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UNCLASSIFIED
 CLASSIFICATION

PROJECT EVALUATION SUMMARY (PES) - PART I

Report Symbol U-447

1. PROJECT TITLE Women's Training and Advisory Services OPG	2. PROJECT NUMBER 517-0146	3. MISSION/AID/W OFFICE USAID/DR
	4. EVALUATION NUMBER (Enter the number maintained by the reporting unit e.g., Country or AID/W Administrative Code, Fiscal Year, Serial No. beginning with No. 1 each FY) <u>FY-1984</u> <input checked="" type="checkbox"/> REGULAR EVALUATION <input type="checkbox"/> SPECIAL EVALUATION	

5. KEY PROJECT IMPLEMENTATION DATES	6. ESTIMATED PROJECT FUNDING	7. PERIOD COVERED BY EVALUATION
A. First PRO-AG or Equivalent FY-80	A. Total \$ _____ B. U.S. \$ 407,000	From (month/yr.) <u>Feb. 1982</u> To (month/yr.) <u>Aug. 1984</u>
B. Final Obligation Expected FY-84		Date of Evaluation Review <u>Oct. 30, 1984</u>
C. Final Input Delivery FY-84		

8. ACTION DECISIONS APPROVED BY MISSION OR AID/W OFFICE DIRECTOR

A. List decisions and/or unresolved issues; cite those items needing further study. (NOTE: Mission decisions which anticipate AID/W or regional office action should specify type of document, e.g., aigram, SPAR, PIO, which will present detailed request.)	B. NAME OF OFFICER RESPONSIBLE FOR ACTION	C. DATE ACTION TO BE COMPLETED
<p>This is the final Evaluation of the project. No actions are required. Mission comments on the evaluation report form part of the evaluation. Project officially ended September 30, 1984.</p>		

9. INVENTORY OF DOCUMENTS TO BE REVISED PER ABOVE DECISIONS	10. ALTERNATIVE DECISIONS ON FUTURE OF PROJECT
<input type="checkbox"/> Project Paper <input type="checkbox"/> Implementation Plan e.g., CPI Network <input type="checkbox"/> Other (Specify) _____ <input type="checkbox"/> Financial Plan <input type="checkbox"/> PIO/T <input type="checkbox"/> Logical Framework <input type="checkbox"/> PIO/C <input type="checkbox"/> Other (Specify) _____ <input type="checkbox"/> Project Agreement <input type="checkbox"/> PIO/P	A. <input type="checkbox"/> Continue Project Without Change B. <input type="checkbox"/> Change Project Design and/or <input type="checkbox"/> Change Implementation Plan C. <input type="checkbox"/> Discontinue Project

11. PROJECT OFFICER AND HOST COUNTRY OR OTHER RANKING PARTICIPANTS AS APPROPRIATE (Names and Titles)	12. Mission AID/W Office Director Approval
Rodolphe H. Ellert-Beck, Deputy Program Officer	Signature:  Typed Name: Philip R. Schwab Date: NOV. 6, 1984

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FINAL EVALUATION OF OPG PROJECT No. 517-0146 WOMEN'S TRAINING AND ADVISORY SERVICES

Accion Pro-Educacion y Cultura , Inc. (APEC)

USAID/DOMINICAN REPUBLIC 001341
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by
Teresita Perez
and
Maryanne Dulansey

August 1984

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creative associates, inc.

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Mr. Rudy Ellert-Beck
Program Officer
USAID/Santo Domingo
Washington, DC 20520

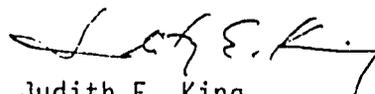
Dear Mr. Ellert-Beck:

Enclosed please find a copy of the Women's Training and Advisory Services Evaluation report prepared by Teresita Perez and Maryanne Dulansey. We are in the process of having it translated and will send you the Spanish version as soon as it is completed.

I would also like to take advantage of this opportunity to thank you for requesting Creative Associates' FTS services. Both Teresita and Maryanne have expressed their appreciation of the support and cooperation provided by the mission.

Should you have any questions or desire further information regarding the report or other Creative Associates activities, do not hesitate to contact me or Betty Atherton. I look forward to hearing from you.

Sincerely,



Judith E. King
Research Assistant
NFE/FTS

Encl.

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FINAL EVALUATION OF OPG PROJECT NO. 517-0146
WOMEN'S TRAINING AND ADVISORY SERVICES
ACCION PRO-EDUCACIÓN Y CULTURA, INC. (APEC)
UNITED STATES AGENCY FOR INTERNATIONAL DEVELOPMENT
DOMINICAN REPUBLIC

Teresita Perez and Maryanne Dulansey
August 1984

This report was prepared under the auspices of Creative Associates' Nonformal Education Field Technical Support (NFE/FTS) Project, Contract #DPE-1054-C-00-1034-00, funded by AID's Bureau for Science and Tehcnology, Office of Education.

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PART I

INTRODUCTION

The Dominican Republic is suffering the impact of the worldwide economic recession. Because of the escalating economic crisis in the country, the public and private sectors of the economy have deteriorated. Services once provided by the public sector have been curtailed, and the private sector growth has drastically slowed down.

The official unemployment rate is approximately 35%, and the unofficial rate is approximately 55%. The economic conditions in the country have triggered a massive migration of the rural population to the urban centers of the country, in search of jobs and social well-being not attainable in the rural communities. The bulk of the migrating rural population goes to the capital city of Santo Domingo. The size of the city has almost tripled in the last fifteen years. This growth has been marked by the establishment of surrounding barrios in which overcrowding, poor housing conditions, and absence of basic social services are characteristic.

Unfortunately, this migration has not solved the economic problems of many in the migrating population. Instead, the problems of this population have drastically increased because of the high cost of living in the cities (the rate of inflation for 1984 is between thirty and fifty percent), the overcrowded, substandard living conditions, and poor or nonexistent health and social services. The lack of employment opportunities due to the economic

stagnation in the private sector has particularly affected this low socio-economic class, and most significantly its female population. Women have been forced to contribute to the family income because of the pressing strain on the family's resources. The employment opportunities for women are scarce, and this is exacerbated by their lack of education and experience in the country's work force.

The project designed and implemented by APEC (Acción Pro-Educación y Cultura. Inc.) was intended to address the problem of the low-income or marginal women in Santo Domingo. This project has received three funding authorizations for a total of US\$407,00 over a four-year period from August 1980 to August 1984.

The first phase of about two years was spent in gathering and analyzing data on the socio-economic situation of poor women in the barrios of Santo Domingo.* The second two years was spent in the delivery of skills and human development training to 2,500 women of the Santo Domingo barrio Capotillo, together with small business loans and a variety of counseling services. The project has received a good deal of external technical assistance in planning and evaluation, notably in the preparation of the February 1982 Implementation Plan and the June 1983 Mid-Term Evaluation.

*Teofilo Barreiro, Estudio sobre la condición socio-economica de la mujer marginada de la zona urbana de Santo Domingo, 8 vols. (Santo Domingo: Accion Pro-Educacion y Cultura, Inc. APEC, 1981-2).

The final evaluation was done in August 1984 by a two-person team under Creative Associates' FTS (Non-Formal Education Contract). This team worked in Santo Domingo for twenty person days, and received the assistance and support of Accion Pro-Educacion y Cultura, Inc., (APEC), the Private Voluntary Organization grantee.

The evaluation focuses on the delivery of training to barrio women and addresses the concerns in the following Scope of Work received from USAID/DR. The team interviewed PROMAPEC staff and APEC board members, observed fourteen training courses, spoke with instructors and trainees, interviewed ten beneficiaries in their homes, and talked with the personnel from the two institutions channeling credit to the women, (See Appendix A, Persons Contacted by the Evaluation Team). The evaluation team also reviewed relevant documentation in APEC and USAID/DR offices.

SCOPE OF WORK

Perform a final evaluation of the Women's Training and Advisory Services Project (517-0146) to determine the effectiveness of the project as defined by the project objectives stated in the Project Paper dated February 1982. The following items were to be assessed and reported on:

- a. Success in accomplishing project objectives, including analysis of failure to accomplish certain objectives. In assessing accomplishments of objectives, measurement of changes in the following areas were to be considered:
 - 1) Number of beneficiaries working before and after training;
 - 2) Changes in the incomes of beneficiaries before and after training;
 - 3) Number of beneficiaries receiving credit;
 - 4) Number of technical schools that have modified their curricula to incorporate new training needs for women.
- b. Actual results of the project, as well as unintended results.
- c. The effectiveness of the integrated network of advisory and support services in assisting women to overcome the barriers to entry into some form of income-generating activity.
- d. Impact of the project on the lives of the beneficiaries. Two or three case studies should be developed to demonstrate project impact.
- e. Benefits of project implementation as applied to the expansion of the project to a second barrio.
- f. Appropriate follow-on activities to support initiatives already begun under the project. The following institutional vehicles should be considered:
 - 1) Number of women who are trained and experienced in marketable informal and formal sector skills and who could serve as sources of information and referrals for other women.

- 2) A group of leaders who are experienced in assisting women to locate appropriate vocational training and employment opportunities.
 - 3) A group of women who are working in the informal sector who could share their experiences in gaining access to credit and technical assistance.
 - 4) Appropriate non-AID funded follow-on activities to assist project beneficiaries to become more productive.
- g. The effectiveness of the relationship between CENAM and the FDD/ADEMI, and possibilities that exist for the continuation of access to credit.

HISTORY OF THE PROJECT

APEC,* in an effort to enlarge its educational services, has considered a new field of work: training and advisory services to women of marginal urban neighborhoods.

APEC is a non-profit organization that represents the private sector of the Dominican Republic. Its membership includes 78% businessmen and 22% professionals. Because of APEC's successful participation in the economy of the Dominican Republic, its Board of Directors integrated in 1978 a program that had broad social and economic effects on 2,000 women living in poor neighborhoods, where the most significant indicators of social underdevelopment can be found: unemployment, illiteracy, lack of medical services, and absence of government and private agencies of specialized services.

In 1980, APEC presented AID a proposal for the development and installation of a training and consulting center for women. During the discussions of this proposal with AID officials, it was decided that there was a need to compile concrete facts that would reflect the socio-economic reality of women of marginal barrios as well as their participation in work and

*APEC is a non profit institution incorporated in 1964, whose authority resides in the General Assembly of Members men and women of good will. Its institutions are: UNAPEC (Universidad APEC); FUNDAPEC (Fundación APEC de Credito Educativo); INSAPEC (Instituto APEC de Educación Sexual); CENAPEC (Centros APEC de Educación a Distancia); y PROMAPEC (Promoción APEC de la Mujer), under whose auspices this project is conducted.

vocational training centers. In order to compile information of this nature, APEC designed a fifteen month study that would involve 18,000 women. The study was approved by AID officials was funded and initiated at the beginning of 1981.

At the same time that this study was taking place, APEC was working to redesign the original proposal to establish a center that would offer training and advisory services to poor women. At the beginning of 1982, the study was finished and with AID's assistance, APEC brought a team of technical assistants to the country to work on a plan for the creation of such a center.

In June 1982, the CENAM Center (Training and Advisory Center for Women) was opened in the barrio of Capotillo.

In spite of the favorable public image of the Center as an ensemble of service institutions in the educational area, upon its arrival to this neighborhood, APEC found serious obstacles that endangered the whole operation. The lack of trust expressed by the people of the barrio towards an institution governed by groups of economically powerful businessmen created an obstacle which required time and effort to overcome.

The community's acceptance of the project was linked to the totally disinterested nature of the offer which responded from the beginning to the needs expressed by women who then became the beneficiaries of the services.

In 1983, as a result of an institutional re-organization in APEC, the original name, Center for Training and Advisory Services for Women (CENAM), was changed to APEC Promotion of Women (PROMAPEC).

PART II

RESULTS--MEETING OUTPUT TARGETS AND ACCOMPLISHING OBJECTIVES

OBJECTIVES

The Project Implementation Plan dated February 1982 reaffirmed the original project objective to:

...improve the socio-economic condition of low-income women and their families living in the marginal areas of Santo Domingo by (a) enabling them to fend for themselves in the labor market and (b) assisting them to better utilize their own resources and those services offered by the community.

Some modifications were made in the methods for achieving the objective.

- a) The number of beneficiaries was reduced from 2,920 to 2,000.
- b) Less emphasis was given to finding employment in the formal sector and more on finding employment in the informal sector through productive and entrepreneurial activities.
- c) Training for women already employed in industry was deleted from the objectives because the study showed that they are considerably better off economically than women in the barrios in general. Additionally, another organization (INFOTEP) was to provide training to this group.
- d) The number of project personnel was reduced to four and ten promoters were added.
- e) Less dependence was placed on volunteers and more on paraprofessionals in providing technical assistance.

OUTPUTS

The Project Plan set the following output targets, which are presented with the actual performance as of August 1984, the date of this final evaluation.

TABLE I

ACHIEVEMENT OF PROJECT TARGETS

	<u>Planned</u>	<u>Achieved Aug. 1984</u>	<u>Percentage of Planned</u>
Recruited and screened	2,000	5,252*	263%*
<u>Trained</u>			
Skills	500	1,327*	265%*
Human Development	800	1,127	141%
Microbusiness	300	132	44%
Total of women trained		2,454**	
Referred for employment	150	See discussion below	
Referred for training	150	" "	"
Receiving individual counseling	400	341	85%

* Plus 33 who received advanced nursing training at Catholic University.

**Some persons received more than one course.

REFERRAL FOR EMPLOYMENT

The incorporation into the system of referrals for employment and for training has taken a somewhat different turn than planned. Because of the worsening employment picture during the two years of implementation of the project in the barrio, it was not fruitful to pursue this planned activity to a very large extent. Nevertheless, the project in its last trimester contacted more than one hundred businesses and factories on behalf of the graduates of the skills training courses and recently more than nine were assisted in procuring employment. It seems likely that the intervention of the project personnel has been higher than these figures indicate.

REFERRAL FOR TRAINING

With regard to the numbers of women referred for training, the concept has also changed in the course of project implementation. PROMAPEC has taken the position that they would, whenever possible, use existing training resources. Thus, they have placed trainees in courses run by other institutions, especially for skills training. They have maintained contact with the students and teachers to such an extent that these placements are more than mere referrals, even though the training occurs in other institutions. One of the early placements, considered a referral, unfortunately did not last.

For the first time in its thirty-year history, the Escuela Vocacional de Artes y Oficios (ENAO) agreed to accept women for courses in electricity, mechanics, radio, and television. Of the 118 women referred, twenty-five stayed at first, then fifteen remained for one year, until the school was closed because physical repairs were to be made to the building. Another

school was to have been opened. At the time of the evaluation, the old school had not reopened, nor was the new facility ready. The attitude of the teachers and administrators was changed; their experience convinced them that women have aptitudes in these subjects. Under the category of referrals can be included the placement of graduate nurses in two special courses given in coordination with Catholic University of Santo Domingo. The course lasted six months and had a total of thirty-three participants. It is not included in the list of courses for other skills training.

COUNSELING

The planned number of individual counseling sessions has likewise not taken place. There is evidence that this service was not in high demand, especially in comparison with training services. Consultations in the preparation of applications for loans, in legal matters, in psychological problems, in sexual education, and in family relations were provided through project personnel and a sister institution of PROMAPEC (INSAPEC).

Literacy was not originally included in the course offerings but, because of demand, was added. Sixty-two persons participated in twelve literacy courses given in cooperation with Loyola College and the Office of the Archbishop. Thirty-one graduated, of whom one initiated an interview with the evaluator, giving moving testimony about how being able to read and write had changed her life.

MEASURABLE INDICATORS OF PROGRESS TOWARD OBJECTIVES

Clearly target outputs have been surpassed in most cases, while changes have been made in others in response to the needs of the project participants

and the realities of the employment situation in Santo Domingo. Have these accomplishments "improved the socioeconomic condition of low-income women and their families" in the target barrio, Capotillo? Can women "fend for themselves in the labor market"? Can they "better utilize their own resources and those services provided by the community"? What evidence do we have that these stated objectives been accomplished?

The mid-term evaluation in June 1983 suggested several indicators to measure progress toward the objectives. The following were included in the scope of this evaluation:

- o Number of beneficiaries working before and after training;
- o Changes in the incomes of beneficiaries before and after training;
- o Number of beneficiaries receiving credit; and
- o Number of technical schools which have modified their curricula to incorporate new training needs for women.

Number of the Beneficiaries Working Before and After Training

The total number of barrio women who have benefited from services delivered through the project amounts to almost 2,500 (out of over 5,000 recruited and screened). A sample (A) of 288 applicants who took skills training courses was selected, and the data on work compiled. This is compared with another sample (B) of 297 women trained in the project. (See Appendices B and C.)

Although the data are not strictly comparable, they may help to indicate changes in the target population. Sample A shows that 2% of the women were

working at the time of inscription (various dates). Sample B shows that 46% of the women were working in April 1984, in the last semester of the two-year training phase of the project.

It should be noted that the data in the inscriptions is suspect of excluding self-employment. Those who said they were working reported salaried types of work such as teacher, public employee, secretary, while none of the self-employment types were reported. If compared with the survey data (taken in 1981 in forty barrios of Santo Domingo, of which Capotillo represented 7.5%), the 2% reported working in Sample A is low. The survey found 27% working, with 21% self-employed and 6% receiving wages. (Barrerio, Vol. II, p. 8)

The 46% of women found to be working and earning some income at the end of the project is a significant improvement, especially considering the decline in the economy.

Changes in the Incomes of Beneficiaries Before and After Training

The data in Sample A (taken upon inscription in the program) and Sample B (taken at the end of the project) show that average income for the whole group increased, primarily because more women report themselves working in Sample B than in Sample A. Average monthly income for all 288 women in Sample A was RD\$2; average for the seven working was RD\$82.14. Average monthly income in Sample B is calculated at RD\$83.25, and for the total of 233 women responding, at RD\$38.23. Although the average income for those working has not improved very much, the average for the whole has, from RD\$2 to RD\$38.23.

Since the data in Samples A and B make comparisons difficult, the results given above are to be taken with caution. Please see Fig. 3 of Sample B in

Appendix A, which shows a range of computed monthly income from RD\$76.76 to RD\$144.30. The daily and monthly rates both yield monthly rates around RD\$93. When the overall average is computed, the lower weekly figures bring the average to RD\$83.25. In order to construct an average for the total of 233 responding, a supposition was made that the two persons reporting they were working, but for whom no income data is available, are each making the average of RD\$83.25. This was added to the total monthly income before it was divided by 233.

As a cross check, the survey data are not much help, as the question asked for total family income (Barreiro, Vol. III Question 27). In the city-wide survey, 56% of the women interviewed reported total family income of between RD\$101 and RD\$200 monthly, 17.6% less than RD\$100 monthly and 19.6% between RD\$201 and RD\$300. (Barreiro Vol. II, p. 12.)

Number of Beneficiaries Receiving Credit

No target had been set for the number of beneficiaries receiving credit in the 1982 Project Plan, although clearly it was contemplated in the US\$5,000 budgeted for loans.

At the time of this evaluation, one hundred eight (108) women have received credit in the total amount of RD\$32,557.25 through the Dominican Development Foundation. RD\$15,000.00 from the project was given to the FDD, and matched by another RD\$17,000.00 of the Foundation's funds. Loans are being repaid, having generated about RD\$5,000.00 on a second revolution at this date.

Number of Technical Schools Which Have Modified Their Curricula to Incorporate New Training Needs For Women

After an extensive census of training facilities in the survey and contacts with various schools, APEC has been successful in developing an on-going relationship with three main training institutions: the Armed Forces Vocational School (DIGEV); the National Crafts Center (CENADARTE); and the National Technical and Professional Institute (INFOTEP). All three have modified their curricula in order to accommodate the women beneficiaries in this project. They have shortened courses from one year to two and one half or three months. It may well be true, as stated by management personnel, that a lot of the difference in the time between the short course and the normal length is "down time" spent in waiting for materials. Possibly more theory is given in the longer course. The evaluators observed courses at the mid-point, all of which concentrated on practical applications which exhibited a fair degree of skill.

PROJECT IMPACT ON THE LIVES OF THE BENEFICIARIES

Has the two years of project operation in Capotillo made a difference in the lives of the women it has served? Undoubtedly there are 2,500 women who have learned skills they did not have before. Over 100 of these women obtained loans and are earning small amounts of money in their microbusinesses. Although more women are working than before, most of them are self-employed within the barrio. Perhaps these women are earning more money, but it is hard to tell. Perhaps improvements in their economic situation are reflected in the 21% of the April 1984 survey who had moved from the address they gave upon signing up for the program. (However, the original survey showed 10.4% living less than one year in the barrio and 13.4% between one and three years. Thirty percent had lived in the same house between one and three years. (Barreiro, Vol. II p. 6.)

The best way to measure the impact of the project lives of its beneficiaries is to ask them about it. The four case studies which follow are representative of the responses of eleven women beneficiaries interviewed by the evaluation team with the assistance of the promoters. (See Appendix D for the questions asked in the interview schedule.) In general the responses were positive; the only negative note was the recurring question, "Why are they closing the Center?"

CASE STUDIES

Berta Reynoso

Berta is one of the 21% of women participants in the PROMAPEC project who has moved since she inscribed at the Center. Unlike the 62 women in the April 1984 survey sample, her move did not cause her to leave the project; she moved within Capotillo. Berta moved to a better house some twenty days prior to the interview.

Berta was one of the first women to arrive at the Center, having heard about it from a man who is a community leader. She took a course in ceramics about two years ago because she liked it, wanted to learn more, and thought she could use it "to work."

Up to that time, she had not earned money: she had "only studied for her Bachillerato." Later it became apparent that she had worked a while for Public Health, but because of budget reasons her job was terminated.

Now she is making money with her ceramics, about RD\$30 per week, selling products to her neighbors. She buys the unfinished piece from a person in the neighborhood, cleans and paints it. The items are both utilitarian and decorative, such as fruit bowls and water containers. Products are priced from RD\$3 to 18, with a profit of from RD\$4 to 5 per piece, according to Berta. She got some financial help from her father and used the profits to enlarge her business. Although she had heard about the availability of loans through the center, she has not applied.

Altagracia Milagros Reyes

Nursing is Altagracia's profession; she has worked off and on for about thirteen years in hospitals around Santo Domingo. However, before taking the home nursing course at the Center, she had never had a grounding in the theory.

It so happened that Altagracia was not working because she was going to have a child, her third. She is a single mother. Thus she was free to take the course and found that it was very good. It provided the theory to support what she had been accustomed to doing. The knowledge and the encouragement of the instructor gave her confidence she greatly appreciated.

That confidence came in handy when suddenly there was a strike in the hospitals, and she and other graduates of the Center nursing course were

called upon to fill in. She worked three nights in a row, seventy-two hours at Robert Reid Hospital in the hydration ward. The strike was settled, and things are being reorganized. She is hoping to get a job eventually.

The Center was efficient and provided good services, according to Altagracia, who noted that one of the good things was its "companerismo." The Center sent her to two places to get work, but the referrals did not result in a job. Although she did not have an opportunity to take the human development course, she considers it valuable. One of the reasons she has not yet taken it was that she did not want to deprive someone else of the opportunity.

Estela Then

Estela Then was one of the first women to participate in the training courses and services offered by PROMAPEC. She first learned about the Center from friends in the barrio and the "promotoras." She participated in the first course given in the Center. This was a ceramic course. Estela had never taken a ceramic course before. After this ceramic course, she took three other courses in human development, microbusiness and industrial sewing.

In general, Estela felt that all of the courses she took at PROMAPEC were beneficial to her. Before taking the PROMAPEC courses she helped her husband with his business, a small grocery store in the barrio. The grocery store business was not doing very well. They could hardly generate enough income to support the family. Now, after taking the ceramic and the microbusiness courses, Estela has opened her own ceramic business. She sells her ceramics to her neighbors and in the barrio clients. Because she is doing so well, she is expanding her business and her family's income has significantly increased.

Estela said that she feels more independent now from her husband than before. This independence has caused problems in her relationship with her husband. They separated for a while due to his inability to accept Estela's new role as a business owner and income generating member of their family. Estela received legal and social counseling from the Center during this troubled period of her life. She also expressed her appreciation for the human development course and how instrumental it was in helping her find her new identity in a productive society as a woman of independent means.

Vicenta Gonzalez

Doña Vicenta first learned about the Center from her friends living around the area where the Center's Headquarters were opening. She said that her friends urged her to enroll in the courses because they knew that she was a woman who liked to improve herself whenever she had the opportunity. Doña Vicenta took three courses--sewing, human development and microbusiness. She said she wanted to take courses that would improve her present economic situation and that would allow her to work out of her home.

Before taking the PROMAPEC courses, Doña Vicenta had an empanadilla business in her house. She was selling empanadillas to businesses in the barrio. With the sewing course she took in PROMAPEC, Doña Vicenta started sewing for her friends and neighbors and soon the business grew so much that she needed a better sewing machine. Doña Vicenta enrolled in the microbusiness course and applied for a loan from the FDD.

She formed a Solidarity Group with another five women and got a loan for RD\$300 to buy the new sewing machine. Her income has increased and she still maintains her empanadilla business with the help of her son. Doña Vicenta wished she could take a more advanced sewing course to improve her skills (the first one was a basic course).

ANALYSIS OF THE STRENGTHS AND WEAKNESSES OF THE PROJECT

SURVEY

A fifteen-month survey was done at the suggestion of AID and with AID funding. The survey interviewed 18,000 women in forty marginal barrios in Santo Domingo. Also represented in the sample were women students in vocational schools and industries in Santo Domingo, Santiago, and La Romana. The data compiled in this survey were more than those necessary for the design and implementation of the project. The funds spent on this activity (over US\$100,000) might have been more usefully spent for project activities in the barrio.

PROJECT REDESIGN

The above survey provided useful data in the redesign of the original proposal in 1982. For instance, it showed that there were few women working in industries, very few possibilities for jobs in industries, and higher income levels for women in industries. Therefore the redesigned project did not direct any activities to women working in industries. The participation of foreign planners seemed to influence an emphasis on non-traditional training, which they thought would lead to more opportunities in employment and microbusinesses. Evidence shows that this is not necessarily so; skills which are classified as traditional, such as baking, cosmetology, and sewing do enable women to engage in income-generating activities. In all of the projects, the cultural and economic realities of the beneficiaries should be taken into account. What might work in more advanced societies does not necessarily work for marginal poor groups.

The use of promoters introduced in the redesign of the proposal proved to be a major strong point. Women in the barrio responded well to the promoters, who helped them overcome both their disbelief and hopelessness.

TRAINING

Overall the PROMAPEC training has been very successful. (See Appendix E, Courses Given--Capotillo.) The human development training, according to the beneficiaries' own accounts, has been instrumental in raising their cultural awareness as well as their self-esteem. For the first time in their lives, they have been confronted with the reality of self and the possibility of choosing among alternatives to change their lives. All of the women interviewed responded very favorably about the human development course and were grateful for the hope and alternatives for living that the training brought to their lives.

The skills training has also been very successful in giving these women some alternatives for self-development and improvement. Some of the graduates of these courses have joined the work force or started their own business in the barrio. However, more advanced courses in areas, such as ceramics, painting on cloth, weaving, and sewing, should be designed to cover more advanced and marketable techniques for participants who have demonstrated potential in the first introductory courses. PROMAPEC has provided advanced training in nursing through the Catholic University of Santo Domingo and industrial sewing through INFOTEP. These activities are beneficial and should be applied to other skills with commercial demand.

The emphasis on non-traditional skills training has been very much a factor in this project. Project designers, especially the foreign technical

experts, have placed a high priority on providing the beneficiaries of this project with training skills which women in the Dominican Republic, especially socio-economically marginal women, have not been accustomed to exercising.

The rationale of providing women training in non-traditional areas is that women equipped with these skills will have access to earning opportunities not previously available to them. Not only will there be a wider range of opportunities, they will be in areas that pay better per unit of time invested.

A number of assumptions underline this rationale--that urgent demand exists, that there are jobs and customers available, that women will be willing to engage in the particular activity, that women will be able to perform successfully and work harmoniously with men engaged in that activity, and that women will receive the same pay that male workers receive. Some of these assumptions may prove unfounded in practice. In addition, the pressure on women from men in the family opposed to such activities may be great. Sometimes the cost of social change is not taken into account in project planning, nor the fact that women most in need of income are least equipped to pay that cost, but may be forced to do so out of desperation. Nor is the line between traditional and non-traditional work clear. Non-traditional work, often defined as "something women have never done before", may for poor women encompass a number of areas that women with more advantages would label traditional. Certainly the women of Capotillo and other marginal urban areas of Santo Domingo are new to making stained glass, tapestry pictures, and embossed leather. Perhaps the pertinent question should be, "Can the women within the project earn income with this skill?"

The experience gained over two years of project operation indicated that although a great effort was made, it was very hard to overcome barriers to

women's earning income in "non-traditional" areas. The most serious impediment has been the lack of jobs in the Dominican Republic during this period of economic deterioration. This presents a possible danger that training in non-traditional skills, such as shoemaking, will neither enable the trainee to get a job in a factory (they are currently closing down due to the increasing cost of raw materials), nor allow the trainee to be self-employed due to the relatively high cost of the equipment.

Another serious impediment has been the attitude of women themselves. Once training institutions were persuaded to allow women to take non-traditional courses, it was extremely difficult to recruit students. Women who were doubtful about the value of any kind of course were highly skeptical about a course in the repair of electrical household appliances, for example. Many of the women in Capotillo have not even begun to think about equality with their male counterparts; for them the thought of being plumbers or electricians is not only unthinkable, but for the moment culturally unacceptable.

However, time and experience have helped women accept the new. In the sample taken in April 1984, 8.4% report that they are working in the repair of electrical household appliances, and 8% report work in printing. (See Appendix C.) Both of these are probably a direct result of the training, although this connection was not made in the survey.

Not only these women have changed. It is a heartening fact that during the two years devoted to training, the project has been able to change attitudes within training institutions resulting in the acceptance of women

from the barrio, the shortening of courses to accommodate women's needs, and the satisfaction of administrators and instructors in women's capabilities and achievements. As a result of their successful experience, at least two training institutions (The Armed Forces and INFOTEP) will not only make places available to barrio women, they will provide some scholarships.

Facilitating change in vocational training institutions has not been easy, and in some cases it has been necessary to go to other sources or to devise courses. APEC has been able to draw from its institutional resources for the course on repair of electrical household appliances: UNAPEC for the tapestry course, which resulted in sales at the Atlanta Trade Fair; and INSAPEC for counseling and courses on sexual education. APEC has also made use of its resources to devise not only the human development course, but also the nursing course, which has the highest number of graduates of any of the skills training courses, 141. (See Appendix E.) APEC has worked closely with the Dominican Development Foundation in devising a course on microbusiness.

Literacy training was not originally envisioned in this project. The literacy courses offered through PROMAPEC with Loyola College and the Office of the Archbishop were a response to women who needed this basic skill. The survey found that 15.4% of women had no formal education at all; the majority (56.2%) had primary education, varying between second and sixth grades. (Barreiro, Vol. II, p. 1.)

Literacy courses have suffered, along with the others, from a high rate of "failure to complete the course." Only half of those reported as participating in the course actually graduated. (See Appendix F, Literacy

Course Data.) Data on numbers of women either not coming to attend the course when they were called or attending only the first session show a dropout rate of 42% for all other courses.

Discussion with PROMAPEC staff and some of the trainees supports the theory that women's lack of resources--psychological, physical and economic--can be the main reason for these high dropout rates. Promoters report that it is very hard to convince women to attend the courses, but that once they are committed, they show very good attendance and high rates of satisfaction. This squares with the survey, that found that 53.1% of women had not planned to take any type of vocational training--41% of those because of lack of motivation and another 31% because they had not thought of it. Another 27% said they had no time. (Barreiro, Vol. II, p. 15.).

The project administrators found it necessary to provide women not only the training fees, but also car fare and sometimes money for child care while they were away from home attending courses. While some concern is raised about whether this creates dependency, it was evident during the evaluation that a delay in provision of transportation money to the current group of trainees (the majority from Herrera) had adversely affected attendance. The women in this target group just do not have the money, time, and sometimes the energy needed to participate. Often they also lack belief in themselves and support from their family and friends. The promotional work, human development training, and continuing support from Center personnel are essential to assisting such a disadvantaged group.

Several observations might be drawn from this project experience. Change takes time and has its costs. For extremely disadvantaged groups, more promotional and follow-up work is required. As women observe the success of

others in the neighborhood, they become more open to trying the new. The project that prepares women to think through their options before deciding on the skill they want to learn and that offers a selection of both traditional and non-traditional courses at different levels is probably the best of all. The range of skills training should be broad, in order to accommodate women who have a variety of interests and skills and who are at different stages of development, and in order to avoid the saturation of the market in product and service areas for which training is provided.

ADVISORY SERVICES

PROMAPEC has demonstrated a degree of success in establishing an informal network of advisory and support services to assist participant entry into income-generating activities. Some of the more technical courses such as nursing, graphic arts, ceramics and baking have been successful in preparing participants to enter the very scarce job market or to open their own businesses. Through the FDD credit program, a number of the more entrepreneurial participants have been able to expand their existing microbusinesses or open new businesses that serve the Capotillo community. Some of the graduates of the nursing and the graphic arts courses joined the formal sector and are currently working in city hospitals, clinics, and print shops. PROMAPEC has assisted some of the participants with health and family problems by referring them to clinics and by providing them with legal and social counseling.

The integration of these advisory and support services into a more formal and institutionalized network has been hindered by the deteriorating economic

conditions that have been affecting the country's job market. PROMAPEC should structure and formalize its already successful informal placement, advisory, and counseling services into a more organized and accountable program. There should be a number of fixed stages that participants go through in order to develop their income-generating potential. The APEC membership could participate more actively in these advisory and placement stages. The experience and connections of many of APEC's 300 members could serve to double the already successful results of PROMAPEC in this area.

LOANS

This project has assisted one hundred eight (108) women from Capotillo to get small business loans. The amounts are usually RD\$300 to each individual (just over US\$100 at current exchange rates). The terms are 24% interest per year for periods of six to twelve months. Guarantee of payment is secured through the formation of a Solidarity Group, with from five to eight members, each receiving individual loans, but bearing responsibility for repayment by all members.

PROMAPEC has entered into an agreement with the Fundacion Dominicana de Desarrollo (FDD, Dominican Development Foundation) to provide these loans. The guidelines generally follow those of the FDD's successful Microbusiness Program for Solidarity (PRODEME). The requirement of a minimum of one year's experience in business has been waived for women coming through PROMAPEC. The funds disbursed to date total RD\$32,557.25. PROMAPEC provided RD\$15,000; the FDD provided RD\$17,000. Both have received AID funds.

According to the written agreement,

both institutions agree to undertake a Microbusiness Program in Capotillo that includes the following components: study, evaluation, promotion, and technical and financial assistance in those projects related to socio-productive activities in Capotillo.

The written agreement has been verbally modified, giving the FDD full responsibility for follow-up and technical assistance. This has become expedient since PROMAPEC does not have personnel who can do this work. The promoters are not equipped to handle such tasks, and the Technical Coordinator, recommended as an addition to the staff in the mid-term evaluation, could not be kept on due to a shortage of funds. However, women interviewed during the evaluation who had received loans indicated that they had not been in contact with any FDD personnel; in fact, they gave their payments to the President of their Solidarity Group, who took the money to another barrio to make payment. A meeting in which FDD and APEC participated confirmed that the FDD has not been able to attend to follow-up, and that APEC was not fully aware of this.

Although the FDD promised immediate corrective action, it seems realistic to provide additional resources so that women of Capotillo and other marginal areas get the extra help they need in securing, managing, and repaying loans. It must be remembered that these users do not meet the regular criteria of FDD'S Microbusiness Program of having a year's business experience; most of them are new to business, and all of them are very likely borrowing funds from an institution for the first time. The July 31, 1984, report from FDD to APEC shows that ten groups out of seventeen with payments due were in arrears. This fact is an indication of the immediate need for follow-up. One group, Adalgisa, had a loan for RD\$1,800 and was reported in arrears for RD\$960. Las Humildes with a loan of RD\$1500 was RD\$952 behind in repayments.

ADEMI (Asociación para el Desarrollo de Microempresas--Association for the Development of Microbusinesses) is another source of loans for women in Capotillo. Sixty loan applications were pending with ADEMI at the time of the evaluation, for RD\$18,000. ADEMI will charge more interest than FDD; although they quote a 24% yearly rate (2% per month), they charge 36% for loans under RD\$700, or 3% per month. The loans and repayments are made through bank accounts on the theory that the experience will serve as an education and, therefore, be beneficial.

ADEMI promises quicker processing of loans, one week between contact and check. However, PROMAPEC loan applications to ADEMI were a month old and still pending at the time of the evaluation. ADEMI makes loans for shorter periods, an average of two months, but provides serial lending in increasingly larger sums to prevent "eating" of the loans. Loans can be made for a combination of working capital and fixed assets or what ADEMI calls home shop improvement. Their age requirement is eighteen. They also work with Solidarity Groups, and require a year's experience in business (which they are also waiving for PROMAPEC). They plan continual and periodic follow-up on the repayment of loans and the use of the credit as well as help in preparing the next loan application. They provide training and technical assistance in management and accounting through a separate organization, INASEM, which charges from RD\$5-20 monthly for its services. ADEMI, like the FDD, receives AID funding for this program.

Neither FDD nor ADEMI reported working with a large number of business women before cooperating with PROMAPEC. ADEMI reported over thirty loans to

women in its first fifteen months of operation. The FDD cited fifty women beneficiaries, noting that it is planning to make a study of women users of credit through Solidarity Groups and Microbusiness Programs. However, it is unlikely that either of them would be able to reach this socio-economic group without the intervention of an institution such as APEC.

While ADEMI is new and untested, the FDD has a long record of experience with loans to small farmers, artisan groups, and microbusinesses. The institution shows some signs of overload. This overload is indicated in the processing of loans (the first group took six months; the others, three months), the follow-up (which did not occur), and the communications with APEC (reporting was not regular and had to be solicited).

USAID/DR requested that the evaluation consider the feasibility of PROMAPEC beneficiaries' accessing credit and technical assistance through the newly-established Technical Assistance Centers (TACs), which are parts of the Central Bank's Small Business Assistance Center (CAPE) within its Fund for Investment in Economic Development (FIDE). This Small Industry Development Program, which is being assisted by AID, has been in operation since April 1983 and has established seven TACs, of which the FDD is one. The external evaluation (Development Associates, Inc., June 1984) points to a major problem in obtaining loans for clients through financial intermediaries, especially in the case of small loans, which banking institutions regard as risky. In the first year of operation, a total of thirty-two loans was made, only ten

through TACs, one of which was through the FDD. In addition, the small loans in this program are quite a bit larger than the project's target group can handle.

Overall: 22% of the 32 loans made through the system were small, in the RD\$2,000 to \$10,000 range; 31% were medium-sized loans in the RD\$10,001-25,000 range; and, 47% were large loans of RD\$ 25,001 up to the maximum for individuals in this program of RD\$50,000.

While it may be possible that sometime in the future some of the "graduate" business women of the PROMAPEC project in Capotillo may be in a position to avail themselves of TAC credit and technical assistance, there is not much likelihood that TACs will be appropriate to the needs of the majority of this target group.

EXPANSION

The expansion of the PROMAPEC project into a second barrio in Santo Domingo took place with the opening of a Center in the Altagracia section of Herrera in September 1983. Herrera differs from Capotillo in that it is a more recent settlement and is an industrial area. Funding for two years' operation was secured from counterpart ESF funds.

The operating mode established in Capotillo is being followed in Herrera. Promoters have been selected from the community and trained. Human development courses are being given in the Center and women are receiving skills training in the same institutions used in the Capotillo project. In fact, the groups currently receiving skills training are a mixture of women from both places.

* (Development Associates, Inc., June 1984, p. 13).

Some ingredients that contributed to the success of Capotillo are missing from Herrera, for example the presence of an outstanding leader from the community to spark activity and create confidence. However, the project in Herrera seems to be building on lessons learned in Capotillo. There is more concern about the possibility of creating dependence with subsidies for trainees. There is continued pressure to open new courses to the women, including such non-traditional skills as shoemaking. (See Appendix G, Courses Given--Herrera.) There is willingness to meet the demands of women who cannot get into courses in vocational schools by setting up a needlework course in the Center.

Although there had not been much opportunity the first year for cross-fertilization between the two projects because one was busy starting and the other busy finishing, the evaluators have expressed the hope that the experienced Capotillo staff might render some assistance to their Herrera counterparts.

PART III

RECOMMENDATIONS FOR FOLLOW-ON ACTIVITIES

1. CONTINUE HUMAN DEVELOPMENT TRAINING.

It is desirable and feasible to continue offering this training. There are fifty-eight (58) applications in Capotillo that the project has not yet been able to satisfy, in spite of the fact that one thousand three hundred and twenty-seven (1,327) women have taken the course. Women interviewed by the evaluation team have given enthusiastic accounts of how this has helped change the quality of their lives (see Case Studies). PROMAPEC has acquired considerable experience and expertise in human development training and is able to provide it at relatively low cost (direct cost RD\$10 per student). No other sources of this type of motivational and self-development training seem to be within reach of the women in Capotillo and other urban slums. The course opens vistas to women, including the possibility of their earning income, and helps break barriers which women face in business. Society has depreciated their value, and they themselves have come to share in the view that they are of little worth and ability. The human development course helps them develop a sense of self-worth and dignity, deal with their problems, and acquire hope for the future.

Extend Human Development Training To Men.

It is important to explore the possibility of extending Human Development Training to men of the family. This is a necessary measure in helping remove attitudinal barriers to women and in mitigating the phenomenon of male takeover of women's businesses.

Develop Advanced Human Development Course.

Some nine groups of women have organized themselves to meet once a week to discuss common problems and look for alternatives and solutions. Project personnel have provided them with course work from a sister institution, INSAPEC, which treats themes such as family life, venereal diseases, etc. This has been well received. Such continuing support should be formalized, perhaps in the organization of advanced human development training.

2. CONTINUE PRESENCE IN THE BARRIO.

Continuation of human development courses implies continuation of PROMAPEC'S presence in the barrio. It is probably best to maintain the Center because it serves not only as a physical facility where women and men can come for information and assistance, but also as a sign of hope and a psychological support for the women. PROMAPEC has been successful in overcoming the distrust and suspicion of a politicized, volatile barrio. It has gained the approval and protection of barrio leaders for providing services valuable to women while avoiding political favoritism and overtones of condescension. It is of value to the nation in that it opens lines of communication between the powerful and the powerless of society, and fosters common consideration of the problems at hand. Although too many people died in the riots on April 1984 in Capotillo, including one of the project participants, perhaps the bloodshed would have been greater had not some of the soldiers recognized women who had come to the Armed Forces Training Center for skills training, and given them safe conduct. (Personal communication Sr. Pagán, MD)

3. PROVIDE ADVISORY AND COUNSELING SERVICES ACCORDING TO NEEDS.

The Center should continue to provide advisory and counseling services that respond to the expressed needs of women clients. The concerns of the women participants have not always been what program planners thought they might be. For example, there has been much less demand for psychological counseling and more for health care than planned. The Center needs to continue listening to clients and sources ~~of~~ requested assistance.

4. CONTINUE AND IMPROVE SKILLS TRAINING.

Skills training should be continued and improved. The project shows evidence of having evolved toward skills training that might offer more opportunity for employment and small business income, for example, industrial sewing and graphic arts. This evolution should be encouraged. Further attention should be given to courses which meet varying needs. Some of the trainees informally interviewed in the evaluation were at the level of wanting the training for their own personal development, while others had it definitely in mind to use the training to look for a job and or start a business. Both groups should be accommodated, and perhaps individuals could be assisted to think things through before enrolling. This should become more common as more women of the barrio have had the training experience, but it probably will not happen without the assistance of project personnel.

5. CONTINUE LOAN PROGRAM AND PROVIDE PROMOTIONAL AND FOLLOW-UP SUPPORT.

The channeling of small loans to women in the barrio is an activity just getting under way (the first loans were given in December 1983; the project

funding is exhausted September 1984). Project experience in small business, particularly that of AID*, indicates that the most productive and cost-effective investment is in providing small loans to small business.

The PISCES data also shows that more women are reached with loans directed to the more disadvantaged socio-economic groups, the clientele of this project**. APEC can continue to play an important role in facilitating contact of barrio women with existing programs which might not otherwise reach this population. Two cautions should be considered: (1) that loans not be regarded as an automatic result of training, nor training a prerequisite for loans. Either tendency might interfere with the natural selection process of viable entrepreneurs and the constitution of a viable Solidarity Group.

(2) that PROMAPEC not cede its interest and obligation to provide promotion and support to this more disadvantaged clientele to lending institutions, which necessarily have a different focus and provide different services.

6. EXPLORE FEASIBILITY OF SETTING UP WORKSHOPS (TALLERES DE TRABAJO).

As a new emphasis in the continuation of its program, PROMAPEC is considering production. The possibility of opening a workshop (taller) for the women in Capotillo where they could work has been discussed by APEC officials. Workshops would alleviate the poor working conditions in women's homes due to inadequate space and substandard living conditions. Workshops

*Farbman, Michael, ed., The PISCES Studies: Assisting the Smallest Economic Activities of the Urban Poor. (Washington, D.C.: Office of Urban Development, Bureau for Science and Technology, Agency for International Development, 1981).

**Farbman, p. 45.

would provide women with some work space in which they could be trained and subsequently work in income-producing activities. The women would be selected from those who have participated in PROMAPEC training and have demonstrated exceptional skill and interest in pursuing a career in the private sector. The basic idea of the workshop would be to produce and sell to markets outside Capotillo. Products would be designed and produced by these women with the supervision and quality control of a highly qualified expert. Some of the products that might be considered for production are embroidery, shoes, and clothing.

An activity of this type could prove to be very successful only if the products are carefully selected. The feasibility of the project, both in terms of production and marketing, needs to be carefully considered beforehand. Since APEC is a non-profit institution, it will need to make appropriate arrangements for the organization of the profit-making business contemplated.

GENERAL CONCLUSIONS

1. PERFORMANCE WAS GOOD; DEMAND CONTINUES STRONG.

The project greatly exceeded its target outputs for intensive skills training (265%) and human development training (141%). Performance against target outputs lagged in counseling (85%) and in entrepreneurial training (44%). The number of women screened exceeded 5,000, and the number of women served 2,500. One hundred eight (108) women received small loans (RD\$300) amounting to RD\$32,557.25 pesos of which RD\$15,000 pesos came from project funds. The first loans were given in December 1983 and the fund is on its second revolution. Another sixty loan applications are pending. At the end of the project there is residual unmet demand not for loans, but also for training (779 applications are still pending).

2. TARGET GROUP NEEDS SERVICE, THERE ARE NO OTHER SOURCES.

Poor urban women with low levels of education and employment, as well as low self-esteem, have flocked to the PROMAPEC Center in the barrio of Capotillo in Santo Domingo to receive human development and skills training. In some cases training is provided in the Center, in others in vocational training schools in Santo Domingo. Motivational and economic assistance provided through the project have made it possible for women to improve their self-image, learn skills, and start small businesses. PROMAPEC provides the outreach to barrio women that did not exist before. It does not duplicate existing services (e.g. training, credit), but acts as a bridge. This target population had not previously been able to take advantage of such services.

3. APEC ACQUIRED VALUABLE EXPERIENCE THAT THEY SHOULD CONTINUE TO USE.

Working with disadvantaged urban women to help them improve the quality of life for themselves and their family was new to APEC. They have shown an ability to work sensitively in a highly-charged area of the city, enjoying community support and protection from violence as a result of the perceived value of the services they rendered. APEC has been able to modify the project in response to women's needs and to changes in project environment. They have been able to work with disadvantaged people without creating too much dependence, a tendency that may require some further correction. APEC's experience should continue to be utilized in view of the great needs in Capotillo and other barrios.

4. EVOLUTION FROM JOB TRAINING TO SMALL BUSINESS WAS APPROPRIATE;
SMALL BUSINESS CAPABILITY SHOULD BE STRENGTHENED.

At first the project was thought of as training in preparation for salaried employment. When it became apparent that the potential for jobs was very limited due to the economic situation, the attitudes of employers, and the lack of education and job experience of the women, the project evolved towards preparation for self-employment in microbusinesses. APEC's institutional experience and emphasis is in education, and thus it must develop and/or source small business experience. The amount of promotion and follow-up that APEC's clientele needs in order to engage successfully in small business undoubtedly exceeds that of women clients of FDD and ADEMI, who

APPENDICES

APPENDIX A

PERSONS CONTACTED BY THE EVALUATION TEAM

APEC/PROMAPEC STAFF

Lic. Jacqueline Malagon, Executive Director of APEC and Director of PROMAPEC

Lic. Teofilo Barreiro, Advisor, PROMAPEC

Dra. Adalgisa Santana, Coordinator, PROMAPEC Capotillo

Lic. Luisa Torres, Coordinator, PROMAPEC Herrera

Isabel Santana, Registrar, PROMAPEC Capotillo

Aida Luisa Lugo, Promotora, PROMAPEC Capotillo

Efigenia Mota, Promotora, PROMAPEC Capotillo

Virginia Perez, Promotora, PROMAPEC Capotillo

Aida Rodriguez, Promotora, PROMAPEC Capotillo

Melba Saldana, Promotora, PROMAPEC Capotillo

Sonia Lucero, Promotora, PROMAPEC Capotillo

Olga Rosario, Promotora, PROMAPEC Capotillo

Maria Elizabeth Medrano, PROMAPEC Capotillo

Nancy Felix, Promotora, PROMAPEC Capotillo

APEC/PROMAPEC BOARD MEMBERS

Dr. Donald J. Reid Cabral, Presidente, APEC

Da. Antonia de Freitas, Presidenta, PROMAPEC

Da. Polita Barcelo de Dupuy, Miembra, PROMAPEC

Lic. Arturo Valdez, Miembro, PROMAPEC

TRAINING FACILITIES

Armed Forces and National Police

Contralmirante Richardson, Director of Vocational Training

Sr. Rafael Pagán, Coordinator and Supervisor

Instructors and Students in:

Artesanía
Cerámica
Costura
Cosmetología
Repostería

Crafts
Ceramics
Sewing
Beauty
Pastry

National Crafts Center (CENADARTE)

Arquitecto Federico Foundeur, Executive Director

Instructors and students in:

Ambar
Arte Vitral
Cuernos de Res
Repujado en Piel
Variedades Típicas
Zapatería

Amber
Stained Glass
Cow Horn
Leatherwork
Local crafts
Shoemaking

PROMAPEC Capotillo

Instructors and Students in:

Enfermería

Nursing

PROMAPEC Herrera

Instructors and Students in:

Manualidades

Needlework

Desarrollo Humano

Human Development

SOURCES OF LOANS

Fundacion Dominicana de Desarrollo (FDD)
Dominican Development Foundation

Sr. Rafael Abréu, Assistant Executive Director

Lic. Anibal Sosa, Manager, Microbusiness Program

Asociacion para el Desarrollo de Microempresas (ADEMI)
(Association for the Development of Microbusinesses)

Sr. Pedro J. Jiménez, Executive Director

USAID/DOMINICAN REPUBLIC

Craig Buck, Mission Deputy Director

Rose Veith, Program Officer

Peter Bittner, Trade Development Division Officer

Gloria Pineda, Training Officer

Aida Santoni, Program Analyst

WOMEN INTERVIEWED PROMAPEC CAPOTILLO

Teresa Constanza

Ramona Antonia Durán

Jaqueline E. García

Vicenta Gonzalez

Altagracia Hernandez

Valentina Munoz

Altagracia Milagros Reyes

Berta Lidia Reynoso

Ana Maria Sanchez

Estela de Jesús Then

Ana Luisa Vargas

APPENDIX B

DATA ON WORK AND INCOME, BEGINNING OF PROJECT

SAMPLE A

Muestra de 288 beneficiarias del programa para determinar cuantas trabajaban y cuantas no al momento de llenar su solicitud. (Fuente de datos: Formulario de composicion familiar)

ESPECIALIDAD	TRABAJABAN	NO TRABAJABAN	OCUPACION	INGRESOS MENSUALES RD\$
Cosmetología 1	1	18	Maestra	40
Cerámica 1	1	8	Ceramista	200
Costura 1	-	20		
Reparac. Electrod.	2	25	Emp. Pública	50 50
Repostería 1	-	17		
Artesanía 2	-	22		
Artes Gráficas 2	-	23		
Cosmetología 2	-	22		
Costura 2	2	19	Emp. Pública y Domestica	125 40
Artesanía 1	-	37		
Cerámica 2	1	15	Secretaria	70
Manualidades	-	13		
Cerámica 1	-	20		
Reparac. Electrod. 2	-	22		
TOTALES	7	281		575

APPENDIX C
Sample B*
DATA ON WORK AND INCOME, END OF PROJECT

Fig 1. NUMBER WORKING/NOT WORKING

107 work	46%
126 do not work	54%

Fig 2. TYPES OF WORK

(Total of responses: 107)

Chiriperas	14.9%
*Belleza	8.4%
*Reparan Artefactos Electricos	8.4%
*Tapíz	8.4%
*Trabajan en imprenta	8.0%
*Costura	7.5%
Negociando	6.5%
Domésticas	5.6%
*Cerámica	4.7%
*Repostería	4.7%
*Tejido	4.7%
*Enfermería	3.7%
*Bordado	2.8%
*Pintura sobre Tela	2.8%
Profesora	2.8%
Empleada de Tienda	2.8%
Vendedora	1.8%
Secretaria	1.0%
Concierge	1.0%

*Courses are given in this skill.

Fig 3. AVERAGE INCOME REPORTED FROM THIS ACTIVITY
(In RD\$)

(Total of responses: 105)

<u>Period</u>	<u>Number Responses</u>	<u>Average for Period</u>		<u>Calculated Monthly Income</u>
Daily	16	4.66	(x20)	93.20
Weekly	47	19.19	(x 4)	76.76
Bi-weekly	13	72.15	(x 2)	144.30
Monthly	29	93.28		93.28

* Source of Information: Survey of 297 Beneficiaries, (April 1984)
(Note: Only 233 of the 297 were available for interview; 62 had moved, and 2 had died.)

APPENDIX D
INTERVIEW QUESTIONNAIRE

1. Cómo se enteró usted de la existencia del Centro y sus cursos?
2. Cuantos cursos tomó usted? Cuales?
3. Porque le interesaron estos cursos?
4. Cuál curso le gustó más?
5. Qué hacía usted antes de tomar los cursos en el Centro?
6. Usted cree que los cursos que han tomado les ha ayudado a conseguir trabajo o a aumentar sus ingresos?
7. Le gustaron los servicios provistos por el Centro?
8. Cuáles servicios le parecieron que fueron los mejores para usted?
9. Exprese su opinión personal sobre el Centro.

APPENDIX E

COURSES GIVEN-CAPOTILLO

ESPECIALIDAD	CURSOS	INSTITUCION	PARICIPANTES	DESESTIMADAS*
Desarrollo Humano	45	PROMAPEC	1,127	314
Cerámica	6	DIGEY	110	240
Costura	6	DIGEY	110	211
Repostería	6	DIGEY	117	151
Microempresa	9	PROMAPEC	132	74
Cosmetología	6	DIGEY	118	200
Manualidades Niñas	1	PROMAPEC	19	
Artesanía	6	DIGEY	106	146
Artes Gráficas	4	DIGEY	81	78
Reparación de Electrodomésticos	3	UNAPEC	54	26
Enfermería	5	PROMAPEC	141	111
Bordado	5	PROMAPEC	58	47
Tejido	5	PROMAPEC	59	48
Pintura	5	PROMAPEC	61	107
Tapices	3	APEC	55	26
Costura Industrial	2	INFOTEP	29	
Tejido en Soga	1	INFOTEP	5	
Cerámica	1	INFOTEP	8	
Diseño Industrial	1	INFOTEP	15	
Cuerno de Res	1	CENADARTE	7	
Ambar	1	CENADARTE	7	
Arte Vitral	1	CENADARTE	7	
Repujado de Piel	1	CENADARTE	7	
Zapatería	1	CENADARTE	7	
Variedades Típicas	1	CENADARTE	7	
Alfarería	1	CENADARTE	7	
TOTALES	127		2,454	1,779
Alfabetización		COLEGIO LOYOLA & ARZOBISPADO		
	12			62

NOTA: Las solicitudes desestimadas durante el proceso, han sido descalificadas porque se llamaron las mujeres y no asistieron ó simplemente por que asistieron el primer dia y no volvieron. Ademas habian 249 solicitudes desestimadas por el Centro porque las personas no calificaron, moradores del barrio Capotillo.

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APPENDIX F

LITERACY COURSES

AÑOS	NO. GRUPOS	NO. PARTICIPANTES	NO. GRADUADOS
1982-1983	5	34	14
1983-1984	7	28	17
TOTALES	12	62	31

APPENDIX E

COURSES GIVEN--HERRERA

Enfermería del hogar	40
Educación sexual	17
Reparación de relojes	20
Munquería	5
Tejido	8
Bordado	8
Artesanía	14
Artes gráficas	15
Costura	35
Belleza	20
Cerámica	20
Cocina	20
Bordado a máquina	15
Repostería	17
Tapíz	13
Desarrollo Humano	497
Alfarería	27
Zapatería	20
Vitrales	15
Repujado en piel	20
Variedades típicas	14
Cuerno de res	15
Ambar	<u>16</u>
TOTAL	891