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FINAL REPORT
TO
THE UNITED STATES AGENCY FOR INTERNATIONAL DEVELOPMENT
AND
THE GHANA NATIONAL COUNCIL ON WOMEN AND DEVELOPMENT
ON
ACTIVITIES UNDERTAKEN UNDER
CONTRACT AID/afr-C-1370

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Accra, Ghana
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SAID FINAL REPORT
 Beverly D. Houghton.

I. THE RESEARCH UNIT

My mandate with respect to the Research Unit at the Council is laid out in two items in Article I, Section B.1. and B.3. of my contract

- B.1. "Coordinating the field research program and training of local staff associated with the project..."
- B.3. "Planning, organizing and monitoring the various research sub-projects undertaken by NCWD and evaluating progress and end projects" (sic).

I will discuss this under several headings:

A. ACTIVITIES UNDERTAKEN IN TRAINING LOCAL STAFF

The first priority of my employment period was to discern the state of the research effort at the Council. This involved familiarizing myself with the research files and working with members of the research unit set up a more efficient system for retrieval of information. We were with Dr. Patrick Twumasi of the Council's Research Committee, and acting part time Principal Research Officer, able to present the Council with a statement of who was doing what and the state of each project. One result of this work was to pinpoint areas where the Council's stated research priorities had not been met by the research contracts let out so far. The Research Officers (hereafter referred to as ROs) had, prior to my coming, drawn up tentative budgets for projects they wished to do over the coming year for the purposes of getting Council Research Funds from government. We were able to mesh some of these tentative projects with identified gaps in the research effort to date, and where there was overlap with work under way, to steer researchers into slightly different areas of endeavor.

During February and March we worked on proposal formulation and field research study design. I met regularly with the research officers to discuss the mechanics of planning and executing field research projects, i.e., defining the objectives of the study, deciding on the scale and scope of the study, choice of appropriate method, appropriate sample (size of sample, random versus purposive sampling, etc.), designing research instruments and questions to fit the objectives of the study, designing the research instrument for easier analysis of data, pretesting of instruments, and budgeting of research projects. To assist in the planning of data analysis, I talked with the unit about the rudiments of computer analysis of the data, and arranged for lecture by the coordinator of the Computer Centre, University of Ghana, Legon, and a tour of its facilities for the unit. I also initiated arrangements for unit use of the computer facility, which they should be ready to use before my departure. The unit submitted detailed proposals to the Council's Research Committee after they had been edited, discussed in unit meetings, reworked, and rewritten. Ultimately all the proposals were accepted by the committee.

As the proposals were being reworked, the unit met to discuss field interviewing techniques and problems. I worked directly with one RO to train her field interviewers. As others in the unit were working at far greater distances (e.g., Tamale) or were doing all the interviewing themselves, I did not do this with the others.

The Research Officers went into the field in April, and did field work through early July, in some cases through late July. By the beginning of April other duties of mine, (e.g., conference planning and preparation) tied up enough of my time that I was not able to spend time in the field with each RO as I had hoped, but kept in touch with their problems and progress through regular research unit meetings.

During August we worked on data analysis and writing up, largely concentrating in both endeavors on answering basic questions with data in hand rather than just reporting data, a common phenomenon where researchers are inexperienced and analysis time short. We further worked on outlining and condensing reports for oral presentation, with an aim toward impact. It was gratifying that without exception the Council ROs presented lucid succinct, and well organized reports, doing far better on the whole in this regard than most of the contract researchers and invited speakers at the September Seminar where the research findings gathered under Council/USAID auspices were represented (see below). The reports presented at the Seminar were in the nature of interim reports, in some cases not all the data were in, (though a sufficient amount in all cases on which to base some conclusions), and in no case did time permit more than very basic analysis of the data which were in hand. More sophisticated analysis remains to be carried out. I am presently working with the Research Unit on this; paramount in my estimation is working with the Unit to do computer analysis of their data, as this training can then be applied in future projects in the Council.

B. ASSESSMENT OF THE UNIT AND ITS CAPABILITIES: Problems of the Unit and Possible Solutions

One thing which has to be understood about the Research Unit is its hybrid nature. Most Ministries and some Government Departments have research units which collect and collate information for their organizations but in many cases this is little more than collecting the basic secondary statistics which enable the body to operate. For this a relatively lower level of skill is needed and the pay scales for these units reflect the lower skills and demands made on the unit. The Research Unit of the NCWD however, is quite different in nature, as conceived, I think, by the Research Committee and the Research Unit itself. It was planned to be what it has this year become, i.e., a kind of "research institute", carrying the burden of one of the main functions of the Council, much as the Projects Unit of the Council does. Graduates with some research training and in some cases good research experience were hired to fill it. However, prior to this year the unit was not being fully utilized, officers being sent to collect basic secondary statistics or, in some cases, being used for other administrative work in the Council. Despite the fact that graduates, frequently recruited through National Service, were hired, the pay scales are much the same as for research units in other ministries and departments. This needs to be understood as background to some of the difficulties the unit has faced.

THE ISSUES

1) Morale and Cohesion

a) The Problems: When I arrived, morale in the unit was low. The unit lost in the first two months two capable research officers who had taken other positions out of frustration with their work. Indeed, in my assessment, the unit was in relatively great disarray, not through the fault of any person or circumstance, but through a combination of problems:

i) Lack of Coordination: When I arrived there was no central authority over the unit from within the Council. The plan for Council organization calls for a Principal Research Officer to head the Unit, who would (1) act as coordinator and authority over the Unit and would participate in decision making within the Council on Unit functions, and liaise with the Research Committee of the Council and the Executive Secretary, and (2) act as trainer and methodological consultant for the unit and assist the research done in it. For this reason, the Principal Research Officer should be of Ph.D. level or near it. However, given the fact that the Research Unit is understood by government as the kind of research unit kept by most ministries and departments, the pay scale is not sufficient to attract a person of Ph.D. level to the post, the salary being substantially below what the universities of Ghana pay for someone at the Ph.D. level. Further, even if the pay were sufficient, there are very few women Ph.D.s who have sociological research capabilities to take on the unit who are not already completely involved in other work. Thus the Council has not been able to fill the Principal Research Officer position. Dr. Twumasi had been working with the Unit on a part time basis up through December, and has done a valiant job of trying to fill both advisement and administrative functions, despite his other multiple teaching, research, and administrative commitments. Given his heavy burdens, it is remarkable that he was able to do as much with the unit as he did, but it was not sufficient to prevent the unit from being used in his absence in the manner of other Ministry research units, in culling statistics on an ad hoc basis, or being used for other administrative duties. Only three officers were being used in field research projects, two on their own, and the other as research assistant to one of the contract researchers who was doing a USAID funded project.

ii) Momentum The other problem of the Unit, which was related to the above problem of lack of coordination was that there was no "momentum" of activity in the unit to contribute to its functioning and cohesion. That is to say, where there are ongoing projects in which people are involved, busy, and excited, newcomers to the unit are motivated to work planning, and creativity by the example of others, and are able to utilize their own training and talents to the fullest. Where this is absent and where people are being underutilized and/or utilized on a sporadic basis, it is difficult for a unit to function well. Where a unit is already productive and making a name for itself through the research it is turning out, it is in the self-interest of Research Officers to become involved and to produce; in the absence of this research momentum it is easier for staff to become involved in personal concerns or to look elsewhere for career-enhancing positions.

b) Progress During the Year The position of the unit improved measurably during the year.

Part of this was due to the creation of internal authority over and within the unit which both led it, and protected it from being pulled into nonresearch jobs. Mrs. Grace Nartey was hired as Deputy Executive Secretary to the Council. She combined with her duties the administrative component of the duties of the Principal Research Officer; demands on the unit were channeled through her, and she could to a large degree protect the unit from external demands. Requests and complaints from the unit could go to her for action, and she had financial authority over the unit which greatly speeded up the disbursement of monies for research activity. Duties to Committees of the Council are part of the established job of the unit and not all these could be set aside; during the year the unit carried out a preliminary market survey for the Women in Employment Committee of Council; in addition it gathered census data on women, began gathering statistics on the number of women in senior posts in the Ministries and State Corporations, began planning a Directory of Women, and I as part of the unit gathered data on rape in Ghana.

The other part of the improvement in administration was the hiring of Mrs. Stella Dzidzienyo, who, being seniormost person in the working unit in both age and training is able to provide leadership, internal coordination, and a communication link with the Deputy Executive Secretary.

My function, in effect, was to take over the research training and advisement function of the Principal Research Officer, in my capacity as Field Research Coordinator. In addition to direct training, I worked with Mrs. Dzidzienyo to generate in the unit a sense of its own capability. Ideas for research projects were discussed corporately and decisions on doing various projects taken corporately. Further, in reviewing proposals from outside the unit I would solicit the assistance of the unit; thus they were able to compare others' work with their own, assess it, make suggestions, and were encouraged to think more in research terms. In addition, their field experience and knowledge of research conditions gave valuable insights in assessing the viability of other projects.

Morale in the unit has definitely been enhanced. The unit at this point is a reasonably well-knitted and cohesive unit anxious to go on with research and spending more of its informal time discussing research and women-related issues. Without exception the Research Officers became excited about their projects and persevered remarkably in their data collection in the face of inevitable delays and obstacles. The one exception is one research officer who, while apparently excited about what she was doing, seems to have disappeared in the process of doing her research. Council efforts to trace her whereabouts have to date proved unsuccessful.

c) Future Prospects My assessment of the situation (much of this comes from the Research Officers themselves) is that the morale may decline somewhat if a Principle Research Officer is not hired or a new Field Research Coordinator brought in. The ROs feel a need for further training (of which more will be said below), feel the need of a catalyst, and help in maintaining the momentum of the year's work. There is some feeling that the year, under the impact of the Seminar, the USAID funding, and the presence of a full time research adviser was an unusual event, and that it may be difficult for things to progress at the same pace in future. ROs are concerned about their future careers, and feel that the Council needs to be seen as a good point for establishing

a research career, and a reputable place to have come from or to go to. Good training and reputation would overcome the problems of pay, and would provide a good reason for joining and staying with the unit. While the Council can expect some circulation of people in and out of the unit as careers progress, maintaining the momentum and training functions in the unit will help the Council keep trained people once they have made the initial investment in training them.

I will discuss suggestions in reference to maintaining morale and cohesion below after discussing training.

2) Training:

a) The Problem: At the beginning of the year the unit had few persons in with experience in sociological research. Two officers had their academic training in food research; two others had backgrounds in sociology or anthropology but with little field research training. The two exceptions to the above generalization were Miss Church, who is completing a Masters Degree in African Studies and has had training in participant observation techniques in anthropology and Mrs. Dzidzienyo, who has a Master's Degree and field experience both in U.K. and in Ghana. All are basically capable people; the two persons from food science have responded very well to training and have turned out very good projects, which says that the Council need not hire just sociology graduates, and may in fact be as well off with capable people from other scientific fields so long as the Council can provide training in field research methods within the Council.

However, both the Council Research Officers and I see two problems existing:

i) Variety of training I have given the unit training in very basic field survey techniques. This is what was needed at this point, it is doubtful whether anything more sophisticated could have been attempted without this grounding, or without my spending full time with the unit with no other responsibilities to the Council (i.e., the Seminar, or my own research).

However, some projects have been identified in the Seminar recommendations which would require other kinds of research techniques. Some of these would be classroom observation, which would require some rudimentary training in interaction process analysis and sociometry; family observation, which would require the same; and a study of particular customs which would require more detailed training in anthropology. A person or persons are needed who can give this more sophisticated and specialized training.

(ii) Formal Training Training has two functions: it enhances the capabilities of the person trained, and it enhances that person's career opportunities. However, in Ghana criteria for advancement are stated in terms of formal qualifications (degrees, diplomas, etc.) rather than skills. Thus a person will not be able to advance her/his career, no matter how well qualified that person is, in the absence of those formal qualifications.

b) Progress and Prospects:

The kind of training I have given the unit, or the kind of training anyone could give, is at best informal and does not lead to any

formal qualifications which would enable an officer in the unit to rise within the Council itself or to advance his/her own career outside the Council. Inability to advance their formal training in the context of the Council may lead to greater dropping out of the unit, and waste of the training the Council has put into each of the officers to date.

To institute a training scheme which would give Research Officers formal qualifications would make sense from the Council's point of view. The position of Senior Research Officer requires a Master's degree; should the Council lose Mrs. Dzidzienyo for whatever reason in the future, it would be difficult to replace her with a Ghanaian, particularly one with knowledge of the Council and the Research Unit's functioning. Further, putting someone through a Ph.D. program might be one way in which the Council could fill the Principal Research Officer Position.

SUGGESTIONS:

1) The position of Principal Research Officer or of Field Officer or of Field Research Coordinator needs to be filled on a regular basis. With due respect to the efforts of Dr. Twumasi, Part time filling of this position is a best a second choice because the person doing the training needs to be involved at least potentially on a day to day basis with the Council and the Research Unit in order to keep momentum going and to be able to step in and give help or make administrative suggestions when needed.

It would be ideal for the Council to fill the position of Principal Research Officer, not only because it would provide a trained and committed person within the Council, but because it would relieve the Deputy Executive Secretary of some of her already onerous duties. However, because of the above mentioned problems of pay and the dearth of trained Ghanaian women it is difficult to contemplate filling this position easily.

- a) The Council should continue to hunt for someone to fill the position of Principal Research Officer among Ghanaians, or possibly among Nigerian women.
- b) Failing to locate and hire an already-trained person to fill the position of Principal Research Officer, the Council might consider supporting one of its research officers through a Ph. D. program. This support should carry with it a requirement to work for the Council for a specified period of time following the conferral of the degree. While collecting thesis data, which would be on a women and development related topic, the Research Officer in question might work in an acting PRO capacity.
- c) Failing in both of the above, an alternative scheme could be considered for keeping the position of Field Research Coordinator filled. The Council, through various contacts and agencies might compile and maintain a current file of women from within Ghana or abroad who are interested in studying women in West Africa and who have experience and established

reputations in the field (e.g., Kamene Okonjo, Dorothy Dee Vellenga, Agnes Klingshirn, Constance Sutton, Claire Robertson etc.) Where one of these is planning a project in Ghana an arrangement might be made whereby the Council might offer partial cedi support or logistical support (contacts, vehicles research assistants) in return for training and supervision of the unit, in much the same way that I did my work on the Profiles study while working with the unit. While my own work was slowed considerably by the Seminar preparations, one not so burdened could accomplish considerable research while working with the unit. Assistant research officers might get initial training working as research assistants to such a person. This would also mean that the unit would be exposed to a variety of research perspectives and techniques. It would be expected that the incoming person would receive the bulk of her funding from an external funding agency; the Council would remunerate or assist in proportion to the amount of time spent with the Unit. USAID might consider some kind of "topping up" where U.S. personnel are involved.

2) I would suggest that the Council consider the establishment of a formal training scheme similar to that maintained by the Ministry of Economic Planning, whereby after an initial period in the Ministry officers are rotated into a degree program in their fields, and brought back to the Ministry afterward with an obligation to work for the Ministry for a period of time thereafter.

a) After a probationary year or so in which the Council could assess an Assistant Research Officer's capabilities, that officer could be rotated into either a degree or diploma program at Legon.

b) If the Research Officer had an undergraduate degree in e.g., sociology, anthropology or political science, a Masters' degree program, emphasizing research, might be indicated. Where indicated an officer might do a Diploma in Statistics offered by the Regional Institute in Population Studies; this program is reputed to turn out researchers with a good command of practical statistics. Or a Masters degree program might be worked out with RIPS.

c) After a one year diploma course an officer might come directly back to the Council; an officer undertaking an M.A. Program could be required to do as her/his thesis a project worked out between her/himself and the Council and her/his academic adviser on a women related topic which would both further the Council's research program and involve Legon in the Council's work.

d) The training could carry a two or three year obligation to work for the Council after the conferral of the degree. This post-degree requirement would both keep the Council from being exploited by ambitious graduates, and would provide incentive for the officer to make due progress through the degree program, as well as giving the Council benefit of several years of the person's training.

e) The training need not be abroad unless the Council were to consider elevating one of its research officers through the Ph.D. In that case training abroad would be indicated for the following reasons:

- i) A greater variety of training is available, especially in the area of research methodology.
- ii) The resources of universities with Women's Studies programs could be taken advantage of.
- iii) The record of the University of Ghana indicates that care is not taken to make sure that candidates move through swiftly, and the Ph.D. is a very, very slow process.

II. CONTRACT RESEARCH

Much of the research carried out for the Council was not done through the Research Unit of the NCWD, but through individual or team research done under contract to the Council with USAID funding. Most of this research had been initiated prior to my coming.

My mandate with respect to this part of the research effort is as follows:

I.B.2. "...Reviewing and approving research proposals, insuring that questions and methodology are consistent between different projects within the research programme.

I.B.3. Planning, organizing and monitoring the various research sub-projects undertaken by the NCWD and evaluating progress and end projects (sic).

A. ACTIVITIES UNDERTAKEN IN CONTRACT PERIOD WITH RESPECT TO CONTRACT RESEARCH.

In early, 1976, Dr. Christine Oppong of the Institute of African Studies, Legon, worked for the Council on a consultancy basis to identify research problems and research capabilities within the country. In this capacity she travelled around the country soliciting ideas and proposals from interested parties. The result was a number of research proposals in varying degrees of detail on a range of women-related issues. On the basis of these proposals, a number of projects were undertaken, supported by USAID funding. Some of these were "Small Scale Projects" undertaken with funding from Grant and others were "Large Scale Projects" undertaken with funds from Grant. Still other projects were approved in principle, but had not been worked out in detail, and had therefore not been funded prior to my arrival.

Of the projects which had been initiated before my arrival most were well under way, and my activity was largely confined to monitoring and evaluation. During the first two months, I attempted to see all the contract researchers to ascertain the state of each

project, and to offer my services in speeding the project along, where this would be of help. Thinking at the time that we would be able to hold a seminar on the basis of the research results by late March, we attempted to get the contract researchers to think in terms of and work toward an early March deadline for completing and writing up their work, or at the very least to be ready with an interim report at that time. At this time, most of the field data had been or were being collected, and it was too late to influence methodology to any great extent.

The progress of most projects, both before and after this initial review was very slow, however, due to a combination of factors:

1) Money : inflation and the rise in the minimum wage for workers during the projects meant such increased costs to researchers that whole sections of some projects had to be dropped;

2) for those with teaching responsibilities, university work loads had been very heavy up to the University closure following the January 13 disturbance;

3) after the closure, because of the uncertainty within the university and the absorption of attention into University related issues and the national referendum, little surplus energy or attention seemed to be available for research;

4) a number of researchers were involved in unavoidable personal concerns, e.g., illness, pregnancy etc. Only two researchers seemed to have been able to use the closure to put vacationing students into the field to complete data collection. On the whole, the research effort was very difficult to push forward. Despite the institution of the requirement of a quarterly progress report from each researcher and the setting of several interim deadlines, and in spite of regular visits to the researchers, most projects were pending right up to the time of the seminar.

While I was not able to influence basic methodology, due to the projects having been initiated and the data collected prior to my arrival, I was able to exercise some influence when reports came in. On the basis of criticism from myself and the Research Committee, at least one report, in which basically good data were inadequately analyzed and poorly written up, is being rewritten. I have worked with another researcher to try to get her to analyze further her basically sound data, but problems of reaching the end of her funding may prevent her from going further with computer analysis. Much more of this kind of work will be done as the research reports presented at the Seminar are edited for publication.

During the year, several projects which had previously been approved in principle were set into motion. I was able to work with two of the more inexperienced researchers quite extensively on research planning, methodology, budgeting, and proposal writing. In the case of two of the more experienced researchers, the Research Committee and I asked for modifications in the direction and methodology of the research. Another project was rejected outright.

B. ASSESSMENT OF THE CONTRACT RESEARCH EFFORT.

Let me proceed with evaluations of separate projects, then make general observations on the research effort as a whole:

1. Assessment of Individual Projects

a) Urbanisation-Incomes-Skills Let me make general comments about the three, then return to individual ones:

The interest which the project holds is threefold: a) it seeks to examine what occupations women hold now; b) it seeks to examine "what are the existing economic opportunities and what other unexploited economic opportunities can be identified (Ewusi); c) it seeks to look at the social problems of women. Basically, the study is trying to identify trends- which areas of employment expand as areas urbanise. The problem comes, of course, in trying to identify time trends by looking at different places (supposed to represent different time periods) at one time. In reality such an approach only really allows one to say what are the innate differences between rural and urban places. To assume that e.g. nursing is a growth area for women as areas urbanise, on the basis of the fact that there are more nurses in (e.g.) Koforidua (urban) than in Aburi (town) or Kwamso (rural) is to assume that a) Aburi will become more urban, b) that women will migrate to urban areas. Even assuming the above, given the static state of the Ghanaian economy and educational system, nursing is not expanding rapidly, and is not likely to do so. Dr. Ewusi alone gives some dynamic analysis by looking at the differences in patterns of women's occupations nationally between the 1960 and 1970 census. This kind of information is useful in saying where growth has actually come. This kind of information is available by region. For a more dynamic picture of changes in women's occupations, all three research groups could profit by taking an overview of the changes in their regions by means of data from the two censuses.

None of the three groups so far has looked very hard at the unexploited economic opportunities, nor at growth potentials. Dr. Botchie refers only in passing to the potential expansion of the pottery industry. Dr. Ewusi does a better job in looking at the wage employment available in Koforidua and comparing this with female employment patterns. The question is, which of these employment areas could absorb more women? This kind of analysis, as Dr. Ewusi's work shows involved more than just a survey of women, but also a survey of opportunities and needs. The other side of the coin would be to look at what fields are overcrowded in relation to the population, e.g. dressmaking, catering, etc. Granted that women farmers and traders want to expand and want capital, one must ask if these are expansion areas. In the case of farming lack of land limits expansion; in trading, lack of goods to sell limits growth.

It is difficult to make predictions as to what are growth areas on the basis of static data, especially in a stagnant economy. But more effort needs to be made in this direction to distinguish the study from the material available from the census on the one hand and from the Profile study on the other hand.

Given these general difficulties, Dr. Ewusi has done a detailed and dynamic job in his work on the Eastern Region. One looks forward to his reports on the other regions. He might try to focus more on the issue of growth areas for women.

Dr. Botchie's work is disappointingly shallow, as reflected by his seminar report. One hopes that this is not all that will be forthcoming from the project. While he has compared men and women in the same occupations, he has not looked at the potentials for growth or the

breadth of wage employment possibilities open to men (and potentially to women) in the more urbanized areas, nor at factors keeping women out of these, as Dr. Ewusi has tried to do. It is probably too late to gather these data now.

It is difficult to comment on Dr. Nabila and Dr. Bening's work. The seminar paper reflects mainly their great personal knowledge of the north of Ghana, and the cultural patterns which hold women back. Education is emphasized as the main hope for change. However, neither their methodology nor the results of their data are contained in the report. One looks forward to the interview data on the educated, wage-earning women, for instance, to see what they feel their problems and potentials are. Still in all the depth of their analysis of traditional roles and the unsuspected leverage that women did have makes this study useful. But much more is needed on processes of growth and change.

The methodology and basic questions in the three studies should have been better coordinated; having the same information for each study site would have yielded a more comparative and useful study.

Ghanaian Women in Agriculture: The Case of Food Production

Dr. E. K. Andah

This survey of Brong-Ahafo farmers yields valuable information on various aspects of women's role in farming, especially with respect to capitalization of farming, farmer-trader links, land usage rights, labor patterns, problems of mechanization, discrimination against women, etc. It is a remarkably meaty and informative report. The data and insights of Dr. Andah's analysis form the basis for numbers of useful recommendations.

As a small matter, one would like to have the methodology specified a bit more with some discussion of how the sample was chosen.

b) Capital Formation Among Ghanaian Women

Kwame Arhin

The study is an interesting one, and potentially a valuable one, in view of the universal complaint among farmers and traders that they cannot get loans to expand their efforts. However, Dr. Arhin needs to work more on the presentation of his data; this is understandable, since by the time of the seminar his research effort was only a few months old, and this represents an interim report.

A few questions are raised for clarification in the next paper:

1) Sampling. Dr. Arhin is asked to specify what he means by random sampling. On what basis does one take a random sample of Accra women?

2) Why were women not asked their income or some estimator of it? Surely if a woman's turnover is sufficient to bring her an income of ₵10000 a week she is a better credit risk than someone with an income of ₵50.

3) There is a tendency in the paper to derive "trends" without time series data. For example, "the recently rising cost of living has acted as a major spur to entry into business." In support of this he states that in his data 75% of the women interviewed cited "family needs" as their reason for choosing their profession. How do we know that 75% or even 80% would not have cited family needs in the past? Further, "recent economic pressures have reduced such opposition as the husband or family may have..." Do we have data to show that such opposition ever existed?

4) Dr. Arhin is asked to specify the sources of capital for each occupational group, to see whether it differs for the various groups.

Despite the above, the major findings of the study are useful in our understanding where women get funds.

d) Identification of Appropriate Technology/ Technological Aspects of Cassava Production in the Mafi Kumasi Area of Southeast Ghana

David B. Amprah-Twum

It is difficult to comment on Dr. Amprah-Twum's paper, as it is the pre-survey to identify the kind of technology most appropriate to the crop, soil, and other conditions in the area. This paper represents a straightforward presentation of data on current conditions and practices. One wishes in light of Mr. Campbell-Platt's criteria for acceptance of new technologies that more sociological factors had been examined. Who profits from improvements? What are the vested interests of the two sexes likely to be given the division of labour—will better cultivation and production increase women processors' burdens? What is the educational level of women? Are basic mechanics understood or can they be taught so that women can operate various devices as introduced, or will these devices go into men's hands, as has been the case in gari processing elsewhere? What factors to consumers and processors considered important, i.e., will technology improving the quality of gari be accepted readily, since gari of any quality can be sold to hungry market, with no extra effort and no outlay on new machinery or techniques.

e) Development of Appropriate Food Technologies in Thana: An Overview

G. Campbell-Platt

This paper represents stage I of a larger project in which field surveys would be done to determine under what conditions appropriate intermediate technologies are accepted. The literature review, which this paper represents, was exhaustive, and difficult to carry out, given the numbers of groups and agencies trying to make inputs in this field and the lack of communication among them. It points

to some factors which influence acceptance of new simple technologies, raising hypotheses which are well worth testing. Given Mr. Campbell-Platt's relative lack of field research experience I would recommend his proceeding stage by stage with Research Committee monitoring.

However, if it is interested in setting up successful projects using intermediate technology, the Council cannot afford to ignore the fact that some technologies are not accepted, that there are conditions under which they are accepted, and that some intermediate technology does more harm than good. Mr. Campbell-Platt's study is an important one, and this paper is an auspicious beginning in gathering information that the Council will find useful.

f) Ghanaian Women in Cooperatives

This was a difficult piece of field work to do, as it was hard to locate respondents. The data gathered are thorough, the study well carried out. Women inside and outside cooperatives were questioned and reasons for joining or not joining as well as the incomes and benefits versus the disadvantages were compared. One looks forward to the second of these two studies, which looks at women in production and farming cooperatives as opposed to marketing and baking cooperative.

The Council has in this study a sound basis for planning its strategy in the encouragement of cooperatives, e.g. in casava farming and processing.

g) Allocation of Places to Women in Schools and Colleges

Prof. K. Asiedu-Akrofi and S.^K. Atakpa

Prof Asiedu-Akrofi and Mr. Atakpa were given a fourpage, single-spaced letter with criticisms of their study, which was an object of great disappointment to the Council Research Committee.

Prof. Asiedu-Akrofi and Mr. Atakpa had a three-fold research design. 1) They presented figures from the Digests of Educational Statistics for the last ten years showing the changes in the proportions of females at all levels of the educational system; 2) they did a survey of schoolgirls as to their choice of schools and courses; 3) they interviewed headmasters and officials as to the policies concerning admissions of girls to schools and colleges. The criticisms of this research are summarised below.

1) The statistics were inadequately analysed and presented. Tables were not labelled as to source, and the basis of percentages not given. In some cases where I recalculated percentages from the raw data, the report's were found to be in error.

2) Causal inferences were drawn without supporting data.

3) In neither of the presentations of the empirical field investigations was there an adequate description of methodology. For the study of school-girls there was no indication of which schools the girls came from, of the geographical or socioeconomic distribution of the schools, whether they were elite schools (which have different patterns of admissions) or whether they were single sex

or mixed schools. Nor was there any indication of the way the questionnaire was administered nor what it contained. There was a similar lack of information on the interviewing of how many and what kinds of headmasters. While the latter information should have formed the main body of the report, it was relegated to passing references. I discussed with Mr. Atakpa, and he indicated that it was not clear to them that this was so important or that it was one of the Council's main objectives. The Council should make its objectives in commissioning a study completely clear to the researchers; however it suggests singular want of imagination to assume that one could meaningfully discuss policies regarding allocation of places to women in schools and colleges, without giving prominence to what the policy makers say.

4) The report as it stands fails to touch on major issues in the area of places for women in education. It does not mention anywhere the enormous regional differences in womens' school attendance rates at all levels of the educational system. It does not address the issue of whether women fail to get places because their Common Entrance Examination scores are lower, something which is often claimed. Those data should have been readily available from West African Exams Council. Thirdly, the report accepts without any question the headmasters' statement that boarding facilities were the main factor keeping women out of secondary schools. A close look at the same Digests of Educational Statistics which they used would have revealed that boarding facilities for men were expanded in most schools over the period in question. If there had been any motivation to expand places for women it could equally have been done. The schools are not stagnant.

5) To claim that there was no literature to review on women in education in Ghana indicates the unwillingness of the researchers to look for it or the paucity of books in Cape Coast library. A quite sizeable literature on women in education and women in education in Ghana in particular, and on the development of education in Ghana exists and existed when the report was being conceived.

The report as it now stands is woefully inadequate. Mr. Atakpa has promised to rewrite it, Prof. Asiedu-Akrofi having gone abroad on sabbatical. However, in the three month since I spoke to him last nothing has been forthcoming. There is no doubt that USAID and the Council did not get their money's worth from this report. The same kind of work, probably in greater depth, could have been produced in the Council's own research unit in a month's time and at a fraction of the cost.

h) Some Aspects of Mental Health of Ghanaian Women: An Epidemiological Study.

Dr. S.A. Danquah

Dr. Danquah's study was one of the first studies in. I asked to see both it and Dr. Twumasi's study when I first came, but was told that they had to be cyclostyled because there were too few copies to circulate, and that I would have to wait, The stencils were never done. Had I been able to read this report and work with Dr. Danquah before the conference, a usable report and conference paper could have been come out of the research.

B Basically the research methodology was sound although there are some questionable elements in it. Dr. Danquah and his team did a sample survey within specified census districts in Accra.

To define mental illness, they used a checklist of symptoms. However, they administered this, apparently, only to those with a history of mental disturbance. They did not administer it, apparently, to those not defined by their communities as "disturbed". Thus the definition of who is a mental case is basically made by the community, not by Dr. Danquah's checklist. This is a very questionable practice, as studies have shown that communities with different socio-economic and educational levels have different sensitivity to the behaviors which are thought to constitute the symptoms of mental illness.

Nonetheless, by using these criteria, he identified a number of males and females who met the specified criteria for neurosis in its various forms. These he compared to an equivalent population group to arrive at rates per 100,000 population. One hopes, though it is not clear, that he used the proper bases for the rates. For example, he cites different rates of illness for the single, married, widowed and divorced. If one goes into a town which has a population of 100,000 women and finds 100 neurotic women of whom 40 are single and 60 are married, this on the surface yields a rate of 40/100,000 for singles, and 60/100,000 for marrieds. However, if in the town only 10,000 of those women are single and 90,000 married, then the adjusted rates would be 400 per 100,000 for singles and 67/100,000 for marrieds, a very different picture. This calculation seems to have been done properly for age, rural-urban difference, and occupation; one is less sure elsewhere. At the very least, the methods of calculating the adjusted rates should be given.

Dr. Danquah says at the beginning of the report that he took a control sample of normals along with the neurotics, although it is totally unclear how these were chosen. He never used this control group in his analysis. This is a critical flaw when he is discussing the probable role of social problems in causing neurosis in women. It tells us nothing to say that there was a high proportion of women neurotics whose husbands beat them when drunk. That proportion of women with abusive husbands might be just as high among the normals, in which case "wife beating" would not differentiate between the two groups and could not be considered a causal factor. Comparison of the incidence of these between various categories of the ill do not help.

Dr. Danquah's presentation leaves much to be desired. Having said he gathered data in two ways, e.g., through sample survey and through hospital admission data, or if he introduces them, does not differentiate them adequately for the reader. Tables are not adequately labelled, and categories that are labelled are labelled obscurely, so as to make it difficult to follow tables. The text reads extremely roughly, as though the typist had transcribed rough notes, leaving out articles, words, and on occasion sentences. It is often hard to see how the conclusions in the text were reached from the tables. The paper is in for a thorough reworking.

In short, while the data on the age, sex, and occupational sources of neurotics are marginally acceptable, the data on marital categories are questionable. The data even loosely associating social problems with mental illness among women are not acceptable as they stand, and Dr. Danquah is called upon to go back to his raw data and look at the incidence amongst his control groups.

The Council should not accept the recommendations such as the one embedded in the conference report; e.g., to set up counselling units for women with social problems to keep them from going neurotic, on the basis of these data, until the data are vastly clarified.

i) Health Problems of Rural Women: A Sociological Study

Dr. P.A. Twumasi.

Dr. Twumasi's objectives in doing this study were to show what types of health problems women in rural areas face, what some of their specific diseases are, what their living conditions are like, what measures they take to find cures, and what health facilities exist in rural areas. In the last section of the report he seeks to use these data to form a model for rural health.

Much of this is already available from the literature, and indeed, when he comes to discussion of what illnesses of women suffer from in the villages studied, Dr. Twumasi relied as heavily on other literature as on his own data. There are only two questions on women's illness, one asking women to estimate what kinds of illnesses there are in the village, and one asking them what kinds of illnesses are common in their own households. In the section on methodology, Dr. Twumasi states that he interviewed all the females above age 15 in each household. This would seem a bit redundant if the only question on illness had to do not with herself but the household. Why does it take five women to say that everyone in the same house suffers from fever? On the other hand a richer picture could have been developed if each woman had been asked about herself. Then age-specific pictures of illness could have been developed. Looking at Dr. Twumasi's questionnaire, one finds questions not reported in the text concerning frequency of illness which would have helped here - however the questions are highly unspecific, so that it would be very hard to determine how many times in month or year a woman had been ill. Why not a simple criterion like "how many times in the last month have you been too ill to work?"

Two basic assumptions are embedded in the work: first that women's health suffers more than man's and secondly that rural people suffer more than urban people. It is often alleged that women are the first to become ill and the last to seek help. This proposition could have been tested by interviewing a man in the same household. One could then have asked interesting questions about what the differences are between men's and women's working and home environments which help predispose women to illness, e.g., the custom of giving men food first, and in so doing, giving them the bulk of the protein.

Given the data which he has, Dr. Twumasi could have done a lot more with it. Cross-tabulations could tell us something about the effect of age on type of care sought, reasons for choosing that type of case, etc. The relationship of education to health care practices would also have been interesting. Do polygynously married women's conditions differ from those of the monogamously married? If so, is one group significantly healthier than the other? Do different occupations have different health problems or ways of coping with them?

It is interesting again that in trying to develop a model of health care for rural areas, Dr. Twumasi relies more on previously

published material than on his own data.

On the whole, Dr. Twumasi has used his data on education, marital status housing, etc., to paint a picture of the difficult conditions in the rural areas. However, cross tabulating these data with health care questions could have given a much more accurate and interesting picture.

The report is useful in calling attention to rural women's health problems, but basically could have yielded much more information for the same cost.

Child Care Arrangements of Ghanaian Working Mothers

Mrs. Nabilla Williams

This study is an important one in helping the Council to decide the best course in recommending kinds of child care and in understanding the situations of many working mothers.

However, there are some problems with the report as presented:

1) All of the women interviewed are from the Ministries. While this makes access easier, it limits the degree to which findings can be generalised.

2) The data evidently weren't examined immediately after they were brought in so that interviewers could be cautioned to probe further - hence a large number of anomalies, e.g.: a large number of "don't know" replies to the question "what is your job" among employed women.

3) There are two problems common to inexperienced researchers which show up in the report: a) questions seem to have been chosen on the basis of their intrinsic interest, not their relevance to the overall theme of the research; b) the data seem to have overwhelmed the researcher, such that presentation was question by question, rather than in relation to themes or general questions.

4) As with Dr. Twumasi's report, only first-order marginals or percentages were given. Cross-tabulations would have yielded interesting information, such as the relation of age or education of level of job to preferences as to types of child care.

I have discussed this with Mrs. Williams on several occasions and suggested expansion and revision of her report. However, there are two problems: a) she is an extremely busy person, and given the length of time it took to get her initial report in, I doubt that she will find the time to act on the recommendations; b) she did not keep careful accounts or receipts for the work done. Without documentation it will be difficult for the Council to pay her the rest of the money due her. Without the rest of the money due her, she will not be able to undertake further computer work. I would suggest that the Council ask for a set of her data (her cards and code master to use in interpreting said cards) and detail Miss Church to do the necessary tables and write them up as an addendum to the report itself.

ASSESSMENT OF CONTRACT RESEARCH EFFORT, B.2.

2. General Comments There are several general problems with respect to the contract research which deserve comment. I will present both

problems and suggestions:

a) Slowness of the Research Effort The completion of most of the projects contracted by the Council has taken far longer than had been expected. Much of this, as noted above, was due to unprecipitable factors like inflation, the state of the University, and political events in the country which absorbed much time and attention during the research period. However, there are other factors as well, which the Council potentially has control over:

i) Who does the research? One basic problem in Ghana, as one discovered not only in working with contract researchers but also in securing chair persons and discussants for the seminar, is that capable persons are vastly overburdened and overcommitted. A number of people whom the Council brought into the research effort were already involved or became involved in enough other activities, e.g. teaching and administration, or other research, that they did not have time to put in on the research effort and had to be pushed considerably to produce papers for the conference. This is not a hard and fast rule, in that Dr. Danquah and Dr. Twumasi, both very involved and busy men, produced their reports months ahead of the others. If not the amount of work a person is carrying, at least a person's track record in producing research on time should be looked at carefully by the Council in contracting future research. This should not be taken to imply that inexperienced researchers should not be given a try despite their lack of track record. Several excellent projects were done by inexperienced researchers.

ii) Controls : In the face of the unpredictability of life in general and research in particular in a developing country, it is at best a hopeful exercise to incorporate time controls into research contracts. However, more of it should be done in letting any future research contracts. This year, at the suggestion of John Cooper of the OST of USAID, a quarterly progress report form was instituted for all those under contract to do Council/USAID funded research. This was partially to help monitor systematically and partially to put moral pressure on the researchers. Time limits could be built into future contracts with specific penalties attached. Money should be given out in defined stages with the clear understanding with the researcher that beyond the initial advance, no money can be given to the researcher until the Research Committee has received and discussed detailed progress and/or interim reports from the preceding stage.

iii) Training and Assistance to Contract Researchers From the multiplicity of proposals submitted at the investigation of Dr. Oppong in 1976 it is evident that there are more people with stimulating and insightful ideas on what kinds of research needs to be carried out on women than there are people who know how to organize said research and to write proposals. One proposal from Cape Coast Education faculty was rejected for poor methodology yet the basic research question in it i.e., attitudes of parents toward daughters' versus sons' education was posed again at the Seminar, and remains to be done. Had the Council a full time research advisor, in whichever of the administrative posts discussed in the previous section of this report, that person could assist, or could have assisted the potential researcher in the clearer formulation of the project, in selecting sample, in framing the research instrument, and in training interviewers, as well as in budgeting and proposal writing. Thus the time and talents of a number of other

potentially capable persons with expertise in research fields the Council needs to draw on (e.g., education) could be used. I was able to do this kind of thing with Miss Akiqumi and Miss Addison of the Department of Post Basic Nursing, Legon. The former had a useful research idea which had been approved in principle by the Council but which had lain fallow for want of a more detailed proposal; the latter had resubmitted her proposal several times, but without adequate guidance as to the extent and direction of needed changes.

There are problems in this as well; senior persons may be sensitive to being given what is in effect research "training"; a written guide might be helpful. I began writing such a document, but time pressures meant it had to be dropped in favor of more pressing activities.

III. THE SEMINAR

A. BACKGROUND

The original agreement between USAID and the NCWD called for a seminar to be held to: a) present the results of the research on women counted under USAID/NCWD auspices for criticism and discussion; b) to derive from the research recommendations for the Government of Ghana concerning women and women's problems; c) to call attention to the problems of women in Ghanaian society; d) to suggest directions for both future action and future research by the Council.

At the beginning of the project, however, Dr. Christine Oppong, who worked at that time as consultant to the Council and USAID, pressed for a broader conception of the seminar. She argued that for the seminar to have maximum impact, to involve the greatest number of people, and to gather the greatest amount of policy relevant data, the Council should go beyond its own sponsored research to draw on the expertise and research data of others working in the area of Ghanaian women and development.

The Council Seminar Committee concurred in this conception of the seminar. Accordingly, effort was directed to gathering three types of papers for the conference: 1) Background papers, which were to be printed up before the conference to provide a basic level of knowledge about aspects of women's life in Ghana as a backdrop against which the research papers could be understood; 2) Council/USAID funded research projects written up as conference papers; 3) invited papers from others working in the general area. After formulating themes or major topic areas for consideration at the conference, the Seminar Committee invited papers where further information was needed in a particular topic area.

It was originally intended that the seminar be held in 1977; however the research effort had not then progressed far enough to meet that target. A second date was set in March 1978. However, as detailed in previous sections of this report, the research effort continued to be slow. The March date would have conflicted with the national referendum in Ghana. Further, the Council's own field research effort only began in early 1978. Hence it was decided to hold the seminar in September, 1978 by which time projects important to the formulation of recommendations could be completed or could be near completion.

B. PARTICIPATION

Participation in the seminar was invited from the Universities of Ghana, relevant institutions and organisations such as GIMPA and CSIR, from relevant ministries and government departments, from womens' groups and organisations, and from other West African countries. All these responded. In addition to the above, participants came from international agencies, voluntary organisations, trade unions, and secondary and vocational schools in the Accra area. There were official delegations from Benin, Liberia, and Nigeria, and from the ECA. In addition it enjoyed participation by to USAID sponsored consultants, Dr. Constantine Safilios Rothchild and Dr. Sandra Schwartz Tangri.

Information about the seminar was carried beyond the conference hall to the public by means of quite thorough press and radio coverage, including conference news in the vernacular news broadcasts.

C. PROCEEDINGS.

The conference was held from September 4 - 8 at Trinity College, Legon, outside Accra. The opening ceremony was held at the British Council, Hall, with addresses by Col. R.J.Felli, Commissioner for Foreign Affairs, which is the parent ministry of the NCWD, and by the Hon. Mrs. Annie Baste Jiagge, Chairperson of the Council. Meetings were held morning and afternoon, with four sessions in a day. A very large amount of material was brought forward for presentation, and the sessions were somewhat short on time for discussion. Nonetheless the breadth of material presented gave the Council an excellent base for recommending action for women.

The presented papers were organised around themes, as follows:

1) Emerging Economic Opportunities for Women: The Urbanisation-Incomes-Skills Survey

a) Women in Occupations in Ghana

Prof. Kodwo Ewusi, ISSER, Legon (USAID)

b) Urbanisation-Incomes-Skills Survey: Role of Women in Development: The Volta Region

Dr. George Botchie, RIPS, Legon (USAID)

c) The Traditional and Modern Roles of Women in Economic and Social Development of Northern Ghana

Dr. Raymond Bening
Dr. John Nabilla

Department of Geography,
Legon (USAID)

2) Women in Agriculture

a) Ghanaian Women in Agriculture (The Case of Food Production)

Dr. E.K. Andah, Department of Agriculture, Legon.

- b) A Study of Mixed-Crop Farmers in the Nkawie-Toase Area
Martha Tamakloe, UST, Kumasi
- c) The Role of Women in Rice Production in Northern Ghana
Mr. Charles Gbedemah, Research Unit, NCWD
- d) Capital Formation among Peasant Women
Dr. Kwame Archin, Institute of African Studies, Legon (USAID)
- e) Women Foodstuff Farmers/Traders in the Shai Area
Dr. Elizabeth Ardayfio, Dept. of Geography, Legon.

3. The Role of Intermediate Technology

- a) Identification of Appropriate Technology: Cassava Production and Processing
Dr. David Amprah-Twum, Faculty of Agriculture, Legon (USAID)
- b) The Development of Appropriate Food Technologies in Ghana
Mr. G. Campbell-Platt, Food and Nutrition Division, Legon
(USAID)
- c) The Impact of Mechanisation on the Employment of Women in the Traditional Sector
Mrs. Kiran Campbell-Platt, formerly, Research Unit, NCWD

4. Women and Education: The Unequal Resource?

- a) Practices Regarding the Allocation of Places to Women in Schools and Colleges
Mr. S.K. Atakpa (for Prof. K. Asiedu-Akrofi) (USAID)
- b) High wastage in Womens' Education: The Case of Rural Elementary School Girls
Felix Akuffo, Asamankese Secondary School
- c) Drop out Rates among Secondary school Students in Selected Schools In Accra.
Mrs. Kiran Campbell-Platt, formerly, Research Unit, NCWD
- d) The Achievement of Girls in Secondary School
Mrs. Olayinka Dickson, Thomas Aquinas Secondary School, Accra
- e) Panel: Contraception and the Schoolgirl
Mr. Menka, Curriculum Planning and Development, Ministry of Education, Accra.

Mr. S.K.Kwafo, National Family Planning Programme.
 Dr. Constantina Safilios-Rothchild, University of
 California, Santa Barbara (USAID CONSULTANT)

5) Women in Organisations

a) Women in Cooperatives in Ghana

Dr. Eugenia Date-Bah, Department of Sociology, Legon
 (USAID)

b) Women in Voluntary Organisations

Mrs. Kate Riby-Williams, Ministry of Social Welfare

6) Women in Modern /Urban Sector Occupations

a) A Profile of the Nurse

Miss Ayodele Akiwumi, Post Basic Nursing, Legon

b) Women in the Food Industries: Problems Facing Low Income Employees

Miss Gifty Otchere, Research Unit, NCWD

c) Women Traders

Florence Sai

7) Child Care

a) An Overview of Child Welfare

Mrs. Jean Peasah, Social Administration Programme, Legon

b) A Study of Socioeconomic Status and Child Care Arrangements of Women in Madina

Miss Katie Church, Research Unit, NCWD

c) Housemaids: A Case Study of Domestic Helpers in Ghanaian Homes

Mrs. Stella Dzidzienyo, Research Unit, NCWD

d) Child Care Arrangements of Ghanaian Working Mothers

Mrs. Nabilla Williams, Home Science Department, Legon
 (USAID)

e) Facilities Available to Pre School Children in Accra.

Miss Alberta Quarcoopome, Research Unit, NCWD

f) Child Care Programmes of the Ministry of Labour and Social Welfare

Mrs. Beatrice Asirifi, Dept. of Social Welfare, Accra.

8) Medical Problems of Women

a) Health Problems of Rural Women: A Sociological Study

Dr. P.A.Twumasi, Dept. of Sociology, Legon

b) Some Aspects of Mental Health of Ghanaian Women Female Psychoneurosis and Social Problems

Dr. S.A.Danquah, Department of Psychiatry, Ghana Medical School.

9) Panel: Needed Areas of Legal Change

Dr. Sandra Schwartz Tangri, U.S. Commission on Civil Rights, Washington, D.C. (USAID CONSULTANT)

Mrs. Akua Kuenyehia, Law Faculty, Legon

Mrs. Gloria Mintah, Ministry of Justice

Mrs. Maysel Dontoh (chair) Bank of Ghana, Accra.

10) Women's Roles and Family Change in Cross Cultural Perspective

a) Social Change and the Ghanaian Family

Prof. G.K.Nuknya, ISSER

b) Modernization and the Decline in Women's Status: An Example from a Matrilineal Akan Community

R.F.W.Bartle, Department of Sociology, Cape Coast University

c) New Wine in Old Bottles: An Example of Modernisation and Change Among the Igbo of Nigeria

d) Some Observations on Family Change and Women's Roles in Cross-Cultural Perspective

Dr. Constantina Safilios-Rothchild, University of California, Santa Barbara (USAID CONSULTANT)

The Background Papers Accompanying the Seminar Were:

- | | |
|---------------------------------------|---|
| 1) Women and Family Law | Mrs. Akua Kuenyehia, Faculty of Law, Legon. |
| 2) Maternal Health Problems | Dr. Esther Boohene, Kotobabi Polyclinic, Accra. |
| 3) Women and Abortion | Mrs. Matilda Pappoe, Dept. of Community Health, Ghana Medical School, Korlebu. |
| 4) Women and Contraception | Mrs. Diana Gladys Agzu, Planned Parenthood Association of Ghana |
| 5) Women and Employment | Mrs. Miranda Greenstreet, Principal, Workers College, Accra |
| 6) Women and Fertility | Prof. S.Gaisie, Regional Institute of Population Studies Legon |
| 7) Women and Marriage | Dr. G.K.Nukunya, Institute of Statistical, Social and Economic Research, Legon. |
| 8) Women and Custom | Prof. D.K.Fiawoo, Chair, Sociology, Legon. |
| 9) Women and the Home | Mrs. Joana Nsarkoh, Home Science Department, Legon |
| 10) Women and Education | Dr. Beverly Houghton, Field Research Coordinator, NCWD |
| 11) Women in the Teaching Profession | Mrs. Gloria Aryee, Headmistress Accra Girls' Secondary School |
| 12) Changing Family Structure | Dr. Christine Oppong, Institute of African Studies, Legon |
| 13) Women in the Nursing Profession | Mrs. Docia Kissieh, Post Basic Nursing, Legon |
| 14) Women in the Public Service | Mrs. Irene Wontumi, Scholarship Secretariat |
| 15) Women in Agriculture | Mrs. Elisabeth Nettey, Ministry of Agriculture |
| 16) Women Traders | Mrs. Florence Sai |
| 17) Women and Intermediate Technology | Mrs. Florence Dovlo, Food Research Institute, Accra. |

SEMINAR SUMMARY

In extremely brief summary, the seminar papers laid out the differences in patterns of employment for women between rural, semi-urban and urban areas of the country, and between the North and the South of the country. Men's in agriculture is a vital one throughout the country, but women in agriculture suffer from both inability to raise capital to improve their farming enterprises, especially small scale ones, and from lack of extension services which seem to be aimed at men and at cash crops. In some places, especially the North, there are customary barriers to women owning land, or farming independently. Where women are farm labourers they often do not receive the same remuneration as men. In addition to the agricultural work they do, women have the burden of house, children, and husbands to bear, making their working hours far longer than those of men. Yet custom will not release them from the primary responsibility for these; in the areas of the North, women are still expected to massage their husbands at the end of their own long working day.

Intermediate technology, or as the seminar preferred to call it, "simple appropriate technology", may ease women's burdens. However, unless technology is inexpensive in local terms, fits in with local traditional processes, gives the user a discernable advantage on the market, and is easy to build and maintain with local technology, it may not be accepted. If intermediate technology is beyond the reach of a single woman in terms of scale and cost (e.g., a cassava grater) cooperatives may make it possible for her to purchase and maintain it, though a survey of cooperatives involving women shows that cooperatives have not been outstandingly successful to date among women. They have not proved to give women any great advantages in terms of profit, security, or supplies of needed commodities, and corruption among officers has made cooperatives as a whole suspect. One caveat in the introduction of intermediate technology is that it may harm women's interests: where intermediate technology is introduced to men (e.g., mechanization of land clearance) it may increase the burdens of women, (i.e., planting and weeding said land). Often intermediate technology introduced to women goes into men's hands as women struggle with problems of operation and maintenance for which they are not trained. One cassava processing operation cited ended up with women doing nothing but peeling cassava, where once they had carried out and profited from the whole processing operation as it was traditionally done.

Lack of education is one barrier to women's full participation in the modern sector of the economy, although education is a necessary but not sufficient condition. While the percentage of women receiving a full education is increasing, still the percentage of women drops from class to class through school. Girls constitute 45% of primary school classes, but only 30% of secondary, 16% of sixth form, and 13% of university classes. At the upper levels participation is restricted not by policy but by practice, in that most schools are boarding schools and fewer boarding places exist for women. Women's achievement in secondary school as elsewhere in the system may be hampered by lack of female teachers who can act as role models, and by male pupils who make life difficult for the achieving female. At the lower levels of the system, women's achievement and ability to stay in school are restricted by more concrete factors. In addition to burdens of housework

which their brothers do not have, girls are at a disadvantage in that parents are less willing to pay their school fees, and less likely to have high aspirations for their daughters' educational achievement. To pay their fees, food, and incidentals, girls may do trading on the side, and finding more rewarding than school, drift out of school altogether. Or, they may take boyfriends to help meet their expenses, and thus increase the risk of having to drop out because of pregnancy. Frequently, too, girls find present educational programs irrelevant to their vocational needs. More realistic vocational programs and continuation of education may be needed. Adequate sex education to prevent pregnancy in schoolgirls does not seem to be provided by parents. The Ministry of Education and the National Family Planning Program were called upon to provide both information and contraceptive devices as an alternative to premature childbearing or abortion. A start in terms of sex education is being made by the Ministry of Education with their new Family Life Education curriculum now being tested. Experience in other countries, however, indicates that neither this nor contraceptives is a panacea; by use of contraceptives a girl (or boy) admits to her/himself that she/he is planning to have sex, which may rob it of its spontaneity; also, a girl may simply decide motherhood is a more rewarding alternative to staying in school. Women in wage employment, may avoid some of the grinding toil of their sisters in agriculture and trade, but they have other problems. Working fixed hours, they have problems with providing substitute child care, although a survey of an Accra suburb also found that women market traders have less control and supervision over their children than had previously been assumed. Fixed workplace and the problems of inadequate transportation also burden women. In factory work they are frequently used as casual labor while men become full-time salaried employees. If they refuse overtime work they may lose their jobs; if they accept it they may not be able to keep up with home responsibilities and child care; they can't always predict when overtime will be required of them and are unable to plan their child care around it. In professions like nursing, transfers in the system necessitate splitting of families for periods of years, but promotions, which are at best perceived as extremely slow would be impossible without transfer. The frustrations of nurses who enter nursing as a "calling" to help the sick, yet find themselves thwarted at every turn by their working conditions (to the point of high rates of psychosomatic illness) were poignantly detailed. In other professions as well as nursing, frequent maternity leaves also interfere with promotion, leaving women in lower grades longer while men advance. Further, wage employment does not permit a woman to keep up spiralling inflation, not to provide adequately for their post-retirement years (after age 45). Some women thus trade or sew on the side, or drop out of the modern sector occupations altogether. The problem is that both dressmaking and trading are overcrowded occupations. While some traders, especially those in cloth and fish, can do very well, on the whole, the more women there are trading, the fewer the goods and the less profit each can get, and the greater the inflation becomes for the consumer. Women themselves, as reflected in the survey of the Accra suburb, are pleading for viable work to do. Exploration should be made into new occupations for women which are productive, yet meet women's requirements for flexibility (e.g., radio-electronics work, appliance repair, which can be done at home or in small kiosk as readily as trade or

dressmaking).

Child care is a problem in need of special attention. Nurseries, day care centres, and creches are inadequate to the magnitude of the present need, and, one survey found, frequently provide inadequate facilities and services, child-staff ratios and child-space ratios are in some cases shockingly sub-standard, despite the best efforts of well meaning proprietors who love children and are trying to provide a service. There is much need for expansion of facilities, training of staff, and licensing and supervision of facilities, if they are not to become veritable dumping grounds for toddlers, guaranteeing a generation of inadequately socialized children. Both inadequacy of facilities and lack of understanding of what day care is, leads many of the employed women questioned in one survey to prefer house-helpers, usually female ones, for child care. Herein lies a dilemma, however, House-helpers themselves are often children who are little older than those for whom they are responsible. The non-contractual nature of their relationships with their employers leaves them vulnerable to exploitation. Almost none of the housemaids studied had any education or time off from work, or handled their own money, although their eating and sleeping conditions were, mercifully, better than those indicated by the Accra and Sekondi surveys done in the 1950's. Setting minimum criteria for age and education for house-helpers might price them off the market, thus driving out of employment a large segment of trained and talented Ghanaian women. Yet some equality of opportunity is demanded for this segment of Ghana's children.

Women suffer physically and psychologically from the burdens they carry. They are often the last to seek medical care for themselves, though the physical burdens imposed by continual childbearing mean that they are in greatest need of medical care, especially in the rural areas. Contraception needs to be far more available than at present to avoid the "maternal depletion syndrome". Legal abortion it was argued, was needed to avoid the numerous deaths which occur among women who, desperate to avoid pregnancy, resort to untrained "quack" abortionists.

The basic legal structure in Ghana, lacking as it does the doctrine of coverture which has proved so restrictive to women in other Anglo-Saxon law countries, was not felt to be so much in need of the vast and painfully gained reforms outlined by our U.S. consultant. It was agreed that while some changes are needed in the area of inheritance law and the protection of the interests of women workers, much of what is required is informing women of what rights do exist, and getting women to fight for redress of grievances. One warning on the basis of U.S. experience was heeded when the assembly was considering recommendations; that laws and regulations "protecting" women often backfire, restricting women more, in that employers will refuse to hire women if more cost will be incurred by their employment (e.g., maternity leaves). Sex-neutral wording of laws, e.g., "those primarily responsible for child care" instead of "mothers", or "househelpers" instead of "housemaids" both helps to avoid this pitfall, and extends protection to males (fathers, houseboys) who are similarly burdened. One session which was both of more theoretical and philosophical yet also of practical significance, was the one which traced

cross-culturally the changes in women's roles and in family structure. The first paper decried changes which take women away from the basic job of homemaking and child care. It called for a "return" to what seemed basically a Western, middle class model of the family, somewhat unrealistic; the audience seemed to feel, both in terms of the traditional economic role of Ghanaian women, and the considerable economic responsibilities they bear for their families, as well as in terms of the talents they have to contribute. The second paper, from a very different perspective cautioned, when discussing modernization and change, against "throwing out the baby with the bath water". Taking the Kwahu people as a case study, it traced the protections for the integrity and independence of women built into traditional matrilineal custom. The insulation provided by these traditions and by women's economic role have permitted women in many Ghanaian societies to survive the period of Victorian colonialism and to come into the modern era with more independence and privileges than their European sisters. Tracing stages of change observed in Europe and the U.S., our second consultant talked of protections for women being common in traditional societies: in Greece, older women admonished younger ones to "marry a man who loves you more than you love him" to give some leverage within marriage to the otherwise powerless bride. As women gain education, jobs, and status outside the home, they then have less overt power, in the home, in that they have to defer to husbands who are psychologically threatened by their growing contribution and power. It is when men are more educated and secure in themselves that men and women can reach overt equality and more open relationships. Dovetailing remarkably with this, the other paper traced changes in the Ibo family in Nigeria. There it seems, another element comes in: high education of the male is not enough; imbalance of education may mean exploitation of the wife. The more nearly equally highly educated are husband and wife, the more open and equal are their relations.

Arising from the above sessions came the following recommendations:

D) RECOMMENDATIONS OF THE SEMINAR ON GHANAIAN WOMEN IN DEVELOPMENT

I, AGRICULTURE

1. Women need capital to do independent farming and to expand farm operations.
 - a. Women need education as to what credit facilities can be made available to them and how to get credit through these.
 - b. Financial institutions need to be encouraged to lend to women more readily especially to small-scale women farmers.
2. Women are in need of greater agriculture extension services. These services should go to women in proportion to their numbers and importance in farming. Procedures should be built into the Ministry of Agriculture to ensure that women are consistently reached. More women extension officers are needed, and positive effort should be made to recruit more women into training as agriculture extension officers, and to involve them in agricultural programs in general.
3. Simple, appropriate, technology is needed for farming women. It

must be intermediate technology not wholesale mechanization since the latter means doing away with the need for female labour.

- a) Women should be trained to use, repair, and manage this intermediate technology so that the technology serves the needs of women's agricultural enterprise.
 - b) The Extension Department of the Ministry of Agriculture should liaise closely with the Universities and Research Institutes so that research findings and new technology can be put to active use.
4. Women agricultural workers frequently receive half the pay of female labourers and are denied meals given to males. Regulation is needed to ensure equal conditions and equal pay for equal work. Otherwise necessary female labour will drift out into trade or the modern sector of the economy.
 5. Standard implements such as the hoe cutlass need to be made available at reasonable prices by more manufacture and importation.
 6. Cooperatives need to be encouraged as a way of getting loans because of the greater collateral they can offer.
 7. Better amenities are needed in the rural sector.
 8. There should be official investigation of the almost universal complaint among women farmers and traders of discrimination in getting loans.
 9. When aid is accepted from foreign agencies in the area of agriculture or any other area, its economic and social effects on women must be examined before it is accepted. Services and benefits provided by such aid must be equally given to women as to men.

II. CHILD CARE

1. House helpers are important in the care of small children in Ghana as well as in freeing women for employment outside the home by removing the burden of housework. However, house helpers are often children themselves.

Government regulation is needed in this area; standards should be set for the house-helper-employer relationships so that the following are ensured:

- a) The house-helper and the house-helper's parents should know what the remuneration of the helper is to be in cash and kind and what the conditions of service are.
- b) Parents and employer of house-helpers should know who each other are so that there is mutual responsibility for the child helper, both for the protection of the child and the protection of the employer.
- c) Minimum standards should be set for conditions of service so that adequate food, sleeping place, clothing, and remuneration and time off are ensured.
- d) House-helpers should be given time off from work for the education and vocational training.
- e) A minimum age should be set below which a child may not be as a house-helper.

2. Children are a national resource and the country's hope for the future. Their adequate care and socialization must be a high priority.
- a) Training programs should be instituted for child-care/house-helpers to better fit them for their tasks, especially that of child care.
 - b) More day care centres and creches and nurseries should be set up and existing ones subsidised by government, especially in the area of provision of food for children. Ministries and factories with more than a minimum number of employees should be required to have day care for employees children with fees in range which parents can afford.
 - c) Social welfare and the Ministry of Education should expand training opportunities for day care centre/creche/ nursery proprietresses and workers.
 - d) With respect to child care facilities, the Government should set up procedures for the enforcement of minimum standards of: sanitation, child-staff ratio, child-space ratios, food provisions, equipment provision, safety, health inspection and inoculation programmes, and treatment of children in facilities (e.g., with respect to discipline, etc.) The inspectorate Division of the Ghana Education Service should make unannounced random spot checks on institutions.
 - e) At the village level, town development committees should be encouraged to organise school leavers to run simple day care centres for the village children. This has been done by the YWCA with assistance from USAID, and some lessons can be learnt from their experiment.
 - f) Pursuant to the above, the Ministry of Social Welfare and the Ministry of Education should provide inservice training for workers already employed in the child care sector.
 - g) The possibility of allowances to parents who have to pay for child care, or income tax rebates for child care fees should be considered to alleviate the burdens of those responsible for child care.

III. EDUCATION

1. The law on compulsory education should be enforced and a minimum number of years for compulsory education stipulated to reduce the drop-out rate of girls in the first few years of primary school (we suggest 6 years minimum education).
2. Counselling programmes at the Primary and middle School level need to be instituted to make girls aware of vocational opportunities for them and the educational routes to these occupations.
3. Positive effort must be made to make secondary, vocational and technical schools 50% male, 50% female. This must be done even where it involves provision of new or redeployment of old boarding facilities in mixed schools. Expansion of the educational system must make provision for the need for equal numbers of girls' places.
4. Strong consideration needs to be given to expanding vocational and technical education for women, especially in novel or previously all male vocations. Continuation school programs should be strengthened and expanded.

5. Adolescent girls and boys should be provided with necessary family life education, particularly emphasizing knowledge about contraception and abortion and venereal disease in order to reduce the amount of dropping out of school for the reason of pregnancy. Pregnancy and childbirth should not prevent women from continuing their education at any level.
6. Further research is necessary into both educational aspirations of girls and their parents, and the felt educational needs of girls, especially in the area of vocational education. Present education at all levels seems to be felt by many, especially in rural areas to be of little use, given girls' vocational needs.
7. More female teachers are needed, and preference should be given to women in teacher training institutions.
8. All schools should be encouraged to form Parent-Teacher Association so that the problems associated with training adolescents can be effectively dealt with at home and at school. All parents should be invited to all meetings.
9. Educational campaigns need to be directed to parents to make them aware of girls' need for education and how to get it.
- 10) The issue of women in society is an issue of the distribution of power. In this regard women need consciousness-raising civic education programs specifically aimed at informing women of their historical, economic, and sociological position in society, and of their rights under both law and custom, as well as to the fact that power for women lies in the collective action of women. This kind of education is vital in developing in women self-confidence to claim redress of grievances and equality of treatment and services.

IV. URBANIZATION * INCOMES - SKILLS

1. Rural-urban differences as well as regional differences in women's work have been pointed up. The Northern region of the country seems to present the greatest problem for women in that custom keeps women and their resources far more under the control of husbands. Cultural education should be instituted in schools to educate men and women to the advantages of greater rights and economic opportunities for women. More education for women is necessary to enhance women's chances for occupational mobility throughout the country, but is especially vital in the north.
2. Whoever bears the burden of house and child care bears a burden which makes employment in modern sector work with regularized hours outside the home a difficult proposition. To encourage especially women to remain in modern sector employment we recommend the following:
 - a) More part-time employment should be available to parents responsible for child care to make it easier for them to meet child care responsibilities. This should not be unrestricted, however, as the unrestricted use of casual and part time labour makes it possible for employers to avoid providing facilities as social security and maternity benefits. It should be possible for parents responsible for child care

- to ask for leaves of absence for up to year, or to have shorter working hours. This should be uniform for all department within an institution, and from one institution to another
- b) Transportation to and from work should be provided by employers to shorten home journeys which further keep parents from their children.
 - c) As noted above, creches and day care facilities should be provided by employers with more than a certain number of employees.
 - d) Women need to be encouraged as well into modern sector productive areas which, like, trade or seamstressing, could be done at home or near home in flexible hours, e.g., radio-electronics, appliance assembly/repair services etc.

V. HEALTH/FAMILY PLANNING/CONTRACEPTION

1. Health care delivery systems need to be expanded to bring medical care to women, who, on the whole, tend to delay longer before going to hospitals. Mobile health units might be instituted.
2. Family life education should be intensified in school, especially at the Middle School and Secondary school levels. Parents and teachers should work together in this exercise.
3. There should be intensive and extensive family planning programmes especially in the rural areas, with emphasis being placed on the need to space births as a way of protecting the mother's health.
4. Contraception facilities should be made accessible to adolescents as a preferred alternative to abortion.
5. Serious thought should be given to legalising abortion to reduce the incidence of death and permanent damage to the health of women who are forced by present law to go to quack doctors and practitioners for abortions.

RECOMMENDATIONS FROM SEMINAR ON GHANAIAN WOMEN IN DEVELOPMENT

Regarding Research (those were not discussed in the Plenary Session)

1. In that change in women's status inevitably involves change in the relationship between men and women, research is needed on men's as well as women's beliefs about the nature of men and women and their respective roles in society. This kind of work would also be useful in relation to women's fertility and family planning.
2. In order to understand how traditional attitudes and beliefs about men and women it is important to observe the actual socialization process - how actually mothers, fathers, and other family members raise their children and convey to them what it means to be female and male.
3. Research is needed into parents' attitude toward education for girls as opposed to boys, and the reasons for parents and children's decisions in relation to choice of educational course or dropping out versus staying in. This could and should be coupled with study of parents' ambitions for male and female children and study of what kinds of vocational training they think should be provided

for both.

Observational study in classrooms is necessary at all educational levels to ascertain the subtle and informal ways in which teachers convey different achievement expectations to boys and girls, and react differently to boys and girls in classroom and informal school situations. We need also to examine the effect on girls of boy's reactions to their level of scholastic achievement.

4. Further study is needed of successful collective organizations of women such as organized labor gang to ascertain the factors that contribute to their success.
5. Study is needed of male-female sexual relationships and the ways in which womens' sexuality interferes with or facilitates women's independence, identity, dignity, and self-esteem. Research is also needed on the subtle, informal ways in which sexual identity and sexuality in the work setting interfere with or enhance women's full participation and advancement within different occupations and work settings.
6. Some traditional customs protect and enhance the status of women and others restrict and demcan women. Research is needed on which customs within different cultural contexts in Ghana do which, and ways in which the detrimental ones can be changed or substituted for.

E. ACTIVITIES IN RELATION TO THE SEMINAR

My mandate with respect to the Seminar is found in my contract, Article I B.4.: Assisting the NCWD in planning seminars; assisting in completing reports/recommendations based on the results of the research on the seminars.

1. Planning: Despite the fact that my mandate extended only to assistance in planning seminars, from April onwards the majority of my time and involvement was in the preparation of the seminar for the council. I worked with the Seminar Committee identifying areas where other persons not under contract to the Council should be invited to fill in gaps in knowledge by presenting invited papers pertinent to particular themes. I assisted in the preparation of papers in some cases especially among contract researchers, and by frequent visitation and exhortation, worked to get both contract researchers and invited persons to complete papers in time for the conference.

Once chairpersons and discussants had been identified, and letters had been written to them requesting their assistance in the conference, I was delegated to contact them to secure their cooperation, and to remind them just prior to the conference of their commitment. I also kept constant contact with those who had agreed to do the background papers for the conference to make sure these arrived in time for pre-conference publication; in one case where a contacted person was unable to produce her background paper, I was able to fill in and write the Paper.

I also handled some of the conference details, e.g., seeing to the printing of folders and name tags.

2. Editing: The editing is now being done. I have done an initial review of the contract research projects to date, with

recommendations for changes, When it is ascertained whether the researchers who are asked to make changes are going to do so or not, I shall edit the existing report or the new copy.

Given the time left, I fully expect to take part of the editing back to the U.S. to complete. This would have been necessary in any case, as these papers will have to go through several drafts and revisions.

F. EVALUATION OF ACTIVITIES UNDERTAKEN IN RELATION TO THE SEMINAR

Pre-Seminar: It is difficult in retrospect to understand or to appreciate how the above described activities took full time from May until the conference was over in September. What has to be understood is the communication situation in Ghana. The telephone system cannot be relied upon in the best of times. In the entire pre-seminar period the telephone at the Council was out of order. This meant that much of my time was spent on the road, moving from person to person to discuss papers, or chairing sessions, or to push printers. The problem with a system of this sort is that each other person also has to go out to conduct business, which meant that several tries were usually necessary to find one person. I put over 1,000 miles on my car in the period on Council related business. All of the work in this period could have been done in two weeks of office time, had a telephone system been working. In many ways this was least productive use of my time. However, it was also clear that without someone of my level in the organization seeing the chair-persons and discussants personally, and without my working constantly with the researchers, the seminar would not have taken place. As it was, some papers were pending up to the sessions in which they were to be presented.

Editing: This is difficult to evaluate as it is now in progress.

IV. PERSONAL RESEARCH

A. PROFILES STUDY

My mandate with respect to research is from my contract and reads: I.B.4. "Participating, as time permits, in research;..."

The Council asked me to carry out while here a "profiles" study, looking in detail at the lives of individual women as a way of complementing the statistical picture of women in Ghana presented in various researches, and as a way seeing how women combine the roles of mother, wife, worker, kinswoman, friend, and community member, and how they react to the pressures and demands of various roles.

A sample of about 100 was selected on the basis of the statistical frequency and geographical distribution of occupations. Thus, if 50% of all women in Ghana are farmers, 50 of the 100 would be farmers; if, e.g., 25% of these were in Ashanti, 10% in Eastern Region, etc., then 25 of those in the sample would be from Ashanti, 10 from Eastern Region, etc. Some of the modern sector occupations are important in

that they are the growth point of women's occupations, yet they have very few persons in them. These occupations, i.e., professions, clerical work, and administration have been overrepresented in the sample for interest's sake, with 10 each for the professions and clerical work, and 4 persons for administration. With this deliberate overrepresentation, the total projected sample reached 120.

It was initially intended that various people with experience with various groups of women would assist in drawing up profiles. Claire Robertson was asked to do Accra Market women, Martha Tamakloe to do Kumasi market women and Ashanti farmers, Christine Okali to do cocoa farmers, etc. However, there were large categories of women not studied to date and no particular persons with expertise in them. For these groups I designed an interview schedule/guide to give researchers a framework for what I had hoped would be in-depth interviewing.

Problems arose, however. In order to minimise problems of research logistics, I worked through Dr. Ewusi and Dr. Botchie, who already had contacts in Eastern and Central and in Volta Regions respectively, and I used their field interviewers to do some of the profiles. Dr. Ewusi's interviewers were made, and while competent otherwise, were not sensitive to nor involved in the purpose of the research, which was treated not as a minimum guide but a maximum requirement, and for many of the cases I have in effect just statistical data. The female interviewer who worked in the Volta Region and later for me in Accra was much better. Best still were the profiles collected by researchers with expertise. Thus the quality of the data is somewhat uneven.

The second problem with the research was my inability to involve myself with it to the fullest. I had intended to do the majority of the urban interviewing myself. The pull of my duties to the seminar and the implication in the contract that the research was the lesser commitment, meant my inability to do much of the interviewing.

To date, 97 of the projected 120 interviews have been done. Of the remainder 13 are ones I had asked other experienced researchers to do, and which I expect will be done, although it will undoubtedly require pushing. The remaining 10 are ones which I had hoped to do, but which can be contracted out to an interviewer or interviewers. This has not been possible since most of the experienced student interviewers have been in classes since the reopening of the University in July, 1978. However, over the Christmas break one or two from the Accra area could be asked to complete the work. I am asking Miss K. Church from the Research Unit to take charge of this part of the interviewing, and to send the results to me in U.S.A.

In terms of costs, £9000 was budgeted for the study. Since the plan was to have experienced researchers do protocols, budgeting was set up such that individual researchers could claim for each profile a maximum of £55 per profile, divided into £15 for transport and proportion of per diem incurred by the interviewers; £15 for paper and typing; £10 for honorarium for informants (where necessary); £10 for the interviewer's honorarium, and £5 for miscellaneous expenses and contingencies. These costs were cut by using Dr. Botchie's interviewers as they worked on University rates at fixed salary and per diems which were less than the costs budgeted for the senior level people anticipated. Further savings were made by the use of the interview schedule, which saved typist and paper costs. A full accounting appears on the following page. The entire research amount

will not be used, and part of the amount in hand may be able to be returned.

Because of my seminar work, no data analysis has yet been done. I anticipate with the Council's permission taking the data to the U.S. for analysis. I would expect in the next six months (one year from the beginning of the project's funding) to send a full report to the Council, and to return the data to the Council for their files.

B. OTHER RESEARCH

1. Women in Education: I gathered material on women in education. This resulted in a) a proposal which was then withdrawn for a study of motivation for school achievement in Middle and Secondary School girls. It was withdrawn because I could foresee lack of time to do it.

b) These data were then used, however, in the background paper which I did on Women in Education, in place of Mrs. Asibi.

2. At the request of Miss Cole, I gathered data on rape in Ghana. A research note on it was given to her. I should like to pursue this line of inquiry at a later time in my career.

PROFILES OF WOMEN RESEARCH PROJECT

RESEARCH ACCOUNT:

			Balance
5 June, 1978	<u>Advance</u>	3,000.00	3,000.00
5 June	Novisi Okulu for Volta Region	230.25	2,769.75
5 June	Kodwo Ewusi advance for E.R.	700.00	2,069.75
7 June	M. Tamakloe for Ashanti	250.00	1,819.75
21 June	K. Ewusi for Western Region	600.00	1,219.75
28 June	Self-reimbursement for Kumasi trip	84.75	1,135.00
4 July	N. Oklu balance for Volta Reg.	177.15	957.85
5 July	C. Gbedemah for Northern Reg.	120.00	837.85
6 July	N. Oklu, advance for Accra	309.00	528.85
13 July	M. Tamakloe, Partial payment for Ashanti	375.00	153.85
26 July	Reimbursement to self for Kumasi trip (278.75) and two honoraria (20)	98.75	55.10
26 July	<u>Second Installment</u>	3,000.00	3,055.10
29 July	Balance to Novisi Oklu for Accra	85.00	2,970.10
18 August	Katie Church for 6 profiles	240.00	2,730.00
5 September	M. Tamakloe - Balance for 25 Ashanti profiles	375.00	2,355.10

Immediate anticipated expenses

1) payment to Council for paper and ink	\$255.00
2) repayment to self for personal advance to Claire Robertson for 4 profiles	160.00
3) payment to interviewers for remaining- 23 profiles @ \$40 per interview	920.00
4) postage and expenses to Katie Church for administration in my absence	300.00
	----- 1,635.00

Amount on hand less estimated expenses:	720.10

V. SUMMARY

The year was a productive one within the Council. Research capabilities were expanded within and through the Council, and generally good data gathered for the highly successful seminar. The recommendations arising from the research are being very well dealt with by the Council in terms of translating them into specific recommendations to relevant agencies for concrete action. The remaining question is the ability and willingness of the Government of Ghana and the ministries and agencies to carry these recommendations out.

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