3880028 (2)
PD-AAF-033-B1

UNCLASSIFIED

138p.

DEPARTMENT OF STATE, AGENCY FOR

INTERNATIONAL DEVELOPMENT

WASHINGTON, D.C.

20523

PROJECT PAPER

PROJECT NO. 388 - 0028

EDUCATION AND HUMAN RESOURCES DEVELOPMENT

NATIONAL WOMEN'S DEVELOPMENT ACADEMY/WID

SEPTEMBER 20, 1977

USAID/BANGLADESH

UNCLASSIFIED

AGENCY FOR INTERNATIONAL DEVELOPMENT

PROJECT PAPER FACESHEET

1. TRANSACTION CODE: A (A = ADD, C = CHANGE, D = DELETE)

PP

2. DOCUMENT CODE: 3

1. COUNTRY ENTITY: Bangladesh

4. DOCUMENT REVISION NUMBER:

5. PROJECT NUMBER (7 digits): 388-0028

6. BUREAU OFFICE: A. SYMBOL: ASIA; B. CODE: 04

7. PROJECT TITLE (Maximum 40 characters): National Women's Development Academy

8. ESTIMATED FY OF PROJECT COMPLETION: 79

9. ESTIMATED DATE OF OBLIGATION: A. INITIAL FY 77; B. QUARTER 3 (Enter 1, 2, 3, or 4); C. FINAL FY

10. ESTIMATED COSTS ($000 OR EQUIVALENT $1) 15.0

A. FUNDING SOURCE	FIRST FY B. DA	FIRST FY C. L/C	FIRST FY D. TOTAL	LIFE OF PROJECT E. FX	LIFE OF PROJECT F. L/C	LIFE OF PROJECT G. TOTAL
AID APPROPRIATED TOTAL	105	195	300	105	195	300
GRANT	105	195	300	105	195	300
LOAN	-	-	-	-	-	-
OTHER U.S. 1						
OTHER U.S. 2						
HOST COUNTRY	-	33	33	-	569	569
OTHER DONOR'S	43	-	43	43	-	43
TOTALS	148	228	376	148	764	912

11. PROPOSED BUDGET APPROPRIATED FUNDS ($000)

A. APPROPRIATION	B. PRIMARY PURPOSE CODE	PRIMARY TECH. CODE C. GRANT	PRIMARY TECH. CODE D. LOAN	E. 1ST FY 77 F. GRANT	E. 1ST FY G. LOAN	H. 2ND FY I. GRANT	H. 2ND FY J. LOAN	K. 3RD FY L. GRANT	K. 3RD FY M. LOAN
(1) EH	660	740		300		-		-	
(2)									
(3)									
(4)									
TOTALS									

A. APPROPRIATION	N. 4TH FY O. GRANT	N. 4TH FY P. LOAN	O. 5TH FY Q. GRANT	O. 5TH FY R. LOAN	LIFE OF PROJECT S. GRANT	LIFE OF PROJECT T. LOAN
(1) EH	-		-		300	
(2)						
(3)						
(4)						
TOTALS						

12. IN-DEPTH EVALUATION SCHEDULED: MM 07 YY 78

13. DATA CHANGE INDICATOR. ARE CHANGES MADE IN THE PID FACESHEET DATA BLOCKS 12, 13, 14, OR 15 OR IN PRP FACESHEET DATA BLOCK 12? IF YES, ATTACH CHANGED PID FACESHEET. 2 (NO)

14. ORIGINATING OFFICE CLEARANCE

SIGNATURE: Joseph S. Toner

TITLE: Mission Director

DATE SIGNED: MM 04 DD 05 YY 77

15. DATE DOCUMENT RECEIVED IN AID/W, OR FOR AID/W DOCUMENTS, DATE OF DISTRIBUTION: MM 4 DD 13 YY 77

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Throughout this paper, masculine nouns and pronouns are to be interpreted as including both men and women, unless the context specifically excludes this interpretation. No sex biased language is intended.

Part I - Project Summary and Recommendations

A. Recommendation

Approval of Grant		$300,000
FY 1977	$300,000	

This Grant for a total of two years, is to be bilaterally programmed and is for the selected use of The National Women's Development Academy, owned and operated by the Bangladesh National Women's Organization, a quasi Governmental Organization within the Women's Affairs Division, Office of the President's Secretariat.

B. Description of Project

The Government of Bangladesh is very concerned about the status of the women of Bangladesh. It is taking positive steps to increase the participation and integration of women in the socio-economic de-development of Bangladesh, and to raise the quality of their lives. In order to achieve their goal, the Government is in the process of establishing an outreach network from the national to village level which will provide new skills, new ideas, new procedures, methodologies and practices for performing traditional skills to women.

AID has been requested to provide selected assistance under this two-year project. Specifically, AID assistance would be directed at strengthening selected critical components of the National Women's Development Academy (NWDA) located in Dacca, Bangladesh. The Academy has already been created to institutionalize vocational training with functional non-formal education for the purpose of providing new skills and upgrading basic skills to Bangladeshi women. AID inputs would be directed at training rural women as change agents who will return to their home areas to provide the motivation and skills training. This latter training is needed to enable local rural women to improve the quality of life and to become economically productive and thus active contributors to the development of the country.

The critical components proposed for AID funding include:

a. Stipends and travel funds for 1,400 rural women selected to attend the Academy for training.

b. Salaries for Academy staff and selected teachers, none of whom are BDG employees.

c. Commodity support in selected areas in the form of some capital equipment and teaching aids for the Academy's various functions and selected raw materials to be used in workshops teaching vocational and handicraft skills directly related to rural areas.

d. Research and evaluation activities, including surveys to determine the impact of rural outreach activities and job opportunities for rural women as well as market analyses for products produced by women.

During the two years, the project also anticipates up to:

e. Six person-months of consultant services, and

f. Fifteen person-months of participant training in third countries of the region.

The BDG Women's Affairs Division (WAD) located within the office of the President's Secretariat and headed by a State Minister, has the legal responsibility for planning and executing the national program to accelerate the participation and integration of Bangladeshi women in the socio-economic development of the nation. The WAD and its operations arm, The Women's Affairs Department, are responsible for the planning and utilization of assistance under this project. In addition to managing the Government's national program to bring women into the development process, the WAD provides technical and material support and evaluation assistance to two implementation agencies charged with direct assistance to women. They are the Women's Rehabilitation and Welfare Foundation, working with those women dislocated or otherwise adversely affected by the 1971 War, and the National Women's Organization (NWO) charged with the coordination of various women's voluntary agencies in Bangladesh.

The WAD also supervises the training and fielding of trainers needed for the massive nationwide effort to bring women into active participation in the development process (see Annex C 1). It is for this latter purpose that the NWO has established a National Women's Development Academy (NWDA). The raison d'etre of the NWO and its NWDA is the growing awareness by the BDG that fragmented welfare or relief oriented efforts can hardly cope with the need to train and integrate a massive female labor force in the socio-economic development of the country. As the governmental arm directed to accelerate the participation of Bangladeshi women in the development of the country, the WAD, through its implementation organization NWO, will oversee the training programs of other development ministries and non-government organizations. It will gradually become the focal point for coordination of external assistance from all donors assisting in the integration of women into the economic development of the country. (see Annex C 4).

Successful accomplishment of this experimental project's activities proposed for the two-year period should result in:

a. a development oriented organization primarily responsive to the needs and desires of rural women;

b. a beginning of a network capable of increasing the productivity and stimulating women to learn saleable skills;

c. an ability to identify market trends and demand for indigenously manufactured products through appropriate information collections and analysis as well as a system for the dissemination of the information collected.

These results will contribute to the goals of the BDG to establish an outreach network from national to village level providing skills, new ideas, procedures, methodologies, and practices to rural women, thus increasing the participation and integration of women in the socio-economic development of Bangladesh.

It is recognized that the achievements resulting from AID inputs will be a modest contribution to the attainment of the stated goals. The accomplishment of activities financed by the BDG and its development ministries, as well as the activities of other donors are necessary complementary efforts of this experimental project. These activities, which together are expected to lead to the project's completion, are described in Part II B.

The following conditions are expected at the end of the project as a result of activities of AID:

a. an Academy alert to the desires and needs of rural women and staffed to be responsive to those needs by providing appropriate training to trainers;

b. a group of up to 400 rural field workers for motivational work and a group of 1,000 trade/handicraft instructors recruited, trained and placed in up to 40 selected Union Women's Development Centers and in 400 and to 600 villages.

As mentioned before, the BDG is fully committed to this program. It will support the trained personnel placed in their assignments. The BDG will also support the training of an additional 2,200 trade instructors (some for urban areas) as well as support the activities at the Women's Development Centers throughout the country.

It is expected that this support, together with other donor support, (see Part II B) will result in a network reaching upwards to 16,000 rural women, and that they will be motivated to accept training at the village and/or Union level. This training will bring them an improved quality of life and into the socio-economic mainstream of the country.

C. Summary Findings

1. Technical analysis including environmental assessment

The NWO program for training women has been designed for maximum technical feasibility within the context of the constrained social, economic, and physical conditions of Bangladesh. USAID concludes that the program strategy adopted by the BDG and the NWO is technically sound and that the assistance to be provided from U.S. sources for key components can be utilized effectively. The project is in readiness for the use of funds programmed for FY 1977. The project meets all applicable statutory criteria (see Annex E).

The project meets the requirements of Section 113 of the FAA as amended as it is targeted exclusively to augment the integration of women into the national economy by providing them with productive skills and opportunities to improve the quality of their lives.

By providing women with an opportunity to upgrade their knowledge and productivity for use in the total development effort as opposed to supporting welfare and relief efforts, the project will improve women's status, security, and basic human rights.

Since increased education and economic productivity of women have been shown to correlate closely with declines in fertility, the educational benefits and skill training allowing increased economic participation should contribute to a reduced population growth rate (proposed Section 117 of the FAA as amended).

To the extent that this project succeeds in making women aware of the quality of life available to them; succeeds in contributingto the promotion of improved nutritional practices; improved kitchen gardening and food processing; acceptance of the small family norm; and cash earnings at the village level; the impact of this project should be a cleaner, more healthful environment.

Section 611 (a) and (b) of the FAA as amended are not applicable to this project.

2. Financial analysis and plan

A component on women in development (WID) was not incorporated in the BDG Five Year Plan (1973-78). Since the development of that plan, policy makers have come to realize the wisdom and necessity of undertaking a massive effort to integrate women into the development process, if indeed the nation is to grow economically and prosper. Toward that goal, the BDG is committed to providing an operating budget to support the activities of the NWO. The Women's Affairs Department, in collaboration with the NWO, has drawn up a Taka 6.27 crore (approximately $4.2 million) budget to support NWO activities for fiscal year 1977 and 1978* (see Annex J).

*BDG Fiscal Year - July through June

The Project Financial Plan (excluding other external donors) indicates a total availability of funds to support the project purpose over the initial two-year period to be $868,916 ($300,000 AID and $568,916 BDG). There will be a component on WID in the 1979-1984 Five Year Plan indicating increased levels of annual BDG allocations for WID. Due to the increasing levels of annual BDG allocations for WID and the interest in this sector already expressed by other external donors, the recurrent operating and maintenance costs for both the project and the BDG's overall program are deemed adequate and reasonably well assured.

3. Social analysis

The socio-cultural feasibility of this project depends upon the ability of the NWO to establish and effectively extend an extensive network of female volunteers, field workers, and trade instructors at the village and union level. The physical remoteness and social isolation of women in rural Bangladesh will require strong motivational techniques at the village level, as well as practically designed skills training at the union level, if women are to be brought into the economic mainstream. Any experimental effective effort to bring women into active roles in the development process must be designed with certain cultural obstacles in mind, although these are gradually being overcome.

To assist in the task of bringing rural women into the economic mainstream, the NWO through the NWDA, have requested AID to finance the training of 1,000 trade instructors, and 400 village level field workers, over the two year life of this project.

Following their training at the NWDA, the women will return to the same rural areas from which they were recruited for employment. Their salaries will be paid by the BDG. The project should have a good spread effect as these graduates will pass on their newly acquired knowledge and skills through formal and informal training sessions to other village women. In addition, the families of women trained, and the communities in which they live, should benefit by the improved abilities and increased economic contribution provided by their wives, sisters, and daughters. USAID finds this strategy conceptually sound in the socio-cultural context of Bangladesh where already great strides are being made in several sectors to overcome the traditional seclusion and exclusion of women.

4. Economic analysis

The project's goal is to develop half of society that heretofore has been unappreciated in its economic contribution--the women of Bangladesh. From a developmental point of view, women represent an underutilized resource who can make significant contributions to village well-being.

This project will test the premise that wives, mothers, and single women can effectively contribute to the promotion of improved nutritional practices, improved kitchen gardening and food processing, acceptance of the small family norm, and cash earnings at the village level. These interrelated contributions improve the quality of human capital necessary for rural development. The project creates the educational porcesses through which women are to be motivated and equipped with skills.

One can properly ask what new roles women can play in poor villages when it is obvious that resources and jobs are limited. This project is designed to help identify the additional contributions toward increased productivity that women might make by use of relatively small inputs of resources and knowledge. The project will also test the premise that women can be trained and motivated to carry information from the NWDA through the Union Centers to the villages.

Because this is a new sector, little data exist on the role of Bangladeshi women in development. Previously women were not thought of as active participants in development. Through this experimental project and others like it, the BDG will be assisted in improving its data collection and reporting about the status of Bangladeshi women. The benefits of this project will be difficult to quantify though indices are being developed to measure improved family welfare and the cash earning capacity of female members of the household.

D. Project issues

The Project Paper discusses in detail in Part II some of the issues that were raised in the prior review. Issues on financial inputs from the BDG in support of the NWDA and its activities are discussed in Part III B. The following issues relating to BDG's organizational structure and responsibilities are stressed in this section:

1. Relationship to other indigenous organizations

The NWO is an organization sponsored by the BDG to federate various women's organizations. The BDG looks upon the NWO as its "umbrella" field organization assigned to coordinate and undertake various developmental,

as opposed to welfare, activities for all women of Bangladesh. Other development agencies of the BDG such as the Integrated Rural Development Program (IRDP), the Family Planning and Population Control Directorate, and Rural Social Service, maintain close liaison with NWO in order to more effectively integrate women in their programs. In short, the BDG recognizes the NWO as the one official "spokesperson" for the women in the country.

2. Duplication of efforts

The BDG recognizes that fragmented welfare and relief oriented efforts cannot cope with the need to train and integrate a large female labor force in the socio-economic development of the country. Most PVO's currently working in Bangladesh are involved in relief and welfare activities and/or operate in limited and often isolated areas of the country. Although many PVO's are beginning to turn to more development oriented activities and some are in fact interested and committed to support aspects of NWO's work, no PVO expressed interest in this particular project. The NWO proposes to utilize PVO experience wherever possible in the rural area, and the NWDA will centrally coordinate the training of representatives from existing as well as new PVO projects as requested by the particular PVO's involved. There will undoubtedly be many opportunities for using PVO's in women in development activities, especially as opportunities for women's programs gain momentum through this project.

It should be noted that a number of PVO's are represented on various committees of the NWO; others are welcome to affiliate themselves. Several of the PVO's, as well as other BDG agencies have in-service and crafts

training programs. The Academy itself will serve as a model and concentrate on essential core courses, vocational and handicraft courses, and research. Academy trainees, supported by AID, will be drawn from the rural program of the NWO, other BDG agencies, and PVO's. The general public interested in upgrading their productive skills will pay their own way. Rather than duplicating courses already offered elsewhere, the NWDA will arrange to refer women for training at affiliated institutions. When it is deemed appropriate, the Academy will award certificates to its own graduates and to graduates of its affiliated institutions.

3. Project scope and duration

The project is contributing to a nationwide policy to bring women into the economy. AID assistance is requested by the BDG to upgrade the NWDA and its various functions for the purpose of enabling the Academy to train rural personnel and to collect and disseminate information needed to support an outreach program. AID inputs will be provided over a two-year period. It is anticipated that the BDG will continue support for the greater participation of women in development over decades—through support to the NWO and its program as well as to other sectors which involve women. After the initial two years, the BDG wishes to evaluate the progress of the NWO and the quality and effectiveness of its trainees who have returned to the rural area. Having attained certain objectives, the BDG may recommend new ones.

While this is a Bangladeshi program and the decisions must be theirs, USAID is prepared to assist with this limited project as requested.

USAID will conduct a joint evaluation with the BDG at periodic intervals during the life of the project. If this experimental effort is successful, USAID may give later consideration to a follow-on project with either the same or different emphases contributing to increasing women's access to knowledge, resources and the power structure.

Part II - Project Background and Detailed Description

A. Background

1. Initiation and leadership

This project was initiated entirely by the NWO and the BDG. The concept and need to improve women's productivity and to bring more women into the economic mainstream is being encouraged by policy makers at the highest level of the BDG. A presidential decree has ordered that ten percent of all public service positions be reserved for women. Evidences that this decree is already being implemented are numerous. A woman has been named State Minister in charge of the newly created Women's Affairs Division, the Presidential Advisor (Minister) in charge of Relief and Rehabilitation is a woman, and women are being recruited at higher echelons of the various other ministries. Women will be permitted to compete in foreign service and administrative service examinations for the first time in 1977.

This activist role on the part of the BDG has been the result of rural and urban women leaders seeking to improve their status by urging positive and substantive action to eradicate the arbitrary burden represented by half the population being kept dependent and making little or no contribution toward nation building and national reconstruction.

The earliest discussions between the BDG and women leaders regarding formation of the NWO were held in 1975, during the International Women's Year. Discussions were going on worldwide regarding the urgent need to change the traditional attitudes hindering receptivity to improving women's status, to educate women, thus increasing their understanding of their own worth and capabilities, and to change practices that precluded women from contributing to their own and their nation's socio-economic growth.

The outcome of the discussions in Bangladesh was the policy decision that the nation must discard the concept of condescension toward women and integrate them in the development process. The challenge is a gigantic one, but the BDG has ernestly begun. The media have been mobilized to explain the Government's position and to modify attitudes (see Annex I). The Government has organized women on a national basis to implement its priorities - a large increase of women in cooperatives, family planning activities, food production and processing, and in cottage industries.

2. Participation and control

The Bangladesh Jatiyo Mahila Sangstha (National Women's Organization--NWO) provides an organizational framework through which women will be assured opportunities to participate in economic activities. It is planned that all future projects concerning the development of women will be undertaken by the NWO or in collaboration with it. The NWO which was formed by BDG resolution in February 1976, (see Annex C 3) provides an excellent

mechanism for AID to contribute to human resources development and to the integration of women into the development process.

At the time the NWO was formed, it was placed within the Social Welfare Ministry with no firm mandate of operational liaison with any particular section or personnel of the Ministry. The organization had a vague link to the Special Assistant ot the President for Women's Affairs who was willing but, because she had no ministry or staff backing, was theoretically unable to assist the NWO in getting activities and programs started. Some months after the formation of the NWO, the BDG announced the creation of a Women's Affairs Division (WAD) within the President's Secretariat (see Annex C 4). This Division was placed under the direction of the Special Assistant ot the President for Women's Affairs, who carries the rank and status of State Minister. The Women's Affairs Department, the action arm of the WAD, is now responsible for managing the activities of the NWO (see Annex C 1).

The WAD came into being well after the DAP sector analysis was written. Since one of the new Division's constituent units will be chiefly responsible for the utilization of AID inputs, it is described as follows: Under the direction of a Joint Secretary, the Division forms the link between the Special Assistant to the President for Women's Affairs and the Women's Affairs Department, which is the implementation unit of the Division. The Joint Secretary, his Deputy Secretary, and two Section Officers (one female has been appointed WAD Section Officer) also maintain liaison with the Ministry of Planning and the other sector ministries,

carrying out programs which involve women such as Health, Family Planning, Education and Social Welfare.

The Women's Affairs Department, headed by a Director, is currently involved with two activities or "projects." These are the NWO and the Bangladesh Women's Rehabilitation and Welfare Foundation. The Director has staff allocations for two Assistant Directors, one Administrative Officer and one Accounts Officer. These positions are in the process of being filled and the Department, in conformance with BDG regulations, plans to employ women whenever qualified female candidates apply.

The NWO itself is headed by a woman as Chairman of the Executive Committee. She reports to the Director of the Women's Affairs Department and receives Government policies and positions from the Director. The Executive and the National Committees are otherwise composed of voluntary representatives from established public and private women's organizations who provide linkages to and from the NWO and their organizations. Women professionals in disciplines connected with the NWO's various fields of interest - economics, health, law, education, culture and sports - are also members of the National Committee.

The NWO has been organized at the national level and has established committees or federating units in all the districts, sub-divisions and thanas throughout the country. Each committee has representatives from the next lowest level committee; thana committees include representatives from unions and villages. Local BDG administrators have provided

assistance in the forming of these committees which form a national infrastructure for communication, motivation, and coordination of existing women's activities and organizations. It is hoped that these committees will assist local women's groups to develop and carry-out projects.

Thus the creation and staffing of the WAD has given the NWO a firm basis from which to operate as well as a legal channel for dealing with the BDG for the purpose of receiving an organizational operating budget, staffing, and for requesting funds for various activities or projects from other donors. Soon after being formed, the NWO developed a number of activity cells or projects designed to improve the status and participation of Bangladeshi women in the overall development process. One of these projects is the National Women's Development Academy; another is the rural outreach project involved in the motivation and training of village women.

3. The Academy

The National Women's Development Academy (NWDA) will assist the BDG, through the training of female trainers, in accelerating the participation and integration of Bangladeshi women - especially those living in rural areas of the country - in the social and economic development of Bangladesh.

The Academy was established in January, 1977, and was officially inaugurated by Major General Ziaur Rahman, Chief Martial Law Administrator, and now President of the country. The NWDA is located in Dacca, on property provided by the BDG. The Academy was established in the capital city where physical facilities and trained teaching staff are more readily

available, and to which communication and transportation from rural areas are easier to accomplish. The exposure of rural women to travel, the capital city, city women and their roles and activities, as well as the exposure of city women to their rural sisters should be a profitable, mutual learning experience in itself.

The Academy, under the direction of the NWO, and with limited funding from the BDG, offered two core courses, three handicraft courses and four vocational courses to approximately 145 women from the Dacca urban area when it began its training program in January, 1977. These women, who pay a small training fee, are primarily interested in self-enrichment and employment opportunities. These first courses are offered for a six-month period, two hours a day. Classes are held from 4 to 8 times each month. The exception is English conversation which is held 15 times a month over the six-month period.

As the rural field workers and trade instructors, under the NWO's rural outreach effort begin to be enrolled, courses will be intensified and students will attend class seven hours a day, six days a week for a period ranging from three to six months. Courses for the rural trainers will begin when donor funds are provided. Dormitory space, classrooms, and working space have already been provided by the BDG.

Courses to be taught at the NWDA to rural trainees who will receive AID funded training stipends include a block of eight core courses to be taught to village field workers and 28 vocational skills and crafts courses which will upgrade the skills of union level trade instructors. These courses are listed as follows:

Core Courses	Vocational Skills	Crafts
Health & Nutrition	Agriculture-Kitchen gardens & food processing	Jute
Maternal & Child Care	Animal husbandry	Fiber production
Family Planning	Pisciculture	Weaving
Cooperatives, Formation & management	Sericulture	Quilt making
Home Management	Food preservation	Batik & block printing
Motivation & Leadership	Food services	Bamboo & cane
Adult Functional Literacy	Apiculture	Coir mats & rope
Marketing & Sales techniques	Light electrical repair	Leather work
	Laundry Service	Wood work
	Paramedics	Lacquer work
	Sewing	Flower making
	Knitting	Doll making
	Embroidery	Sign painting
		Pottery
		Metal work

The selection of the initial course offerings by the NWDA was not based on any systematic market analysis but rather on an awareness of the trades which are acceptable to women. The courses selected are also ones known to have employment potential as cottage or home industries, either working for someone else or creating self-employment as an individual or through cooperatives. As the Research and Evaluation Cells of the NWDA become functional, their studies will have an impact on future course offerings. In addition an Academic Council, chaired by the NWO Chairwoman, will meet once monthly to oversee the preparation of syllabi and to address academic problems that might arise.

Staff for the NWDA will include: a Principal (to be recruited when donor funds are assured) and a Vice Principal (currently employed as Acting Director), as well as appropriate teaching staff. Some instrutors will be secunded from appropriate specialized agencies of the Government (a BDG input).

It is anticipated that the total group of instructors will be women. Teachers for a selection of the core courses and rural based vocational and handicraft courses to be hired directly by the Academy (US input) are being recruited now from professional and skilled groups. A small research staff (U.S. input) will be recruited and affiliated with the NWDA to undertake surveys of job opportunities and market analyses for the use of Academy and outreach personnel. The research staff will also assist in the overall evaluation of the Academy's performance, especially as regards its outreach activities. In addition to the management, teaching, and research staff, there will be appropriate support staff - one stenographer, two typists, an accountant bonded to handle cash, and eight custodial staff (all U.S. input). None of the NWDA staff will be BDG employees.

4. The rural outreach project

The major thrust of this NWDA activity will be at the union* and village level. Each of the 40 rural unions in which Union Women's Development Centers are to be established under the NWO's first two-year program will from a Union Coordinating Committee or Project Committee for the NWO to deal with women's affairs for the union and to direct the activities of the Union Center.

---

* A union is a political division composed of about 15 villages and which has a total population of about 18,000.

Office holders, with the exception of the secretary who will receive a small honorarium for services rendered, and other members will serve as volunteers on this committee.

Union Coordinating Committees will be established with the assistance of the Union Parishad (a local body elected by the union population and charged with the governmental administration of the area). As an elected body, the Parishad is presumably, in a position to ensure the population's participation in the program.

As soon as donor (AID) funding for the NWDA is assured, the Parishad and Union Coordinating Committee will nominate two types of trainees to attend the Academy from the union and villages in which they will work after training.

The NWO has proposed that village field workers, who will work with the women in their own villages of residence, should have some basic education (7-10 grades have been suggested) so that they will be able to teach functional literacy to the village women and that they should be 25 to 35 years of age. Marital status is not important as a selection criterion.

Trade instructor trainees should have a demonstrated skill or interest in a particular trade to be upgraded at the Academy. No other criteria, such as age or literacy will be considered in the selection of this category of trainee. After training the trade instructors will work in the union centers in their unions of residence.

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* A union is a political division composed of about 15 villages and which has a total population of about 18,000.

The work of both the trade instructors and the village field workers will be supervised by the Union Center director and the Union Coordinating Committee and the Union Parishad. From the proposed AID funding, both groups of rural trainees will be provided modest training stipends while attending the Academy as well as transportation from their residence to the Academy and return. Following the completion of training, village field workers and union level trade instructors will be guaranteed salaried positions to be paid from BDG funds to the NWO for their project activities.

After completing NWDA's training program in the core courses, village field workers will return to their villages and undertake a door-to-door campaign of familiarization and a baseline survey. This centrally standardized survey, funded by BDG funds to NWO, will include census information, socio-economic data, and will undertake to determine the special needs and skills of the women of the area. In the process of surveying the village, the field workers will select two "volunteers" from each village bari (a village sub-unit having 5-6 households which share a common courtyard). These "volunteers," who will receive an honorarium from the BDG/NWO funds of $2.50 per month, will organize meetings and recreational activities at least twice a week for the women residing in their bari. This work will be supervised by the salaried field worker who will visit each bari bi-weekly. The field worker will also report weekly to the Union Center director about village activities and to receive necessary guidance.

At the village level, outreach network training will primarily assist in gaining the interest of all women in a given bari or compound and upgrading skills related to a broad spectrum of home-based activities: short-cuts and tips for doing daily household chores; improving family nutrition and health; assisting with family budgeting; generally improving the efficiency of time spent in performing normal duties. By doing this and consequently freeing the time of some of the women, it is hoped that some women will be motivated and allowed to go to the Union Center for additional skill training for household oriented activities or for jobs outside the home. Bangladeshi women tend livestock, poultry, and kitchen gardens as a normal part of their homemaking activities. Teaching women new methods related to the care and improvement of animals and gardens may improve family nutrition while also producing an excess of milk, eggs, and other garden produce which can be sold to contribute to the family's economic well-being. Women have traditionally made such items as fishing nets, baskets, quilts, and brooms for their own use. If taught how to improve the efficiency of other aspects of homemaking, women may have more spare time to produce everyday items for sale to others.

The trade instructors trained at the NWDA in skills of interest or for which raw materials are readily available in the local area will train rural women at the Union Centers. While at the NWDA, these instructors will be trained in teaching methodology - largely the demonstration method - and in the use of local resources such as institutions and individuals with special interests or expertise to complement their instruction.

Each Union Center will have an office for the Union Center director and administrative staff, a sales center, storage space and classroom for the specialized vocational and handicraft training. The building will either be built or rented by the NWO using BDG funds, or donated by other government departments. Furnishings, equipment, and staff salaries will be provided by NWO project funds from the BDG.

Training of the first group of Union Directors and field workers will begin in October. Union Directors will have two weeks of training at the Academy in Dacca, then be joined by field workers for an additional six weeks. Training will include field work in unions near Dacca. Training will be phased over approximately one year by region.

5. AID assistance for WID to date

This project will be the second bi-lateral program targeted to women in Bangladesh since Sec. 113 of the FAA (as amended) was incorporated into the Act. The first was Project No. 388-0001- Population and Family Planning, which is designed to establish a functioning national institutional structure to establish and maintain a pipeline of contraceptive supplies and family planning information and education on a continuing basis throughout Bangladesh (see Part II B 5). In addition to the Population and Family Planning Project, USAID has supported a variety of other program initiatives aimed at Bangladeshi women as beneficiaries through the use of AID/W central grants and contracts to intermediary organizations and institutions. These are identified and discussed in detail as sub-heading in Part II B 5.

6. BDG/NWO request for assistance

The BDG request, to which this project responds, correctly reflects the Government's concern to integrate women into the development process and reflects the approval of an approach and organizational structure. Tje approach is to train trainers who will provide motivation, education and skills training to women. The outreach sub-goal will be supported by a network of NWO committees in both the urban and rural areas. The most important element is of course, the purpose of the project. Trained personnel to reach all levels of the society is the key to a successful realization of the BDG's goal. The commodity support requested in the form of capital equipment and raw materials are an essential element of a program designed to upgrade or improve known skills and to teach new activities to improve income earning capacity. Modest training and technical assistance components have been anticipated. They are thought to be important to the development of specialized vocational skills not normally pursued by rural Bangladeshi women.

Overall, USAID applauds the BDG initiative and assumes its present commitment to encourage the integration of women will continue, and that the NWO will be permitted the time it needs to develop its capability to implement an effective program. We do not delude ourselves but remain aware that there are social forces militating against a rapid change in the status of women. The penalty for delay, however, will be a continued drag on the development of the nation. Accordingly, the Mission anticipates a probably need for continued assistance to the BDG beyond the two years of this project.

However, as stated elsewhere, the needs may have a different emphasis or may be for further assistance toward the same purpose. In either case, USAID will evaluate the situation and review any further requests from the BDG for appropriate action in due course.

B. Detailed Description

1. Goal

The ultimate goal of the BDG is to increase the participation and integration of women in the socio-economic development of Bangladesh. The sub-goal is to establish an outreach network from national to village level providing skills, new ideas, procedures, methodologies, and practices to rural women.

Bangladeshi women have long been held to be inferior to men in most respects. The result has been an exclusively male dominated society - one that has dictated that "a women's place is in the home." There, the female has internalized the concept that her role is to serve her male superiors and bear children - preferably sons. Because of these cultural attitudes women have been neglected. Their literacy, employment and mortality rates pointedly reflect women's neglect. Their literacy rates are one-third those of men; their employment in the modern sector negligible and in the rural sector rarely acknowledged; and their mortality rates for the age groups 15-45 years are considerably higher than those of males due to the hazards of continued child bearing.*

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*Women for Women: Bangladesh 1975; (Introduction page IX) University Press, Dacca, 1975.

Due to economic pressures social change is beginning to take place. Poorly educated and illiterate urban women are forced to take menial factory and domestic jobs. Their contributions to the family budget, however, are often significant and are forcing changes in men's attitudes. Rural women left widowed or otherwise unprotected as a result of the War and other circumstances, are interested in assuming greater responsibilities and generating income for themselves and their dependents, rather than depending on relatives or begging, which have been their only options until very recently. The very small urban elite with better educations are assuming professional positions. Women are beginning to perceive themselves not as females dependent on men, but as human beings co-equal with men in their modest efforts at self-fulfillment. Through these small beginnings and articulation of concerns by women at every level, policy makers have become more and more aware of women's untapped potential, of their latent capabilities. The BDG has therefore set out to correct the neglect through a nationwide non-formal education and training program with special efforts directed at women. This will be parallel to efforts encouraging women to go into teaching at rural primary schools and efforts to bring and keep more young girls within the formal education system for longer periods of time.

Baseline data against which the BDG will measure progress toward goal achievement are contained in the 1974 census which enumerated 71.4 million people, of whom 37 million were male and 34.4 million female.

Approximately 91 percent, or 65 million, lived in rural areas. The agricultural labor force was about 14 million, 13 million of them men (34 percent of the total male population) and 1.3 million women (4 percent of the female population). The total civilian (including agricultural) labor force was 25 million, or 35 percent of the total population. Men made up about 19 million of this number (51 percent of the male population) which is a 27 percent increase in civilian labor force participation by males since the 1961 census. However, the 6.4 million women (19 percent of the female population) who were in the labor force represent a 144 percent increase in civilian labor force participation among women since 1961. Informed observers feel that the 1974 census missed 3 to 4 million people but that the approximate percentages presented here remain valid.

The economic Development Cell of the NWDA will develop the information collection and survey methodology capability at the Academy to assist in measuring goal progress. The Ford Foundation continues to support and develop demographic and other social science research competence in Bangladesh providing data on the status of women for the use of policy makers. Other organizations or institutions are also contributing to the increased understanding of Bangladeshi women and their changing status and participation in the development of the nation. These are Women for Women (a study and research group of professional Bangladeshi women), Bangladesh Institute of Development Studies, and the Institute of Education and Research of Dacca University to name a few.

The important assumptions for achieving this project's overall goal, include the following: that the BDG policies will continue to include emphasis on women's roles in development; that the public and private sector will employ women at increasing rates; that women will continue to seek and to work for a more active role in society; and that women will be motivated to seek ways to prolong their family's life expectancy, reduce illness and provide children with greater opportunities.

2. Project Purpose

AID's participation and inputs to the overall NWO program are based on the following statement of project purpose which marks the beginning of a nationwide effort which is considered essential for progressive goal and sub-goal achievement.

Purpose: To enable the National Women's Development Academy to train personnel and to collect and disseminate information needed for an out-reach network.

The NWO is aware that if it is to provide an atmosphere to permit and maintain collaboration, cooperation, and communication with the vast majority of women the BDG wishes to see economically productive, it must provide activities and training methods which enable the rural women to work and stay near their homes.Because of cultural constraints, rural Bangladeshi women also prefer to have female workers motivate and train them. It is difficult to recruit non-rural women to work in the rural areas.

The NWO, therefore, proposes to provide training at the NWDA to rural women who will return to work in their home areas after training. It has been demonstrated in other small specialized projects in Bangladesh that utilizing local women as trainers and motivators enhances the success of outreach programs.

The NWDA is the top rung in the outreach network and AID's major unputs will be directed toward improving the NWDA services and providing stipends and travel expenses for rural trainees, thus making it possible for them to attend the NWDA. Successful accomplishment of the project's purpose depends entirely on a well-staffed and equipped NWDA to provide effective training to supervisors and trainers (field workers and trade instructors) who will be working at the rural levels. In addition, other sections of the Academy such as the vocational information center, the sales/showroom, and the research and evaluation unit will directly support and assist the returned trainers by providing information about marketing, job surveys, and new technology so the rural workers can better guide activities at the local level. For example, marketing information may be provided to revise amounts and designs of cottage industry products, the use of new vaccines or breeding techniques can be taught to assist women in animal husbandry activities, availability of rural government and private sector job openings may be announced.

The project's returned trainers activities, assisted by these NWDA sections, will be very important in conveying information to women who for so long have been out of the economic mainstream and who have had no locally based education or extension activities aimed directly at their special needs.

The research and evaluation unit will also provie information to the NWDA. It will feed back to the Administrator and faculty the relevance of courses offered, reactions of the women at the local level, and the effectiveness of the target group - the 1,400 trainers plus those being trained to serve in the same way by the BDG.

This project is a part of a multidonor effort to help the BDG achieve its goal of increasing the participation and integration of women in the socio-economic development of Bangladesh.

The creation of the conditions which will indicate achievement of the purpose--assumes the timely introduction and effective management of inputs by the BDG and other donors, as well as by USAID. The following are the interrelated "EOPS" expected at the end of the project:

a. The women of forty rural unions (38 unions to be supported by the BDG and 2 to be supported by the Norwegian Gov't) being served by NWDA graduates at the Women's Development Centers (union level) and in the villages.

b. The quality of the training received and the efrectiveness of the trainees returned to the rural level for work will be good to high.

c. The NWDA will have a demonstrated capacity to be responsive to feedback from the rural areas and will change and/or mount courses of relevance for the rural areas.

The accomplishment of these "EOPS" will be evaluated from reports from the NWDA, the NWO committees, and the union staffs. Also, surveys and interviews with rural women affected will be undertaken by the NWDA research and evaluation staff in an effort to measure progress toward the project's goals.

The important assumptions for achieving the project's purpose are: that NWDA graduates will return to their local communities to assume the positions for which they were trained and that villages and unions will makes use of these trained personnel; that rural women will apply their training to income generating activity; that adequate numbers of field personnel are made available for training; and that effective leadership and direction of the overall program is furnished by central authorities of the NWO and NWDA.

3. Planned outputs of the project

In order to achieve the project's purpose, an effective national institution capable of providing meaningful training at various levels of skill and competence is required. Further, this institution must be capable of providing backstopping services to its graduates, including: vocational counseling and referrals, a sales/showroom for products generated as a result of the training, technical information provided on a timely basis, and opportunities for retraining as development priorities expand or as women in the rural areas develop skills and create jobs for themselves either as private entrepreneurs or in cooperation with their neighbors.

While the following outputs relate only to the AID inputs, achievement of all the EOPS will require certain inputs and outputs from the host government and other donors.

The outputs for which USAID will provide its inputs will be:

a. 400 village field workers to be funded by AID

These workers, all supported by AID funds during their training at the NWDA, will have completed the three-month core course before the end of the project and will have taken up their village duties. They will be received by the Academy for training beginning as soon as possible after AID funds become available, attending in groups of 30 to a section, 2 sections beginning every third month. Approximately 200 will have graduated by the end of the first 12 months; another 200 by the end of the project (arithmatically, 480 could be admitted to the core course). Due to a variety of reasons - family, personal, non-availability of suitable candidates - it is fair to anticipate a certain no-show or drop-out rate.

The field workers trained in the core program who prove to be outstanding motivational agents among the village women and who express an interest, will be offered additional training after a period of village service. This follow-up program will provide an opportunity for these women to receive vocational or skills training to be used as Union Centers expand.

b. 1,000 trade instructors to be funded by AID

Although 3,200 trade instructors are expected to complete training

at the NWDA during the two years of this project, only 1,000 who are recruited from the rural areas under the NWO's rural outreach program will receive AID funds during training. The other 2,200 trainees will be referred to the Academy and their training fees will be paid by other BDG agencies, PVO's private sector employers and, where space is available some personally funded trainees from among the general public may enroll to improve their vocational or handicraft skills.

Of the 1,000 AID-funded NWDA trade instructor graduates, approximately 500 will attend to upgrade vocational skills and 500 to improve their handicraft abilities. These graduates will be equally spaced over the two-year life of the project. The end use of the majority of the 1,000 rural trade instructors graduating as a result of AID inputs will be their return to work at the union from which they were recruited, where staff support and facilities will be provided for them to teach their trade or skill to village women at the Union Centers. Those not returning to the union level will be assigned instructor positions at the thana, subdivision or district level where they will work on special projects or activities of the NWO committee of that particular level. For example, 19 trade instructors are to be assigned at the district level to begin the development of sericulture courses under the supervision of the district NWO committees. In addition, NWDA will also provide in-service or refresher training to selected well-motivated trade instructors several months following their initial training. Follow-up training will stress modernization in techniques, design and quality control.

Two other project outputs resulting from AID inputs but which contribute to and support the project purpose include a job survey/information service (Vocational Information Center) and a sales/showroom for products made by women.

c. Vocational Information Center (VIC)

In Bangladesh, cultural contraints such as the tradition of seclusion and segregation of the sexes has tended to restrict the public movement of women. Village women almost never go to the market place or mosque, the normal gathering places for men where employment opportunities are usually announced among the largely illiterate population of rural Bangladesh. The NWDA, therefore, has begun a small Vocational Information Center or clearing house run by women for women. It is a direct referral system between employer and employment seeker. It is open to any woman, rural or urban, whether or not she has any affiliation with the NWDA.

With the assistance of its Economic Development Cell, the NWDA will undertake a job market survey. Information resulting from the survey findings will be utilized to create and maintain a job index whereby women in all geographic areas of Bangladesh, including the rural areas, may be put in touch with potential employers near their places of residence. The NWDA will publish information through the press and other media and by communication with the NWO's network of committees and Union Women's Development Centers.

The Vocational Information Center will assist job seekers by making direct appointments with prospective employers and will provide letters

of introduction. The referrals will not guarantee placement but rather, bypass the need to go through other agencies, or to places where men gather to learn about jobs. Every effort will be made, of course, to refer women who have the required skills for the positions offered or the background to learn skills during "on the job" training.

One AID-funded administrative officer will be assigned to assist with the initial job survey to be undertaken when AID funds become available. After the survey, she will be expected to maintain the job index and handle referrals. By the end of the two years, it is projected that the VIC will have made approximately 2,500 referrals.

The NWDA has established a central showroom for handicrafts and other products manufactured by the women of rural Bangladesh. At present, it has approximately seventeen different categories of products on display from various producers - jute articles, wood and lacquer works, embroidery, knitting, weaving, ceramic and metal articles, to suggest a few. The sales/showroom, with assistance from the Acting Director of the Academy and NWO National Committee members, has had modest success in contacting buyers and informing producers of requested orders.

Over the life of the project, two AID-funded promotional/sales women will be employed to inform prospective buyers, both domestic and foreign, of the products available. They will encourage rural women to add additional products such as a wide variety of food products, canecraft and furniture.

In addition to promotional and sales work, the sales/showroom will record comments made by prospective buyers regarding design and quality and pass the information on to the producers and union trade instructors both directly and through the NWO committee and rural outreach network. They will keep records of products that sell and do not sell and pass this information to the Research and Evaluation Cells of the NWDA for further analysis. The economic Development Cell, particularly, will be carrying on market surveys for the guidance of the producers as well as for the use of the Academic council in determining the types of skills to be taught at the Academy. As the Academy gains experience, the availability of markets will be a factor in determining the types of courses offered at the NWDA.

The staff will receive part-time assistance from field workers undergoing the marketing and sales technique section of the core course. The field workers will then be better prepared to guide the rural women who wish to sell products manufactured in their homes through sales rooms at their Union centers or in the urban areas.

Each of the Research and Evaluation Cells of the NWDA will be staffed by an AID-funded administrative officer supporting the volunteers associated with the cell. Typing assistance will be available from the NWDA's typing pool.

The attainment of these various outputs will be verified by the NWDA catalogue and records, surveys and records of the VIC, and records of the sales/showroom.

In addition, the research studies completed by the research and evaluation unit of the Academy will provide further information regarding outputs of the project.

The important assumptions for achieving the project's purpose are: that trainees will complete the courses they undertake, and the courses are presented in vocabulary understood by them; that the diverse needs and interests of the various unions will be served; that qualified women will use the referral system and actually apply for positions in the job market; that rural women will be encouraged to forward samples of their produce to the sales/showroom and that they will be guided by market information provided by sales/showroom staff; and that all courses will start within the time frame currently scheduled.

4. Planned inputs of the project

a. USAID inputs (bilateral)

Over the life of this project USAID will provide technical consultant assistance to the NWDA, stipends and other funds making it possible for rural women to attend the Academy, participant training and study tours for NWDA teachers and staff in third countries of the U.S., commodities including capital equipment and raw materials to be used in training rural women, evaluation and research surveys relevant to the purpose of this project, and other contingencies.

AID inputs will be verified by the Project Implementation and Procurement Advices (PIPAs) issued for technical services, participant training and commodities. In addition, NWDA's records of expenditures and personnel reported to USAID, bills of lading and arrival reports for imported equipment, and inspection of the Academy site will serve to verify AID inputs.

AID's two major assumptions in providing inputs for this project are that the host country and other external donors will continue to support the NWO's objectives at planned or projected levels and that the BDG will make available appropriate staff for participant training.

AID inputs may be broken down as follows:	Cost ($000)
(a) Consultants—6 person months (100 percent foreign exchange)	36.0
Note: Areas of consultant expertise to be determined following course demand and full NWDA staffing which is dependent on funding.	
(b) Stipends and transportation expenses for rural trainees	
i) Stipends—Field workers (400)	19.0
Trade instructors (1000)	47.7
ii) Transportation (one round trip) Field workers (400)	3.8
Trade instructors (1000)	9.5
Total stipends and transportation (100 percent local currency)	80.0
(c) Participants--15 person months (100 percent foreign exchange)	15.0
Note: Specific areas and countries for training and/or study tours have not been finalized; however, the NWO has suggested this input may be used to gain knowledge in fields new to Bangladesh such as sericulture and apiculture (Thailand and the Philippines, respectively, have been proposed as training sites in these subjects) or to send staff for refresher training in such areas as marketing and curriculum planning and development.	
(d) Salaries for selected NWDA teachers and staff	
i) Instructors (30)--Core courses (4)	3.2
Trades and crafts (26)	20.8
ii) Administrative and support staff (7)	8.2
iii) Research and evaluation staff (5)	5.0
iv) Sales/showroom staff (3)	1.7
v) Custodial Staff (8)	3.0
Total salaries (100 percent local currency)	41.9

(e) Commodities

i) Equipment for core courses

Movie projector	0.3
Slide projector	0.2
Tape recorders (5)	0.4
Movie screen	0.1
Films and slide shows	2.0
Books	3.0
Posters and other teaching aids	0.5
Total for core courses	(6.5)

ii) Equipment (E) and raw materials (R) for the following vocational skills courses: (see Annex L for detailed course commodity list)

Agriculture	E		0.6
	R		0.7
Animal Husbandry	E		1.6
	R		1.5
Pisciculture	E		0.3
	R		0.4
Sericulture	E		1.5
	R		0.4
Food Preservation	E		8.7
	R		5.7
Food Services	E		2.5
	R		5.0
Apiculture	E		0.4
	R		0.1
Light Electrical Repair	E		1.4
	R		None
Laundry Service	E		2.3
	R		0.8
Paramedic	E		1.2
	R		None
Sewing	E		1.5
	R		1.6
Knitting	E		4.1
	R		1.0
Embroidery	E		0.1
	R		1.0
Total for vocational courses		E	26.2
		R	18.2 (44.4)

iii) Equipment (E) and raw materials (R) for the following handicrafts courses: (see Annex L for detailed course commodity list)

Jute	E	0.1	
	R	0.8	
Fiber Production & Weaving	E	2.0	
	R	1.0	
Quilt Making	E	0.1	
	R	1.2	
Batik & Block Printing	E	0.5	
	R	1.0	
Bamboo & Cane	E	0.1	
	R	0.7	
Coir	E	0.1	
	R	0.7	
Leather	E	1.0	
	R	1.3	
Woodwork	E	1.0	
	R	0.7	
Lacquer	E	1.0	
	R	1.3	
Flower Making	E	0.03	
	R	0.27	
Doll Making	E	0.05	
	R	0.25	
Sign Painting	E	0.1	
	R	0.7	
Pottery & Metal Work	E	0.9	
	R	1.3	
Total for handicraft courses	E	11.22	
	R	6.98	(18.2)
iv) Academy equipment & furnishings		(15.0)	
Total commodities (70 % local currency & 30 % foreign exchange)		84.1	
(f) Evaluation & research surveys* (100 % local currency		13.0	
(g) Contingencies (100 % foreign exchange)		30.0	
TOTAL USAID INPUTS		$300,000.00	

b. BDG inputs

The BDG contribution to the support of the NWDA for the two-year project period is approved at the following annual levels: ($000)

FY 1977**- $153.9 FY 1978**- $415.0 Total - $568.9

No foreign exchange component is anticipated for BDG inputs. Foreign exchange components for the project will be entirely financed by external donors.

The BDG budget includes such items as:

(a) Union Centers (38)

(i) Construction and/or rental	233.1
(ii) Development grants	32.0
(iii) Salaries (Union Center staff, trade instructors, field workers, etc.)	235.6
TOTAL FOR UNION CENTERS	500.7

Note: This BDG input promotes, develops, and supports an outreach network after AID-funded rural trainees return from the NWDA to work in their own locales.

(b) Academy

(i) Building rental	16.0
(ii) Capital equipment	5.3
(iii) Operation costs	28.6
(iv) Grants to research and evaluation cells	13.3
(v) International travel for participants	5.0
TOTAL FOR ACADEMY	68.2

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* Note from previous page: This includes overall evaluation of progress toward meeting the project's goal and purpose as well as baseline needs surveys, job opportunity surveys, and market analyses.

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c. Other donor inputs

Inputs to this project to be financed by other donors are described in full below. The two donors currently negotiating with the BDG to fund aspects of the project are the Norwegian Government and Family Planning International Assistance whose proposed combined foreign exchange input will amount to $42,500 over the two-year life of this project.

5. Other assistance

a. Other donors to NWO

To date two other donors, in addition to USAID, have expressed an interest and intent to fund aspects of the NWO's work plan. Those donors are the Norwegian Government and Family Planning International Assistance (FPIA). Both are interested in funding rural activities.

Norway proposes to donate one hundred thousand kroner (approximately $20,000) for the establishment and two-year's operation (including staff salaries) of two Union Centers. These two centers would be additional to the 38 centers to be funded directly by the BDG. Negotiations for these funds are still in progress and the date of obligation is as yet undecided.

FPIA is planning with the NWO for a two-year grant to support a special intensive program integrating family planning and non-formal education in six of the first 10 Union Centers to be established by NWO during the first budget year. FPIA plans a grant of about $22,500 to support activities which are planned to motivate and informally educate 24,000 couples about family planning.

Twenty percent (4,800) of the couples will be assisted in obtaining family planning services during the life of the FPIA project. In addition to the six Union Centers to be supported by the FPIA, the Bangladesh Family Planning Association has already provided support to the NWO for four field activities in four additional unions.

b. Aid to BDG where women are beneficiaries

The AID development sector in which most Bangladeshi women are affected and employed is Population/Family Planning. Virtually all Bangladeshi couples who practice family planning do so using AID supplied commodities. In addition, the Population Project (No. 388-0001) includes a training component through which many family planning personnel, females and males, have received U.S. or third country training. There are also a number of centrally (AID/W) funded population activities or programs operating in Bangladesh to the benefit of the women of this country. These activities include Population Services International program for the sale of subsidized contraceptives through established retail marketing channels, a Johns Hopkins University project conducting research on the social and physiological responses to various contraceptives, two clinics funded by AID via Pathfinder Fund and Association for Voluntary Sterilization which are providing excellent family planning services to women and men in addition to training family planning doctors and other staff. Some of Title X grant moneys to International Planned Parenthood Federation, Family planning International Assistance and Asia Foundation also support activities which benefit Bangladeshi women.

of particular note is the FPIA-funded Concerned Women for Family Planning project. This very successful organization which was designed entirely by women employs women to provide house-to-house distribution of contraceptives to other women in Dacca city.

Of the 65 participants departing Bangladesh for training under AID's DST grant during FY 1976 and IQ, 7 (10.8%) were women. There are also three OPG's under the PVO Co-Financing Project in which women are participants and direct beneficiaries. These are with the YWCA (a women's crafts training center), International Voluntary Service (a cooperative project including MCH and family planning services and which employs female staff for these activities), and Medical Assistance Program (an integrated rural development program including MCH, family planning and training of female paramedics). A portion of Asia Bureau's centrally funded Project Development and Support grant funds were allotted to the Mission to support the development of a profile of Bangladeshi women--including information about legal, social and educational status--by a locally hired personal services contract employee. This project was completed in June, 1977. Copies of the profile are available from the Mission or from ASIA/TR/WID.

USAID/Bangladesh is actively coordinating women's development and population activities through meetings with the NWO, the Integrated Rural Development Women's Cooperative project, Social Welfare Department's Mothers Clubs project, & the Women's Rehabilitation Welfare Foundation's vocational training project.

This coordination is proving helpful in the strengthening of the NWO's plans for WID efforts.

Part III - Project Analysis

A. Technical Analysis including Environmental Assessment

The BDG has taken a realistic approach to the integration of women in the development process by focusing on non-formal education and training of rural women and to some extent on the training and upgrading of the urban poor women who in many instances are recent migrants from the rural area. The NWDA has been designed with this fundamental reality in mind. More specifically, the NWO has been organized to reach women not only through the classroom, but throughout the country at their door steps. In other porjects this approach has been demonstrated to be a technically sound way to reach women in Bangladesh provided that adequate numbers of trained field personnel are made available and effective leadership and direction of the overall program is furnished by the central authroities. USAID concludes that the program strategy adopted by the BDG and the NWO is technically sound and that the assistance to be provided from U.S. sources for key components can be utilized effectively. The project is in readiness for the use of funds programmed for FY 1977. The project meets all applicable statutory criteria (See Annex E).

The vast majority of Bangladeshi women are rural, the urban population accounting for only about ten percent of the total.

A majority of the rural women can be broadly classified as traditional and illiterate and as such, they have had little opportunity for employment except in areas which have been considered socially acceptable - weaving and other handicrafts, post-harvest agricultural work and as domestic servants. Time constraints and customs prevent them from venturing too far from home. The majority of urban women cannot be classified as modern either. Most of them are illiterate and, when employed, they are largely confined to menial positions including domestic service. The NWO program plan calls for providing women with non-formal education coupled with skills training to improve their self-respect as well as their ability to earn living wages as near to their homes as possible. The Union Centers will provide day care facilities so the village women may bring children with them while undergoing skill training.

Since the rural communities are traditional and predominately Muslim, the change agents taught at the NWDA are to be women. This should permit easier access to the population. The change agents as residents of the areas in which they work will have greater entree and credibility than "outsiders."

The NWDA's Research and Evaluation Cells will investigate local needs of women and, based on their research, the NWDA will offer the change agents a variety of handicraft and vocational skills to transfer along with basic core information on family planning, sanitation, health and other non-formal education subjects. The cells will also provide market studies to guide the Academic Council in curriculum planning and trade

teachers in design and quality control.

The project meets the requirements of Sec. 113 of the FAA as amended. It is a project targeted exclusively to augment the integration of women into the national economy by providing them with productive skills.

The BDG is determined to discard throughout its society the attitude of condescension by developing the human resource potential of the female half of its population. USAID is therefore convinced that Sec. 116 (human rights) of the FAA as amended is addressed in this project. By virtue of providing women with an opportunity to upgrade their knowledge and to improve or learn new saleable skills for use in the total development effort, as opposed to supporting welfare and relief efforts, the project will improve their status, security, and basic human rights.

A growing body of evidence, as well as common sense, indicates that fertility levels fall most rapidly in societies in which basic social needs are satisfied. Adequate nutrition, health services (particularly those that lower infant mortality) and education all influence fertility, but the social indicators that correlate most closely with declines in fertility appear to be education and economic productivity of women.*

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*Chaudhury, R.H. "Labor Force Status and Fertility." The Bangladesh Development studies, Vol. II, No. 4. October, 1974.
Chaudhury, R.H. "Education and Fertility in Bangladesh." Bangladesh Inst. of Development Studies, mimeo, 1976.

In addition, it has been noted that in the villages of Bangladesh, parents are eager to arrange marriages for their young daughters who are not attending school and who are unproductive because they have no specific skills.** Training these young women will perhaps serve to increase the age at marriage and thus lower fertility. USAID believes that the types of core courses offered by the NWDA and other educational benefits and skill training deriving from the Academy should, over time, contribute to a reduced population growth rate (Proposed Sec. 117 of the FAA as amended).

The overall environmental effect of this project should prove to be positive. While the increased income the project is designed to ultimately produce may result in additional waste products as side effects of greater production and consumption, the training courses themselves will instruct the women on how to deal with these. In both the core and skill training courses the rural women will learn about better land use and more productive kitchen gardening as well as better care for farm animals leading to less disease and proper disposal of animal wastes. Both urban and rural women will also learn basic sanitation and health care which should produce a cleaner, more healthy environment. Finally, as women are educated, formally and non-formally, and move into the economy, the expected reduction in the fertility rate will help reduce pressures on the land.

** Abdullah, T.A. "Village Women as I Saw Them." The Ford Foundation, Dacca, May, 1974.

Section 611 (a) and (b) of the FAA as amended are not applicable to this project.

B. Financial Analysis and Plan

The role of the BDG in suppport of the NWO has been a theme throughout this paper. It is fully committed to the NWO. The BDG is encouraging the organization's activities and is prepared to support it with a budget.

The Financial Plan for this project indicates total project requirements of $911, 416, which includes AID input, other foreign donor contributions in foreign exhcange for both foreign and local costs, and the BDG contribution in local currency. The amounts shown are only for the Academy and the rural Union Women's Center program. They exclude expenditures for other NWO activities and the donor and BDG contributions to be made to other BDG agencies supporting programs in which women might be said to be major beneficiaries.

The sources of funds for the above mentioned activities will be AID, the FPIA, the Norwegian Government and the BDG. The analysis indicates a local currency component and total foreign exchange component of 84% and 16% respectively (see Part II B. 4). The donor contribution information was obtained directly from the donors.

The total contribution over the period FY 77 to FY 79 of AID funds is proposed to be a one time grant for two years totaling $300,000. The BDG contribution over the same period will be $568,916 in Taka converted at 15 Taka to $1.00.

SUMMARY COST ESTIMATE AND FINANCIAL PLAN (PP)
($ US - $ 000)

Use Use	Source						Total	
	AID		BDG		Others			
	FX	LC	FX	LC	FX	LC	FX	LC
Capital equipment	17.7	41.2		5.3			17.7	46.5
Salaries	-	41.9		235.6			-	277.5
Participants	15.0	-		5.0			15.0	5.0
Consultants	36.0	-		-			36.0	-
Other recurring costs	7.6	97.6		73.9			7.6	171.5
Construction and/or rental	-	-		249.1			-	249.1
Contingencies	30.0	-		-			30.0	-
Research and Evaluation	-	13.0		-			-	13.0
Other or unknown	-	-		-	42.5		42.5	
TOTAL	106.3	193.7		568.9	42.5		148.8	762.6

* Totals only, line item break

Other donors will provide the equivalent of $42,500. The detailed break-down of the projected AID, BDG, and other donors project costs is shown in the Financial Plan (see page 61).

It is apparent from the analysis of the data presented in the Financial Plan that with the combined efforts of the BDG and AID, that the program as currently planned is adequately financed. The sources of funding seem secure. That the BDG and NWO are committed to the project is indicated by their willingness to start the Academy before donor funds are secured. Nevertheless, one of the covenants to be included in the grant agreement will be evidence that the BDG has budgeted annual funds at the level and for the purposes indicated in Part II B. 4. (see Annex J). It is relatively safe to assume that the other donors will continue their negotiations with the NWO and provide the support as projected.

C. Social Analysis

This project is a social project. Throughout the paper there is considerable discussion of the social and cultural limits of the average Bangladeshi woman. At this point in time it is difficult to predict the future course that Bangladeshi society will take regarding the redefinition of, and the revaluation of, female roles. The trauma of the 1971 War certainly proved that the social system can no longer assure female protection. The two key social questions are: will the women be penalized for moving beyond the confines of the traditional roles of the wife and mother toward the greater economics of independence currently

being encouraged by the BDG; and, are the present conditions temporary or are they the beginning of a new social order? Only time will provide the answers. The BDG is exerting every effort to answer the second question "yes", the first one, "no."

1. Socio-cultural feasibility

The 1971 War of Independence which formed the nation of Bangladesh was particularly devastating for women. Apart from those who were killed, at least 300,000 women were directly affected by the war--raped, widowed or otherwise suffered severe dislocation. There is no account of exactly how many were left in severe poverty and social distress. Many had no means of support or capacity to earn. Most were housewives with virtually no educational background to use in earning a living.

Although women's conditions in Bangladesh had alway been extremely depressing, and little had been done to redress them,the War's aftermath suddenly brought them into sharper focus. National as well as internation sympathies for the war-affected women led to emergency actions and programs. Both the BDG and private sector agencies were involved in the effort to rehabilitate these women. By the time emergency operations were over, many organizations originally involved in rehabilitation and welfare efforts had become firmly established and began working on women's development projects. These post-independence activities clearly indicated that the crucial element in the emancipation and development of Bangladeshi women was education and training in economically productive skills.

Formal education in Bangladesh, as in most other traditional societies is considered a primary means of emancipation since it provides both economic rewards and social status; however, the overall literacy rate in the country as indicated in the 1974 census is only about 22 percent, and that of women is only 14 percent. The highest concentration of literate women is in the urban areas, and yet, only 32 percent of urban women are literate. The literacy rates for women in rural areas are obviously much lower.

It is acknowledged that female children of the rural Bangladesh family almost never attend school. This strong inhibition against women's education is rooted in social traditionalism. Conservative guardians prohibit their daughters and sisters from going to schools where most of the teachers and students are males. The number of schools and colleges exclusively for women is very limited, especially in rural areas. Even where educational facilities are available, little attention is given to functional education to teach women things which would be useful in daily living. Instead, the rural school system, as the urban, is oriented toward preparation for entry to a following stage of schooling.

It is now realized that national development is dependent on the contribution of every individual, not only men but also women. The economic situation has also given an impetus to women's development. In the rural areas it has been noted that a redistribution of assets (land, animals, etc.) from lower to upper income groups has forced household

members not previously engaged in econimically productive activities to be called into service to help maintain family consumption standards. Thus, if wives or daughters are capable of contributing to the family income, they are now looked upon as assets and their status within the family improves. Although the BDG is currently trying to meet the demand for more rural schools and for more female primary teachers, it is particularly urgent to provide specialized training for the women who are past school age and for young village women for whom culturally acceptable schools are as yet unavailable. This does not necessarily mean training to be provided through formal literacy programs or even through the school system. Several small "grassroots" projects for women have demonstrated that meaningful and useful learning can be provided through programs outside the formal school system.

Program experience indicates that women will participate in programs outside their homes when there is economic necessity and opportunity. Other small-scale pilot projects as well as BDG programs have shown that village women are able to make the time in their busy lives and will come to a central place (house, school, clinic or community center) for functional education classes such as those being taught by Bangladesh Rural Advancement Committee (BRAC) in several thanas of Bangladesh, for Mother's Club activities such as those now established in more than 300 villages after just one year of this program sponsored by the Social Welfare Ministry, and for paramedical health and family planning services such as those being offered by the People's Health Center in Savar and

Jamalpur thanas and by the Population Control Ministry throughout the country. Women's agricultural cooperatives have been formed by the Bangladesh Academy for Rural Development (BARD), Integrated Rural Development Program (IRDP), and others. Women have come forward to work in food-for-work schemes. In many of these programs, women have been required to leave home for short-term training elsewhere as will be required for training at the Academy. Thus, the purdah system as practiced in rural Bangladesh should present no particular problem in discouraging the participation of the women in this project. In addition, village leaders have not been known to discourage skill training and economic participation of village women. On the contrary, they have been most supportive, both psychologically and materially, in many of the above mentioned activities.

When these programs have been evaluated for impact, it has become evident that they have been constrained by the lack of trained Bangladeshi female personnel and by a lack of information flow that restricted the efforts to improve the condition of women. Thus the target group for this project is described as rural Bangladeshi women in need of training or upgrading in skills to return to the rural area and pass on information and skills.

2. Spread effect

This project is predicated on the theory that benefits accrued from training at the Academy will be spread more widely to the rural women throughout the country. Each of the 400 field workers trained at the NWDA during this project will work directly with women in her own village on the core course subjects (literacy, health, nutrition, family planning,

etc.), and at the same time she will be motivating the village women to go to the Union Center for skill or vocational training. Some of the trade instructors to be trained will be posted at the Union Centers to impart the knowledge they have gained from the NWDA among the village women who come for skill training. This sort of program has been demonstrated to be feasible in Bangladesh by the BDG Family Planning Program in its use of village level motivators and by the Mother's Clubs which bring women to a central location for various types of training and cultural programs.

3. Beneficiaries

The target beneficiaries of this project will be the women trained and placed for jobs through the Academy. They are not upper-class volunteers in the U.S. sense, but middle-lower class women from rural areas.

The ultimate beneficiaries will be rural women motivated and trained by the NWDA graduates and those whose products are promoted through the sales/showroom. The families of the trained and newly employed women will be indirect beneficiaries of the project not only through the increased economic contribution provided by their wives, mothers and sisters but also through the family welfare-related information and skills learned. The other women of Bangladesh should also be indirect beneficiaries of the project through the role model provided by the women trained and placed for jobs. Finally, the entire population and BDG should benefit from the project by the expected increase in participation of women in the overall development of the country.

The comment has often been made, in relation to this project as well as to the concept of improving the status of women in general, that if women are trained and encouraged to work this will add to male unemployment. Leaving aside the argument of equity, there are other very compelling reasons why the integration of women in the development of Bangladesh should not be taken as a threat to male unemployment. Development is reflected by the overall productivity of communities and the improved efficiency and increased value of all work, whether done by males or females. This project is designed specifically to encourage the target group to do better what they already do--and to assist rural women in general to make their activities more efficient and productive. Under these circumstances, women will not be displacing men.

Admittedly there is a shortage of jobs for men in Bangladesh. However, there is also an increasing number of women who are the major, if not the sole, income earners for their families. When these women seek training and/or employment they do so to fulfill a basic economic need. These widowed, divorced, or deserted women move from the villages to join the ranks or urban unskilled and unemployed and are thus forced to beg to sustain themselves and their dependents. This project, by seeking to develop skills and rural work opportunities, can only help to increase rural productivity rather than forcing women to migrate to cities and towns in search of income which only serves to exacerbate the problem of unemployment in the urban areas.

D. Economic Analysis

Contributing to the ultimate goal of this project--to increase the participation and integration of women in the socio-economic development of Bangladesh--the Academy will train 3,600 women during the two-year life of the project. Of these, 1,400 will receive AID funds for support during training. After training these AID-funded trainees will return to the 40 unions from which they were nominated for training. Four hundred will be employed by the NWO as village field workers and the remaing 1,000 will be salaried employees of the Union Centers where they will teach vocation and handicraft skills. Thus, it has been calculated that in addition to the 3,600 women trained at the NWDA about 16,000 rural women will be directly influenced by the end of the two-year project. All of the 16,000 women will have been taught about the core course subjects in their villages and many will have been motivated to learn new income producing skills at the Union Center as well.

The purpose in this analysis of the project is to identify the specific activities of these trainees and to suggest quantitative methods for identifying the proposed benefits of the project.

The benefits of the project related to core courses and skills to be taught at the village and union levels are of four basic types:

- Improved nutrition and health within families,
- Improved kitchen gardening and related benefits,
- Increased acceptance of family planning practices; and
- Other activities which will improve cash income

1. Nutrition and health

   (a) Improved infant and child feeding practices will reduce infant mortality and improve maternal well-being.

   (b) Improved nutritional knowledge and food preservation and preparation skills will increase the retention and improve the distribution of the family's present food supply.

   (c) The family fuel and water supplies can be more effectively collected and stored. Improved handling of water supplies will have health benefits.

2. Kitchen gardening, food processing, and seed preservation

   (a) Existing farm family resources can be used to grow new crops in fields and garden plots, to improve crop yields, and to improve processing techniques. This will have the dual benefit of increasing family income through cash sales and of improving family nutrition.

   (b) Seed germination rates can be increased by better management. (Seed storage has traditionally been the job of women in Bangladesh.)

3. Family planning

Family planning practices, the spacing of children, and the limitation of the total number of children in the family can be effected by the project.

4. Cash earnings

In addition to the cash earnings provided by kitchen gardening and food preservation, women can be taught new or upgraded skills at the Union Centers and in their baris to generate increased earnings. Related to these specific benefits, is the generalized one that women, through these motivation and training activities, will engage in more frequent contact with village markets and with union and thana officials. This contact will reinforce processes initiated by this project in their homes.

5. Measurement, assumptions, and evaluation

Changes in nutritional, family planning, and cash income practices in rural Bangladesh have not been measured because women's activities are seldom seen as being productive and therefore have not been adequately examined by researchers or census takers. Accordingly it would be desirable to choose a few unions for this project where some baseline socio-economic data have already been collected.

Implicit in this project is the testing of several assumptions:

(a) That women, more so than men, can realize the project benefits;

(b) That women are more effective in introducing changes to other women; and,

(c) That the design of the project (a national academy and union and village level agents) is a cost-effective means of introducing desired changes.

These assumptions lead to further questions. With respect to the project's method of implementation we can posit that the existing TTDC and model farmer programs, if redesigned to be culturally acceptable to women, could be used to promote the project's objectives. Also, that rural radio, if available, would be a more cost-effective method of achieving the village motivation goals of the project; however, this method could not impart skill training.

One alternative to the proposed project would be to take training out to the target group rather than requiring them to come to the Academy in Dacca for the training. This seems impractical in terms of time and/or personpower and equipment costs. If a team of trainers moved about the country, it would take more time to train similar numbers of women than in the proposed project. Likewise, if numerous satellite academies were established they would be more expensive in terms of personpower and equipment needed. Either of these alternatives would also require more in the way of physical facilities than the proposed project. Also, in opposition to these alternatives it would seem that exposing rural women to the city, city women and their roles and activities could be a learning experience in itself.

Proving these possibilities is necessarily within the scope of this project as otherwise evaluations of the project's specific benefits may be erroneous. It is clear that present nutrition, agricultural extension, and family planning programs are desperately in need of new thinking.

In addition, it is acknowledge that these existing programs have not been adequately evaluated especially in relation to their impact on women.

6. Women and increasing poverty

In analyzing the processes whereby women increase their participation in the village decision making processes, we should not overlook the effects that poverty and even development may have. It appears that Bangladeshi women are increasingly working in the fields and are helping to pump irrigation water. It also appears that the village as a whole is unable to care for its destitute and that widows and deserted women and their children are left to fend for themselves. often moving to the urban areas where begging becomes a way of life. These indices of increased poverty suggest that when forced out of the home, women may be more vocal in speaking for their own self-interest.

Part IV Implementation Planning

A. Analysis of Administrative Arrangements

1. Recipient

The linkages in the administrative structure of the host country organization from the Women's Affairs Division to the NWO and NWDA have been described in Part II A.

The counterpart for the AID supplied consultants under this project will be the Principal of the NWDA. The National Executive Committee of the NWO will carryout the policy and intersectional coordination decisions of the NWDA. The counterpart for the USAID project manager will be the Chairman of the NWO's National Executive Committee.

Overall the Women's Affairs Division through its departmental arm is responsible for the technical review and approval of all NWO plans and proposals whether they are BDG or donor funded. Quarterly reports on commodity arrival and distribution, personnel, enrollments and courses offered by the NWDA will be provided to USAID by the Women's Affairs Department.

It appears that the semi-autonomous nature of the NWO provides its Academy with some flexibility in the assignment of personnel and the expenditure of funds. This should enhance its management capability. Judging from the numerous and important functions assigned to the NWO (Annex C 3), it is assumed that this will have a positive effect on the morale and motivation of the staff of the Academy and, in turn, on program performance.

Decision making authority has been delegated to the NWO by the Special Assistant ot the President for Women's Affairs. The Chairman of the NWO is made aware of governmental priority changes by instructions through official channels. She also attends high-level governmental meetings upon invitation. The consequence of this, it is assumed, will be minimum delays in the resolution of issues and in authorizing action - especially as governmental priorities for development are incorporated into the Academy's curricula.

These aspects of the program are definitely positive. Nevertheless, there are features of the administrative environment that could be potential areas of difficulty:

(a) The NWO Executive Committee is comprised of volunteers - professional women in their own right - who devote time and specialized talents to the NWDA and to NWO's committees without remuneration. They are acknowledged community leaders with a demonstrated concern to assist women make the socio-economic changes necessary for development. They have excellent inter-personal rapport as well as personal and social rapport with the State Minister. While the State Minister is an effective incumbent, it is, of course, difficult to predict her "staying power" or to protect her from transfer. Another State Minister could have a different administrative style and prefer a less flexible, more bureaucratic organization. The women leaders, as volunteers with only their strong commitment to the problem of women less fortunate than they to

bind them to the NWO, could react unfavorably to tighter management and thus lose interest in the program. Any loss in leadership, during the first two critical years of the program could adversely affect the morale and functioning of the Academy.

(b) The Union Parishads will nominate candidates from their union to attend the Academy. Unsuitable candidates could be chosen because of recommendations by influential persons throughout the union. Too many unsuitable candidates would break the multiplier effect needed if education and training are to reach a vast majority of rural women.

2. AID

During the period of the implementation of this project, a number of AID/W inputs will be required:

(a) Action on Project Implementation orders

(b) Review and revision as required of the financial table of the Annual Budget submission.

(c) Response to USAID requests for short-term consultants, either direct-hire or AID/W contract. USAID and the NWDA anticipate the need for several experts in such fields as sericulture, apiculture, care and raising of poultry, and animal husbandry to advise on course content and to integrate such subjects at the practical level into the NWDA curriculum. Such consultants might also be requested to provide some teaching techniques on these subjects to the NWDA staff.

It is anticipated that the USAID Health and Population Division will provide the project manager for this project. At present the Division staff consists of four U.S. (including PSC Women's Program Advisor) and one Bangladeshi professionals, and two Bangladeshi administrative/clerical employees. It will be necessary to retain the present staffing pattern of the Division in order to adequately monitor the project.

The Women's Program Advisor is available to the project on a part-time basis. The remainder of her time is spent on activities relating to the population program. With the addition of this project, her administrative and monitoring workload will increase substantially to include:

- monitoring the progress of the NWDA
- preparation of program documentation
- meeting AID/W reporting requirements
- making field visits
- maintaining close liaison with the other donors
- sustaining an ongoing professional dialogue with those engaged in research and evaluation of women's activities in Bangladesh.

U.S. dollar funds to be expended under this project are to be earmarked under PIO/S for the procurement of some commodities, training, and consultant services. Disbursements will be made in accordance with standing AID procedures. The U.S. dollar funds to be used for the local currency costs of the Academy, including the procurement of capital equipment and

raw materials, will be advanced to the BDG against a mutually agreed budget and expenditure schedule under terms to be specified in the Project Agreement. The BDG agrees to fund the travel of the selected participants to the furthest point served by tis national airline.

The commodity and logistics section of USAID will monitor the arrival of all USAID supplied commodities at the port and will provide the Health and Population Division with reports on problems of port clearances and information on spot-checks of commodities distributed.

The participant training and consultants schedule included in the Project paper has been discussed with the NWO on several occasions. Specific requirements have not been identified or developed. Full NWDA staffing and demand for particular courses, which can only occur after funding is assured, will determine specific consultant needs. It is currently thought that the training requested in third countries of the region will be connected with the type of consultants requested. A consultant in apiculture, for example, may recommend that a staff teacher at NWDA would benefit by visiting ongoing programs in the Philippines. The consultant's recommendations for specific types of training and/or observation tours would be reflected in the PIO.

B. Implementation Plan

The Project Paper covers two years of grant assistance. The total AID input is proposed to be financed in FY 1977. The timetable includes major activities that are proposed to be supported by other donors. Combined inputs are required to accomplish the project's purpose.

AID Grant	BDG/NWO/Other donors	Target Date
	Approval of BDG for NWO/ NWDA program plan	January, 1977
	Official opening of NWDA	January 15, 1977
	8 trade instructors recruited by NWDA	January, 1977
	Recruitment & training begun for 145 urban women in 8 subjects	January, 1977
Transmittal of PP to AID/W		April, 1977
	Recruitment of NWDA staff	Jan., June, 1977
	12 additional trade instructors recruited by NWDA	June, 1977
	Identification, establishment & staffing of 1st 10 Union Centers	April,June, 1977
	Approval of PP-by AID/W	September, 1977
	Negotiate & sign ProAg	September, 1977
	Negotiate & sign PIOs	September, 1977
	Staffing of NWDA (including VIC & showroom) completed	September, 1977
	Recruit & begin training 100 rural women in core & skill courses	October, 1977
	VIC job survey	November, 1977

Arrival of first consultant		November, 1977
Departure of first participant (s)		November, 1977
Arrival of commodities from U.S.	Completion of first 3 mos course-placement of rural field workers & trade instructors	December, 1977
	Ten additional trade instructors recruited by NWDA	January, 1977
	FPLA introducing family planning in 6 unions	March, 1978
Departure of second participant (s)		April, 1978
Arrival of second consultant	Identification, establishment & staffing of 28 additional Union Cebters (38 total functioning)	June, 1978
	Identification, establishment and staffing of 2 Union Centers by Norwegian Government	July, 1978
Joint USAID/BDG review of project	1700 women completed training (600 AID funded)	October, 1978
Departure of 3rd participant (s)		November, 1978
Arrival of 3rd consultant		December, 1978
USAID end-of-project evaluation	An additional 1900 women completed training (800 AID funded)	September, 1979

C. Evaluation

The USAID yearly project evaluation will be conducted with the assistance of the USAID Evaluation Officer one year after ProAg is signed. This evaluation will provide the necessary feedback for project correction or modification. Another USAID evaluation will be conducted at the end of the project to assess the end of project status. In addition, a joint USAID/BDG/NWO review for the project will be held at several important milestones of the project; i.e. when the first ten Union Centers are staffed and in full operation. These reviews should provide analysis for decision makers when they focus upon requirements for assistance following the completion of this project.

Also important to the evaluation process will be the NWDA's own Research and Evaluation Unit, especially research and studies conducted by the Economic Development Cell. These will include preliminary baseline studies designed to measure progress toward goal achievement. Evaluations should also be available on FPIA's family planning activities and on the Norwegian Government's two Union Centers. Reports by USAID consultants will have a bearing on the evaluations as will spot checks to review progress and performance made by the project manager.

Throughout the project, the USAID Commodity and Logistics section will be collecting data on arrivals and use of USAID-supplied commodities which, in turn, will be an element of the evaluation process.

D. Conditions, Covenants and Negotiating Status

The BDG and USAID in consultation with the NWO have agreed that the following covenants will be included in the Project Agreement to be signed in FY 1977:

1. The BDG will submit quarterly reports to USAID on the number of Academy graduates and number and types of courses in progress.

2. The NWO will submit regular reports to USAID on the receipt, clearance and end-use of AID financed commodities and equipment.

3. USAID reserves the right to use the services of its consultants to review with the NWO the identification of training needs as a condition for programming participant training.

4. BDG agrees to finance the air travel of participants to the furthest points served by its national airline.

5. Periodic joint BDG/NWO/USAID reviews of the project's progress will be made.

6. The BDG reserves the right to review and approve consultant nominations.

7. The contribution of the host country shall be equivalent to at least 25 percent of the cost of the entire program to which AID will provide funding under this project.

8. The BDG intends to continue support to the NWDA following this two-year project as stated in the NWO budget document (Annex J).

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Annex A

AMEMBASSY DACCA

ACTION: AID
INFO: AMB
DCM
CHRON

UNCLASSIFIED

CONT: 5408
RCVD: 4 AUG 76 1228

R 040822Z AUG 76
FM SECSTATE WASHDC
TO AMEMBASSY DACCA 8810
BT
UNCLAS STATE 192499

AIDAC

E.O. 11652:N/A

TAGS:

SUBJECT: NATIONAL WOMEN'S ORGANIZATION PID 388-0022 FY-78

1. ASIA PROJECT COMMITTEE CHAIRED BY ASIA/PD MET ON JULY 15, 1976 TO REVIEW SUBJECT PID. PROJECT APPROVED FOR DEVELOPMENT PRP (REPEAT PRP) RATHER THAN DIRECTLY TO PP STAGE, SINCE PID DID NOT COVER ADEQUATELY CERTAIN CONCERNS RAISED BY COMMITTEE.

2. THE FOLLOWING ARE ISSUES, RECOMMENDATIONS, SUGGESTIONS DISCUSSED AT COMMITTEE REVIEW WHICH SHOULD BE ADDRESSED IN PRP:

(A) COMMITTEE WAS GENERALLY IMPRESSED WITH SUBJECT PROJECT AND SUGGESTS THAT USAID MIGHT GIVE CONSIDERATION TO MOVING PROJECT TO FY 77.

(B) QUESTION WAS WHY PROJECT SHOULD BE FOR ONLY ONE YEAR? IT IS RECOMMENDED THAT USAID CONSIDER A LARGER, BROADER PROJECT THAT WOULD BE MORE THAN A ONE-YEAR "PILOT PROJECT." PRP SHOULD ADDRESS QUESTION OF ADDITIONAL FINANCIAL INPUTS (AND THEIR SOURCE) REQUIRED IN FUTURE YEARS SINCE PROJECT IS A NATIONWIDE EFFORT.

(C) COMMITTEE WOULD LIKE A MORE COMPLETE DISCUSSION OF ROLE OF PVO IN SUPPORTING BNWO, OTHER THAN SUPPLYING PHYSICAL PLANT AND RECOGNIZING BNWO'S EXISTANCE. CONCERN IS PVO'S LACK OF PLAN TO ASSIST BNWO BY FUNDING A PART OF ITS ACTIVITIES IN NEAR FUTURE. THIS SHOULD BE FULLY DISCUSSED IN PRP.

(D) THE PRP SHOULD EXPLAIN IN DETAIL THE AVAILABILITY OF TECHNICAL RESOURCES TO IMPLEMENT PROJECT AND DISCUSS REALISTICALLY THE NEED FOR ~~TDY CONSULTANTS.~~

Classification

(CONT)

UNCLASSIFIED

Annex A
Page 2

(F) THE PRP SHOULD IDENTIFY AND DISCUSS IN SPECIFICS THE ROLE OF OTHER DONORS IN THE TRAINING OF RURAL WOMEN AND HOW THIS PROJECT WILL COMPLIMENT OTHER DONOR'S EFFORTS STRESSING THAT PROJECT WILL NOT BE COMPETING FOR SAME WOMEN. PRP SHOULD MAKE CLEAR THE RELATIONSHIP, IF ANY, OF THE BNWO TO THE BANGLADESH RURAL ADVANCEMENT COMMITTEE (BRAC).

(G) CONCERN WAS EXPRESSED THAT PROJECT DESIGN ADEQUATELY COVER ALL LINKAGES FROM INPUTS TO OUTPUTS TO PURPOSES TO GOAL. FOR EXAMPLE, SHOW HOW ESTABLISHING ACADEMY THAT TRAIN RURAL WOMEN TO TEACH RURAL WOMEN IMPROVED WAYS WILL IN FACT ULTIMATELY RESULT IN PROJECT GOAL OR, IN LESSER VIEW, SHOW THAT CONSIDERATIONS OF MARKETS WILL BE A FACTOR IN DETERMINING TYPES OF HANDICRAFTS TAUGHT AND DISPLAYED

(H) THE PROJECT TITLE IS AMBIGUOUS AND SHOULD BE REVISED TO EMPHASIZE THE NATIONAL WOMEN'S ACADEMY. KISSINGER
BT

Annex A
Page 3

HOLLOW CAPS

AMEMBASSY DACCA

ACTION: AID
INFO: AMB
DCM
CHRON

UNCLASSIFIED

CONT: 5733
RCVD: 14 AUG 76 0834

P 132301Z AUG 76
FM SECSTATE WASHDC
TO AMEMBASSY DACCA PRIORITY 8916
BT
UNCLAS STATE 202159

AIDAC

E.O. 11652: N/A

TAGS:

SUBJECT: NATIONAL WOMEN'S ORGANIZATION PID 388-0098

REFS: (A) DACCA 4091, (B) STATE 192499

CONCUR IN PROCEEDING DIRECTLY TO PP STAGE WITH EXPECTATION THAT MISSION WILL FULLY ADDRESS ISSUES RAISED REFTEL B. ROBINSON

PAC

UNCLASSIFIED
Classification

AID 1020-20 (11-73)
SUPPLEMENT 1

PROJECT DESIGN SUMMARY
LOGICAL FRAMEWORK

(INSTRUCTION: THIS IS AN OPTIONAL FORM WHICH CAN BE USED AS AN AID TO ORGANIZING DATA FOR THE PAR REPORT. IT NEED NOT BE RETAINED OR SUBMITTED.)

Project Title & Number: National Women's Development Academy - 388-0028

Life of Project: From FY 77 to FY 79
Total U.S. Funding $300,000
Date Prepared: September 9, 1977

PAGE 1

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS
Program or Sector Goal: The broader objective to which this project contributes: (A-1)	Measures of Goal Achievement: (A-2)	(A-3)	Assumptions for achieving goal targets: (A-4)
To increase the participation and integration of women in the socio-economic development of Bangladesh. A sub-goal under the overall goal is to establish an outreach network from national to village level, providing skills, new ideas, procedures methodologies and practices to rural women.	1. The percentage of women employed in government and public sector positions increased to 10% within 10 years. 2. The percentage of women in private sector positions increased to 10% within ten years. 3. Women in rural areas significantly more involved in economic activity having a cash value over the 10 year period. 4. The quality of life within the family environment of the rural area significantly improved within ten years.	1. BDG Census and employment statistics. 2. Reports of private sector employees. 3. Reports from district, subdivision, and thana committees to NWO and from union level staff. 4. Observations and written reports by NWO and USAID staff. 5. BDG Census statistics for such things as life expectancy, infant mortality literacy, etc.	1. That the BDG policies will continue to include emphasis on women's role in development. 2. That the public and private sector will employ women at increasing rates. 3. That women will continue to seek and to work for a more active role in society. 4. That women will be motivated to seekways to prolong their family's life expectancy, reduce illness, and provide children with greater opportunities.

AID 1020-20 (11-72)
SUPPLEMENT 1

PROJECT DESIGN SUMMARY
LOGICAL FRAMEWORK

Life of Project:
From FY 77 to FY 79
Total U.S. Funding $300,000
Date Prepared: September 9, 1977

Project Title & Number: National Women's Development Academy - 388-0028

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS
Project Purpose: (B-1)	Conditions that will indicate purpose has been achieved: End-of-Project status. (B-2)	(B-3)	Assumptions for achieving purpose: (B-4)
To enable the National Women's Development Academy to train personnel and to collect and disseminate information needed for an outreach network.	1. 40 unions (approximately 400-600 villages) being serviced by Academy graduates. 2. Quality/effectiveness of trainees returned to rural area. 3. Responsiveness of institution's curricula to training needs and relevance for rural area.	1. Reports from the NWDA, district, sub-division and thana committees of the NWO and from union level staff. 2. Interviews with rural women conducted by NWDA research and evaluation staff and USAID. 3. Head-count of rural women motivated to accept training useful to providing them with increased economic security and improved social well-being. 4. Reports supplied by sales/showroom of NWDA. 5. Academy catalogue and curricula outlines.	1. That those graduating from NWDA will return to their local communities and assume the positions for which they were trained. 2. That villages and unions will make use of trained personnel. 3. That rural women will apply their training to income generating activity. 4. That effective leadership and direction of overall program is furnished by central authorities.

AID 1020-25 (11-73)
SUPPLEMENT 1

PROJECT DESIGN SUMMARY
LOGICAL FRAMEWORK

Project Title & Number: National Women's Development Academy 388-0028

Life of Project:
From FY 77 to FY 79
Total U.S. Funding $300,000
Date Prepared: September 2, 1977

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS
Project Outputs: (C-1)	Magnitude of Outputs: (C-2)	(C-3)	Assumptions for achieving outputs: (C-4)
1. Up to 400 field workers trained at the NWDA and working as village motivators. 2. Up to 1,000 rural-based trade instructors trained in basic vocational and/or handicraft skills at the NWDA and working at Union Women's Development Centers training local rural women. 3. Vocational Information Center located at the NWDA to serve women throughout Bangladesh by taking job surveys and providing employment information thru the rural outreach network. 4. Sales/showroom located at the NWDA to serve as a promotional show-place for products made by Bangladeshi women as well as a source of information for rural women producers about market demand, design, and quality control. Note: Outputs 3&4 above will be aided & assisted by staff of the Research & Evaluation Cells of NWDA.	1. Up to 400 rural field worker graduates - 200 in each year of project. 2. Up to 1,000 rural trade instructor graduates-500 in each year of the project. 3. Job survey completed-(assisted by research & evaluation unit -NWDA) 4. Job index created & maintained up-to-date. 5. 2,500 women put in touch with potential employers. 6. Commercially viable products on display, including processed food & handicrafts for both the domestic & foreign market. 7. Volume of orders increased. 8. Number of producers represented increased. 9. Market, design & quality control surveys & information gathered & analyzed (assisted by res. & evaluation unit - NWDA).	1. Academy records 2. Surveys completed by the Vocational Information Center. 3. Records of Vocational Information Center. 4. Baseline data and current records of sales/showroom. 5. Research studies completed by Research and Evaluation Unit of NWDA. 6. Expanded staff capacity of Academy to do the training.	1. That trainees will complete the courses. 2. That courses will be presented in a manner understood by the trainees. 3. That women will apply for positions in the job market and can meet employer's qualifications 4. That rural women will forward products for display. 5. That the sales/showroom staff remains sensitive to market shifts and maintains quality control. 6. That all courses will start within the estimated time frame.

AID 1020-25 (1-71)
SUPPLEMENT 1

PROJECT DESIGN SUMMARY
LOGICAL FRAMEWORK

Project Title & Number: National Women's Development Academy - 388-0028

Life of Project: From FY 77 to FY 79
Total U.S. Funding: $300,000
Date Prepared: September 9, 1977

PAGE 4

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS
Project Inputs: (D-1)	Implementation Target (Type and Quantity) (D-2)	(D-3)	Assumptions for providing inputs: (D-4)
I. USAID A. Consultant Services 6 person-months. B. Stipends & transportation for 1,400 rural trainees (field workers & trade instructors). C. Participant training-15 person-months. D. Salaries for NWDA staff (Total-53)Admin staff (7), Instructors (30), Research Cells &VIC (5), Sales/showroom (3), Custodial stf (8). E. Capital equipment & raw materials for teaching aids & NWDA furnishings. F. Research surveys & evaluation. G. Contingencies. II. BDG - A. Union Women's Dev. Centers (Total-38),(1) Buildings, (2) Dev. Grants (raw materials, equipment), (3) Salaries for Center stf & village workers, (total 970) Administrative (76), trade instructors(114), field wkrs (190), village motivators(honorarium-520) Support stf (16) B. Academy-(1) Building,(2) Office furnishings, (3) operation costs (taxes, utilities, stationery, etc.), (4) Grants for Res. & Evaluation Unit (for studies, printing of findings, etc.) C. Other Donors (estimated) (1) Norwegian Government - to support establishment, staffing, abd 2 years operation of 2 Union Centers. (2) FPIA - to support intensive family planning activities in 6 Union Centers.	I. USAID - FY 77-$300,000 for 2 yr funding.A. Consultants ($36,000), B. Trainees, stipends/travel ($80,000), C. Participants ($15,000), D. Salaries-NWDA stf($41,900) E. Commodities ($84,100)i)Equipment($58,920) ii)Raw materials($25,180) F.Research & Evaluation ($13,000) G. Contingencies ($30,000), USAID TOTAL: $300,000 II. BDG - 2 yr budget allocated in BDG FY 77 A. Union Centers (38) Construction/rental ($233,066), Development grants ($32,000), Salaries ($235,584). B. Academy: Building rental ($16,000) Capital equipment (5,333) Operation costs ($28,600), Grants to res. & evaluation cells ($13,333), International travel-participants ($5,000), BDG TOTAL: $568,916 III. Other Donors: Estimated two-year funding at Union level - A. Norway ($20,000), B. FPIA ($22,500), Other donor total: ($42,500), GRAND TOTAL: $911,416	1. Documents issued for technical services, participant training & commodities. 2. NWDA records of expenditures personnel and trainees. 3. Bills of lading and arrival reports of imported equipment. 4. Inspections by project management at the NWDA site.	1. That host country and other external donors will continue to support the NWDA's objectives at planned or estimated levels. 2. The BDG will make available appropriate staff for participant training in third countries.

Annex C

The Bangladesh Gazettee
Extraordinary
Published by Authority
Wednesday, February 18, 1976
Government of the People's Republic of Bangladesh

(Page 844 - 848)

Ministry of Health, Population Control and Labour
(Labour and Social Welfare Division)
Section IV

RESOLUTION

Dacca, the 17th February, 1976

No. S-IV/M-2/76/77. Whereas it is expedient to establish a National Organization for the purpose of social, economic, educational and cultural welfare of women of Bangladesh;

It is hereby resolved that a women's organization be established with the objects and functions as hereinafter appearing: -

1. The name of the Organization is "Bangladesh Jatiyo Mahila Sangstha" hereinafter referred to as the Sangstha.

2. The registered office of the Sangstha will be situated in Dacca.

3. The objects and functions of the Sangstha are the following, namely: -

(i) To affiliate and admit as the units of the Sangstha women's associations having similar objects as hereinafter provided which may ask for affiliation by the Sangstha.

(ii) To co-ordinate, support and supervise the activities of the federating units.

(iii) To co-operate with other voluntary welfare associations and the Government for the welfare of women and to act as spokesman of Bangladesh women in national and international forums.

Bangladesh Government Women's Affairs
Organizational Chart

President
of the People's Republic of Bangladesh

Special Assistant to the President
for Women's Affairs

Women's Affairs Division

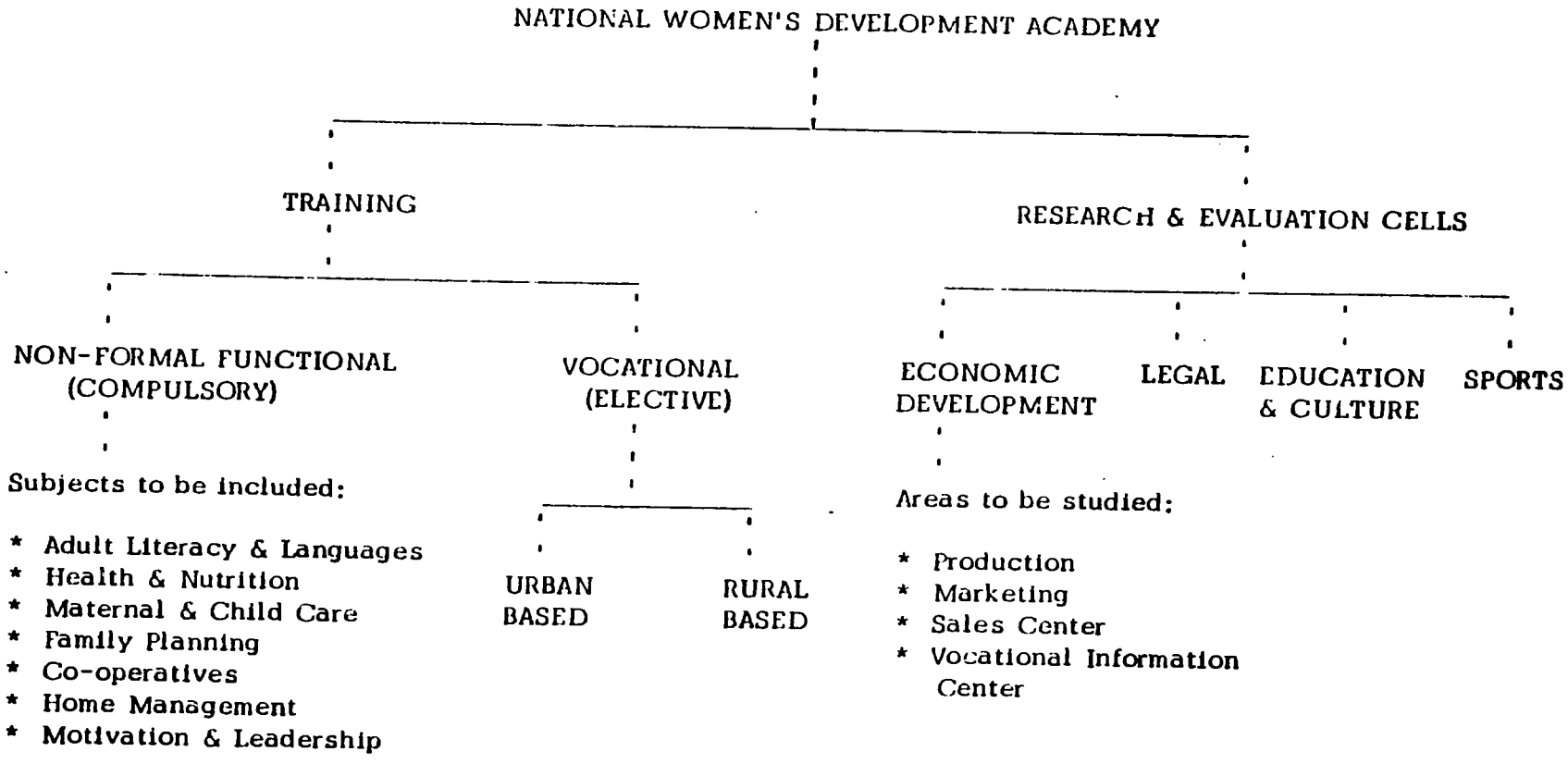
Women's Affairs Department

(Projects)

Bangladesh National
Women's Organization

Bangladesh Women's Rehabilitation
and Welfare Foundation

Annex C 1


NATIONAL WOMEN'S DEVELOPMENT ACADEMY
TRAINING
RESEARCH & EVALUATION CELLS
NON-FORMAL FUNCTIONAL (COMPULSORY)
VOCATIONAL (ELECTIVE)
ECONOMIC DEVELOPMENT
LEGAL
EDUCATION & CULTURE
SPORTS
Subjects to be included:
* Adult Literacy & Languages
* Health & Nutrition
* Maternal & Child Care
* Family Planning
* Co-operatives
* Home Management
* Motivation & Leadership
URBAN BASED
RURAL BASED
Areas to be studied:
* Production
* Marketing
* Sales Center
* Vocational Information Center

Annex C 2

(iv) To apprise women of their personal and socio-economic rights and privileges with a view to motivating them to carry out their responsibilities towards themselves, their families and the society at large.

(v) To formulate policies on behalf of the federating units for female education having religious and moral bias and special stress on primary and adult education.

(vi) To foster technical and vocational training for women and find out job facilities for them so that they may make their contributions to the economic life of the nation.

(vii) To find employment opportunities for women both in rural and urban areas.

(viii) To formulate policies on women and children's affairs and adopt measures for safeguarding women's rights against discrimination, social and otherwise.

(ix) To initiate women to public relations and facilitate publicity and publication of materials relating to women and children.

(x) To encourage participation of women in cottage industry, co-operatives and marketing and sports and cultural affairs.

(xi) To safeguard women's rights as guaranteed by the Constitution and law.

(xii) To popularise family planning and take steps to uplift the standard of health, nutrition and child welfare.

(xiii) To establish foundations and welfare trusts to ensure all-round progress and prosperity of women.

(xiv) To foster growth of international outlook and understanding of women and to work in co-operation with similar organizations of other countries having same or similar objects.

(xv) To organise national conferences and seminars and training programmes for the welfare of women.

(xvi) To make concerted efforts with the federating units for the welfare of women at district, subdivision and thana levels.

(xvii) To approve and co-ordinate plans and programmes of the federating units to ensure best utilisation of resources and distribute among the federating units the aid received from the Government for approved plans and programmes.

(xviii) To raise funds for the Sangstha and the federating units depending on public subscriptions, donations and Government aid.

(xix) To assist and supervise the implementation of plans and programmes of the federating units.

4. (1) The Sangstha shall have a national committee consisting of the following:-

(a) one representative from each of the women's organizations set out in schedule to be nominated by that Organization;

(b) such number of representatives shown against each from the following cities to be selected in such manner as may be prescribed by rules:-

(i)	Dacca	...	2
(ii)	Chittagong	...	2
(iii)	Khulna	...	2
(iv)	Rajshahi	...	2

(c) one representative from each of the District Committees of the Sangstha after such Committees have been set up to be selected in such manner as may be prescribed by rules;

(d) twenty members to be nominated by Government from amongst distinguished lady social workers, writers and women engaged in various professions.

(2) The members under clauses (b), (c) and (d) of sub-paragraph (1) in first National Committee shall be nominated by the Government.

(3) The term of the first National Committee shall be two-years and of successive National Committees shall be such as may be prescribed by rules.

5. The National Committee shall organize in each district, subdivision and thana, District Committees, Subdivisional Committees and Thana Committees as set out below:-

(a) District Committee:

(i) One each from such women's district level organizations not exceeding eight, as may be prescribed by rules and until the rules are made, as may be fixed by the Government;

(ii) Such number, not exceeding eight, of women social workers, writers and other women engaged in various professions as the Government may nominate;

(iii) One representative from each of the Subdivisional Committees as may be nominated by that Committee.

(b) Subdivisional Committee:

(i) One each from such Subdivision level women's organizations not exceeding five, as may be prescribed by rules, and until rules are made, as may be fixed by Government;

(ii) Such number, not exceeding five, of women social workers, writers and other women engaged in various professions, as may be nominated by National Committee;

(iii) One representative from each of the Thana Committees to be nominated by the District Committee.

(c) Thana Committee:

(i) One representative from each of the Unions to be nominated by the Subdivisional Committee;

(ii) Such number, not exceeding three, of women social workers nominated by Government;

(iii) One each from such Thana level women's organizations, not exceeding three, as may be fixed by the Subdivisional Committee.

6. (1) The Sangstha shall have the following office bearers, namely:-

(a) a Chairman,
(b) a Vice-Chairman,
(c) a Secretary,
(d) a Joint Secretary, and
(e) a Treasurer.

(2) The Sangstha shall have an Executive Committee consisting of all the office bearers and 10 other members to be nominated by the Government.

(3) The Executive Committee shall perform such functions as the National Committee may assign to it or as the Government may direct.

7. (1) The Sangstha shall have its own funds which shall consist of:-

(a) Grants received from Government;
(b) Subscriptions received from various organisations;
(c) Donation from public and philanthropic organisation, national and international.

(2) The fund of the Sangstha shall be kept in any Bank approved by the Government and the accounts shall be jointly operated by such two of the following office bearers as the Government or the National Committee may specify:

(a) Chairman, (b) Secretary, (c) Treasurer.

(3) The accounts of the Sangstha shall be audited every year by a Government approved chartered Accountant and the audit report shall be submitted by the Organization with comments to the Government within one month of its receipt.

8. (1) The Sangstha shall furnish such returns, reports and statement to the Government as the Government may, from time to time, require.

(2) The Sangstha shall as soon as possible after the end of every financial year, submit to the Government an Annual report on the workings of the Sangstha during that year.

9. The National Committee may, with the approval of the Government make rules for carrying out the purposes of the Sangstha.

10. The Government may review the activities of the Sangstha every three months or at such intervals as it may deem fit.

Schedule

See para 4 (1) (a)

1. The Bangladesh Mahila Samity.
2. The Bangladesh Girl Guides Association.
3. The Bangladesh Mahila Sangha.

Ordered that the Resolution be published in the Official Gazette.

By order of the President
A.M. MESBAHUDDIN
Secretary

Annex C 4

The Bangladesh Gazettee
Extraordinary
Published by Authority
Friday, December 10, 1976
Government of the People's Republic of Bangladesh

(Page 3401 - 3402)

Government of the People's Republic of Bangladesh
Cabinet Secretariat
Cabinet Division

NOTIFICATION

Dacca, the 10th December 1976

No. 4/57/76 - Rules - The President has been pleased to allocate the business to the Women's Affairs Division as follows:

(1) Matters relating to women's status, Shariat and other legal and social rights.

(2) Attending to the problems and affairs of women.

(3) Looking after the welfare of women including employment opportunities for women.

(4) Organising women in a manner that they may become effective citizens of the country and participate actively in its socio-economic development.

(5) Motivating women to carry out their responsibilities towards themselves, their families and the society at large.

(6) Formulating policies on Women's Affairs and taking measures for their effective implementation and recommending measures for children's welfare to the concerned authorities/agencies.

(7) All matters concerning the "Bangladesh Jatiya Mohila Sangstha" and all other voluntary organisations exclusively devoted to women's welfare.

(8) All matters concerning the "Bangladesh Women's Rehabilitation and Welfare Foundation".

(9) Liaison with international organisations and matters relating to treaties and agreements with other countries and world bodies relating to subjects allocated to this Division.

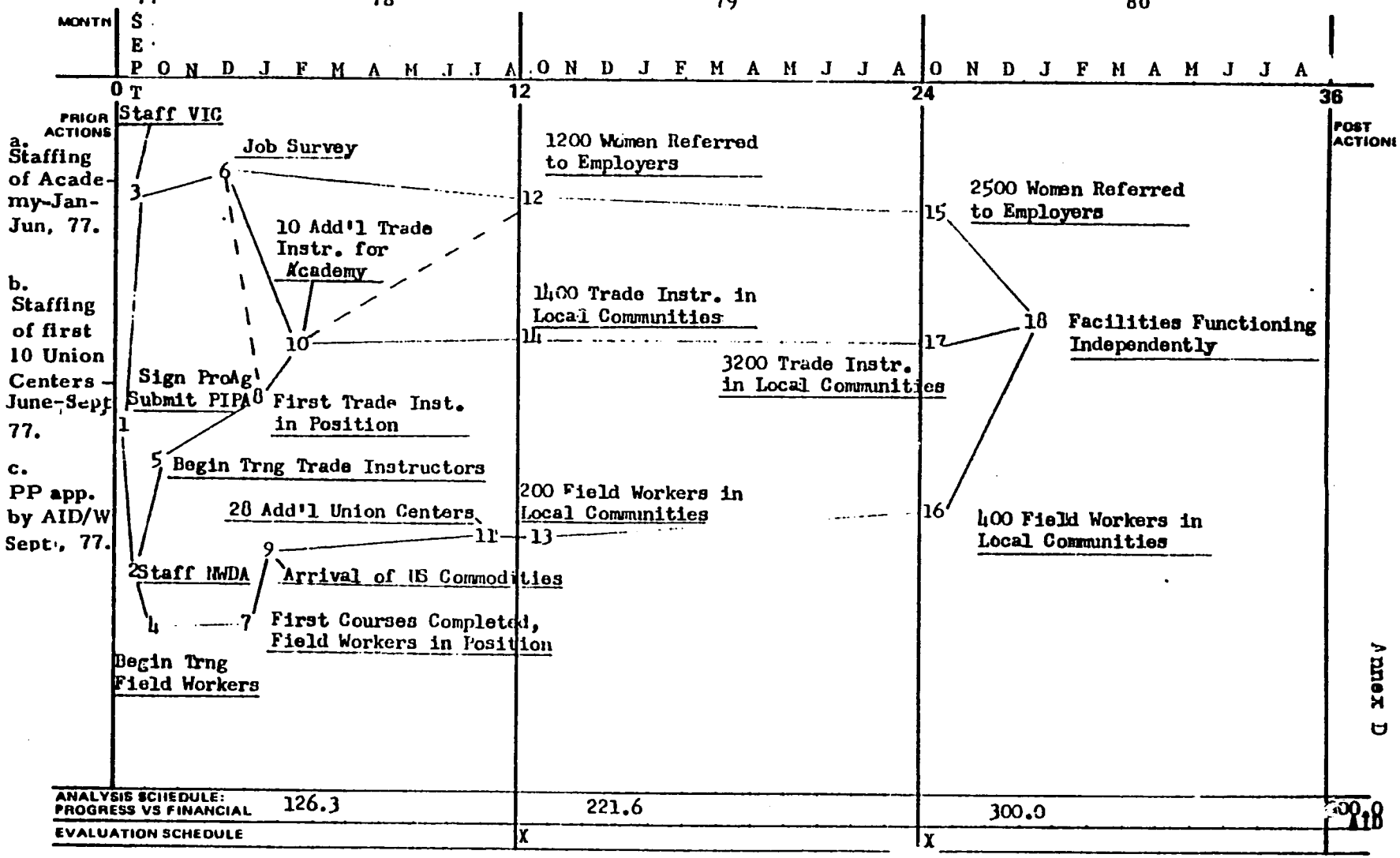
(10) Enquiries and statistics on any of the subjects allotted to this Division.

(11) All laws on subjects allotted to this Division.

(12) Fees in respect of any of the subjects allotted to this Division except fees taken in courts.

By order of the President
M.A. MAJID
Joint Secretary

COUNTRY	PROJECT NO.	PROJECT TITLE	DATE	[X] ORIGINAL / REVISION #	APPROVED
Bangladesh	388-0028	National Women's Development Academy	3/31/77		



ANALYSIS SCHEDULE: PROGRESS VS FINANCIAL	126.3	221.6	300.0	500.0
EVALUATION SCHEDULE		X	X	

AID 1020 35 (6-76)

CRITICAL PERFORMANCE INDICATOR (CPI) NETWORK

Country: Bangladesh	Project No: 388-0028	Project Title: National Women's Development Academy	Date: 3/31/77	/ X/ Original / / Revision #	Apprvd:

Project Purpose: To enable the National Women's Development Academy to train personnel and to collect and disseminate information needed for an outreach network.

CPI Description

1. Sign ProAg and submit PIOs - Sept, 77 - USAID
2. Complete staffing of NWDA - Oct., 77 - NWO
3. Complete staffing of VIC - Oct., 77 - NWO
4. VIC Job survey - Dec., 77 - NWO
5. Complete first 3-month core course and placement of 100 rural field workers in village & union positions - Feb., 78 - NWO
6. First 500 trade instructors completed training & in positions at union level -Feb., 78 - NWO
7. Arrival of commodities from U.S. -Jan., 78 -USAID
8. Staff 28 additional Union Centers - Sept., 78-NWO
9. 1200 women put in touch with potential employers- July, 1978 - NWO
10. Second class of 100 field workers completed training and practising their skills in local communities - Sept., 78 - NWO
11. Second class of 500 trade instructors completed training and teaching their trades in local communities - Sept., 78 - NWO
12. 2500 women put in touch with potential employers - July, 79 - NWO
13. Fourth class of 100 field workers completed training and practising their skills in local communities Sept., 79 - NWO
14. 3200 trade instructors completed training and teaching their trades in local communities - Sept., 79 - NWO
15. Training facilities and rural extension network functioning without external aid. Oct., 79- NWO

Pending the approval of the project, the CPI prepared by the USAID in March, 1977, has slipped by three months. September/October will be action months.

ANNEX E

COUNTRY CHECKLIST

Listed below are, first, statutory criteria applicable generally to FAA funds, and then criteria applicable to individual fund sources: Development Assistance and Security Supporting Assistance funds.

A. GENERAL CRITERIA FOR COUNTRY

1. FAA Sec. 116. Can it be demonstrated that contemplated assistance will directly benefit the needy? If not, has the Department of State determined that this government has engaged in consistent pattern of gross violations of internationally recognized human rights?	Yes, it can be so demonstrated.
2. FAA Sec. 481. Has it been determined that the government of recipient country has failed to take adequate steps to prevent narcotics drugs and other controlled substances (as defined by the Comprehensive Drug Abuse Prevention and Control Act of 1970) produced or processed, in whole or in part, in such country, from being sold illegally within the jurisdiction of such country to U.S. Government personnel or their dependents, or from entering the U.S. unlawfully?	No, Department of State has not so determined.
3. FAA Sec. 620(a). Does recipient country furnish assistance to Cuba or fail to take appropriate steps to prevent ships or aircraft under its flag from carrying cargoes to or from Cuba?	The President has granted a waiver to BDG to trade jute with Cuba.
4. FAA Sec. 620(b). If assistance is to a government, has the Secretary of State determined that it is not controlled by the international Communist movement?	Yes.

5.	FAA. Sec. 620(c). If assistance is to government, is the government liable as debtor or unconditional guarantor on any debt to a U.S. citizen for goods or services furnished or ordered where (a) such citizen has exhausted available legal remedies and (b) debt is not denied or contested by such government?	No.
6.	FAA Sec. 620(e). If assistance is to a government, has it (including government agencies or subdivisions) taken any action which has the effect of nationalizing, expropriating, or otherwise seizing ownership or control of property of U.S. citizens or entities beneficially owned by them without taking steps to discharge its obligations toward such citizens or entities?	In 1972 the BDG nationalized five firms which were fully or partially owned by U.S. entities. The BDG has announced a compensation policy and is taking steps to discharge its obligations toward U.S. citizens and entities.
7.	FAA Sec. 620(f); App. Sec. 108. Is recipient country a Communist Country? Will assistance be provided to the Democratic Republic of Vietnam (North Vietnam), South Vietnam, Cambodia or Laos?	No.
8.	FAA Sec. 620(i). Is recipient country in anyway involved in (a) subversion of, or military aggression against, the United States or any country receiving U.S. assistance, or (b) the planning of such subversion or aggression?	a) No b) No
9.	FAA Sec 620(j). Has the country permitted, or failed to take adequate measures to prevent, the damage or destruction, by mob action, of U.S. property?	No.

10.	FAA Sec. 620(l). If the country has failed to institute the investment guaranty program for the specific risks of expropriation, inconvertibility or confiscation, has the AID Administrator within the past year considered denying assistance to such government for this reason?	OPIC bilateral agreement was signed January 15, 1975.
11.	FAA Sec. 620(o); Fishermen's Protective Act, Sec. 5. If country has seized, or imposed any penalty or sanction against, any U.S. fishing activities in international waters, a. has any deduction required by Fishermen's Protective Act been made? b. has complete denial of assistance been considered by AID Administrator?	Not Applicable
12.	FAA Sec. 620(q); App. Sec. 504. (a) Is the government of the recipient country in default on interest or principal of any AID loan to the country? (b) Is country in default exceeding one year on interest or principal on U.S. loan under program for which App. Act appropriates funds, unless debt was earlier disputed or appropriate steps taken to cure default?	a) No b) No
13.	FAA Sec. 620(s). What percentage of country budget is for military expenditures? How much of foreign exchange resources spent on military equipment? How much spent for the purchase of sophisticated weapons systems? (Consideration of these points is to be coordinated with the Bureau for Program and Policy Coordination, Regional Coordinators and Military Assistance Staff (PPC/RC).)	Approximately seven percent. The Soviet Union has provided a limited number of aircraft for the BDG airforce. This non-sophisticated equipment was purchased on credit at reduced prices. The BDG is not diverting development assistance funds for military expenditures.

14. FAA Sec. 620(t). Has the country severed diplomatic relations with the United States? If so, have they been resumed and have new bilateral assistance agreements been negotiated and entered into since such resumption?	No.
15. FAA Sec. 620(u). What is the payment status of the country's U.N. obligations? If the country is in arrears, were such arrearages taken into account by the AID Administrator in determining the current AID Operational Year Budget?	Not in arrears.
16. FAA Sec. 620A. Has the country granted sanctuary from prosecution to any individual or group which has committed an act of international terrorism?	No.
17. FAA Sec. 666. Does the country object, on the basis of race, religion, national origin or sex, to the presence of any officer or employee of the U.S. there to carry out economic development program under FAA?	No.
18. FAA Sec. 669. Has the country delivered or received nuclear reprocessing or enrichment equipment, materials or technology, without specified arrangements on safeguards, etc?	No.
19. FAA Sec. 901. Has the country denied its citizens the right or opportunity to emigrate?	No.

B. FUNDING CRITERIA FOR COUNTRY

1. Development Assistance Country Criteria

a. FAA Sec. 102(c), (d). Have criteria been established, and taken into account to assess commitment and progress of country in effectively involving the poor in development, on such indexes as: (1) small-farm labor intensive agriculture, (2) reduced infant mortality, (3) population growth, (4) equality of income distribution, and (5) unemployment.	1. Yes 2. Yes 3. Yes 4. Yes 5. Yes
b. FAA Sec. 201(b)(5), (7) & (8); Sec. 208; 211(a)(4), (7). Describe extent to which country is:	Increasing foodgrain production is a major objective of the Bangladesh Five Year Development Plan (FYP). Irrigation, high yielding varieties, fertilizer, and adaptable technoligical research are the bases of the attainment of that goal.
(1) Making appropriate efforts to increase food production and improve means for food storage and distribution.	
(2) Creating a favorable climate for foreign and domestic private enterprise and investment.	BDG policy encourages both foreign and domestic private enterprise and investment, and in January, 1975, an OPIC bilateral agreement was concluded. In addition, the new Martial Law Administration (since November 7, 1975) has particularly emphasized the role of private enterprise, is looking to the denationalization of a number of firms, and has announced a new private sector oriented investment policy.
(3) Increasing the public's role in the developmental process.	Implementation of Bangladesh's development plans requires a large public role in development Cooperatives are encouraged by the Government, directly involving the public in a participation role. In addition, the national rural works program also requires a high decree of local decision-making and participation.

(4)	(a) Allocating available budgetary resources to development.	Bangladesh's budgetary resources are overwhelmingly allocated to relief and development expenditures.
	(b) Diverting such resources for necessary military expenditure and intervention in affairs of other free and independent nations.	Bangladesh's military expenditures are very low in absolute and real terms. The level of defense spending is not a diversion of development funds.
(5)	Making economic, social, and political reforms such as tax collection improvements and changes in land tenure arrangements, and making progress toward respect for the rule of law, freedom of expression and of the press and recognizing the importance of individual freedom, initiative, and private enterprise.	Bangladesh is predominantly a nation of small farms, and while a large proportion of these are cultivated by shareholders and lease farmers, as well as farmers who both own some land and lease or sharehold, the average area per family is still 2 1/2 to 3 acres and large holdings are the exception. Accordingly, land tenure changes while necessary in the long-term equity question, are not as critical an element for the development of Bangladesh as for other LDCs. On the other questions, the new Martial Law Administration has evidenced a concern for each of these; this has been manifested through tighter public administration, return of newspapers to private control, and encouragement of private enterprise. Recognition of the importance of individual freedom and initiative are also to be marks of the new Government. Martial Law has been extended to the country in what appears principally to be an effort to clear up carry-over problems of corruption and abuse of power. Respect for the rule of law is stated as underlying the current measures.

(6) Otherwise responding to the vital economic, political, and social concerns of its people, and demonstrating a clear determination to take effective self-help measures.	The new Government evidences a concern for these questions and has been taking action to improve the public service, to release economic activity from constraints formerly imposed by governmental intervention, and to alleviate conditions of the people through rural works programs, food for work and other self-help programs.
(c) FAA Sec. 201(b), 211(a). Is the country among the 20 countries in which development assistance loans may be made in this fiscal year, or among the 40 in which development assistance grants (other than for self-help projects) may be made?	Yes.
(d) FAA Sec. 115. Will country be furnished, in same fiscal year, either security supporting assistance, or Middle East peace funds? If so, is assistance for population programs, humanitarian aid through international organizations, or regional programs?	No.
2. Security Supporting Assistance Country Criteria	
a. FAA Sec. 502B. Has the country engaged in a consistent pattern of gross violations of internationally recognized human rights? Is program in accordance with policy of this Section?	No. Program is in accordance.
b. FAA Sec. 531. Is the Assistance to be furnished to a friendly country organization, or body eligible to receive assistance?	Not Applicable.
c. FAA Sec. 609. If commodities are to be granted so that sale proceeds will accrue to the recipient country, have Special Account (counterpart) arrangements been made?	Not Applicable.

60(2) - PROJECT CHECKLIST

Listed below are, first, statutory criteria applicable generally to projects with FAA funds, and then project criteria applicable to individual fund sources: Development Assistance (with a sub-category for criteria applicable only to loans): and Security Supporting Assistance funds.

A. GENERAL CRITERIA FOR PROJECT.

1. App. Unnumbered; FAA Sec. 653(b)

(a) Describe how Committees on Appropriations of Senate and House have been or will be notified concerning the project; (b) is assistance within (Operational Year Budget) country or international organization allocation reported to Congress (or not more than $1 million over that figure plus 10%)?	a) Formal notification will be given to the Congress. b) Total project is for $300,000
2. FAA Sec. 611(a)(1). Prior to obligation in excess of $100,000 will there be (a) engineering, financial, and other plans necessary to carry out the assistance and (b) a reasonably firm estimate of the cost to the U.S. of the assistance?	Yes.
3. FAA Sec. 611(a)(2). If further legislative action is required within recipient country, what is basis for reasonable expectation that such action will be completed in time to permit orderly accomplishment of purpose of the assistance?	None needed.

4.	FAA Sec. 611(b); App. Sec. 101. If for water or water-related land resource construction, has project met the standards and criteria as per Memorandum of the President dated Sept. 5, 1973 (replaced Memorandum of May 15, 1962; see Fed. Register, Vol 38, No. 174, Part 111, Sept. 10, 1973)?	Not Applicable.
5.	FAA Sec. 611(e). If project is capital assistance (e.g., construction), and all U.S. assistance for it will exceed $1 million, has Mission Director certified the country's capability effectively to maintain and utilize the project?	Not Applicable
6.	FAA Sec. 209, 619. Is project susceptible of execution as part of regional or multilateral organizations or plans to the maximum extent appropriate?	Not so susceptible
7.	FAA Sec. 601(a); (and Sec. 201(f) for development loans). Information and conclusions whether project will encourage efforts of the country to: (a) increase the flow of international trade; (b) foster private initiative and competition; (c) encourage development and use of cooperatives, credit unions, and savings and loan associations; (d) discourage monopolistic practices; (e) improve technical efficiency of industry, agriculture and commerce; and (f) strengthen free labor unions.	a) not likely b) is likely c) not likely d) Not applicable e) likely f) not applicable

8. FAA Sec. 601(b). Information and conclusion on how project will encourage U.S. private trade and investment abroad and encourage private U.S. participation in foreign assistance programs (including use of private trade channels and the services of U.S. private enterprise).	Project will not directly effect U.S. private trade and investment.
9. FAA Sec. 612(b); Sec. 636(h). Describe steps taken to assure that, to the maximum extent possible, the country is contributing local currencies to meet the cost of contractual and other services, and foreign currencies owned by the U.S. are utilized to meet the cost of contractual and other services.	U.S. does not own a significant amount of Bangladesh TAKA. The BDG is contributing.
10. FAA Sec. 612(d). Does the U.S. own excess foreign currency and, if so, what arrangements have been made for its release?	See #9 above

B. FUNDING CRITERIA FOR PROJECT

1. Development Assistance Project Criteria

a. FAA Sec. 102(c); Sec. 111; Sec. 281a Extent to which activity will (a) effectively involve the poor in development, by extending access to economy at local level, increasing labor-intensive production, spreading investment out from cities to small towns and rural areas; and (b) help develop cooperatives, especially by technical assistance, to assist rural and urban poor to help themselves toward better life, and otherwise encourage democratic private and local governmental institutions?	Project's main purpose is to increase access to participation in local economy by improving production skills of rural, poor women.

b.	FAA Sec. 105; for education, public administration, or human resources development; if so, extent to which activity strenghtens nonformal education, makes formal education more relevant, especially for rural families and urban poor, or strenghtens management capability of institutions enabling the poor to participate in development;	Project strenghtens capability of nonformal education institution to teach economically productive skills to rural, poor women.
c.	FAA Sec. 110(a); Sec. 208(e). Is the recipient country willing to contribute funds to the project, and in what manner has or will it provide assurances that it will provide at least 25 of the costs of the program, project, or activity with respect to which the assistance is to be furnished (or has the latter cost-sharing requirement been waived for a "relatively least-developed" country)?	BDG will be providing approximately 65% of project cost.
d.	FAA Sec. 110(b). Will grant capital assistance be disbursed for project over more than 3 years? If so, has justification satisfactory to Congress been made, and efforts for other financing?	No.
e.	FAA Sec. 207; Sec. 113. Extent to which assistance reflects appropriate emphasis on; (1) encouraging development of democratic, economic, political, and social institutions; (2) self-help in meeting the country's food needs; (3) improving availability of trained workerpower in the country; (4) programs designed to meet the country's health needs; (5) other important areas of economic, political, and social development, including industry; free labor unions, cooperatives, and voluntary Agencies; transportation and communication; planning and public administration; urban development, and modernization of existing laws; or (6) integrating women into the recipient country's national economy.	The project will contribute directly to item 2, 3 and 6.

f.	FAA Sec. 281(b). Describe extent to which program recognizes the particular needs, desires, and capacities of the people of the country; utilizes the country's intellectual resources to encourage institutional development; and support civic education and training in skills required for effective participation in governmental and political processes essential to self-government.	Project directly utilizes country's intellectual resources to develop nonformal education institution and through the institution's legal cell, hopes to develop legal education project especially directed at women.
g.	FAA Sec. 201(b)(2)-(4) and - (8); Sec. 201(e); Sec. 211(a)(1) - (3) and - (8). Does the activity give reasonable promise of contributing to the development: of economic resources, or to the increase of productive capacities and self-sustaining economic growth or of educational or other institutions directed toward social progress? Is it related to and consistent with other development activities, and will it contribute to realizable long-range objectives? And does project paper provide information and conclusion on an activity's economic and technical soundness?	Project does give reasonable promise of contributing to development of education institutions directed toward social progress. Project Paper does provide such information and conclusions.
h.	FAA Sec.201(b)(6); Sec. 211(a)(5), (6). Information and conclusion on possible effects of the assistance on U.S. economy, with special reference to a areas of substantial labor surplus, and extent to which U.S. commodities and assistance are furnished in a manner consistent with improving or safeguarding the U.S. balance of-payments position.	Should have no effect.
2.	Project Criteria Solely for Security Supporting Assistance	
	FAA Sec. 531. How will this assistance support promote economic or political stability?	Not Applicable.

60(3) - STANDARD ITEM CHECKLIST

Listed below are statutory items which normally will be covered routinely in those provisions of an assistance agreement dealing with its implementation, or covered in the agreement by exclusion (as where certain uses of funds are permitted, but other uses not).

These items are arranged under the general headings of (A) Procurement, (B) Construction, and (C) Other Restrictions.

A. Procurement

1.	FAA Sec. 602. Are there arrangements to permit U.S. small business to participate equitably in the furnishing of goods and services financed?	Yes.
2.	FAA Sec. 604(a). Will commodity procurement financed be from the U.S. except as otherwise determined by the President or under delegation from him?	Yes.
3.	FAA Sec. 604(d). If the cooperating country discriminates against U.S. marine insurance companies, will agreement required that marine insurance be placed in the U.S. on commodities financed?	Not Applicable.
4.	FAA Sec. 604(e). If offshore procurement of agricultural commodity or product is to be financed, is there provision against such procurement when the domestic price of such commodity is less than parity?	Not Applicable
5.	FAA Sec. 608(a). Will U.S. Government excess personal property be utilized wherever practicable in lieu of the procurement of new items?	Yes.
6.	MMA Sec. 901(b). (a) Compliance with requirement that at least 50 per centum of the gross tonnage of commodities (computed separately for dry bulk carriers, dry cargo liners	Project Agreement will so provide.

Cont..A.6
and tankers) financed shall be transported on privately owned U.S.-flag commercial vessels to the extent that such vessels are available at fair and reasonable rates.

7. FAA Sec. 621. If technical assistance is financed, will such assistance be furnished to the fullest extent practicable as goods and professional and other services from private enterprise on a contract basis ? If the facilities of other Federal agencies will be utilized, are they particularly suitable, not competitive with private enterprise, and made available without undue interference with domestic programs ? — Yes

Not Applicable

8. International Air Transport Fair Competitive Practices Act, 1974

If air transportation of persons or property is financed on grant basis, will provision be made that U.S.-flag carriers will be utilized to the extent such service is available ? — Yes.

B. Construction

1. FAA Sec. 601(d). If a capital (e.g., construction) project, are engineering and professional services of U.S. firms and their affiliates to be used to the maximum extent consistent with the national interest ? — Not Applicable.

2. FAA Sec. 611(c). If contracts for construction are to be financed, will they be let on a competitive basis to maximum extent practicable ? — Not Applicable

3. FAA Sec. 620(k). If for construction of productive enterprise, will aggregate value of assistance to be furnished by the U.S. not exceed $100 million ? — Not Applicable

C. Other Restrictions

1. FAA Sec. 201(d). If development loan, is interest rate at least 2% per annum during grace period and at least 3% per annum thereafter?	Not Applicable.
2. FAA Sec. 301(d). If fund is established solely by U.S. contributions and administered by an international organization, does Comptroller General have audit rights?	Not Applicable.
3. FAA Sec. 620(h). Do arrangements preclude promoting or assisting the foreign aid projects or activities of communist-Bloc countries, contrary to the best interests of the U.S.?	Yes.
4. FAA Sec. 636(i). Is financing not permitted to be used, without waiver, for purchase, long-term lease, or exchange of motor vehicle manufactured outside the U.S. or guaranty of such transaction?	Such is not permitted.
5. Will arrangements preclude use of financing:	
a. FAA Sec. 114: to pay for performance of abortions or to motivate or coerce persons to practice abortions?	Yes.
b. FAA Sec. 620(g). to compensate owners for expropriated nationalized property?	Yes.
c. FAA Sec. 660. to finance police training or other law enforcement assistance, except for narcotics programs?	Yes.
d. FAA Sec. 662. for CIA activities?	Yes.
e. App. Sec. 103. to pay pensions, etc., for military personnel?	Yes.

f.	App. Sec. 106. to pay U.N. assessments?	Yes
g.	App. Sec. 107. to carry out provisions of FAA Sections 209(d) and 251(h)? (transfer to multilateral organization for lending).	Yes.
h.	App. Sec. 501. to be used for publicity or propaganda purposes within U.S. not authorized by Congress?	Yes.

Annex F

External Resources Division
Ministry of Planning
Sher-e-Bangla Nagar
Dacca-15

Secretary

D.O. No. 4/ERD/USA(.)-14/76.

#28

Date 2nd February, 1977.

Dear Mrs. Huber,

Please refer to your letter No.1113 dated August 2, 1976 enclosing copies of PID for National Women's Organization - National Women's Academy for integrated programmes and your discussions on 20.1.1977 with Joint Secretary, Dr. Ekram Hossain regarding USAID's grant proposal of $300,000 to Bangladesh Jatiya Mahila Sangstha to finance the Development and Operation of the Women's National Training Academy at Dacca. I am to inform you that the Ministry of Planning has no objection to Women's Affairs Division's acceptance of the USAID's grant proposal to fund the Bangladesh Jatiya Mahila Sangstha Project.

I would request you kindly to go ahead with the $300,000 Project Grant for the Bangladesh Jatiya Mahila Sangstha and finalize the same in consultation with the Women's Affairs Division as quickly as possible.

Yours sincerely,

(Zaheruddin Ahmad)
Deputy Chief.

Mrs. Sallie Craig Huber,
Women's Program Advisor,
Health & Population Division,
USAID Bangladesh Office,
Hotel Purbani,
Dacca-2.

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Draft Project Description to be used in Project Agreement
National Women's Development Academy Project No. 388-0028

I. Project Description

A. General

Under this project agreement, the United States Government through the Agency for International Development (AID), agrees to provide grant funds for the provision of technical services, participant training and commodities to support the improvement and expansion of the National Women's Development Academy (NWDA). The Government of the People's Republic of Bangladesh (BDG) has assigned this institution the primary responsibility for training women motivators and trade instructors to work with integrating women into the socio-economic development of the country. This Grant will be administered by the Women's Affairs Division (WAD), Office of the Secretariat of the President and implemented by the Bangladesh National Women's Organization (NWO).

B. Project Goal

The ultimate goal of the BDG and this project is an increased participation and integration of women in the socio-economic development of Bangladesh. A sub-goal, under the overall goal, is to establish an outreach network from national to village level providing new ideas, skills, procedures, methodologies and practices to rural women.

C. Project Purpose

The purpose to be achieved during the two-eyar period of this Grant, resulting from the activities of the BDG and external donors, is the development of a functioning institutional structure in selected unions providing motivation, vocational and handicraft skills, non-formal education, and family planning and health information to the women of those unions. The purpose of AID's assistance is to enable the National Women's Development Academy to train personnel and to collect and disseminate information needed for an outreach network.

II Activity Targets

It is mutually understood that by the end of the project on _____, the following conditions that will indicate AID's purpose has been fulfilled have been met.

A. Up to 400 rural field workers will have been trained at the Academy in core courses and motivational techniques and assigned to village work.

B. Up to 1,000 rural trade/crafts instructors upgraded or trained in skills at the Academy and assigned to union/thana Development Centers as instructors or supervisors.

C. A job survey completed, an index created and maintained up-to-date for the purpose of referring women to potential employers.

D. Appropriate market surveys, design and quality control surveys completed with information gathered and analyzed and put to proper use: (1) commercially viable sales/showrooms; (2) trade craft and core courses changed to reflect analyses of surveys.

III. Funding Requirements

The project financial plan indicates total project requirements of $911,416 over the years 1977 and 1978. This includes AID and other donor contributions (in foreign exchange and local costs) and a BDG contribution in local currency.

Funding levels and activities shown as USAID and BDG contributions for FY 77 represent one time commitments for expenditures over the life of this project. The amounts shown as "other donors'" costs are for activity at the union level. The amounts are not yet final but are based on the best information available now.

The following summarizes projected contributions from all sources:

A. AID Contribution

	MM	$000
1) US or third country technicians		
Educ. and communication	2	12
Training instruction	2	12
Curriculum development	2	12
	6	36
2) Participant training		
Short-term observation/ conference participation	13	13
Training methods	2	2
	15	15
3) Commodities	Quantity	$000
Captial equipment		
etc.		
etc.		
		68.1
Raw materials		
etc.		
etc.		
		27.8
4) Other Costs	Number	$000
Personnel salaries	53	40
Trainees' stipends/travel	1,400	80
Research surveys	2	3
Contingencies		30
		153
Total AID financing		300

B. BDG Contribution	(US $000)
1) Personnel costs	236
2) Participant travel costs	5
3) Building construction/rental	249
4) Capital equipment	5
5) Operation costs	29
6) Grants for research and development	45
Total BDG financing	569

C. Other Donors' Contribution	(US $000)
1) Norway	20
2) FPIA	22.5
Total Other Donor financing	42.5
GRANT TOTAL	911.5

IV. Course of Action

A. Project Inputs

1) AID: The project inputs are described in Section III above. These inputs will be provided by means of:

a) PIOs for commodities, technical assistance and training issued by AID and counter-signed by the BDG, and

b) Dollar funds advanced to the BDG against the mutually agreed budget and expenditure schedule spelled out under Section _____ of this ProAg.

2) BDG: Project inputs to be supplied by the BDG during the life of this project are also shown in Section III above. Illustrative components of these inputs are such costs as maintenance, office supplies, postage, utilities, furniture, and union level salaries and locally purchased equipment and raw materials.

B. Project Outputs (relating to AID inputs)

1) An updated and improved teaching facility including core courses as well as vocational and handicraft courses.

2) An improved and expanded Vocational Information Center.

3) An improved and expanded sales/show room for products made by women.

4) An improved capability of the Research and Evaluation Cells to prepare and publish papers.

ANNEX H

PROJECT AUTHORIZATION

Name of Country: Bangladesh

Name of Project: National Women's Development Academy

Number of Project: 388-0028

Pursuant to Part I, Chapter I, Section 105 of the Foreign Assistance Act of 1961, as amended, I hereby authorize a Grant to BANGLADESH the "Cooperating Country" of not to exceed three hundred (thousand) United States Dollars ($300,000) the ("Authorized Amount") to help in financing certain foreign exchange and local currency costs of goods and services required for the project as described in the following paragraph. The project consists of strenghtening selected components of the National Women's Development Academy (NWDA). These components include:

(a) Commodity support in the form of some capital equipment and teaching aids for NWDA's various functions.

(b) Salaries for Academy staff and teachers; stipends and travel funds for women selected to attend the Academy.

(c) Surveys to determine the job opportunities for

women in both urban and rural areas who are suitably trained.

(d) Improvement and expansion of the national sales/showroom for handicrafts and other articles produced by women.

Further there will be a consultancy component and participant training. The entire amount of the A.I.D. financing herein authorized for the project will be obligated when the Project Agreement is executed.

I hereby authorize the initiation of negotiation and execution of the Project Agreement by the officer to whom such authority has been delegated in accordance with A.I.D. regulations and Delegations of Authority subject to the following essential terms and covenants and major conditions; together with such other terms and conditions as A.I.D. may deem appropriate.

a. Source and Origin of Goods and Services

Except for Ocean Shipping, Goods and services financed by A.I.D. under the project shall have their source and origin in in the Cooperating Country or in the United States except as A.I.D. may otherwise agree in writing. Ocean Shipping financed under the Grant shall be procured in any eligible source country except

the Cooperating Country.

b. Grantee shall covenant that it shall contribute at least 25% of the cost of the entire project.

Annex I

Headlines Supporting BDG's Concern with WID

Headline	Date	Name of Paper
Mr. Kabir made Bangladesh Women's Rehabilitation and Welfare Foundation Chairman	1/15/76	The Bangladesh Observer
10 p.c. Quota for Women in Jobs	4/4/76	The Bangladesh Observer
Mrs. Feroza Bary made Asstt. to President	4/14/76	The Bangladesh Observer
Women's Participation	4/16/76	The Bangladesh Times
Women's Role in Development	4/16/76	The Bangladesh Observer
National Women's body to be set up soon	4/17/76	The Bangladesh Observer
Seminar on role of women from May 9	4/21/76	The Bangladesh Observer
Training Course for women's co-op bodies	4/21/76	The Bangladesh Observer
Firoza urges women to help build nation	4/28/76	The Bangladesh Observer
Women's National body formed	4/29/76	The Bangladesh Observer
Seminar on role of women tomorrow	5/8/76	The Bangladesh Observer
Sayem expresses satisfaction over women's interest	5/10/76	The Bangladesh Observer
Women urged to work for national uplift	5/10/76	The Bangladesh Observer
Socio-Economic Role of Women	5/11/76	The Bangladesh Observer
National body for women formed	5/11/76	The Bangladesh Observer
New Ventures of Banagram Mahila Samabaya Samiti	5/26/76	The Bangladesh Times

Primary School Vacancies to go to women teachers	5/29/76	The Bangladesh Observer
Vocational Centers for Women: Zia	5/29/76	The Bangladesh Observer
Women in rural development -I	6/6/76	The Bangladesh Times
Women in rural development-II	6/7/76	The Bangladesh Times
Women's role in nation building stressed	6/11/76	The Bangladesh Times
Participation of women in nation building stressed	8/23/76	The Bangladesh Observer
Women must be freed from curse of illiteracy	8/25/76	The Bangladesh Observer
Women's Federation office-bearers	8/25/76	The Bangladesh Observer
Women welfare plans discussed	9/13/76	The Bangladesh Observer
Women's Role in Bangladesh Today	9/18/76	Saturday Post
Welfare of society depends on women	9/19/76	The Bangladesh Observer
Zia assures funds for NWO	9/19/76	The Bangladesh Observer
Reassuring (BDG's response to needs of women)	9/20/76	The Bangladesh Observer
Police woman educating pedestrians (photo)	10/12/76	The Bangladesh Observer
Women at work - I (Waitresses)	10/16/76	The Bangladesh Times
Women at work - II (Nurses)	10/21/76	The Bangladesh Times
Women's Role in Population Planning - I	10/23/76	The Bangladesh Observer
Role of Women in Population Planning - II	10/25/76	The Bangladesh Observer

Women at work - III (Police)	11/3/76	The Bangladesh Times
Mother's Club under rural social service	11/18/76	The Bangladesh Times
Women asked to take part in nation-building work	11/26/76	The Bangladesh Times
Women urged to be cautious of responsibilities	12/31/76	The Bangladesh Observer
Afternoons of agony (re divorced women)	1/1/77	The Bangladesh Times
Women at work - IV (Post office employees)	1/9/77	The Bangladesh Times
Women must take part in development	1/11/77	The Bangladesh Times
Unopposed woman (Union Parishad) chairman	1/13/77	The Bangladesh Times
Women and employment	1/15/77	The Bangladesh Observer
Fulfilment of job quota for women under review	1/16/77	The Bangladesh Observer
Gen. Zia inaugurating NWDA (photo)	1/16/77	The Bangladesh Observer
More working women	1/17/77	The Bangladesh Times
Sunshine for her progress (observations on women's participation in rural development)	1/23/77	The Bangladesh Times
Women at work - V (Mothers' Clubs)	1/28/77	The Bangladesh Times
Women at work - VI (female paramedics)	1/30/77	The Bangladesh Times
Lecture on status of women today	2/3/77	The Bangladesh Observer
Women participating in road construction	2/9/77	The Bangladesh Observer

A preliminary analysis (women's role in productive activities)	2/11/77	The Bangladesh Times
Women in productive activities - the output-input mix	2/12/77	The Bangladesh Times
Women's participation will be ensured	3/10/77	The Bangladesh Times
Where the shoe pinches (Women's Rehabilitation and Welfare Foundation analysis)	3/12/77	The Bangladesh Times
What makes a rural woman destitute?	3/21/77	The Bangladesh Times
13,500 women to be engaged in uplift schemes	3/23/77	The Bangladesh Observer

Annex J

National Women's Organization

Operating Budget

(selected sections)

PART -A
PROJECT DIGEST

1. (a) Name of the Project: Women's Development Project

   (b) Objective of the Project : Development of Women in Socio-Economic fields.

   (c) Cost of the Project: 633.63 lakhs.

2. (a) Is the project included in the Current Five Year Plan.

Yes	No
	✓

   (b) If Yes, what allocation isprovided?

Local Currency	Foreign Exchange	Total

Does not arise.

3. Administrative authorities, responsible for :-
   i. Sponsoring : Women's Affairs Division, President's Secretariat.
   ii. Execution
   iii. Operation & Maintenance
   } Bangladesh Jatiyo Mahila Sangstha.

4. Location of the Project :

Place	District.
One in the National HQ, 1 (one) each in 19 Districts, 37 Sub-div. 356 thanas, 38 unions HQS. The Sub-divs, & thanas & unions will be selected by the Deputy Commissioner of each district in consultation with the BJMS.	

5. Proposed dated of :-
   1. Commencement - July, 1976
   2. Completion - June, 1978

6. (a) Investment cost of the Project: (in Lakh Taka)

	Already incurred	To be incurred	Total
i. Local Currency	-	Tk. 627.17 lks.	627.17 lks
ii. Foreign Exchange	-	,, 6.46 ,,	6.46 ,,
iii. Total	-	,, 633.63 ,,	633.63 ,,

   (b) Foreign Assistance, if any?
   1. Tk. 45.00 lakhs US grant.
   2. ,, 3.50 ,, grant from Norwegian Development Agency.
   3. ,, 3.00 lakhs grant from F.P.I.

   Tk 51.50 lakhs

7. Annual Operating/recurring Expenditure on completion of the project:

Local currency	Foreign Exchange	Total
Tk. 299.26 lks.	—	299.26 lks.

8. (a) Have any preliminary Surveys, investigation, feasibility report etc. been prepared. If yes, attach copies of such reports: Does not arise.

Yes	No
	✓

(b) Indicate Expenditure incurred on such studies.

Local Currency	Foreign Exchange	Total
Not applicable.		

9. If any other consultant/Contractor is involved in the project, Givt the following details.

(a) Name of the Consultant :

i. Local

ii. Foreign - Nil.

(b) Expenditure incurred on :

	Local Currency	Foreign Exchange	Total
i. Local Consultants	Nil		
ii. Foreign Consultants	Nil		

(c) Name of Construction Contructors : Nil.

i. Local Nil.

ii. Foreign Nil.

(d) Nature of Contruct :

TurnKey	Otherwise

Does not arise.

10. Name and Designation of Officer responsible for the preparation of this project proforma:-

Dr. Amina Rahman
Chairman
Bangladesh Jatiyo Mahila Sangstha.

Amina Rahman
Chairman
Bangladesh Jatiyo Mahila Sangstha.

Signature and Designation of Officer of the sponsoring authority.

Part B

8. Evaluation

The project will be evaluated in March 1978, on the basis of its findings further decision regarding modification/expansion of the project will be made.

Part F - Manpower Requirements

	Taka ('000)
I. National Academy Staff	
A. Managerial and professional	45.0
B. Skilled	299.2
C. Unskilled	31.7
Total =	375.9
II. Union Centers (38)	
A. Managerial and professional	342.0
B. Skilled	4,124.0
C. Unskilled	256.5
Total =	4,722.5

Annexure "A"

Equipment

I. National Academy	1,315.0
II. Union Centers (38)	209.0
Total =	1,524.0

Furnishings

I.	National Academy	145.4
II.	Union Centers (38)	252.7
	Total =	398.1

Contingencies (including utilities, raw materials, stationery, rent, etc.)

I.	National Headquarters and Academy	1,325.0
II.	Union Centers	693.5
	Total =	2,018.5

Development Grant for Purchase of Equipment

Union Centers (38)	1,140.0

Program Development Grant

Union Centers (38)	380.0

Development Grant for Construction of Union Centers

Union Centers (38)	3,590.0
Total for National Academy	3,161.3
Total for Union Centers (38)	10,987.7
Grand Total =	14,149.0 *

* Total represents slightly more than total noted in PP due to the inclusion of some support for National Headquarters in this budget which was disagregated for the purpose of the project budget.

Annex K

FINANCIAL PLAN
NATIONAL WOMEN'S DEVELOPMENT ACADEMY
($ 000)

Project Specific Inputs (PSI)	FY'77		FY'78		FY'79		Total		Total
	FX	LC	FX	LC	FX	LC	FX	LC	
A. AID Grant	5.8	65.7	82.6	63.5	16.8	65.6	105.2	194.8	300.0
Consultants	-	-	33.6	-	16.8	-	50.4	-	50.4
Participants	-	-	21.0	-	-	-	21.0	-	21.0
Commodities	-	40	28.0	8.1	-	-	28.0	48.1	76.1
Other Recurring Costs	5.8	21	-	40.4	-	45.6	5.8	107.0	112.8
Salaries	-	4.7	-	15.0	-	20.0	-	39.7	39.7
(Contingencies) 1/									
B. BDG Cost	-	32.9	-	169.7	-	366.3	-	568.9	568.9
Participants	-	-	-	5.0	-	-	-	5.0	5.0
Commodities	-	5.3	-	-	-	-	-	5.3	5.3
Other Recurring Costs	-	27.6	-	46.3	-	-	-	73.9	73.9
Salaries	-	-	-	49.1	-	186.5	-	235.6	235.6
Construction/Rental	-	-	-	69.3	-	179.8	-	249.1	249.1
C. Other Donors	-	-	42.5	-	-	-	42.5	-	42.5
FPIA	-	-	22.5	-	-	-	22.5	-	22.5
Norwegian Government	-	-	20.0	-	-	-	20.0	-	20.0
GRAND TOTAL	5.8	98.6	125.1	233	16.8	431.9	147.7	763.7	911.4

1/ Contingencies of $30,000 prorated over the four FX PSIs of AID grant.

Capital Equipment and Raw Materials for

NWDA Courses

(to be provided by USAID funds)

Courses	Commodities	Cost ($000)
(1) Agriculture -	Tools (30 sets)	0.3
	Pedal threshers (5)	0.3
Kitchen gardening	Seeds, fertilizer	0.7
and processing		
(2) Animal husbandry	Incubators (2)	0.7
	Feed trays (3)	0.1
Dairy and poultry	Refrigerator (vaccines)	0.8
	Chicks, cows, ducklings	0.8
	Feed	0.6
	Vaccines	0.1
(3) Pisciculture	Rearing tanks	0.3
	Fingerlings	0.1
	Feed	0.3
(4) Sericulture	Worm trays	0.5
	Spinning wheels	1.0
	Worms	0.1
	Feed	0.3
(5) Food Preservation	Drying trays	0.3
	Canning & packaging equipment	2.4
	Utensils	0.3
	Containers	5.7
	Plastic & paper wrap	0.7
	Foodstuff & spices	5.0
(6) Food Services	Kerosene stoves (3)	2.0
	Utensils	0.5
	Foodstuffs & spices	5.0
(7) Apiculture	Hives	0.2
	Special clothing	0.2
	Bees	0.1

Courses	Commodities	Cost ($000)
(8) Light electrical repair	Radios (3) (new or used)	0.4
	TV's (3) (new or used)	0.8
	Fuses, plugs, tubes, etc.	0.1
	Tools	0.1
(9) Laundry services	Washing machines (2)	2.0
	Irons & boards (10 each)	0.3
	Soaps & starches	0.3
(10) Paramedics	Basic kits (5)	0.5
	Books, posters, etc.	0.7
(11) Sewing & cutting	Sewing machines (3)	1.4
	Tools	0.1
	Fabric & notions	1.6
(12) Knitting	Knitting machines (3)	4.0
	Tools	0.1
	Yarn	1.0
(13) Embroidery	Tools	0.1
	Fabric & notions	1.0
(14) Jute crafts	Tools	0.1
	Fiber	0.8
(15) Fiber Production and (16) Weaving	Carding instruments	0.1
	Spinning wheels	0.5
	Looms (3)	1.4
	Fiber	0.8
	Dyes & paints	0.2
(17) Quilt making	Tools	0.1
	Fabric	0.8
	Notions & dyes	0.4
(18) Batik & block printing	Tools	0.5
	Fabric	0.8
	Dyes, paints & wax	0.2
(19) Bamboo & cane crafts	Tools	0.1
	Cane & bamboo	0.7
(20) Coir mats & rope	Tools	0.1
	Coir	0.7

Courses	Commodities	Cost ($000)
(21) Leather crafts	Tools	1.0
	Leather	1.0
	Dyes & paints	0.3
(22) Wood crafts	Tools	1.0
	Wood	0.6
	Dyes & paints	0.1
(23) Lacquer work	Tools	1.0
	Wood, paper, glue	1.0
	Dye, lacquer, & paints	0.3
(24) Flower making	Tools	0.03
	Paper, fabric, wire	0.25
	Dyes & paints	0.02
(25) Doll-making	Tools	0.05
	Fabrics	0.1
	Notions	0.05
	Paints	0.1
(26) Sign making	Tools	0.1
	Wood & metal	0.5
	Paints	0.2
(27) Pottery & (28) Metal Work	Tools	0.3
	Potters wheels	0.2
	Kiln	0.4
	Clay and glazes	0.5
	Metals	0.8
Total equipment and raw materials for courses		62.6

ACTION COPY

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INCOMING TELEGRAM

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ACTION AID-31

INFO OCT-01 DIWY-01 NEA-10 /043 W ANNEX M

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TO SECSTATE WASHDC 5958

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AIDAC

E.O. 11652: N/A
SUBJ: NATIONAL WOMEN'S DEVELOPMENT ACADEMY/WID--PROJECT PROPOSAL NO. 388-0028

FOLLWING IS UPDATE OF BANGLADESH JATIYO MAHILA SANGSTHA (BJMS) ACTIVITIES SINCE HUBER'S DEPARTURE.

1. BJMS HAS ACQUIRED A HOSTEL/TRAINING CENTER. THEY ARE RECRUITING SIX FULL-TIME TRAINERS/GROUP FACILITATORS AND SIX PART-TIME SUBJECT-MATTER SPECIALISTS, EXPECTED TO JOIN IN SEPTEMBER. STAFF'S FIRST TASK WILL BE TO REFINE CURRICULUM OUTLINE DEVELOPED EARLIER WITH MARSICK'S ASSISTANCE.

2. TRAINING OF FIRST BATCH OF 44 UNION DIRECTORS AND FIELD WORKERS (SEE PAGES 25-27 OF PROJECT PAPER) WILL BEGIN IN OCTOBER. UNION DIRECTORS WILL HAVE TWO WEEKS' TRAINING IN DACCA, THEN BE JOINED BY FIELD WORKERS FOR ADDITIONAL SIX WEEKS, INCLUDING FIELD WORK IN UNIONS NEAR TO DACCA. TRAINING WILL BE PHASED OVER APPROXIMATELY ONE YEAR BY REGION.

3. PILOT WORK IN TWO UNIONS OF DOK KHIN KHAN AND SAVAR IS CONTINUTING. BJMS IS PLANNING ACTIVITIES IN 38 UNIONS THIS YEAR. FUNDS ALREADY RECEIVED FROM BANGLADESH FAMILY PLA NING ASSOCIATION FOR FIELD ACTIVITIES IN FOUR UNIONS. FPIA FUNDING OF WORK IN SIX UNIONS IS UNDER CONSIDERATION BY AID/W.

4. PCFP DIVISION IS ACTIVELY COORDINATING WOMEN'S DEVELOPMENT AND POPULATION ACTIVITIES THROUGH MEETINGS WITH BJMS, IRDP WOMEN'S COOPERATIVES PROJECT, SOCIAL WELFARE'S MOTHERS CLUBS PROJECT, AND WOMEN'S REHABILITATION WELFARE FOUNDATION'S VOCATIONAL TRAINING. MARSICK EXPECTS THIS COORDINATION TO STRENGTHEN BJMS PLANS AND WID EFFORTS.
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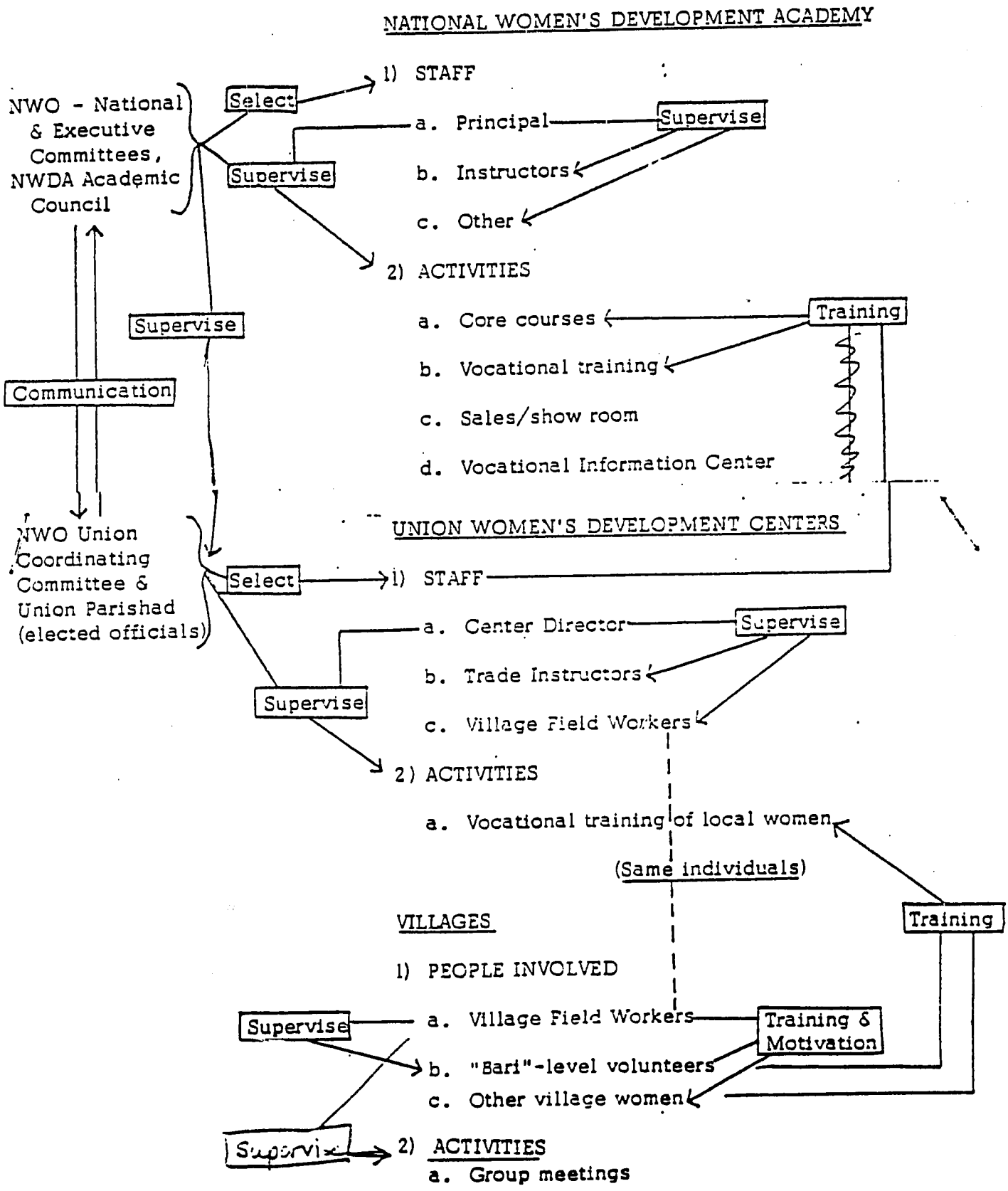
The proposed outreach network, its functions and supervisory system, are illustrated in the following diagram (Annex N-2). The NWDA, which will be using largely AID funds to support the important function of the training of rural motivators and instructors, the key actors in this outreach network. The local institutions - Union Women's Development Centers - will play a role in encouraging and supervising the rural activities of the network. These local, rural institutions, their physical facilities, equipment and supplies, as well as staff salaries will be funded primarily by the BDG through the NWO.

If it is successful in the first 40 unions, it will be replicated throughout the nation.

National Women's Development Academy - PP

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