001, was attended by 108 participants from the military and other security agencies, non-governmental organisations, other civil society groups and the media. The seminar sought to inform participants about the gendered nature of conflict and the implications for peacekeeping efforts. It was also to share ABANTU's framework for engendering peacekeeping and reconstruction efforts. This seminar, which was the first of its kind, was taken very seriously by all participants especially the military who were drawn from all the stations in Ghana. This seminar was very successful in that it has opened a window of opportunity for ABANTU to integrate gender into the training programmes offered Ghanaian soldiers going on peace missions.

3.2.9 Policy Forum on Increasing Women's Participation in Politics, Kaduna, November 20, 2001

The forum was organised in collaboration with the Ministry of Women Affairs, Kaduna State. The Ministry of Women Affairs approached ABANTU with a proposal for collaboration. In the proposal the Ministry asked ABANTU to provide technical support. ABANTU structured the forum and provided resource persons. The forum aimed at equipping women with strategies for the next elections in 2003. Ninety (90) participants attended the forum, which was later aired on the State National Television.

3.2 Research Publications and Information (PRI)

3.3.1 News on Gender From Websites

This is a new initiative to share information on events, activities and achievements of women activists around the world with the Ghanaian public and to encourage women's groups to take an interest in and learn from the initiatives, struggles and lessons of women's groups in other parts of the world.

ABANTU researches and collates news items on gender issues from websites and works with a journalist on a daily newspaper, (it used to be a weekly), 'The Guide' to produce a weekly column on these issues. This activity, which started in April 2000, will be replicated in Nigeria in collaboration with one of the newspapers in Kaduna.

3.3.2 Summary Sheets

To improve ABANTU's information and analysis support to civil society organisations, summary sheets are now produced after each reflection seminar or policy forum for wide dissemination. While summary sheets are not as comprehensive as rapporteurs' reports, they highlight the key points in presentations and sets out the main gender equality implications, issues and questions for civil society organisations, state institutions and policy makers and provide information about how these groups can follow up on the specific dimensions of interest to them in their work.

3.3.3 Reports, Manuals and audio visual records

For each of ABANTU's training and capacity building activities, comprehensive reports and where appropriate, manuals are produced and disseminated to participating organisations, collaborators and funders. In a new development this year, radio cassette and videotapes as well as compact discs have been produced to improve dissemination and reproduction of seminars and forums. The Gender Forum radio discussions for example are now available on CDs while the hugely successful reflection seminar on participation in the election process was captured on tapes to be translated into local languages for radio programmes in three northern regions in Ghana. This reflected a higher level of collaboration between ABANTU and media personnel and resource persons to give leverage and wider coverage to its work.

3.3.4 Contributions To GAP Matters

During the period under review the ROWA made contributions to the production of its quarterly magazine, GAP Matters. Issues produced during the period are:

- **Gender and the HIV Epidemic: October to December 2001**
- **Implications of ICTs Policies on Gender and Development: January to March 2001**
- **Women and the Media: To be published in April 2002.**

3.4 Institutional Development of ABANTU (IDA)

To ensure the effective delivery of its programmes and to provide staff with the necessary institutional support to meet programme objectives a number of organisational systems and processes have been established and continue to be maintained.

3.4.1 Planning and Monitoring

At both individual and programme levels, staff meetings, annual and individual workplans and quarterly staff performance review meetings are used to plan and keep track of individual and team performance and how this affects programme delivery and support to clients.

3.4.2 Staff Training and Development

Staff training needs are identified as an integral part of the performance review process and are pre-requisites for good performance and effective programme delivery. Training and development needs are addressed in a number of ways including: specific training programmes, opportunities to participate in relevant conferences and seminars, in-house training programmes and discussions.

During the reporting period, development opportunities for staff included:

ACTIVITY	LOCATION & DATES	BENEFICIARY
World Bank Distance Learning programme on Fiscal Policy for Poverty Reduction	Accra, Ghana, July 17-August 2, 2001	Kwaku Antwi-Boasiako, Finance & Administration Officer
M.A Strategic Management and Development Planning (British Council Scholarship with full payment of salary for	Manchester, U.K. August 2001- July 2002	Titilope Fakoya, Information and Communications Officer (ICO)

one year offered by ABANTU and Ford Foundation outside of ROWA grant)		
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In a more recent development, SNV (The Netherlands Development Agency) offered one place on a comprehensive "Organisational Development and Facilitation Skills" programme to ABANTU. The course, which began in June 2001, was to last a total of 18 months, made up of six (6) residential training modules and a number of practical sessions in selected local organisations. Unfortunately, the participating staff member, Miss Stephanie Adjei, left ABANTU mid-way into the programme, hence ROWA lost out on the opportunity.

As an additional support for trainers and resource persons, ROWA nominated two persons to attend various international meetings such as the following:

- Mrs. Gina Ama Blay, a Newspaper Editor who is also a resource person for ABANTU, was nominated to participate in a **"Women in Politics"** programme sponsored by the Public Affairs Section of the US Embassy in Accra. Mrs. Blay joined six other persons comprising two members of Parliament, three journalists and a social worker, to visit four states in the United States of America from October 1 to 20, 2001. The purpose of the visit was to expose them to the workings of the political system of the US and how women are encouraged and empowered to get involved in leadership roles and to take up positions of leadership. It also gave an insight into how women at all levels of government work to promote women's political participation.
- ABANTU also nominated Mrs. Hamida Harrison, who is a trainer and a part-time staff of ROWA to attend a programme organised by IBIS and UNA-Denmark in Arusha, Tanzania from January 7-11, 2002. The seminar, which had the theme, **"Financing for Development"**, was organised to collate ideas and recommendations of African Civil Society, to be presented to a major conference on the same theme to be held in Monterrey, Mexico in March 2002. The seminar discussed matters concerning the World Bank and the IMF lending policies and conditionalities, poverty reduction strategy programmes and the general investment situation in Africa.

3.4.3 Financial Management

Using the financial management systems and procedures of ABANTU and in compliance with the financial regulations for NGOs in Ghana and Nigeria, ROWA's finances were satisfactorily managed during the period.

External auditors audited the ROWA accounts for the year 2000-2001, while that for the year 2001-2002 will be audited in April 2002.

4.0 Planned Target Not Met

The final draft of our research on gender, conflict and poverty is being edited. It is hoped that this will be ready in the first quarter of ABANTU's 2002-2003 programme year, that is, April - June 2002. ROWA also contracted a consultant in Nigeria to produce fact sheets on Structural Adjustment Programmes (SAPS), the World Trade Organisation (WTO) and the Cotonou Partnership (Lome Convention). The consultant has assured the Kaduna office that the report will be ready by the end of April 2002.

Also, although ABANTU has made contacts with gender-based NGOs in Sierra Leone, the political situation during the period needed careful consideration before establishing a presence in the country. With the official declaration that the war is over, ABANTU is now in the position to begin programmes in that country during the Strategic Plan 2002-2004 period.

5.0 Conclusions and Plans for the Future

ABANTU's programmes over the last year have proved to be an effective channel for promoting gender equality concerns in Ghana and Nigeria. The programmes also enhanced the organisational development and capacity of ABANTU. It has also proven the capacity of African women to build institutions as a basis of contributing to the change processes on the African continent.

Programmes have responded to a real need for information and capacity building support felt by women's groups and civil society organisations across the sectors.

ABANTU also plays an important role in serving as a central "node" or "focal point" for a number of networking and collaborative relationships that often take off from ABANTU events such as reflection seminars and serve to build and improve on a growing culture of collective working and coalition - building around specific gender equality issues.

Thematically, we continue to work in the areas of **ICTs, Poverty, Conflict and Governance** and our functional areas of training and capacity building, research and advocacy are increasingly being operationalised in a coherent way to ensure a relationship to each other within each thematic area in order to deepen the overall impact of our work in each theme. This is why we now organise our workshops and seminars by targeting NGOs

working on these specific thematic areas. We have found this to be extremely useful in meeting our strategic objectives of policy influencing from a gender perspective.

ABANTU's advocacy, public awareness and networking activities have also been strategically conceptualised to add strength and give leverage to emerging and ongoing efforts to influence policies in specific areas. Networking and collaboration have therefore become very important strategies for achieving programme aims and objectives.

The ABANTU - ROWA team has to be commended for working together and supporting each other to carry out planned programme activities and responding to emerging situations in spite of the set - back caused by the riots in Kaduna. Special commendation goes to the Training Consultants, Naa-aku Acquaye-Baddoo and Hamida Harrison and the ROWA board members.

Appendix 1

List Of Staff Involved in the Programme

Rose Mensah-Kutin	Programme Manager
Titilope Fakoya	Information & Communication Officer
Naa-aku Acquaye-Baddoo	Training Consultant
Hamida Harrison	Training Consultant
Kwaku Antwi-Boasiako	Finance and Administration Officer
Helen Nwoha	Ag. Information & Communication Office
Basseyy Anita Okedi	Office Manager
Stephanie Adjei	Training Assistant (Left ABANTU since October 2001)
Grace Wornyo	Team Secretary, Accra
Omomo Omoaka	Team Secretary, Kaduna
Antonia Atampugre	Volunteer
Bilkisu Yusuf	Trainer
Nkoyo Toyo	Trainer
Uwem Essiet	Trainer
Edna Ishaya	Trainer
Tor Iorapuu	Trainer
Christine Essien	Trainer
Olusade Taiwo	Trainer
Stella Adu-Amankwah	Volunteer
Charity Binka	Trainer
Vicky Okine	Trainer
Esther Ofei-Aboagye	Trainer
Daniel Yirenkyi-Tawiah	Trainer
Charles Akpalu	Trainer
Kojo Arthur	Trainer
Akua Britwum	Trainer
Hilary Gbedemah	Trainer
Takyiwaa Manuh	Research Co-ordinator, Ghana

Appendix 2

List of Workshops, Seminars and Public Policy Forums Held

1. Gender Forum, Kaduna, Nigeria - Ongoing
2. Gender Forum, Accra, Ghana - Ongoing
3. Regional ICT Seminar to develop a Framework for Assessing ICT policies from a Gender Perspective, Accra, Ghana, April 2001.
4. Policy Forum on National Policy on Women and Launch of National Machineries Book Series, May 2001, Kaduna, Nigeria.
5. Policy Forum on Gender and Local Government Practice, June 2001, Elmina, Ghana.
6. Workshop on Organisational Development and Resource Mobilisation, October 22-25, 2001, Kaduna, Nigeria
7. Reflection Seminar on "Gender Implications of Peacekeeping in West Africa, November 2001, Accra.
8. Policy Forum on Increasing Women's Participation in Politics, November 2001, Kaduna.
9. Workshop on Strategic Planning From A Gender Perspective, November 26-30, 2001, Asaba, Nigeria.
10. Workshop on Gender and Policy: Process and Transformation, November 2001, Accra.
11. ICT Workshop for Women's Organisations in Ghana, December 10-14, 2001, Accra, Ghana.
12. Workshop on Organisational Development and Resource Mobilisation for Women's Organisations in Ghana, January 21-25, 2002.

13. Workshop on Gender and Policy: Process and Transformation, February 11-14, 2002, Kaduna.
14. Workshop on Strategic Planning from a Gender Perspective, February 11-15, 2002, Accra.
15. Workshop on Information and Communications Technology for Women Organisations in Kaduna, Kaduna. March 18-21, 2002.