

I. PROJECT IDENTIFICATION

1. PROJECT TITLE
 Development Program Grant (DPG) for the National Council of Negro Women

2. PROJECT NO. (M.O. 1045.2)
 932-13-950-019

3. RECIPIENT (Agency)
 COUNTRY
 REGIONAL
 INTERREGIONAL Worldwide

4. LIFE OF PROJECT
 BEGINS FY 75
 ENDS FY 77

5. APPENDIX ATTACHED
 YES NO

6. SUBMISSION ORIGINAL 6/4/75 DATE
 REV. NO. DATE

CONTR./PASA NO.

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

A. FUNDING BY FISCAL YEAR	B. TOTAL \$	C. PERSONNEL		D. PARTICIPANTS		E. COMMODITIES \$	F. OTHER COSTS \$	G. PASA/CONTR.		H. LOCAL EXCHANGE CURRENCY RATE: \$ US (U.S. OWNED)		
		(1) \$	(2) MM	(1) \$	(2) MM			(1) \$	(2) MM	(1) U.S. GRANT LOAN	(2) COOP COUNTRY (A) JOINT (B) BUDGET	
1. PRIOR THRU ACTUAL FY												
2. OFRN FY 75	180	170				70						
3. BUDGET FY 76	116	155				261						
4. BUDGET 77	229	140				89						
5. BUDGET 12 FY												
6. BUDGET 13 FY												
7. ALL SUBJ. FY												
8. GRAND TOTAL	825	405				420						

9. OTHER DONOR CONTRIBUTIONS

NAME OF DONOR	DESCRIPTION OF GOODS/SERVICES	AMOUNT

III. ORIGINATING OFFICE CLEARANCE

1. DRAFTER
 Michael R. Rohla

TITLE
 Project Manager

DATE
 6/4/75

2. CLEARANCE OFFICER
 Cleo F. Shook

TITLE
 Associate Director, PHA/PVC/OPRS

DATE

IV. PROJECT AUTHORIZATION

1. CONDITIONS OF APPROVAL

2. Judith W. Gilmore PHA/PVC/FE

3. John A. Ulinski, Ur. PHA/PVC

4. William Alli PHA/PRS

5. C. D. McMakin PHA/PRS

6. CLEARANCES

BUR OFF.	SIGNATURE	DATE	BUR OFF.	SIGNATURE	DATE
AFR/DP	D. Wilson		PPC/DPR	J. Wally	

7. APPROVAL AFR OR OFFICE SUPERVISOR
 (Mrs) Harriett S. Crowley
 Assistant Administrator, PHA (Acting)

8. APPROVAL AFR (SM. M.O. 1045.2) VICE SUPERVISOR

PD 116622

DEVELOPMENT PROGRAM GRANT

FOR

THE NATIONAL COUNCIL OF NEGRO WOMEN

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I. INTRODUCTION:

While one of the largest women's organizations in the U. S., the National Council of Negro Women, uniting the efforts of over 4,000,000 women, is not that well known in some segments of our society. With nearly 40 years of successful operation, there is a wealth of experience to demonstrate their effectiveness in developing programs to reach poor women.

The NCNW has concentrated primarily on the U.S., but has also been active in the international arena as well, having assisted in establishing similar organizations in Nigeria and Liberia, and is currently involved in similar efforts in the Bahamas and the Caribbean. Over the years, women from developing countries have visited their program in the U.S. and the NCNW has continually received requests for assistance in organizing and training women to solve their local problems. The NCNW also maintains an observer at the U.N. (as a non-government organization) and members have served on UNESCO, UNICEF, and other international organizations' committees, councils and task forces. In addition, many of the 26 affiliate groups in the NCNW also have projects in developing nations.

In spite of this long association with international activities, the NCNW has not had the immediate resources to establish an International Division to coordinate the various existing activities, to plan and program their involvement and to assess the type of involvement and programs in which their various resources and expertise

should be placed, both technically and geographically,

The Development Program Grant (DPG) is viewed by the NCNW as an important means to rationalize their international activities. Equally important, it is seen as a means to develop and plan their future international involvement in a much more methodical manner, to permit more efficient application of resources and experience to specific development problems, especially as relating to the role of women in determining their own destiny.

The NCNW's ability to create functional programs for women is crucial to national development, in spite of the problems that result from traditional attitudes toward women's role in society. There are many obstacles to the promotion of the full integration of women in national life and on measures or strategies that would be required to ensure equality of opportunity between the sexes.

Development programs have often had a negligible or negative impact on women according to studies by the ILO. The introduction of new kinds of crops, although it increased women's participation in the labor force, did not always increase their incomes. In modern villages there may even be a decrease in female income. In the Bouake region, a "modernized" area of Ivory Coast, only 10 to 35 per cent of family income is allocated to women as against 50 per cent allocated to them in the traditional villages. Because of the NCNW's expertise in developing programs for women which address similar situations in the U.S., a more coherent international program of that organization carries with it great promise for women in the developing world.

II. Grant Summary.

The Grant being proposed is to enable the NCNW to pull together its diverse international activities, develop a more precise approach to its international involvements, establish a systematic response to requests for assistance from developing countries, and to adapt its approaches used in the U.S. for "cross-cultural" application. These activities will be under the International Division of the NCNW.

III. Background.

The National Council of Negro Women has been actively involved in working with women throughout the United States and abroad. The National Council of Negro Women was organized on December 5, 1935, by Dr. Mary McLeod Bethune, who saw the need for harnessing the power and extending the leadership of women through an organization of national organizations. It was incorporated in the District of Columbia on June 3, 1936.

The NCNW includes in its membership and leadership women of all races who join in its historic purpose of taking "action for the advancement of the Black Woman and her family", and who are committed to stay in the forefront of the fight to eliminate hunger and malnutrition. Dr. Bethune developed the NCNW around the principle that if meaningful social change is to occur, women must organize their efforts and assume meaningful leadership roles.

The programs of the NCNW have been effective in helping women to help themselves and to go on organizing other women. In its day by day

work, the underlying concept and goal of the NCNW is to get people to organize themselves and tap all available resources, thereby increasing their base of self-reliance and becoming independent of direct input from the NCNW. Women in all areas, rural and urban, have this capability when they are stimulated to organize around issues which affect them directly.

The national program activities of the NCNW currently focus in a major way upon community development projects in the rural South. Emphasizing self-reliance, NCNW has assisted communities to develop agricultural and food production programs to combat hunger and malnutrition; to develop a garment factory and a marketing cooperative providing jobs and economic advancement, and to develop child-care centers and training opportunities for young mothers. These projects are exemplary of the contributions which women can make to their national economy and demonstrate the initiative which must be taken by women.

The NCNW has been a participating partner and a facilitator for women in the U.S. and abroad in the formation and mobilization of a wide range of women's organizations. These organizations and other women's groups are assisted through NCNW seminars and training programs to improve human resources development. The NCNW equally emphasizes the integration of women into the national economy. Their experience on the domestic scene as well as on the international level, has shown that it is essential to organize women's groups for effective problem solving. Women learning to communicate with other women is a great beginning in confronting many significant challenges. After years of working intrinsically in rural areas, the NCNW has acquired skills and techniques to help women to do for themselves and their communities.

Many of the affiliate member national organizations of NCNW have international chapters and/or projects presently in existence. These projects cover many aspects of indigenous people's quality of life.

The NCNW is also affiliated with the National Council of Women of the United States, International Council of Women, the Pan-Pacific and South East Asia Women's Association, the American Negro Leadership Conference on Africa, the National Assembly for Social Policy and Development, the Leadership Conference on Civil Rights, and the United States Commission on UNESCO.

A description of the 26 affiliate organizations which help to make the national and international on-going activities of the NCNW is included in the appendix.

Together they represent the broadest base coalition of women in the U.S. They represent women from five major church denominations, five college based public service sororities, four organizations related to specific professions and occupations, nurses, beauticians, secretaries and women in administration, two auxiliaries to the medical and dental association, five associations of business and professional women, two fraternal organizations and three service groups.

(References below to NCNW are to the Council and its affiliates.)

IV. Project Goal.

A. Statement of Project Goal

The application of the resources and expertise of the NCNW to improving the quality of life for women in the poorest majority is the ultimate aim of this grant. As has been observed previously, the most neglected single group in most societies are women. They are too often prevented from acquiring the skills necessary to participate

directly in those activities which determine their future. By uniting women in action groups and organizations, positive results have been achieved in enhancing the role of women in their respective societies. By supplying the organizational and technical skills, the NCNW will be able to provide the means for women to take part in determining their involvement in national development.

B. Measures of Goal Achievement.

In that the grant will be used to develop base line data to eventually measure impact on the target audience, the quantification of goal achievement indicators will have to be developed once the data is obtained.

Indicators would include: a) increased participation in the decision-making process of the respective country; b) jobs/income generated; c) access to previously denied government services (e.g. Technical Education, Agricultural Extension, etc.); d) passage of women related legislation.

C. Means of Verification.

Statistical data generated by host country governments and international organizations will be used to indicate the degree of progress made by the target group compared to the rest of the population. NCNW project records will also include information as to the degree of involvement and outcome of efforts to integrate women into the mainstream of their particular societies.

D. Assumptions.

1. It is basic to the program that local women be willing to involve themselves in improving their lot. Because of centuries of tradition there may be instances where the women themselves might actively resist accepting an active role

2. Further, while NCNW has had international experience it is assumed that the techniques they utilize and develop are amenable to trans-cultural modification.

3. Continued financial, technical and volunteer support will be forthcoming from the affiliate NCNW organizations at a level sufficient to permit a measurable impact on the integration of women in their respective countries.

V. PROJECT PURPOSE.

A. Statement of Purpose.

The purpose of this grant is to design and implement a coordinated international program in the NCNW. As noted, there are several existing international activities being carried out by the NCNW. Because of the scope of these activities, and the desire to more aptly apply their current methodologies, as well as modify and develop new approaches, such a program is essential to permit a more orderly, well-planned involvement.

B. End of Project Status (EOPS).

1. The unification of the existing international activities into an integrated program is key to bringing a responsible application of existing resources to the objectives the NCNW wishes to achieve in the developing nations of the world.

2. The development of regional strategies, principally in Africa, which will focus the methodologies of NCNW on the development and execution of country specific projects (such projects not to be funded by this grant).

3. The successful adaptation of current techniques and methodologies for trans-cultural application and the development of additional methodologies.

4. The selection of an African country or countries for pilot studies and field trials.

C. Means of Verification.

The above will be verified by reports from the NCNW to A.I.D., their consultation in the development their Africa Program with AID/AF and the respective missions in those countries selected for program implementation. Field visits when possible will also be conducted by A.I.D. personnel or its representatives.

D. Important Assumptions.

1. It is assumed that the various activities of the NCNW are amenable to being formed into a coherent development program.

2. It is also assumed that the surveys and data collection activities will yield information useful to the unification of the resources of the NCNW.

3. The full participation of the affiliate members of the NCNW will continue throughout the grant period and will support this activity after the end of the funding period.

VI. PROJECT OUTPUTS

A. Outputs and Output Indicators

1. The creation of the International Division of the NCNW to take responsibility for all international activities, which will perform the following functions:

a. Identification of all current activities being carried out by NCNW affiliates.

b. Establishment of a Resource Center which will categorize all available inputs from member organizations, experts (it is intended to establish an automated talent bank which would also include expertise from other than the NCNW), the results of surveys, literature searches and African studies, primarily concentrating on the Role of Women in Africa, with supplemental information on the development process. This activity will also be assisted by volunteers from various universities which offer course credit for such work.

2. An evaluation system will be created for both the pilot projects and those projects to be implemented in the future (funded by other than DPG funds), with initially at least one professional.

3. Along with the hiring of a Staff of 6 people for the International Division, there will be the hiring of two Program Developers who will also serve as Field Coordinators, directing field survey teams, field data collection for pre-project development and site identification for future project implementation.

4. The acquisition of consultant and volunteer expertise for the development program.

The indicators of the above are the presence of the paid staff, as well as the studies, reports, surveys and programs they have developed. Their findings will be substantiated by field visits, when possible, and reports from A.I.D. Mission personnel in the countries where NCNW activities will be taking place.

PHA/PVC/OPNS:5/30/75

VII. Rationale

As noted in the Introduction, the National Council of Negro Women is one of the largest women's organizations in the world. Not only is it large, but also highly successful in its program. Their programs in housing for the poor have resulted in over \$407 million in home construction. They have prepared many studies for various governmental agencies and their work on the papers used by the White House Conference on Hunger and Nutrition is considered the most definitive study on Hunger in the United States. It is because of their excellent track record in their programs in the U.S., working with the poor, and especially poor women, that makes the NCNW an excellent recipient for a Development Program Grant to assist them to better focus their existing international activities and to develop a more coherent international program.

The NCNW is particularly appropriate to assist in carrying out the objectives of the Percy Amendment, and concurrently, in addressing the priorities of A.I.D. in working directly with the poorest majority in programs of health, nutrition, family planning, etc. Along with the objectives stated in their program and in the illustrative implementation plan, which follows, is the implicit intention to be able to effectively lend their resources and expertise when requested, to the Agency and its Missions, as a result of the grant. The President of the NCNW has stated their policy goal as "establishing working relationships with...appropriate agencies and A.I.D. Missions".

While the DPG will make the NCNW more responsive to international needs, it should be noted that since its founding the NCNW has had an interest, and when possible has made contributions to developing

countries. The NCNW's founder and former President was a member of the U.S. delegation at the organizing meeting of the United Nations.

Special Note: Because of the NCNW's extensive work, and their receiving funds from several government agencies (HUD, HEW, LEAA), PHA/PVC has on file many of the studies and independent evaluations of most of their government financed and/or assisted programs. Also included in the project files is documentation on the design, development and testing of the "Resource Center" technique mentioned in the body of the PROP. This technique has already been successfully tested in one African nation and has been incorporated in the current projected design for their overseas programs.

VIII. Implementation

A. IMPLEMENTATION PLAN (FIRST YEAR)

The key inputs in the first year will be selecting personnel and setting up an office; developing an initial plan of action; forming an International Advisory Board; conducting field survey and collecting data and pre-project information; establishing a skills bank; collecting information on international projects and activities conducted by affiliates; developing strategies for implementation in Africa; and conducting a first year evaluation.

1. A Division Director will be selected, who will set up an office and will select additional staff, as follows: Associate Director, Administrative Assistant, Secretary (FIRST QUARTER), and Program Developers, i.e., Evaluator and Field Developer (SECOND QUARTER). The Director will have overall responsibility for domestic and overseas activities, for the direction and conduct of studies and surveys, for developing a skills bank, conducting training, devising plans of action and implementation strategies, and administrative duties such as office management. The Division Director will be responsible to the President of NCNW.

2. The director and associate director will develop a plan of action which will identify types of approaches and countries in which field surveys will be conducted (FIRST QUARTER). This plan will include input from contacts and established on-going communications with Embassies; review of literature; and existing survey and data collected by domestic and international experts, organizations and agencies. Operational issues will be defined in a report which outlines needs assessment, objectives, alternative procedures and key implementors.

3. A 15-member International Advisory Board will be established by the NCNW President which will meet thrice yearly (SECOND, THIRD AND FOURTH QUARTERS) to advise and consult with the project leadership in the accomplishment of both general and specific objectives. This group will be responsible to the board of the National Council.

Training will be structured and conducted for all staff and for the orientation of the International Advisory Board and other leadership (SECOND QUARTER). A formally structured seminar will be held for the staff; and conferences will be held for the leadership. Experts and consultants will be utilized in the provision of this service.

4. The Division Director, the associate director and the Program Developers will conduct field surveys in Africa during which data will be collected and pre-project information gathered. A total of 45 days will be spent in the field (SECOND AND THIRD QUARTERS). The team will be accompanied by one rural development consultant. The United Nations Economic Commission on Africa Programs in Ethiopia will be visited, as well as selected countries in Africa, where the team will assess general areas of need in health, social welfare, economic development, and related fields which are priorities of the women's groups and organizations in the IDC's.

5. The Division Director will begin the establishment of an automated skills bank, which will identify Afro-American minorities with technical, economic business and other expertise throughout the 50 states, beginning with the members of the NCW and its affiliates (SECOND, THIRD AND FOURTH QUARTERS). The Director will develop the feasibility for the skills bank, and will develop the survey instruments needed for the initial information collection.

6. The Director will initiate correspondence and develop appropriate survey forms which will be used to gather information from affiliates about international projects and activities which they are conducting (THIRD AND FOURTH QUARTERS).

When data gathered during the field surveys, the field team will return to

8. An evaluation will be prepared by the Program Developer (Evaluator) in concert with the Associate Director, the design of which will include documentary and/or quantifiable information on the process of planning and measures of the outcome of the tasks undertaken in the first year. The evaluation will provide guidance as to whether the project objectives are being met. (FOURTH QUARTER)

B. IMPLEMENTATION PLAN (SECOND YEAR)

The key inputs will be conducting field surveys, data collection and other field activities related to other PVO's and indigenous women; generating project designs and operational strategies; developing funding strategies supported by policy advice and consultation; utilizing automated skills bank; conducting debriefings; conducting participant training; increasing internal communications programs; creating training materials and project development tools; and developing a refined evaluation system.

1. Field surveys, data collection and other activities will be conducted by teams of three and four persons each, led by the Program Developers (Field Coordinators) the Division Director and Associate Director, and including specialist/consultants and indigenous persons. A logistical and fiscal control officer will be added to the headquarters staff to help support this activity for a period of one year. Each team will perform the following specific tasks (FIRST, SECOND AND THIRD QUARTERS):

- a. Continue to establish linkages with organizations and women during a minimum of three trips each into two or more IDC's. Each trip will last approximately 45 days, and will yield information which identifies two or more potential projects.
- b. Using workshop and other methodologies and organizing techniques, assist local women to identify within the context of their culture and their perceived needs, self-help development projects which can be assisted by PVO's at specific site locations.
- c. Confer and consult with other PVO's in the field to obtain information and perceptions which can be used in the design of IDC Resource Centers.
- d. Collect data which can be utilized in the development of projects specific to several areas.

2. The Division Director, the Associate Director and Program Coordinators will generate project designs and operational strategies for opportunities identified in the first and second grant year. Approximately six months of their time will be spent in the United States in the organization of information obtained in the field. The specialist/consultants will be utilized as needed. A secretary will be added to the headquarters staff to help support this activity (SECOND, THIRD, FOURTH QUARTERS). The following are identified opportunities:

a. Projects will be linked to NCNW affiliates and other PVO's for possible implementation. These projects in scale and design will be appropriate to the people of the IIC and to the resources available. They will incorporate trial tests of techniques which appear to be applicable to IIC and will provide for interaction with the local population.

b. IIC Resource Centers will be developed with other PVO's and with local support for the purpose of assisting the coordination and integration of related development efforts in the same geographic areas, to diffuse knowledge and new technology, and to channel human, informational and material resources to women in development. The Centers will permit identified needs to be matched to resources, and will facilitate information sharing among PVO's.

3. The Division Director will serve as an informational resource to the 15-member International Advisory Board, NCNW and its affiliates in their development of funding strategies and in the identification of funding for specific projects. The Board, which will meet three times in the second year, will continue to provide policy advice and consultation with the project leadership in the accomplishment of the international program's purposes (ALL QUARTERS).

4. The automated skills bank will be maintained, utilized, refined and expanded to 2,000 to 3,000 entries in the second year, for the following functions:

a. Selection of potential specialists who may be used as consultants on the NCNW field teams (FIRST QUARTER).

b. Servicing the needs of KCSW and other PVO's in identifying skills, sources of advice, and expertise needed in international development activities and in program operations, by providing up-dated current information on individuals (ALL QUARTERS).

c. Identification of indigenous women in LDC's with whom working relationships and consultations have been established through operational and development programs (ALL QUARTERS).

5. Debriefings, to which selected PVO's and affiliates will be invited, will be scheduled following the return of field teams to the United States, for the purpose of maintaining adequate communications with program activities. Directors of projects identified for implementation will be included also. Up to 12 debriefings involving affiliates and other PVO's will be held. In addition, internal debriefings will follow each return (FIRST, SECOND AND THIRD QUARTERS).

a. Staff will take part in debriefings and training conferences conducted by organizations other than KCSW. (ALL QUARTERS)

6. Participant training conducted by the project staff will include project directors and staff of other projects resulting from the first and second grant years. In addition, training on international development will be conducted as periodic in-service training for the KCSW staff and as leadership conferences for the Board and other leaders (ALL QUARTERS).

a. Project staff training will include special emphasis on techniques for gaining and holding the involvement of cadres of eight to 10 women in each project area who will provide the indigenous leadership needed to sustain the project on a long-range basis; to help integrate the project into the country's overall development program; and to expand their number to include other women able to serve as local consultants.

7. The communications program of NCNW will be increased to include more reporting of and greater visibility in periodic internal house organs of international activities, project information, the involvement of individual members who are contributing services to the program, the contributions of resources by organizations, and news of the membership abroad. The inclusion of affiliates in debriefings by the field teams also will be a part of an expanded communications program, aimed at building greater sensitivity of women to work in other countries (ALL QUARTERS).

8. Training materials and tools for project development will be created as needed, and may include most of the following (THIRD AND FOURTH QUARTERS):

- a. Guidelines for project development.
- b. A handbook to be used by affiliates and others, based on NCNW experiences, especially in regard to modifications of development techniques used by U. S. minorities which may be applicable in other cultures.
- c. Materials to communicate information to non-literate persons and least able persons.
- d. Educational guides employing non-formal techniques.

9. The evaluation system will be further refined, to include the following:

- a. Quantification of goal achievement indicators will be developed (SECOND AND THIRD QUARTERS); and the evaluation administered.
- b. Based on results of the first year survey of NCNW affiliate activities, the evaluator and program developers will assist affiliates to evaluate projects and to develop new directions where needed to strengthen overall program strategies (THIRD AND FOURTH QUARTERS).
- c. A system to monitor operational projects will be installed (SECOND AND THIRD QUARTERS).
- d. The staff evaluator will receive special training (FIRST QUARTER).
- e. Field reports will be modified, as needed, in format and content (SECOND QUARTER).

f. An outside evaluation will be made of the grant year activities (ALL QUARTERS).

C. IMPLEMENTATION PLAN (THIRD YEAR)

The key inputs will be developing three projects and three IDC Resource Centers in new IDC's; consulting on sustaining and replicating projects; devising methodologies to obtain the involvement of women's organizations in activities related to advocacy of women's rights and in decision-making; providing consultation and training assistance to others in developing outreach programs to increase women's understanding of their citizen role; documenting and codifying project experiences, and publishing reports, project development materials, and educational aids; maintaining the automated skills bank; servicing the International Advisory Board; conducting staff and Board training; and monitoring and evaluating projects.

1. The Division will generate project designs and help to formulate operational strategies which result in three projects in new IDC's in the third grant year, utilizing the services of existing staff (with the exception of the logistical and fiscal control officer) to conduct field surveys, collect data and undertake other activities in the first and second quarter. It will be anticipated that at least one Project Developer will become responsible for the implementation of a project during the third quarter, and thus no longer serve on the program development staff.

a. The field activities will be conducted by teams which include domestic or indigenous specialist/consultants and indigenous community development workers. The teams will make a total of six trips, which last approximately 45 days each (FIRST AND SECOND QUARTER).

b. Using techniques and methodologies developed in the second year, the team will establish linkages with organizations and individual women; and lay the groundwork for the establishment of three IDC Resource Centers (FIRST AND SECOND QUARTERS).

c. The staff will assist in identifying resources needed for project implementation (SECOND AND THIRD QUARTERS).

d. Project operators and local communities will be assisted to relate needs to plans and programs being developed at a regional, area or national level. (FIRST AND SECOND QUARTERS).

e. Assistance will be provided in the formation of local advisory committees within the IDC's. (THIRD AND FOURTH QUARTERS).

2. Project operators will be assisted through consultations with volunteers and other experts to institutionalize the capability to sustain and replicate projects in host countries with the support of local government, by providing guidance in developing strategies for the following:

a. Utilizing indigenous persons as project managers, technicians and consultants. (ALL QUARTERS)

b. Creating local sponsoring groups willing to seek governmental support to match local initiatives (FIRST, SECOND AND THIRD QUARTERS).

c. Supporting and strengthening indigenous social and economic systems (FIRST, SECOND AND THIRD QUARTERS).

3. The International Division will develop and use opportunities to devise with women's organizations in IDC's ways in which they can serve as advocates of greater rights of women and greater participation in decision-making. The following opportunities will be employed (ALL QUARTERS):

a. Arranging exchanges with women visiting in the U. S. from target countries.

b. Arranging for NCNW, affiliates and resource persons visiting abroad to meet with women's organizations in the IDC's.

c. Maintaining correspondence with leaders of women's organizations.

d. Providing literature and other materials through IDC Resource Centers.

e. Involving affiliates and KCSW leadership in international meetings and conferences.

4. Through consultations, visitations and informal training, the International Division will contact women's organizations in IDC's and other PVO's for the purpose of helping them establish outreach programs to increase other women's understanding of their changing citizenship roles in relationship to their government and development (FIRST, SECOND AND THIRD QUARTERS).

a. Assist in identifying activities which can be associated with a target group's increasing competence to deal with problems or wider community involvement.

b. Assist in devising models of women's participation in effecting public policy.

5. Document and codify project experiences, benefits, and other project information; and publish reports, project development materials, educational aids, and resource lists which can be diffused among other PVO's, affiliates and target groups, and which can be utilized in internal house organs for the following functions: (ALL QUARTERS):

a. Sustaining the level of resources and commitments of support received from affiliates.

b. Creating a system to assemble, organize, and spread information to various publics about projects and the role of women in Africa.

c. Sharing information which may lead to cooperative and coordinated efforts with other PVO's.

d. Increasing public knowledge of projects, particularly among potential financial supporters.

e. Providing education and information to non-literate and least able persons, in the IDC's.

6. Continue to maintain, utilize, refine and expand skills bank in the third year for the following functions (ALL QUARTERS):

- a. Identification and recruitment of specialists able to consult with affiliates and other PVO's in institutionalizing projects.
- b. Continuation of servicing of needs of NCNW and other PVO's in project development and operations.
- c. Identification of women leaders in IDC's who serve as advocates of women's rights.

7. The Division Director will continue to provide staff support to the International Advisory Board, which will meet three times in the third year, for the purpose of continuing to provide policy advice and consultation on funding strategies and to assure effectiveness in achieving the program's objectives (ALL QUARTERS).

8. The Division Director will continue to structure periodic inservice training on international development for the staff; and provide the major resource in the conduct of orientation and leadership training for the NCNW Board and volunteers (ALL QUARTERS).

- a. The International Division staff will take part in workshops and training conferences conducted by organizations other than NCNW (ALL QUARTERS).

9. Existing projects will continue to be monitored and evaluated to determine further needs; and new activities will be conducted, as follows:

- a. Project monitoring will include site visits by the Evaluator as well as volunteer specialists or others serving on contract status (FIRST AND SECOND QUARTERS).

- b. Citizenship measures or indicators will be developed which can be utilized by project operators to test the possible relationship in specific locations between the involvement of women in project implementation and decision making, and increased participation in local community governance (THIRD QUARTER).

- c. A final report will be prepared (FOURTH QUARTER).

IX. Budget

NCNW - INTERNATIONAL DEVELOPMENT DIVISION

	<u>Year One</u>	<u>Year Two</u>	<u>Year Three</u>	<u>TOTAL</u>
1. Personnel	\$110,400	\$155,000	\$140,000	\$405,400
2. Travel and Transportation	24,600	119,550	29,500	173,650
3. Consultants	10,000	20,000	20,000	50,000
4. Training and Conferences	6,500	49,500	6,500	62,500
5. Other Direct Costs	28,500	46,950	33,000	108,450
6. Special Evaluation	<u>-</u>	<u>25,000</u>	<u>-</u>	<u>25,000</u>
TOTAL	\$180,000	\$416,000	\$229,000	\$825,000

PROJECT DESIGN SUMMARY
LOGICAL FRAMEWORKLife of Project:
From FY 1975 to FY 1977
Total U.S. Funding \$100,000
Date Prepared: 7/75

Project Title & Number: NATIONAL COUNCIL OF WOMEN (NCW) (AID) 000-12-010-179

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS
<p>Program or Sector Goal: The broader objective to which this project contributes:</p> <p>The application of the resources and expertise of the NCW to improving the quality of life for women of the poorest majority in developing countries.</p>	<p>Measures of Goal Achievement: Data will be collected to provide later measurement of: a) jobs/income generated from NCW projects; b) increased participation by women in the decision making process; c) access to previously denied government services; d) passage of women-related legislation.</p>	<p>a) Statistical data generated by host Country governments and international organizations. b) NCW project and country reports and evaluations. c) AID Mission reports, AID/W evaluations.</p>	<p>Assumptions for achieving goal targets:</p> <p>a) Willingness of local women to become involved. b) Trans-cultural applicability of NCW techniques and resources. c) Continued financial, technical and volunteer support from the NCW affiliate organizations.</p>
<p>Project Purpose:</p> <p>To improve the planning, implementation and evaluation of a coordinated international program in the NCW.</p>	<p>Conditions that will indicate purpose has been achieved: End of project status. (DPG) a) Existing NCW international activities unified into integrated program; b) Regional strategies developed to focus NCW methodologies on development and execution of country specific projects (implementation not funded by this grant). c) Design, Planning and evaluation techniques and methodologies successfully adapted. d) African country/countries selected for pilot testing and field trials.</p>	<p>1. Reports from NCW to AID. 2. Bureau and Mission reports on degree of success of both pilot and field studies, as well as NCW projects in specific countries. 3. Field visits by AID personnel and/or AID representatives. 4. Evaluation reports by independent sources.</p>	<p>Assumptions for achieving purpose:</p> <p>a) Amenable of various NCW activities to a coherent development program. b) Surveys, data collection, etc., yield information useful to unification of NCW resources. c) Full support of NCW affiliates throughout the grant, and their assumption of this program after the end of the funding period.</p>
<p>Outputs: Creation of International Division including 1) identification of all current activities of NCW affiliates; 2) Resource Center established to "control" information, data and resources. B. An evaluation system for Division operations and overseas activities (including use of independent outside evaluators.) C. Two Program Developers who will also serve as field coordinators, in addition to the 6 person administrative staff. D. Acquisition of consultant and volunteer expertise for program development.</p>	<p>Magnitude of Outputs:</p> <p>a) Staff at levels indicated (6 funded, plus volunteers and consultants.) b) Studies, reports, surveys and programs that have been developed. (One Resource Center in Washington, 6 country programs, Talent Bank with 2,000-3,000 persons, 6 surveys.)</p>	<p>a) Review of NCW studies, etc. by AID. b) Availability to, and use of Resource Center, etc. by AID when applicable. c) Field visits and Mission reports.</p>	<p>Assumptions for achieving outputs:</p> <p>a) That the development role of women continues to be an AID priority. b) Competent personnel continues to be available to NCW. c) Continued and growing interest in international programs by NCW and its affiliates.</p>
<p>Inputs:</p> <p>1) The DPG, by A.I.D. 2) Volunteer and affiliate support. 3) Advice, guidance from A.I.D. bureaus and Missions. 4) A.I.D. training programs and seminars. 5) Field staff and project costs from NCW.</p>	<p>Implementation Target (Type and Quantity) See Implementation Plan in PRGP.</p>		<p>Assumptions for providing inputs:</p> <p>1) That the DPG will be funded at the proposed level. 2) Training and seminars for PVO's continue to be available from AID. 3) NCW affiliates continue their support for international activities.</p>

EVALUATION PLAN:

At the end of the first year of the grant, a joint evaluation by FIA/PVC, the Africa Bureau and NCNW will be held and will review progress to date in light of the illustrative implementation plan. Modifications as appropriate will be suggested for the second year. At the end of the second year, a similar evaluation group will perform a second review. Also, an independent evaluation is scheduled by the NCNW, as part of their own system of program management. At the end of the third year, an intensive evaluation will be held, with AID using the services of an independent evaluator.

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