

FD-AAF-608-A1

906000 (3)

I. PROJECT IDENTIFICATION

1. PROJECT TITLE DEVELOPMENT OF METHODOLOGY TO IMPLEMENT CONGRESSIONAL MANDATE ON THE INTEGRATION OF WOMEN IN DEVELOPMENT - " A preliminary study in THREE countries "		APPENDIX ATTACHED <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
3. RECIPIENT (specify) <input type="checkbox"/> COUNTRY Latin America, Asia & Africa <input type="checkbox"/> REGIONAL <input checked="" type="checkbox"/> INTERREGIONAL		2. PROJECT NO. (M.O. 1095.2) 906-15-985-001. 7/p
4. LIFE OF PROJECT BEGINS FY 76 ENDS FY 77		5. SUBMISSION <input type="checkbox"/> ORIGINAL 3-23-76 DATE <input type="checkbox"/> REV. NO. _____ DATE CONTR. PASA NO. _____

II. FUNDING (\$000) AND MAN MONTHS (MM) REQUIREMENTS

A. FUNDING BY FISCAL YEAR	B. TOTAL \$	C. PERSONNEL		D. PARTICIPANTS		E. COMMODITIES \$	F. OTHER COSTS \$	G. PASA CONTR.		H. LOCAL EXCHANGE CURRENCY RATE \$ US (U.S. OWNED)			
		(1) \$	(2) MM	(1) \$	(2) MM			(1) \$	(2) MM	(1) U.S. GRANT LOAN	(2) COOP COUNTRY		
											(A) JOINT	(B) BUDGET	
1. PRIOR THRU ACTUAL FY													
2. OPRN FY 76	150							150					
3. BUDGET FY 77	10							10					
4. BUDGET +1 FY													
5. BUDGET 12 FY													
6. BUDGET 13 FY													
7. ALL SUBQ. FY													
8. GRAND TOTAL													

9. OTHER DONOR CONTRIBUTIONS

(A) NAME OF DONOR	(B) KIND OF GOODS SERVICES	(C) AMOUNT

III. ORIGINATING OFFICE CLEARANCE

1. DRAFTER Alexander A RALLI	<i>A Ralli</i>	TITLE A/AID/WID Staff	DATE 3-23-76
2. CLEARANCE OFFICER G. VARRATI	<i>G. Varrati</i>	TITLE A/AID/WID Staff	DATE 3-23-76

IV. PROJECT AUTHORIZATION

1. CONDITIONS OF APPROVAL

*Approved by R&D Committee.
 4-20-76
 JR*

2. CLEARANCES

BUR OFF.	SIGNATURE	DATE	BUR OFF.	SIGNATURE	DATE
TA/PPU	H. Wilson <i>H. Wilson</i>				
TA/PM	Carl Fritz				

3. APPROVAL AAs OR OFFICE DIRECTORS SIGNATURE N.H. Long, Coordinator, A/AID/WID TITLE	DATE	4. APPROVAL A/AID (See M.O. 1035.2 1/C) SIGNATURE	DATE

ADMINISTRATOR, AGENCY FOR INTERNATIONAL DEVELOPMENT

**Development of Methodologies to Implement Congressional
Mandate on the Integration of Women in Development:
A Preliminary Study in Three Countries**

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PART I - SUMMARY AND RECOMMENDATIONS

B. RECOMMENDATIONS

Recommended is approval of a grant in the amount of \$149, 240 over a period of fourteen months to enable the grantee to carry out a preliminary study to develop testable methods to identify and plan for the participation of women in the full range of rural development programs.

C. DESCRIPTION OF THE PROJECT

The grantee is the Federation of Organizations for Professional Women (FOPW), a non-profit organization. The grantee will contract for and coordinate the services of social scientist consultants to carry out the study in each of three tentatively selected countries, Peru, Indonesia, and Botswana. They will survey the existing data on the status of women, identify lacks in the available data and, with the assistance of local interviewing personnel, carry out small, narrowly focused studies to develop a suitable methodology for gathering data on the role of rural women.

The result will be a methodology, developed and ready for testing, at the end of the project.

D. SUMMARY FINDINGS

On the basis of the analysis contained herein, the office of the Coordinator for Women in Development A/AID/WID concludes that the project is sound in terms of concept, timing, and financing. It is simple in design and will be carried out in a low-key fashion with a minimum of visible U.S. participation. It meets all

applicable statutory criteria. The project is ready for implementation.

E. PROJECT ISSUES

The main question raised in prior reviews of the project is why should an outside organization be engaged to carry on a study which will involve the gathering of material, much of which, by the grantee's own admission, is already in existence.

First, only a part of the study is a survey of existing material. The bulk of the time will be spent in breaking new ground in the rural areas as described in Part 2. Even so, the material which currently exists is scattered in such a number of places and in published and unpublished sources, that an AIO staff member, who may not be versed in this emerging body of literature, would have to spend an inordinate amount of time locating the sources. The grantee will build upon work already done in the field and will make full use of their extensive access to sources of information to minimize the amount of time needed for this part of the study. Given their expertise in the field, it is estimated that a minimum of three person-months will be needed to complete the survey.

Second, the next part of the study will be spade work of a nature not usually carried out by AIO staff. It will involve close observation and data-gathering in a rural area and will take a minimum of twelve person-months, supplemented by a varying number of additional person-months from volunteer and part-time interviewers. It is

not reasonable, with AID's current staffing levels, to expect a Mission to detail a person to carry out this kind of study. This is addressed in the background discussion of Part 2.

Once the general survey is done, gaps in the data base identified, and a methodology devised for further gathering of data on rural women, the costs to the Mission to continue the process will be affordable in terms of time and money. Since funds are available from a central source, it will be a service to the Missions to have this work done in their country by an outside group.

PART 2 - PROJECT BACKGROUND AND DETAILED DESCRIPTION

A. BACKGROUND

In the late 1960s and early 1970s, as the progress of the UN First development Decade was assessed, it became apparent that the gap between the rich and the poor nations had widened rather than narrowed. The gap between the rich and the poor within developing countries had also widened. The emphasis on capital investment, industrialization and mechanization designed to produce rapid modernization of economies had failed to alleviate the poverty of the majority of the people, and the strategy of development underwent a change. It shifted to one which stressed the quality of life of people and emphasized the need to help the poorest of the poor in developing nations. Even with the shift in emphasis of development targets, it became clear that the benefits of development were not adequately reaching women and that, in some instances, changes brought about by development programs were having an inadvertant adverse affect on women.

The United States became the first donor nation to recognize failure to include women in development as a problem and responded with the Congressional mandate dealing with women in development, incorporated as Section .13 of the Foreign Assistance Act of 1973. It instructed AID to administer its humanitarian assistance programs "so as to give particular attention to those programs, projects, and activities which tend to integrate

women into the national economies of foreign countries, thus improving their status and assisting the total development effort." Since inclusion of this mandate, the United Nations specialized agencies and the UN conferences dealing with Population, Food, and Women have all adopted statements reflecting the same philosophy. However, no development agency has been able to devise a successful method to carry out the intent of the Congressional mandate. This is due largely to an almost total lack of reliable information regarding women, particularly rural women, which would allow for informed planning to meet their needs and to integrate them into on-going development efforts.

Although most AID programs are implicitly intended to benefit a total population, they have, in fact, tended to focus on men. This seems to be because the statistics upon which development projects are based do not fully or accurately reflect the role of women in a particular society. While statistical data in many developing countries are of dubious accuracy for all segments of the population, such data have usually been generated in the context of economic activity. For the purpose of calculating GDP figures, economic activity has been defined as cash income-producing activity. The economic activity of women in many developing nations has been, through the processes of Western-style modernization, confined frequently to the subsistence and petty trading sectors which are not recorded in the GDP figures. As a result, it would appear that women do not function economically or are not an integral part of the economic fabric of the society. Thus,

as plans for economic improvements are made, women are not realistically figured into the design.

This problem of economic invisibility has been compounded by the use of almost exclusively male social or cultural researchers and development agents who do not have free access to female informants in societies where cultural restrictions prevent men from interacting with women outside of their own family group. Thus both economic and social data have been unbalanced, reflecting the functions of the male half of the population, but leaving a significant void in the data base for women. Without adequate and accurate information about the role of women, the method of integrating them in development programs will remain elusive. It is to this gap in the data base that this study is devoted.

Response to the Problem

USAID has taken several steps in response to the problem of integrating women in development. First, the Office of Women in Development has been established in the Office of the Administrator whose function is to sensitize the Agency to the issue and to develop a strategy for implementing the Congressional mandate. Secondly, the Administrator issued Policy Determination 60 (Annex A) September 16, 1974 which directs Missions to "institutionalize the conscious concern for women throughout the Agency's programming processes from concept and design through review, implementation, and final evaluation. All development assistance plans, sector analyses and assessments, preliminary and final project papers and field submissions

shall contain a clear statement of how women in the developing countries will be involved in the development processes being analyzed and how the plan or proposal will use the capacities of women in the host country or benefit them."

Thirdly, the Women in Development office sponsored a seminar in Washington in October 1975 attended by AID/W and field personnel to consider the problem and identify the issues involved. It was apparent at that time that not enough information was available in a usable form to even begin to ask the right questions about the participation of women in development projects and that considerable preliminary work in data generation would be required before Missions could move to implement the mandate. Indeed, PD 60 had pointed to the same need for basic data regarding women and recognized that AID field staff could not accomplish this task alone and that the Agency should encourage other international agencies and private groups to join in the effort.

To date, two particularly useful studies have been completed. One study carried out under AID contract by Development Alternatives, Inc. entitled "A Seven-Country Survey on the Roles of Women in Rural Development" examined the central role of women in decision-making in the rural sector and pointed to the uniqueness of characteristics in each geographical area studied which makes a generalized solution to the problem ineffective. The second study was carried out by Jeanne North, et al. in Ghana, entitled "Women in National Development in Ghana," which was pre-

pared for the Mission in April 1975. The North study proved that a concerted effort to pull together existing published and unpublished studies, and sensitive observation of social relationships, can result in a usable profile of the roles of women in general which can be of help to a country Mission in planning its programs. However, while effectively organizing known information, the North study produced no new data which would address the problems of uniqueness identified in the Development Alternatives, Inc. study. While general surveys of a country might give a direction to a program, subtle differences may be the controlling factors in success of particular programs.

Two things seem clear from all of this. One, there is no escaping the fact that there is a great amount of very basic data-gathering to be done and that it must be done on a local level so that it reflects the subtle differences among people of the same country. Secondly, given the reduced staffing levels in Missions, it cannot be reasonably expected that AID can use its own personnel to do this kind of time-consuming digging for information.

A third factor to be considered is the restraints of time and money available for this purpose. Answers are needed quickly and there is little chance that large sums of money will be made available to support highly sophisticated research programs designed to give the definitive answer to the problems of integration that AID has been mandated to find. Therefore, it would seem that a methodology for low-cost functional research on the role

and needs of women which will allow for the systematic building of a sufficient data base is needed without delay, and that it be done in such a way that the initial information generated will respond to the most immediate needs of AID programs.

B. DETAILED DESCRIPTION

The Logical Framework Matrix appears in Annex B.

1. Goal

The overall goal of the project is to assist in the achievement of the integration of women into the full range of rural development programs which will improve the quality of their own lives as well as their families, and which will contribute to national development by releasing the potential of this untapped human resource.

The achievement of this goal can be measured by increased participation of rural women in on-going and future development programs. This can be verified by reviewing the statistics on numbers and sex of participants in any program.

The major assumption is that host governments will plan for the participation of women in rural development programs and take the steps necessary to assure it.

2. Purpose

The purpose of this project is to develop a low-cost methodology to gather missing data on rural women in order to knowledgeably plan for their further integration into development programs. The end of project status which

will indicate the purpose has been achieved is the existence of a testable methodology. This can be verified by regular progress reports to the interested Missions and a final review of the project report by AID/W.

The major assumption is that the methodology is valid and ready for further testing.

3. Outputs

Three outputs are expected to lead to the achievement of this purpose.

a) Three country-specific studies on the role of women in each country.

b) Three low-cost methodologies, valid in the countries in which they were developed, to gather data on the role of rural women and their development needs.

c) Identification of new areas for study together with specifications for their further study.

Output No. 1 - Country-specific case studies

This part of the study will pull together all available information from published and unpublished sources as well as from observations of knowledgeable people. It will be concerned with the status of both urban and rural women in each country and will be done over a period of six weeks. No new material will be produced during this survey. These case studies will form the basis upon which the subsequent intensive studies are selected and will provide the outline of the strategies for further study which will also constitute an output of this project. The result of the studies will be presented in a written narrative and will be made

available to the AID Mission, to the project office, and to the other study teams in each of the countries involved in the project.

The written reports will be the objective indicator of achievement of this output and the verification will be the review of the reports by the Missions and AID/W.

The major assumption is that sufficient data exists to make this survey and to form the basis for the subsequent decisions to be made from it.

Output No. 2 - Low-cost methodologies to gather data on the role of rural women and their development needs.

The main elements related to methodologies will be:

- Determination of the appropriate questions to be asked to produce pertinent information on the role of rural women in development programs:
- A valid data-gathering instrument which can be used in subsequent studies:
- Ways to recruit and train volunteer interviewers to use such an instrument.

To accomplish this, the following steps will be taken. A local consulting group will be constituted consisting of local researchers; official and unofficial women's leaders; host country and international development officers and other whose experience or position make them valuable in rendering culturally sensitive advice on the conduct of this phase of the project. They will scrutinize the written report of the general survey for gaps in data

and make a determination as to which aspects of women's roles are most crucial to the development plans of the host country and in need of closer study. These areas will be listed in their order of priority according to their relevance to development.

The consulting group will help select a particular population or problem for intensive study over a six-to-seven month period. This might be a geographical area in which women are involved in several important activities, such as crop production, marketing, and small manufacturing; or it could be a particular activity, such as food crop production, studied in several localities. The governing factor will be the ability to carry out a detailed, accurate study. They will be narrowly focused and small enough to be manageable without an elaborate administrative and communications system.

One of the activities will be experimenting with the use of local persons of varying occupations and abilities as interviewers or observers. Such people might be teachers, students, mid-wives, nurses, women's club members, church group members and clergy, community development workers, ect., with brief training by the study team.

One of the problems to be solved while experimenting with different interviewing techniques is how to find the correct questions to be asked about women's roles in the rural sector and their development needs. As a first step, open-ended interviews, designed with the help of the consulting group, will be carried out in selected

areas in order to identify the felt needs and attitudes of the women; the general trend of changes in their lives, if any; and the self-perceived affect these changes have had on their daily lives and their relationships with other members of their family.

On the basis of this information, more detailed questions will be asked designed to elicit more specific information on the above as well as the kind of information a development agency would need to plan accurately for the participation of women in development, including:

- time-budgets of women over several seasons;
- how women relate to men in the local economy;
- how women relate to other members of the family in monogamous, polygynous and female-headed households and how decisions are made, labor divided, and family responsibilities apportioned in each type;
- how news travels among rural women and how their communications networks differ, if at all, from men's.

The results of these experiments with different approaches and techniques will be presented in a seminar in each country to be attended by the local consulting group, AID staff, the project director, and one member of the Washington-based advisory committee. They will review and evaluate the processes used and make a judgment on the validity of the instruments and techniques developed.

The objective indicator of the achievement of this output will be the report listing one methodology for

each country studied. This can be verified by the review of the documents produced in the studies.

The major assumptions are that local people will cooperate as participants in the local consulting group and as interviewers; that the host government will approve of the studies being carried out; and that the local culture will tolerate such a study.

Output No. 3 - Identification of new areas for study with specifications for their further study.

Using all of the information and knowledge gained from outputs 1 and 2, the seminar participants will devise a strategy for the further study of the role of rural women including tests of the methodology developed, additional areas to be studied and how these studies might best be carried out.¹

The objective indicator of this output will be the existence of a report listing the new areas for study and the recommended strategy for carrying them out in each country studied. The means of verification will be a review of the documents produced. The major assumption is that sufficient data will be generated to make a determination of future studies' needed.

¹ A possible by-product of this preliminary study may well be the establishment of a continuing research capability in each country which can continue to produce the studies needed. If the study identifies short-comings in existing local capability, it may be possible to identify the controls necessary to establish an on-going functional research capability.

4. Inputs

The personnel services required to carry out the project are as follows:

Central Staff:	1 project director for 14 person-months;
	1 clerk/typist for 14 person-months;
Field Staff:	3 social scientist consultants (US)
	for a total of 29 person-months
	in-country;
	3 social scientist consultants (LDC)
	for a total of 29 person-months
	in-country;
	3 short-term social science consultants
	(US) for a total of 1.5 person-months
	in-country;
Local Interviewers:	45 LDC volunteers and part-time
	employees for a total of 135 person-
	months;
Field Clerical	3 LDC typists for a total of
Support:	9 person-months.

Aid will provide funds for salaries and fees of the above personnel; domestic and international travel for the consultants and project director; office equipment and supplies for central and field staff; and costs associated with the in-country seminars (6).

The means of verifying these inputs are reports of the Mission that the people are on board, through on-site inspection and records of disbursement of funds. The major assumption is that qualified local help will be available.

PART 3 - PROJECT ANALYSIS

A. Technical Analysis

There are no environmental implications in this project. Adequate planning has taken place so the cost estimates are firm and reasonable. The budget is not complex and the duration of the project, being just fourteen months, would not indicate significant increases in costs due to inflation.

1. Selection of Study Sites

This study is of particular relevance to the three tentatively countries /selected: Peru, Indonesia, and Botswana. There were four basic criteria involved in this selection:

- a) Cultural acceptance of the changing role of women;
- b) Host country government willingness to encourage a more active role for women;
- c) AID Mission willingness to find ways to functionally improve the participation of women in local programs;
- d) A wide scope of AID rural development programs to allow for a variety of development problems to work on.

The three countries tentatively selected represent three distinctly different cultural contexts in which to examine the role of women. Peru has been selected because its population is somewhat similar to other countries in the Andean region and their problems might prove to have similarities, thus making the findings of the study useful to neighboring countries. In addition there is an active group of local researchers concerned with the role of women. The AID Mission has composed a Committee on

Peruvian Women (COPW) which has met regularly over the past year to discuss the needs of Peruvian women and the ways AID might help fill those needs. The report of the Lima Mission dated October 24, 1975 titled "USAID/Lima Response to the Percy Amendment and PD 60" summarizes the work of the COPW and goes on to cite the research that has been done by indigenous persons on urban Peruvian women which has resulted in a good data base for women in the urban areas. However, the report calls attention to the continuing lack of research in the rural areas and calls for a study of the roles, attitudes and customs of rural women to assist in the planning of future AID programs. Thus, Peru seems to be a likely spot for this study and is further enhanced by the presence of well-developed research capability which might be re-focused toward rural problems as a result of this effort.

Indonesia offers an Asian cultural context in which to carry out the study. The AID program in Indonesia is extensive and of long duration. Indonesian women are important in all facets of urban and rural life. Population growth and insufficient agricultural production are two serious national problems and women figure prominently in both. There are existing women's organizations with the will to help themselves whose efforts could be greatly enhanced by the study proposed.

Botswana offers an African context for the study, and, while not having an extremely large AID program, has an added advantage of similarities with its neighbors of

Zambia, Lesotho, Malawi, and Swaziland. Of particular interest for this study is the fact that Botswana has one of the world's highest rates of female-headed households, up to 55% in some parts of the country, due to the employment of Botswana men in the mines of South Africa. In addition, the 1975 DAP pinpoints the crucial role of women in agriculture, particularly crop production, and the difficulty encountered in finding a method to improve women's capabilities in agriculture. Thus, this study would appear to answer an acutely felt need in Botswana which compensates for the lack of wide scope in AID programs, one of the four criteria mentioned above.

In addition to the clear statement of need for the study in Botswana, the 1975 DAP cites the Gaborone Business and Professional Women's club as a particularly promising group working in behalf of women in Botswana. The project could be of help to them in their efforts to serve the needs of the rural women.

2. Suitability of Technology Proposed

This study will be a low-key effort using virtually no technology which does not exist in the country and which cannot be replicated for reasonable amounts of money. Because of these factors, the methodology developed should be well within the reach of either the host government, the AID Mission, or of women's organizations with small cash assistance from internal or external sources. The main in-country costs are salaries for two full-time persons plus modest amounts for travel and part-time help. Conceivably, a good deal of the work could be done by a

suitably motivated group of volunteers working under professional direction, one a reliable methodology and approach are determined.

The low-key approach, making maximum use of local interviewers with only one foreign person involved, is appropriate. By using people who are locally known and respected, there should be the minimum of disruption in the schedules of the women under study, and the interviewers will be able to make a judgment as to the frankness of the response from their own culturally attuned observations. In any interviewing situation, there is a tendency to tell the interviewer what one thinks the interviewer wants to hear, particularly if the interviewer is a stranger. By utilizing locally established leaders and other people, this tendency should be reduced.

By involving the cooperation of local researchers and others concerned with the problems of women's development, it is anticipated that they will become personally identified with the kind of work being attempted and will feel a sense of ownership and responsibility to continue the work at the conclusion of the preliminary study. The role of the U.S. nationals will be one of facilitator or catalyst for activity which can be followed up and carried out by host country national researchers.

B. FINANCIAL ANALYSIS AND PLAN

1. Financial Plan/Budget Tables

The financial plan is quite simple and covers a period of fourteen months. There are no recurrent or replication implications in this project. Any activity stemming from this project would be submitted in a subsequent request and would be judged on its own merits at that time.

The Summary Cost Estimate and the Costing of Project Outputs/Inputs are on the following pages.

This is a preliminary, short-term study, and the Women in Development office believes this project is adequately budgeted.

2. Summary Option

Based on the analysis set forth in this section, the Office of the Coordinator for Women in Development, A/AID/W concludes that the financial plan is adequate and firm, and that the overall financial soundness of the project warrants favorable consideration for approval.

SUMMARY COST ESTIMATE AND FINANCIAL PLAN

(US \$000)

USE 6/1/76-7/31/77

I. Personnel

A. Central Office

Project Director [1]	23.5
Project Clerk/Typist [.75]	9.0
Fringe Benefits [15%]	5.0
FOPW Exec. Director [.10]	1.5

B. International Consultants

Field Social Scientists ¹ [3]	35.0
Short-term Consultants ² [3]	3.0

C. Local Consultants

Field Social Scientists ³ [3]	16.0
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D. Local Temporary Help

Typist/Clerk [3]	1.0
Interviewers ⁴	2.5

¹/2 Social Scientists for 10 months @ \$1200/month, and
1 Social Scientist for 9 months @ \$1200/month.
(Total provides for contingency.)

²/3 Social Scientist Consultants for 10 days each @ \$100/day.

³/2 Social Scientistst for 10 months @ \$538/month, and
1 Social Scientist for 9 months @ \$538/month. (Total provides
for contingency.)

⁴/45 interviewers for 3 months @ \$50/month.

USE 6/1/76-7/31/77
 [(\$000)]

II. Travel and Per Diem

A. International Travel

Project Director ¹	14.0
Short-term Consultants ²	4.5
Field Social Scientists (US) ²	4.5

B. Local Travel

U.S. Domestic	.5
In-country Mileage	1.5

C. Per Diem

International ³	5.5
U.S. Domestic ⁴	1.0

III. Office Supplies and Equipment

Duplication	3.5
Printing/Binding	2.0
Stationery, supplies	.5
Research materials	.5
Telephone, telegraph	4.0
Postage	1.0
Typewriter rental	1.0

1/ D.C. - Lima - Djakarta - Gaborone - D.C. (3 trips plus contingency)

2/ D.C. - Lima - D.C.: \$737; D.C. - Djakarta - D.C.: \$1964;
 D.C. - Gaborone - D.C.: \$1782.

3/ Project Director 120 days @\$35/day; 3 Consultants 10 days each @ \$.35/day.

4/ Field Social Scientists for 5 days @ \$44/day.

<u>USE</u>	<u>6/1/76-7/31/77</u>
	[\$ 000]
IV. Other Costs	
A. In-Country Seminars (6)	3.0
B. Advisory Committee Meetings	.5
SUB - TOTAL	144.0
V. Overhead	
11% of total costs	15.8
<u>TOTAL</u>	159.8

COSTING OF PROJECT OUTPUTS/INPUTS
 (In \$000)

Project # _____ Title _____

Project Inputs	Project Outputs			TOTAL
	#1	#2	#3	
AID Appropriated [All Costs]				
PERU	11.5	19.6	19.6	50.7
INDONESIA	11.9	21.4	21.4	54.7
BOTSWANA	11.8	21.3	21.3	54.4
TOTAL	35.2	62.3	62.3	159.8

C. SOCIAL ANALYSIS

The process of carrying out the project itself will have little social impact. It is designed simply to find a methodology which will enable future planners to answer more accurately the questions required in the Project Paper Social Analysis section and to regard women as possible participants in future development programs. Intrusions into local communities will be low-key and non-disruptive.

The wisdom of gathering data on the role and development needs of women has been tacitly recognized by all proposed host country governments in their affirmative vote on the adoption of the International Women's Year Plan of Action which calls for this kind of study throughout the developing world. Therefore, no cultural or political objections are foreseen.

D. ECONOMIC ANALYSIS

The economic benefit of such a study project is impossible to estimate. It is designed to produce an inexpensive technique which will be the key to unlocking the potential of rural women through their participation in development programs. Since the cost to a country of not making full use of 50% of its citizen has not been calculated, the value of the benefits of a process which will help to do so could not even be guessed at.

In terms of alternative technology, the only other possibility, in the absence of local capability or initiative, would be to detail an AID staff member to carry out the

study. This would be more expensive when the salary of the AID staff member is compared to the salaries of the project staff study team and is further compounded by the loss of that member's services to the on-going AID program.

If the project succeeds in all its objectives, the resulting techniques could be utilized by any number of organizations to inexpensively carry out their own programs of functional research without the overhead costs which are attached to this three-country study in order to provide the comparison element of three different cultures.

PART 4 - IMPLEMENTATION ARRANGEMENTS

A. ANALYSIS OF THE RECIPIENT'S AND AID'S ADMINISTRATIVE ARRANGEMENTS

1. Recipient

The Federation of Organizations for Professional Women [Federation] is an umbrella group of 85 affiliated organizations. While most are concerned with U.S. domestic issues, one of the affiliates is the Committee on Women in Development, a working group of the Society for International Development, Washington, D.C. chapter. Other affiliates include centers for research and education for women, groups whose main interest is the monitoring of public policy, and those which serve the social and economic needs of their members, including minority women. The Federation jointly sponsors the Center for Research on Women in the Professions and Higher Education with Wellesley College. This Center was established in 1974 with the help of a grant from the Carnegie Corporation.

The Federation was established in 1972 and has its main executive office at 828 Washington Street, Wellesley, Mass. There is a Washington, D.C. Governmental Information Office at 1346 Connecticut Ave., N.W. which will serve as the project office.

Federation policy is set by the Governing Board consisting of one representative from each Affiliate. Policies are implemented by the Executive Council comprised of the President, the immediate past-President, the President-elect, Secretary, Treasurer, and five at-large members from the Governing Board. The Federation is in-

incorporated as a tax-exempt organization under Internal Revenue Service regulations, 501(C)3.

The professional staff of the Federation consists of the Executive Director who divides her time between the Wellesley and Washington, D.C. offices; an Associate Director and Staff Assistant in the Washington office; and two additional staff in Wellesley. The President of the Federation is Dr. Janet W. Brown, head of the Office of Opportunities in Science of the American Association for the Advancement of Science. The President-elect is Dr. Julia G. Lear, associate project director with the National Planning Association. A majority of the members of the Executive Council of the Federation reside in the Washington area. Given the composition of the Executive Council and the proximity of the majority of its members, continuity of, and access to, the leadership is assured.

The Federation has been the recipient of three previous grants from the Carnegie Corporation, the National Science Foundation, and the Ford Foundation. Since its beginning in 1972, it has established a reputation of sound management and administrative capability.

The project director for this grant will be Coralie Turbitt of Washington, D.C. She has an M.A. in Political Science with research experience in that field as well as a variety of other areas. She has six years of responsible administrative experience in the United States of a nature relevant to this project, plus three years experience in rural Kenya. As a Peace Corps volunteer, she established

a community-supported secondary school in rural Kenya and served as its primary operating officer and teacher. She also worked with local women's organizations and volunteered as an adult education instructor for the local women's development group.

In Washington, she has been actively involved with the Committee on Women in Development (SID) and is a member of that group's steering committee. She is well versed in the literature and issues of the emerging field of women in development and is well prepared in intellectual and administrative background to carry out the duties of project director.

Augmenting the experience and abilities of the project director are the nine members of the project advisory committee whose vitae appear as Annex D. They are all local residents of Washington and are active professionals in development, public policy, or research work.

2. A.I.D.

The project does not require AID to provide a substantial degree of operational control. Accordingly and in compliance with AID Grant Provisions Chapter 1, Section 1B2b, the Office of the Coordinator for Women in Development will provide control to the extent to assure prudent management of the grant.

B. IMPLEMENTATION PLAN

The Project Performance Network chart is shown in Annex D.

The project director will be based in Washington, D.C. and will have overall responsibility for the coordination and implementation of the project and the disbursement

of funds.

The project director will recruit and hire the U.S. social scientists who will serve as the head of each country study team. They will be responsible to the project director throughout the life of the project. The head of each study team will be responsible for the hiring of a host country national social scientist to serve as the second member of the team and will direct the work of that person. The head of each country team will be responsible for securing the cooperation of the local persons who will constitute the local consulting group as well as the part-time and volunteer help as needed in each study.

Consulting fees for the country study teams will be disbursed directly from Washington D.C. project office, but each country study director will be provided with a cash account in a local bank to meet the day-to-day costs of the project such as local travel, supplies, duplication, and temporary and part-time assistance. They will be required to submit receipts for all expenses and to keep accurate records of the disbursement of all funds.

2. Schedule and Milestones

Assuming the Project Paper is approved in April, the Office of the Coordinator of Women in Development will complete all necessary paper work by May 31, 1976. The grant period will begin on June 1, 1976

Between June 1 and June 30, the project director will visit each site to explain the project to AID Mission staff and local women's leaders and researchers. The U.S. social scientists will be engaged.

By July 1 all study directors will be at their posts and the first phase of the study, the general survey of the status of women, will begin. By mid-July, the host country national social scientists will be on board.

By August 9 the general survey will be completed in Peru. The first milestone of the project in Peru will be the review seminar which will take place between August 9 - August 20. The project director will be in Peru throughout that period to supervise the preparation of the documents for the seminar, participate in the review, and assist in the design of the next phase of the study which will produce the methodology for data gathering.

By August 30 the general survey will be completed in Indonesia. The review seminar will constitute the first milestone in the Indonesia study and will take place between August 30 - September 10. The project director will be in Indonesia during that period to carry out the functions which have already been described in the discussion of Peru, above.

By September 20, the general survey will be completed in Botswana. The first milestone will be the review seminar which will take place between September 20 - October 1. The project director will follow the same procedure as outlined above.

Following each review seminar, the plans for the next phase of the study will be refined and implemented by the study team over the next six months. They will experiment with different approaches and techniques for interviewing rural people to determine the role of women. They will use

members of the local consulting group for advice at the critical points in their study as they deem necessary. Periodic progress reports will be sent to the project director who will summarize them and keep a flow of information going among the three study teams and the U.S. advisory committee.

By February 21, 1977 the methodology developed in Peru will be ready for evaluation. The second milestone in the Peru study will be the review seminar which will take place between February 21 - March 4. The project director and one member of the U.S. advisory committee will be in the country for that period to assist the study team in the presentation and evaluation of the methodology, along with the local consulting group. The project director and the advisory committee member will remain in Peru long enough to assist the study team with the outline of the report of the seminar. The Peru study team will complete its report by March 31 and forward a copy to the project office in Washington. At that time, the Peru project will be completed, but the U.S. member of the study team will return to the U.S. to participate in the final evaluation of the project in June in Washington, D.C.

By March 14 the Indonesia study will be ready for its second review. The second milestone in Indonesia will be the seminar which will take place between March 14 - March 25. The project director and one member of the Washington advisory committee will be present and will follow the same format as described above. The Indonesia study team will complete

its report by April 30, 1977 and forward it to Washington. The Indonesia study will then be complete, but the U.S. member of the team will participate in the final evaluation in Washington in June.

By April 4 the Botswana methodology will be ready for evaluation and the second milestone in that study will be the review seminar which will take place between April 4 - April 15. The project director and one member of the Washington advisory committee will follow the same procedure as outlined above. The Botswana study team will complete their report by April 30, 1977 and send a copy to Washington. The Botswana study will terminate on April 30, but the U.S. member of the study team will appear in Washington in June for the final evaluation.

On June 15 a final evaluation seminar will be held in Washington attended by the central project staff, the U.S. advisory committee members, the U.S. members of the study team and interested AID/W staff.

By July 31, 1977 the project director will have completed the final report, printed and ready for distribution to AID and interested persons in the three countries studied.

3. Unsettled Details in the Implementation Plan

Details which are as yet unsettled are the obtaining of the necessary work permits and research permission from each country. Also unsettled is the question of the exact amounts to pay each consultant participating as the study team. Amounts will be negotiated with each person in accordance with experience and existing pay scales in each

levels.

C. EVALUATION ARRANGEMENTS FOR THE PROJECT

The progress of the study will be evaluated at each of the milestone marks already described. Minor adjustments can be made as recommended by the local consulting group, the AID Mission or the project director.

The main evaluation of the project will take place during the final seminar in Washington, D.C. in June 1977. The project will be evaluated in terms of its cost and efficiency; the value of the methodology to AID planning requirements in terms of its probable cost to replicate in each country; the social acceptability and reliability of the data-gathering procedures devised; and the usefulness of the research strategies proposed in terms of AID programs.

Participating in the evaluation from AID will be staff from the Office of Women in Development and the Bureaus and sectors which have been included in the study.

September 16, 1974

INTEGRATION OF WOMEN INTO NATIONAL ECONOMIES

Legislative Mandate

Section 113 of the Foreign Assistance Act of 1973, known as the "Percy Amendment", requires that the U.S. bilateral development assistance programs authorized in "Sections 103 to 107 of the Act, be administered so as to give particular attention to those programs, projects, and activities which tend to integrate women into the national economies of foreign countries, thus improving their status and assisting the total development effort."

The Amendment gives Congressional endorsement to the increasing concern of the development assistance community and developing countries that women participate fully in the tasks and benefits of economic growth. Sections 103 to 107 of the Act, to which the Amendment refers, calls for concentrating AID resources on critical development problems, including food and nutrition; population planning and health; education and human resource development; selected economic and social development problems; and support of the general economy of selected recipient countries and international organizations.

Principles

1. It is AID policy to implement fully the Percy Amendment through the inclusion of a role for women in all of the Agency's programs and projects.
2. Development of programs and activities pursuant to the Percy Amendment, and in accord with the basic policy concepts stated above, will be a responsibility resting with field missions and with all offices and bureaus in AID/W. The primary emphasis will be on the integration of women as both agents and beneficiaries in the mainstream of the Agency's programming.
3. This policy rests on the following tenets:
 - a. Inclusion of women in development must be a conscious concern. Equity and equal opportunity are basic to the developmental process of any country.

Address questions concerning this Policy Determination to PPC/ACS.

1019.7 (TI 9:1981).

PD-60 (TI. 9:198)
September 16, 1974

b. Under the Percy Amendment, AID has the mandate to design programs which integrate women in the development process. This mandate affects, in varying degree, all sectors and activities within those sectors.

c. Women are a vital human resource in the improvement of the quality of life in the developing world. In the home and community and as producers of goods and services, they contribute directly to national social and economic progress. As potential child-bearers, they determine the pace of national population growth. As mothers and child-raisers, they have a direct influence upon children in their formative years and, thereby, influence the building of essential human resources for national and international development. AID's implementation of the Percy Amendment, therefore, will provide a new dimension to the resolution of critical problems in development. AID's approach to this implementation will:

Reveal the actual role and status of women and their contributions to development; provide the information and services that will enable women to control their fertility; assist women and girls in self-improvement programs, stressing increased attention to their practical education in order to permit choices in their contribution to and benefit from development programs; and provide for review of AID and other donor programs which affect women and seek means of helping increase the understanding of and assistance for women in all development areas.

d. The central responsibility for integrating women into national economies rests with LDC governments. While AID can play an important catalytic role in both the international arena and in countries where it has assistance programs, real progress requires host country commitment. Developing countries often have very different social, cultural, and family relationships from those of the U.S. Any intrusion into these relationships is a most delicate matter -- only to be attempted with adequate knowledge and understanding of the existing manners and mores of the people. Accordingly, the role of AID should, as in other areas, conform to the collaborative style.

PD-6C (TL 9:198)
September 16, 1974

Implementation

1. The Administrator hereby directs PPC and other central and regional bureaus and field missions to institutionalize the conscious concern for women in development throughout the Agency's programming processes from concept and design through review, implementation, and final evaluation. All development assistance plans, sector analyses and assessments, preliminary and final project papers and field submissions shall contain a clear statement of how women in the developing countries will be involved in the development processes being analyzed and how the plan or proposal will use the capacities of women in the host country or benefit them. In the approval of plans and projects, strong preference (other things being equal) will be given to those which provide for effective utilization of women.

2. Bureaus and field missions will encourage international development institutions and other donors and private voluntary organizations and foundations to give specific attention to the role of women in development. Grantors, contractors, and other intermediary groups will be required to consider the role of women.

3. Bureaus and field missions will take steps to collect information which may be used to illuminate the role, status, and contributions of women in developing countries. This involves three distinct responsibilities. First, substantial improvement is required in the collection of basic national data on the role and status of women in developing countries. Although encouraging and assisting developing countries in this major undertaking is primarily the responsibility of international organizations, AID should stress the need for improvement of such data through the international channels. Second, better data on women are required for designing and evaluating AID projects. Where this is not available from national or international efforts, AID central or region-supported studies and data gathering may be required. For example, specific information on the activities of women in rural areas may be needed to assist in the design and implementation of a rural development strategy. Third, reasonable reporting requirements must be designed to keep AID/W informed about effective projects and general progress of integrating women in the development process by improving the utilization of and equality of opportunity for women in LDCs. This information will be shared within AID and with Congress and other organizations outside AID concerned with the implementation of the Percy Amendment.

PD-60 (TL 9:198)
September 16, 1974

4. On request of the LDCs, the bureaus and field missions will assist in the establishment or development of women's commissions, bureaus, and non-governmental organizations in the host countries and encourage their work as it relates to legal, economic, and social development activities which promote the integration of women in development. In furtherance of this objective, bureaus and field missions may co-sponsor conferences and working seminars and provide consultative services and leadership training.

Approved: _____

Daniel Parker

Daniel Parker
Administrator

Date: _____

16 Sept 74

DISTRIBUTION:

AID Lists M and B-6, Position 9
AID List C, Position 2

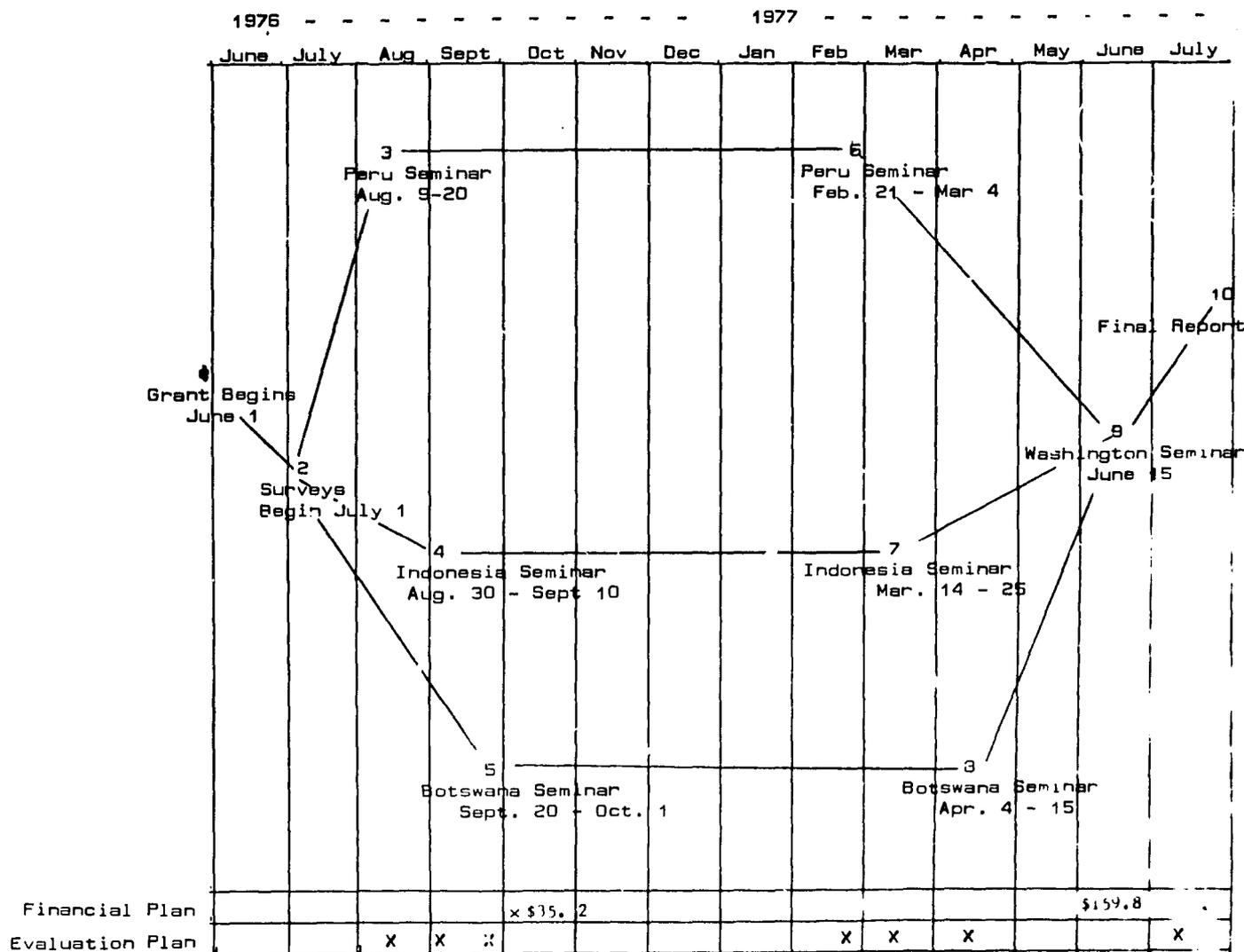
ANNEX B

Project

Narrative Summary	Objective Indicators	Means of Verification	Important Assumptions																												
Goal: Expand participation of women in the full range of rural development programs.	Measure of goal achievement: Increased participation in rural development programs.	Participation statistics	Assumptions for achieving goal: Host government will plan for participation of women.																												
Project purpose: Development of a methodology to further integrate women in rural development.	Conditions that will indicate purpose has been achieved: EODPS Testable methodology produced.	Progress reports provided to interested Missions. Review of project by AID/W	Assumptions for achieving purpose: Methodology is valid and ready for testing.																												
Outputs: 1. Country-specific case studies. 2. Methodology to gather data on the role of rural women and their development need 3. Identification of new areas for study with specifications for their further study.	Magnitude of outputs: 1. 1/country. \$31,600 total cost 2. 1/country. \$58,800 total cost 3. 1/country, \$58,800 total cost	Review of project report. Review of documents submitted.	Assumptions for achieving output: 1. Sufficient data exists to make surveys. 2. Local cooperation will be obtained. 3. Outputs 1 & 2 provide sufficient data. 4. Local government supports activities. 5. Project culturally acceptable.																												
Inputs: Grantee Field Social Scientists (US) Field Social Scientists (LOC) Central Staff Social Scientist Clerical Support (US) Clerical Support (LOC) Interviewers	Implementation Target (Type and Quantity) <table border="1"> <thead> <tr> <th>FY76</th> <th>TQ</th> <th>FY77</th> </tr> </thead> <tbody> <tr> <td>3(3mm)</td> <td>3(9mm)</td> <td>6(18.5mm)</td> </tr> <tr> <td>3(3mm)</td> <td>3(9mm)</td> <td>3(17mm)</td> </tr> <tr> <td>1(1mm)</td> <td>1(3mm)</td> <td>1(10mm)</td> </tr> <tr> <td>1(1mm)</td> <td>1(3mm)</td> <td>1(10mm)</td> </tr> <tr> <td>-</td> <td>3(3mm)</td> <td>3(6mm)</td> </tr> <tr> <td>-</td> <td>-</td> <td>45(135mm)</td> </tr> </tbody> </table>	FY76	TQ	FY77	3(3mm)	3(9mm)	6(18.5mm)	3(3mm)	3(9mm)	3(17mm)	1(1mm)	1(3mm)	1(10mm)	1(1mm)	1(3mm)	1(10mm)	-	3(3mm)	3(6mm)	-	-	45(135mm)	Mission reports, on-site inspection, records of disbursement.	Assumptions for providing input: Qualified local volunteer and part-time help available.							
FY76	TQ	FY77																													
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AID	Verifiable Indicators Implementation Target (Type and Quantity) <table border="1"> <thead> <tr> <th></th> <th>FY76</th> <th>TQ</th> <th>FY77</th> </tr> </thead> <tbody> <tr> <td>Personnel Salaries</td> <td>94,514</td> <td>-</td> <td>-</td> </tr> <tr> <td>Travel and Per Diem</td> <td>24,406</td> <td>-</td> <td>-</td> </tr> <tr> <td>Office Supplies/equipment</td> <td>12,050</td> <td>-</td> <td>-</td> </tr> <tr> <td>Other Costs</td> <td>3,300</td> <td>-</td> <td>-</td> </tr> <tr> <td>Overhead</td> <td>14,790</td> <td>-</td> <td>-</td> </tr> <tr> <td>Total grant</td> <td>45,260</td> <td>-</td> <td>-</td> </tr> </tbody> </table>		FY76	TQ	FY77	Personnel Salaries	94,514	-	-	Travel and Per Diem	24,406	-	-	Office Supplies/equipment	12,050	-	-	Other Costs	3,300	-	-	Overhead	14,790	-	-	Total grant	45,260	-	-		
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PROJECT PERFORMANCE NETWORK

ANNEX C



CPI DESCRIPTION

1. 6/1/76 Grant period begins.
2. 7/1/76 Field social scientists on site; general surveys begin
3. 8/20/76 Peru survey complete; first review complete; phase two begins in Peru.
4. 9/10/76 Indonesia survey complete; first review complete; phase two begins.
5. 10/1/76 Botswana survey complete; first review complete; phase two begins.
6. 3/4/77 Peru methodology developed; second review complete.
7. 3/25/77 Indonesia methodology developed; second review complete.
8. 4/15/77 Botswana methodology developed; second review complete.
9. 6/15/77 Preliminary report to AID; evaluation seminar in Washington, D.C.
10. 7/1/77 Final report to AID.

ANNEX D. ADVISORY COMMITTEE

- Ms. Nancy Birdsall, Social Science Analyst, Interdisciplinary Communications Program, Smithsonian Institution**
- Dr. Mayra Buvinic, Research Associate, American Association for the Advancement of Science**
- Dr. Mary Elmendorf, Consultant (Anthropology), World Bank**
- Ms. Margaret Hagen, Loan Officer, Inter-American Development Bank**
- Dr. Julia Lear, Policy Analyst, National Planning Association**
- Ms. Turid Sato, Loan Officer, World Bank**
- Dr. Irene Tinker, Director, International Office, American Association for the Advancement of Science**
- Ms. Coralie Turbitt, Consultant**
- Dr. Roxanne Van Dusen, Staff Associate, Social Science Research Council**
- Ms. Elizabeth White, Consultant**

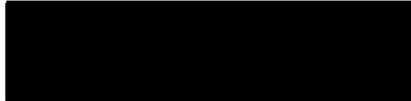
ANNEX E

ANNEX E
ATTACHMENTS 1 Through 10

CURRICULUM VITAE

Nancy Birdsall

Permanent address:



Present address: 297-H Mansfield St.
New Haven, Conn. 06511
tel.203/436-0507

Office address: Interdisciplinary Communications Program
Smithsonian Institution
1717 Massachusetts Ave. N.W.
Washington D.C. 20036
tel.202/232-0995

Date of birth:



EMPLOYMENT:

Social Science Analyst, ICP Smithsonian Institution. August 1972 to present.
Review and evaluate proposals for research from scholars in developing countries on population problems. Special responsibility for research projects in Africa. Provide technical assistance in research design and field work. Periodic travel to field. Conduct individual research.

Project Director, TransCentury Corporation. 1971 to 1972.
Directed contract to recruit, select and manage short-term consultants providing overseas technical assistance to Peace Corps programs. Wrote proposals for international and economic development contracts.

Project Executive, Overseas Liaison Committee of the American Council on Education, 1971.
Sole full-time staff member working with six-member international consulting team. Prepared analysis of formal and informal education in Tanzania for World Bank. Two field trips.

Project Director, Associacao Escola Graduada de Sao Paulo. 1970.
Wrote social studies program on Brazil for Brazil-U.S. teacher exchange program. Total responsibility for project planning, implementation and evaluation.

Research Assistant, Overseas Liaison Committee of the American Council on Education. 1969 to 1970.

CONSULTANT WORK:

World Bank, Development Economics Department, on migration in West Africa project, 1974 to present.

American Association for the Advancement of Science, International Division, on women and development project, 1975.

World Bank, on education in Tanzania, 1971.

PUBLICATIONS:

1976. "Health Planning and Population Policy in Africa." African Studies Review (forthcoming, Fall 1976).
1976. "Women and Population Studies: Review Essay." Signs: Journal of Women in Culture and Society. I:3 (Spring 1976).
1975. "Migration Matters." Development Digest. XIII:2 (April 1975).
1974. The Policy Relevance of Recent Social Research on Fertility. Interdisciplinary Communications Program Monograph No. 2. With William P. McGreevey.
1974. "'Woman's Place' and Fertility: The Developing World." Annotated Bibliography Series No. 3. Interdisciplinary Communications Program.
1973. "The Woman Issue and Fertility." Population Dynamics Quarterly I:2. Reprinted in Concerned Demography, Winter 1974 and in Jakarta Times (Indonesia), October 1973.
1973. Other articles in Population Dynamics Quarterly.
1971. Tanzania: A National Learning System, Report of the Overseas Liaison Committee. American Council on Education to International Bank for Reconstruction and Development. 1971. With other team members.
1971. Brazil: Developed and Developing, A Guide to Teaching about Brazil for Elementary School Teachers. Escola Graduada de Sao Paulo. 150 pages (bound offset) with accompanying slides and videotape.

EDUCATION:

Presently in Ph.D. economics program, Yale University.

M.A. international relations, 1969, The Johns Hopkins School of Advanced International Studies, Washington D.C.

B.A. American Studies, 1967, Newton College of the Sacred Heart, Newton, Mass.

LANGUAGES:

French: excellent
 Portuguese: good
 Spanish: fair

PROFESSIONAL ASSOCIATIONS:

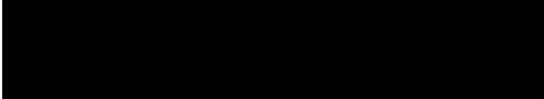
Population Association of America
 American Economics Association
 African Studies Association

Member, International Council, Society for International Development

References furnished on request.

VitaMayra L. Buvinic

Address : 

Telephone : 

Born : 

Marital Status : Married (to Ricardo J. Moran)

Languages : English, Spanish

Education

Degree of Psychologist, Catholic University of Chile, Santiago, Chile, 1970.

M.S., University of Wisconsin-Madison, 1972. Major: Social Psychology.

Ph.D., University of Wisconsin-Madison, 1975. Major: Social Psychology. Minors: Psychopathology, Sociology.

Honors

Degree of Psychologist, Magna cum laude, Catholic University of Chile, 1970.

Fellowship from the Latin American School of Sociology (ELAS) to participate in the "First Seminar on Experimental Social Psychology", directed by professors Leonard Berkowitz (University of Wisconsin), Morton Deutsch (Columbia University), Harold B. Gerard (University of California) and Luis Ramallo (ELAS), Vina del Mar, Chile, 1970.

Fellowship from ELAS to participate in a "Seminar on Social Psychology", directed by professor Harold B. Gerard, Santiago, Chile, 1969.

Research Experience

Spring 1969 Chile. Research on dissonance theory. The experimental design involved testing the Aronson-Mills effect under conditions of freedom of choice. It was carried out in collaboration with psychologist Raul Olivos (ELAS) and with the sponsorship of the Latin American School of Sociology. This

experiment was subsequently the subject of my thesis for the degree of psychologist; advisor: Dr. Ricardo Zuniga (then at the Catholic University of Chile).

Fall 1970 Chile. Cross-cultural research on movie violence and aggression, under the supervision of Dr. Leonard Berkowitz. The experiment investigated short term effects of movie violence on angered viewers and the effects of child rearing practices on aggressive behavior. The U.S. version of this study was conducted in Wisconsin, in the Spring of 1970, under the direction of Dr. Ross D. Parke.

Fall-Spring of 1971 Wisconsin. Advisor: Dr. Berkowitz. Experimental research on the delayed effects of practiced versus unpracticed aggressive responses elicited by observation of movie violence. This experiment was written as my master's thesis.

Summer 1972 Chile. Cross-cultural study on the effects of child rearing practices and social norms upon aggressive and altruistic responses to different hypothetical situations, under the direction of Dr. Berkowitz. The U.S. part of this survey was conducted in Wisconsin, in the Spring of 1972.

Fall 1972 to Spring 1973 Wisconsin. Research on female aggression, with the supervision of Dr. Berkowitz. Two experiments, with slight variations, were conducted to investigate the effects that the verbalization of angry feelings has upon subsequent aggressive displays.

Fall 1974 Wisconsin. Research on sex differences in the aggressive consequences of expressing angry feelings or hostile opinions. The theoretical model integrated notions from Leonard Berkowitz's analysis of hostility catharsis and Howard Leventhal's model of emotions. The experimental design included behavioral and physiological measures. This and one of the experiments mentioned above were written as my doctoral dissertation.

Clinical Experience

July to December 1969 Chile. Clinical Practicum. Facility: Psychology Outpatient Clinic, Catholic University of Chile. Psychoanalytic oriented study of both child and adult patients. Administration of complete batteries of psychological tests and preparation of final diagnostic-oriented reports.

As part of the requirements for various clinical courses throughout the five years of studies at the Catholic University of Chile:

Application of psychological tests and preparation of psychological evaluations on individuals in primary and secondary schools and psychiatric outpatient clinics.

Observation and assessment of different forms of psychopathology (child and adult) at the Psychiatric Clinic and Psychiatric Hospital of the University of Chile.

Teaching Experience (Assistantships)

July to December 1969 Chile. Social Psychology, professor Ricardo Zuniga.

Fall 1972 Wisconsin. Introduction to Psychology, professor Fred A. Mote.

Spring 1973 Wisconsin. Introductory Social Psychology, professor Leonard Berkowitz.

As a teaching assistant, my duties have included leading discussion sections, giving lectures, constructing, administering and grading exams, summarizing and reviewing material for exams and providing individual instruction on course materials.

Papers

Buvinic, M.L. Sex differences in the aggressive consequences of expressing feelings or opinions, 1975. Unpublished doctoral dissertation.

Buvinic, M.L., & Berkowitz, L. Delayed effects of practiced versus unpracticed responses after observation of movie violence. Submitted for publication.

Buvinic, M.L., & Berkowitz, L. Effects of social norms and parental socialization on adult aggressive and altruistic expression. In preparation.

Olivos, R., & Buvinic, M.L. The Aronson-Mills effect in the new version of the theory of cognitive dissonance, 1970. To be published as part of a volume with the tentative title of Decisions and Their Consequences, by H.B. Gerard (Ed.). New York: Academic Press.

Teaching Interests

Introductory and advanced social psychology

Research methods in social psychology

Group dynamics

Psychopathology

Attitudes and public opinions

Introduction to psychology
Seminars on: aggression, the psychology of women, collective behavior.

Research Interests

Attribution theory and reference group theory.

- 1) basic research: application of an attributional model to gain further understanding of the dynamics involved in the processes of "anticipatory socialization" and "relative deprivation".
- 2) applied research: use of the above mentioned concepts to problems of minority groups' adaptation and social mobility in an alien society.

Film violence and aggression.

- 1) basic research: the process by which only "rehearsed" aggressive responses enhanced by media violence persist over time, a finding that has also been replicated in the field of altruism.
- 2) cross-cultural and/or applied research: the impact of film violence in different cultures or within a culture, in different social groups.

Mental health.

- 1) development of concepts and programs of preventive mental health. Study of "high risk" populations using a "prospective" methodology.
- 2) application of social psychological concepts (theories of attitude and attitude change) on research and development of programs to change attitudes towards health practices.

Sex differences, emotions and aggression.

- 1) basic research: in general, the study of female aggression. More specifically, extension of findings in sex differences for positive emotions to negative feeling states. Influence of the expression of these negative emotions on aggression.
- 2) applied research: implications that the above mentioned research findings would have for some widely known and used forms of therapy that encourage the expression or "ventilation" of aggressive feelings, acts or verbal aggression.

Recommendations

Dr. Leonard Berkowitz
Dr. Howard Leventhal
Dr. Vernon Allen

all at the Department of
Psychology, University of
Wisconsin, Madison, Wisconsin
53706

Dr. Harold B. Gerard

Department of Psychology,
University of California,
Los Angeles, California 90024

Dr. Ricardo Zuniga

Department of Sociology,
City University of New York,
Staten Island, New York

CURRICULUM VITAEMARY LINDSAY ELLENDORFAddress: Home: [REDACTED]Business: 1514 17th Street N.W., Washington, D.C. 20036
(202) 483-5890 / 202/477-6927 -

or

Office of Environment and Health, World Bank, 1818 H St. NW
Washington, D.C. 20433Education:B.A. Univ. of North Carolina (Chapel Hill) , 1937
Major(s): Psychology and Social Work(Note: Completed all requirements for the
M.A. in Social Work and Public Administration
just as this degree was being up-graded to
a graduate program.) 1937 to 1940Ph.D. Union Graduate School 1972
Major: Humanistic AnthropologyAdditional non-degree graduate studies at
Haverford College, Escuela Universitaria de
Bellas Artes and Instituto Allende. 1941 to 1945

Dissertation: The Mayan Woman and Change

Advisory Committee: Dr. Fernando Camara
Dr. Alfonso Villa Rojas
Dr. Dorothy Lee
Dr. Roy Fairfield
Dr. Michael MaccobyHonors:

Sigma Xi; Various medals, Citations etc. for work in Mexico.

Memberships in Professional Societies:Follow, American Anthropological Association
Society for Applied Anthropology
American Academy for the Advancement of Science
Latin American Studies Association
Society for International Development
Women's Coalition of Latin AmericanistsProfessional Employment: Consultant, The World Bank, Washington, D.C.Visiting Professor of Anthropology, Center for International
Studies, Chapman College. Jan. 1974 to June, 1975

Consultant, The Ford Foundation 1973-1974

Faculty, Adult Degree Program, Goddard College. (Part time)
1973-1974Visiting Associate Professor of Anthropology, Hampshire College
1973

Professional Employment: (Continued)

Consultant on Off-campus and Overseas Studies, New College,
(Sarasota, Fla.) 1965 to 1972

Freelance Consultant to Overseas Education Fund, Brown
University, Peace Corps, A.I.D., Department of State, etc.
1961 to 1965

Chief of Mission (Mexico), C.A.R.E. 1952 to 1960

Director of Refugee Programs (Paris office), American
Friends Service Committee 1945-1946

Social Worker/Administrator in a variety of Public and
private Welfare Agencies, U.S.O., Travelers Aid (war-time)
in poverty pockets of the rural South and in some of the
ghettos of New Haven and Boston. 1937 to 1945

Counselor/Teacher (Remedial Reading), The Putney School.
1941-1943

Other Professional Activities:

Guest lecturer, Inter-American Research Training Seminar,
(sponsored by the Social Science Research Council),
Cuernavaca, Mexico. 1974

Discussant, Seminario sobre problemas de la mujer indigena,
(Sponsored by the Organization of American States),
Guatemala City. 1973

Speaker/Consultant, Seminar for women leaders in the
Dominican Republic (sponsored by the Overseas Education
Fund of the League of Women Voters), Santo Domingo 1969

Board member:

Council on International Educational Exchange	1970-1972
Association of World Colleges and Universities	1971-1973
Campus Free College	1971-1973
The Lincoln School	1962-1965
Governor's Commission on the Status of Women	1967-1971
State Board, Planned Parenthood Association	1962-1965
National Steering Committee, Overseas Education Fund's Leadership Training Institute for Latin American Women	1962-1965

Research-Teaching Interests:

My long-range interests are in the roles of women as agents of peaceful social change, with special concern for the changes faced by peasant women confronted by "modernization." I prefer to teach in the seminar mode, hopefully utilizing cross-cultural techniques which involve students in one or more forms of experiential learning. Finally, I am actively seeking new research models, essentially humanistic in nature, in order better to reflect the human and personal nature of society and social change. Latin America and Mexico especially.

Publications:

- Books: Nine Mayan Women: A Village Faces Change, Schenkman Publishing Co., Cambridge, Mass., (in press) 1975
La mujer Naya y el cambio, SEP/Sotentas, Mexico, 1973
The Mayan Woman and Change, CIDOC, Cuernavaca, Mexico, 1972

- Articles: "The Many Worlds of Women: Mexico", to appear in Women and Society: An International and Comparative Perspective, Janet Giele and Audrey Smock, eds., John Wiley, 1976.
 "The Mayan Woman and Change", to appear in Women Cross-Culturally: Change and Challenge, Ruby Leavitt, ed., Mouton, The Hague, Netherlands, 1975

ConferencePapers:

- "La Campesina Indigena", presented at the American Association for the Advancement of Science Conference on Science and Man in the Americas, Mexico City, 1973
- "Mayan Indian Women and Social Change in Mexico", presented at the Conference on Human Potential and Human Use, Ohio-Wesleyan University, 1972.
- "The Role of Women in Peaceful Social Change", paper prepared for the Society for International Development, Ottawa Conference, 1971
- "The Majority-Minority: An Unused Resource", paper prepared for the session on Women and Science in the American Continent - Special Event of the AAAS Conference, Mexico City, 1973
- "The Women Governors of the Dominican Republic", prepared for the Overseas Education Fund of the League of Women Voters and the Department of State, Washington. 1967
- "Alternatives for Peasant Women", to appear in Women in Development, Irene Tinkör and Michele Bo Bransen, eds. Praeger, 1976. (A background paper presented to the seminar on Women in Development co-sponsored by UNDP, UNIFEM and the AAAS at the International Women's Year Congress in Mexico City, June, 1975. To be distributed by the Overseas Development Council.)

MARGARET KATHERINE HAGEN

EDUCATION

- B.A. (1967), Latin American Studies and Spanish, Southern Methodist University
 Postgraduate work in anthropology (1967-1968), Southern Methodist University
- M.A. (1970) International Relations (Economic Development and Latin America), Fletcher School of Law and Diplomacy

PROFESSIONAL EXPERIENCE

- 1972 - present: Inter-American Development Bank
 Loan Officer (Operations Department) for Costa Rica and Panama
- 1971 World Bank
 Consultant on ex-post evaluation of a highway project in Honduras
- 1971 Instituto Centro Americano de Administracion de Empresas (Managua, Nicaragua)
 Research Associate and case writer in marketing and agribusiness
- 1970-71 Inter-American Development Bank
 Consultant on technical assistance projects and policies of multinational and bilateral agencies

LANGUAGES

Bilingual in Spanish. Some Portuguese.

CURRENT ACTIVITIES

- Board of Directors, Inter-American Development Bank Staff Association
- Board of Directors, Planning Assistance, Inc.
- Friends of the Paul Hill Chorale
- Society for International Development
- Steering Committee, Committee on Women and Development (S.I.D.)

MARGARET KATHERINE HAGEN (con't)

PUBLICATIONS

"Note on the Public Markets and Marketing System of Managua, Nicaragua" (Managua: INCAE, 1972).

"Nabisco-Cristal: A case study on the marketing of high protein foods" (Managua: INCAE, 1972 and Boston: Harvard Press, 1972).

"The Role of Women in Latin American Development", forthcoming in IDB News, January, 1976.

RESUME

NAME: Julia Graham Lear

ADDRESS: [REDACTED]

TELEPHONE: 202-483-2260 ext. 287 (office)
[REDACTED]

EDUCATION: Ph.D., The Fletcher School of Law and Diplomacy, Tufts University
M.A.L.D., M.A., The Fletcher School of Law and Diplomacy, Tufts
B.A., Pembroke College in Brown University

PRESENT POSITION:

Assistant Project Director and Policy Analyst. National Planning Association, 1666 Connecticut Ave., N.W., Washington, D.C. Primary responsibility involves development of the Policy Analysis Source Book for Social Programs, a research effort sponsored by the National Science Foundation. August 1974 to present.

PREVIOUS EXPERIENCE:

Associate Editor, Development Digest, National Planning Association. The Digest is a quarterly journal of abstracts from articles, papers and books dealing with the social, economic and human development issues in poor countries. August 1972 - October 1972.

Assistant Professor, Economics Department, Federal City College. Courses taught included introductory courses for the social science division and a senior level seminar on the political economy of Latin America. January 1972 - August 1972.

Instructor, Education Center, Fort Clayton, Canal Zone. During this three year period while working on my doctoral dissertation, I taught courses for the United States Armed Forces Institute program. August 1968 - May 1961.

Instructor, Government Department, Howard University, Washington, D.C. Courses taught included Comparative Government, International Organization, American Government, and U.S. Constitutional Law. September 1966 - June 1968.

Management Intern/Economist, Bureau of International Commerce, U.S. Department of Commerce, Washington, D.C. September 1963 - June 1965.

RELATED PROFESSIONAL EXPERIENCE:

Chairperson, Equal Opportunities Committee, Federation of Organizations for Professional Women. (The Federation is an association of 83 organizations committed to the attainment of equal opportunity for women.) Responsibilities include preparation of testimony for government agencies and Congressional committees, and representation of the Federation at executive agency meetings regarding sex discrimination in education and employment.

Chairperson, "Workshop of Women in the Economy, 1975: A Legislative Focus." A symposium on the status of women in a recession economy held March 8, 1975 at George Washington University. The workshop was preceded by a reception honoring new women in Congress on February 26, which I also organized.

PUBLICATIONS:

Policy Analysis Source Book for Domestic Social Programs, with Arnold Kotz et.al. Washington, D.C.: National Planning Association, 1975.

Book review, Middle East Oil and the Energy Crisis, by Joe Stark with introduction by Richard J. Barnet. In Science Books, published by the American Association for the Advancement of Science. Forthcoming.

Testimony before the Subcommittee on Postsecondary Education, Committee on Education and Labor. Title IX Program Regulation. Prepared for delivery by Dr. Jean Simmons, President, Federation of Organizations for Professional Women. June 25, 1975.

Testimony before the Board of Governors, Federation Reserve System. Women and Credit. Comments on draft regulations issued by the Board to implement the Equal Credit Opportunity Act of 1974. May 10, 1975.

Rural Development: Recognizing the Role of Women. A bibliography with introduction. November 1974. processed.

Testimony for Special Subcommittee on Education. Civil Rights Compliance and Federal Funding of Higher Education. September 25, 1974.

Book review, A Matter of People, by Dom Moraes, Science Books, American Association for the Advancement of Science, December 1974.

Impact of Economic Development and Social Change on the Status of Women. A bibliography with introduction. processed. Committee on Women in Development, Society for International Development. December 1973.

United States Relations with the Republic of Panama, 1939 - 1947. Fletcher School of Law and Diplomacy, doctoral dissertation, unpublished.

PROFESSIONAL ORGANIZATIONS:

Society for International Development (Secretary, Washington Chapter, 1973/74)
 American Political Science Association
 Committee on Women in Development, Society for International Development
 (Steering Committee, 1972 - 1975)
 Federation of Organizations for Professional Women (Executive Council;
 Chairperson, Committee on Equal Opportunity, 1973 - present)

Turid Sato



PERSONAL Norwegian citizen, married, 31

EDUCATION COLUMBIA SCHOOL OF INTERNATIONAL AFFAIRS (SID)
Master of International Affairs June 1970
Certificate of the African Institute June 1970
 Concentration in International Finance, Law and Economic Development.

SARAH LAWRENCE COLLEGE
Bachelor of Arts
 Concentration in Economics and Arts

UNIVERSITY OF OSLO
 First level

OTHER
 NANSSEN SKOLEN - Norwegian Humanistic Academy 1965
 TELEMARK OFF. LANDSGYMNAS 1960 - 64
 CARLYLE COMM. HIGH SCHOOL, Ill. - American Field Service Scholarship

EXPERIENCE November 1970 to present: Joined the World Bank Young Professional Management Training Program and subsequently was appointed loan officer in the Eastern Africa Region. Have worked on several countries in this region including Botswana, Zambia, Sudan, Kenya and Tanzania. Presently responsible for overseeing the Bank's lending program and operations in Kenya while also working on a rural development project in Tanzania.

AREAS OF INTEREST: Status of Women in industrialized as well as less industrialized countries. Am actively involved in formulating guidelines for integration of women in Bank programs and projects.

June - September 1969: INSTITUTE OF INTERNATIONAL EDUCATION - Leadership Intern Program working in cooperation with Housing and Development Administration and RAND setting up an inventory data-bank to assist New York city's urban planning capabilities. Internship financed by Henry Luce Foundation.

August - November 1969: KNIGHT, GLADIEUX, SMITH INC. - Conducting a Portfolio Management Survey. Part-time summer - fall 1969.

LANGUAGES Norwegian - Native Tongue German - good
 English - Fluent French - fair

TRAVEL Africa: Botswana, Kenya, Lesotho, South Africa, Tanzania, Zambia
 Asia: Thailand
 Europe: Extensively East and West
 Americas: Canada, Costa Rica, Guatemala, Mexico, USA, Venezuela

IRENE TINKER

Director, Office of International Science
American Association for the Advancement of Science

1776 Massachusetts Avenue, N.W.
Washington, D.C. 20036

(202) 467-4426

Political Science

Field: Comparative development: administration and governance; technological transfer and cultural change; policies with regard to women, ethnic minorities, population, education.

Areas: South and Southeast Asia; Africa; United States.

Experience: Professor, administrator, curriculum developer, researcher, consultant, lecturer.

Degrees: Radcliffe College, A.B. magna cum laude 1949, Phi Beta Kappa.
London School of Economics and Political Science, Ph.D. 1954.

University Experience

American University 1971-73. Convenor, Comparative Urbanization Seminar: area-wide faculty-government policy seminar on world-wide problems.

University of Maryland 1971-72. Comparative Education Center, Professorial lecturer.

Educational Policy Center 1970-73. Director, consulting group on educational development.

Federal City College 1967-71. Assistant Provost for Curriculum Development and Professor of Political Science in the Comparative Culture Program. Joined the new college when the total staff was seven and was the sole academic administrator for six months. Screened and hired faculty, set up the Provost's office, briefed the Board, arranged the first Convocation. Supervised faculty groups on curriculum.

School of Advanced International Studies, Johns Hopkins University 1966-67. Adjunct professor.

Howard University 1961-67. Assistant Professor of Government. Developed doctoral program for the department and revised curriculum to include courses on developing nations; helped refocus all-university required social science course.

University of California, Berkeley 1954-57. Modern India Project, Research political scientist. Department of Political Science: reader and lecturer. University Extension: lecturer on Africa and the Commonwealth.

Fellowships

SEADAG/Asia Society, 1972-73

Development and urbanization in Indonesia. Four months research in Indonesia plus discussions on urbanization in India, Burma and Malaysia. Research fellow, Bureau of Social Science Research, Washington, D.C. during write-up.

American Institute of Indian Studies, senior fellow, 1964-65

Howard University, research grant, 1964-65.

Community development and regional government in India and Pakistan.

Eight months in South Asia including Nepal and Ceylon; travel in Thailand, Cambodia, Malaysia and Sarawak.

Ford Foundation Area Fellow, 1957-59

American Association of University Women, fellow 1957-58.

Regional government and administration in Indonesia. Two years residency in Indonesia, primarily in East Java. Fluent in Indonesian.

Two months in Malaysia, three weeks in Japan.

Rotary Club of Wilmington, Delaware, 1951-53.

Award and loan to complete doctoral thesis research in India. Drove from London to Delhi through Europe and West Asia; studied the first general elections and India's first elected Parliament; drove back to London from East Africa observing the last days of colonialism. Wrote a series of newspaper articles on both trips.

Professional Activity and Membership

Member US Delegation to the United Nations Commission on the Status of Women, 25th Meeting, New York City, January 1974.

Representative of AAAS: World Population Conference, Bucharest, August 1974; IWY Conference, Mexico, June 1975.

American Political Science Association

Status of Women in the Profession Committee 1967-71

Participation at meetings: paper 1964; chair 1970; discussant 1972.

Association of Asian Studies

Participation at meetings: paper 1956; chair 1973; panel 1974.

Society for International Development

Chairwoman, Committee on Women in Development 1973-75

Participation in meetings: panel and chair 1973; panel 1974.

Washington Chapter: Council member 1973-74; Treasurer 1974-75.

American Association for the Advancement of Science

Participation at meetings: paper and chair 1973; paper and arranger 1975.

Asia Society. Washington Chapter, India Society, Board member 1965-70.

Indonesian-American Association, Board member 1967-72.

Federation of Organizations for Professional Women, president 1972-74;

Women's Caucus for Political Science; Women's Equity Action League;

Women's Caucus, University of Maryland.

Friends of London School of Economics, Board 1974-

SELECTED BIBLIOGRAPHY

Comparative Government

"Malayan Elections: A Pattern for Plural Societies?" Western Political Quarterly, June 1956.

"The First General Elections in India and Indonesia", with Millidge Walker, Far Eastern Survey, July 1956.

Leadership and Political Institutions in India, edited with Richard L. Park, Princeton University Press, 1959; reissued 1968.

"Indonesia's Panacea: 1959 Model", with Millidge Walker, Far Eastern Survey, December 1959.

Indian Political Leadership: Attitudes and Institutions, RAC, McLean, Va., 1968.

"Planning for Regional Development in Indonesia", with Millidge Walker, Asian Survey, December 1973.

"Development and Changing Bureaucratic Styles in Indonesia: The Case of the Pamong Praja", with Millidge Walker, Pacific Affairs, Spring 1975

Education, Culture and Development

"Nationalism in a Plural Society: The Case of the American South", WPQ, March 1966.

"Colleges and the Underprepared Student", American Education, November 1970.

"A Sociological Perspective on Black Studies", with Amitai Etzioni, Educational Record, Winter 1971.

"Nonacademic Professional Political Scientists", American Behavioral Scientist, XV:2, December 1971; issue on professional women; reissued by Sage Publications, 1974.

"Federal City College: How Black?", Academic Transformation, Riesman, D. and Stadtman, V., eds., McGraw Hill for Carnegie Commission, 1973.

"What's Happened to Progress?" Career Guidance for Women Entering Engineering, ed. Nancy Fitzroy, Engineering Foundation, New York, 1973.

Culture and Population Change, for AAAS Advisory Committee, August 1974.

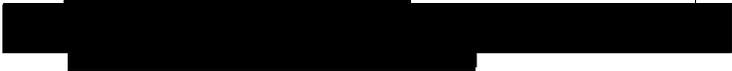
"Widening Gap", International Development Review, January 1975.

"The Transfer of Occupational Stereotypes", for 141st Annual Meeting of AAAS, at panel on "Western Standards and Stereotypes as Impediments to Development", January, 1975.

"Women in Developing Societies: Economic Independence is Not Enough", Economic Independence for Women: The Foundation for Equal Rights, ed. Jane Chapman, Sage Publications, 1975.

Population: Dynamics, Ethics and Policy, Reining, P. and Tinker, I., eds., preface by M. Mead, American Association for the Advancement of Science, May 1975.

"The Adverse Impact of Development on Women", for AAAS Seminar on Women in Development, co-sponsored by UNITAR, UNDP and CONACYT, June 1975.

CORALIE J. TURBITT



EDUCATION B.A. Political Science, University of California, Davis
 M.A. Political Science, University of California, Davis
 Credits, Teachers College, Columbia University and
 California State University, Fullerton

EXPERIENCE June 1975 to present. Consultant in program planning,
 project design, proposal preparation and fund-raising
 for international development activities.

June 1972 to June 1975. Special Assistant-Administration,
 American Association of University Women (AAUW), Washington, D.C.

Designed and directed the AAUW African Educators Program (1973 and 1974) including a special course of study at the University of Massachusetts, Amherst, for ten African women educators concerning the uses and techniques of secondary education in developing countries.

Prepared grant proposals for international programs including a program of non-formal education for rural African women; an international talent locator service for women in development; and a public education program in the United States concerned with issues of international interdependence (in cooperation with the World Bank and other international organizations).

Functioned as staff liaison between the AAUW and U.S.A.I.D. and the Bureau of Educational and Cultural Affairs of the Department of State. Coordinated Washington-based non-governmental organizations' input into the preparation of the U.S. position at the United Nations International Women's Year Conference in June 1975.

Conducted surveys and wrote analyses of AAUW's national and international administrative and membership problems. Served as the AAUW staff liaison with 53 university women's associations in countries affiliated with the International Federation of University Women. Coordinated and administered an exchange visit between the Soviet Women's Committee and officers of the AAUW.

Carried out a variety of staff functions and special assignments in every administrative department of the AAUW, including the arrangement and documentation of national meetings in Washington, D.C. and other cities.

CORALIE J. TURBITT

October 1968 to December 1971. U.S. Peace Corps Volunteer, Kenya.

Founded a community-supported rural secondary school and served as the founding headmistress. Recruited an African headmaster and teaching staff and served as deputy headmistress for duration of the tour. Served as the principal administrative officer responsible for procurement of physical facilities, books and supplies. Established the school admissions policy, curriculum, class schedules and records system. Taught English; ancient, modern, and African History; Biology; Health Science; and Physical Education.

Extensively observed rural and urban health services, family planning programs and disease control efforts. Participated in community development programs through membership in Maendeleo ya Wanawake (women's national self-help society) and as a teacher of adult literacy class under the auspices of the Community Development Officer.

June 1965 to August 1968. Assistant Dean of Students, University of California, Irvine.

Served as the first Assistant Dean on the newly-opened campus of the University. Responsible for the creation of the student activities program including the establishment of student government, publications, campus organizations and portions of the recreation program. Carried primary responsibility for the generation and enforcement of student conduct regulations and campus policies pertaining to the use of campus facilities, distribution of literature, and appearances by off-campus speakers. Managed student office space and recreational facilities.

Served, during a period of extreme campus unrest, as a liaison between student groups and University officers, local citizens' groups, and agents of the F.B.I. and local law enforcement agencies.

AREAS OF INTEREST/EXPERTISE International economic development, with a special emphasis on the economic and social integration of women in developing countries. Methods of non-formal education, leadership development, and organizational management. Project design and implementation.

LANGUAGES Fair fluency in Swahili and a reading ability in French.

TRAVEL Africa: Kenya, Tanzania, Uganda, Ethiopia, Egypt and Morocco.

Middle East: Lebanon, Jordan, Iran, Syria, Turkey and Israel.

Europe: Greece, Italy, Yugoslavia, France.

CORALIE J. TURBITT

MEMBERSHIPS Member and Secretary of the Board of Directors of the United States Committee of Cooperation. (Functions in cooperation with the Delegate of the United States to the Inter-American Commission of Women of the Organization of American States.)

Member of the Executive Committee of the Committee on Women and Development, Society for International Development, Washington, D.C. chapter.

Public Observer of the Subcommittee on International Interdependence of the U.S. National Commission on the Observance of International Women's Year.

ROXANN A. VAN DUSEN

Staff Associate

Social Science Research Council
Center for Coordination of Research
on Social Indicators
1755 Massachusetts Avenue N.W.
Washington, D.C. 20036

ATTACHMENT 9

Born: 

Professional Experience

1973- Staff Associate, Social Science Research Council, Center for Coordination of Research on Social Indicators

1970-71 Editorial Assistant, Middle East Journal,

1969-70 Editorial research assistant, Center for Behavioral Studies, American University of Beirut, Lebanon

Education

Ph.D., Social Relations, Johns Hopkins University, 1973
M.A., International Relations, Johns Hopkins School of Advanced International Studies, 1969
B.A., Wellesley College, 1967 (Wellesley College Scholar)

Concurrent Posts and Activities

1975- Consultant, American Association for the Advancement of Science project on the "Ethnography of Reproduction"

1975- Resource person on the Middle East, Center for Research on Women in Higher Educations and the Professions conference on "Women and Development"

1974- Board of Directors, Planned Parenthood, Metropolitan Washington, D.C. 1975- Chairman of Policy, Plans, and Expansion Committee

1973- Society for International Development, 1974-75, Executive Committee of the Committee on Women in Development; 1975-76, Chairman of the Membership Committee

1971-72 Graduate Assistant, Project on Food-Sharing among Young Children. Dr. Rada Dyson-Hudson, Project Director, Johns Hopkins University

1971 Graduate Assistant, Immunization Decision-Making project. Dr. Nan Lin, Project Director, Johns Hopkins University

1967-69 Graduate Assistant, American Society of International Law, Washington, D.C.

Professional Membership

American Anthropological Association
 American Sociological Association
 Middle East Studies Association
 Society for International Development

Anthropological Society of Washington
 District of Columbia Sociological Society
 Middle East Institute

Publications

"The Changing Status of American Women: A Life Cycle Perspective," with Eleanor Bernert Sheldon. American Psychologist, February 1976 (forthcoming).

"The Study of Women in the Middle East: Some Thoughts." Middle East Studies Association Bulletin, January 1976 (forthcoming).

"Social Indicators: A focus for the social sciences," with Robert Parke, in Anthropology and Public Policy, Peggy Sanday, Ed. New York: Academic Press, forthcoming.

Editor with Nicholas Zill of Basic Background Items for U.S. Household Surveys. New York: Social Science Research Council, 1975.

"Women's roles and family planning in Lebanon," in Culture, Natality, and Family Planning, John F. Marshall and Steven Polgar, Eds. Chapel Hill, N.C.: Carolina Population Center, Carolina Monograph #21, 1975.

Editor of Social Indicators, 1973: A Review Symposium. New York: Social Science Research Council, 1974.

"Problems of measurement in areas of social concern," Monthly Labor Review 97, No. 9 (September 1974) 17-8.

Social Change and Decision-Making: Family Planning in Lebanon. Doctoral dissertation, Johns Hopkins University, Baltimore, Maryland 1973.

"Food-Sharing Among Young Children," with Rada Dyson-Hudson, Ecology of Food and Nutrition (1972) 319-24.

Book reviews, Middle East Journal (1971-1975).

Recent Unpublished Papers

"The establishment of a community health clinic: a case study in a Lebanese suburb," a paper delivered at the 141st Annual Meeting of the American Academy for the Advancement of Science, New York City, January 1975.

"International Social Indicators: an over-view of on-going activities," a paper delivered at the Fifteenth Annual Conference of the International Studies Association, St. Louis, Missouri, March 1974.

"Urbanization and Women in a Suburb of Beirut," revised paper delivered at the Seventh Annual Conference of the Middle East Studies Association, Milwaukee, Wisconsin, November 1973.

Elizabeth A. White

Fields of Concentration

Human Resources Development & Voluntarism
Program Administration
Personnel Administration & Office Management
Counselling & Cross Cultural Training

Experience

Washington Representative, Medical Consortium International,
Kansas City, Missouri - April '75 to Present.

Represent organization in liaison functions with foreign embassies, U.S. Government agencies and private organizations dealing with development in the Middle East and Africa; research information on health systems development in designated countries; obtain business visas for personnel; administrative duties in maintaining small office including initiation of and response to correspondence, periodical and newsletter subscriptions, seminar participation, accounting. (Consultant to firm.)

Consultant-Trainer to National Center for Voluntary Action, Washington, D.C., April 1975.

Co-leader for training workshops designed to assist local board members and staff to more effectively work with each other and with volunteers in their organizations. Led seminars dealing with: problem solving, board-staff relations, local fund development using techniques of role-play, brainstorming, small group discussion, visual aids, written materials.

Senior Country Desk Officer/Africa, Peace Corps/ACTION, Washington, D.C.
July '71 to March '75.

Washington representative responsible for administrative, programmatic, and training activities for Peace Corps programs in Mauritania, Senegal and Ivory Coast and advisor to 5 desk officers coordinating joint areas of responsibility for French-speaking Africa programs. Served as headquarters expert on all matters pertaining to above three countries; represented country staffs and volunteers to the Peace Corps administration in Washington; carried out liaison function with support offices to insure that all business related to countries was handled on a timely basis; interviewed and recommended candidates for staff positions overseas; authored job descriptions for staff positions; designed and executed special training for new overseas staff; authored all

correspondence and documents related to programs including briefing papers, policy papers and documents related to volunteers; personally briefed Congressional and ambassadorial personnel preparing for visits to respective countries; represented agency at inter-agency governmental meetings, seminars; monitored contracts; processed requests for volunteers; participated in seminars for trainees; reviewed budgets and redesigned for funding approval; travelled one-two months per year to Africa to review programs and meet with host country government officials, Peace Corps staff and volunteers and assist in new program development.

Equal Employment Opportunity Counsellor - investigated alleged cases of job discrimination and counselled employees through resolution of cases.

Staging Coordinator, Peace Corps/ACTION, Washington, D.C. - March '70 to July '71.

Designed, planned and conducted seminars for prospective Peace Corps trainees; lead small group discussions on goals, philosophy and cross cultural communication; authored reports submitted to Deputy Director of the Agency. (Also served as Equal Employment Opportunity Counselor as described above.)

Bi-lingual Executive Secretary, Honeywell, S.A., Paris, France, Oct. '69 - Jan. '70.

Handled business affairs of the Director including the scheduling of meetings; making travel arrangements in Europe; keeping production analyses of Company's French plant; composing all French correspondence for the Director; establishing better rapport among members of executive secretarial staff of ten people.

Office Manager & Special Assistant, Maisons Tunisiennes Carnoy, Tunis, Tunisia, October '68 to October '69.

Managed sales office; organized trips and escorted clients to Southern Tunisia to consider purchase of vacation villas; kept office accounts; corresponded with foreign clients; supervised staff of five employees. Daily work conducted in French; correspondence done in French and English.

Special Assistant to Mr. Carnoy, Director; supervised the preparation of legal documents for Maisons Tunisiennes Carnoy (international housing project) which were sent to three U.S. insurance companies (investors) and USAID. Documents were prepared and verified monthly for closings with The Central Bank of Tunisia and AID's housing office. Designed a property title with the Keeper of Deeds of the Government of Tunisia. This was the first time Tunisian home owners had received titles when purchasing property and involved negotiating language of deed.

Assistant Director for Liaison, Peace Corps, Wash., D.C. Jan. '67
to Aug. '68.

Conducted orientation sessions for and served as liaison between volunteers in Africa & Near East and administration in Washington. Organized and led training conference for training staff; revised Peace Corps Volunteer Handbook authoring policies on social conduct, apolitical role of volunteers; and served as Chairperson of Task Force to the Director on Volunteer Involvement in Programming authoring Task Force report (separate six months assignment.)

Peace Corps Volunteer English Teacher, Tunis, Tunisia - Nov. '64
to July '66.

Taught English as a foreign language to high school students preparing for the Baccalaureat Examination. Taught five classes (250 students) each year including all levels of English from the first year to and including the equivalent of the first year of college in the U.S. Acted as advisor to English Club and chaperoned field trips during vacations.

Executive Secretary, Memorial Hospital of Sloan-Kettering Cancer Center, New York - November '63 to August '64.

Served as secretary to the Director of Personnel, Mr. W.J. Woodin. In addition to typing, filing, handling appointments, and scheduling meetings, I administered the major medical health benefit program for hospital employees.

Group Leader, The Experiment in International Living, Putney, Vermont - Summer '63.

Lead group of ten university students to French-speaking Switzerland for home-stay and French language program. Developed itinerary for trip, counselled students with living/adjustment/language problems.

Executive Trainee, Lord & Taylor, Inc., New York - July '61 to
June '63.

I received training in personnel, customer service and department store management, working in the following positions: personnel screener and interviewer, assistant to directors of personnel and customer services, customer service representative, and assistant to Vice President for Administration designing comprehensive fringe benefit program.