

TO: Ms Agnes Diarra, Officer-in-Charge
ATRCW

FROM: Nancy J. Hafkin,
Research and Publications Officer, ATRCW

SUBJECT: Mission Report to Zimbabwe, 15 - 20 December 1981

Zimbabwe
PD - AAV - 540

50

002949

S

The purpose of the above mission was to request the Government of Zimbabwe to host the subregional seminar on the utilization of research by national machineries for the integration of women in development to be held in the second quarter of 1982. (The proposed activity appears in the ECA Work Programme for 1982-83 and has been funded by the United States Agency for International Development under Activity Grant No. 7 to ECA as part of the Information network on women and development in ATRCW.

There were several reasons for the selection by ATRCW of Zimbabwe as a potential venue for the subregional workshop (to take place in the Lusaka subregion): firstly, Zimbabwe has the highest ranking national machinery for the integration of women in development, a ministry - the Ministry for Community Development and Women's Affairs, headed by women as minister and permanent secretary; secondly, there are several highly competent national researchers working on women and development problems at national research institutions. It was thought that the combination would illustrate the model of a national machinery on women and development working in close liaison with national researchers and research institutes to build national research capacity for women and development. Lastly, it was felt that as Zimbabwe was newly-independent, representatives from other countries in the subregion would be anxious to visit it.

Through UNDP arrangements were made to present the matter to the Ministry of Community Development and Women's Affairs. The ATRCW staff member met with the Permanent Secretary of Community Development and Women's Affairs, Ms. A.K. Makwarara. In order to make the proposal more attractive to Zimbabwe, which was being asked to host a subregional seminar, ATRCW also offered to conduct, simultaneously with the research seminar, a national-level workshop on project planning for participants from Government ministries and departments as well as non-governmental organizations. (The project document for the workshops presented to the Ministry of Community Development and Women's Affairs as well as to UNDP appears as Annex I). At several meetings with the Permanent Secretary the workshops were discussed and agreed to. As was anticipated, Zimbabwe's interest was greatest in the national-level project planning course. However, they agreed to host both courses, with tentative dates set for April 1982 which were to be confirmed at the end of January 1982. (Note: despite reminder cables and the visit of an ATRCW staff member to UNDP and the Ministry of Community Development and Women's Affairs, no confirmation has yet been received. However, the Zimbabwe Government is clearly preoccupied with serious internal problems at the moment).

They stated that their major concern with the workshop on the utilization of research was that action-oriented research be emphasized. It was stressed that this was the clear intention of the workshop.

Contacts were made with a national researcher who as consultant would prepare the curriculum for the workshop, Ms Olivia Muchena. She is well-known for her research on women and development in Zimbabwe. Prior to this meeting, ATRCW had contracted her to undertake an annotated bibliography on women and development in Zimbabwe and had agreed to publish two papers she had written (one on women's organizations in Zimbabwe and the second a socio-economic overview of the situation of Zimbabwe women) in its occasional paper series. Ms Muchena had just finished a substantial needs' assessment survey of Zimbabwe women, commissioned by UNICEF/Zimbabwe. She is also an active member of AAWORD and is one of the resource persons to the ESAMI course Women and Development Planning: An African Perspective. Ms Muchena agreed to take on the curriculum preparation assignment, with a contract to be issued in early January for preparation and then a separate contract at the time of the course for its conduct. Among the topics that were agreed on for inclusion in the course were: elements of research, the process of doing research, promoting awareness of existing resources, how to use research findings, how to read data and studies critically, elements of statistics for those with non-quantitative backgrounds, getting beyond the fear of numbers, fact-finding with rural women (including field exercises), the need to develop research capacity within national machineries, and presentation of AAWORD and its aims.

The ATRCW staffmember also met with Ms Catherine Blankson (Ghana), consultant to the Ministry of Community Development and Women's Affairs on structuring their national machinery on women. Under contract to UNICEF and on behalf of the Ministry, she was currently making an inventory of research and training related to women in Zimbabwe. She agreed that her findings could be presented at the research workshop and that she would make them available to Ms Muchena. She expressed interest in a number of ATRCW publications which have been sent to her, as well as her willingness to participate in both of the workshops, provided that she was still in Zimbabwe.

Note on women's organizations in Zimbabwe

The Government machinery for women and development is the Ministry of Community Development and Women's Affairs, with Ms Teurai Popa, a young woman who had been a leader in the liberation of Zimbabwe, Minister and Ms A.K. Makwavarara, Permanent Secretary. The structure for women's affairs within the Ministry is under-staffed, consisting of only four primary officers: a Deputy Minister, Dr. Nhwatiwa, the Coordinator of Women's Projects, Ms Tendaye Bare; the Assistant Secretary for Women's Affairs, Ms Sakubkhanya; and the Director for Women's Affairs, Ms Jokonyo. There is also an "umbrella"

organization of women's associations, the Zimbabwe National Women's Organization (ZNWO), which was established in 1981 when it held its first Congress. However persons familiar with it said that little had happened after the Congress, and it was having an identity problem in the sense that its officers and leaders were largely women prominent in Government. In addition there is also a Women's Bureau, a non-governmental organization, which was established with the assistance of Carnegie Corporation in 1976 in the hopes that it would become the nucleus of a national women's machinery. It has a staff of four persons, with Ms Margaret Zita and Ms Lucy Muchatuta among them, but has now turned its activities to promotion of marketing cooperatives for women (with concentration on problems of storage and transportation).

Other Matters

A meeting was also held with Ms Valerie Leach, Consultant in social statistics assigned to the National Statistics Office under contract to UNICEF, to solicit her comments on the proposal, "Socio-economic projections of the situation of African Women into the Twenty-first Century", which she subsequently sent to ATRCW. She suggested that the data collection could most easily take place in countries which have been involved in the ECA household surveys, which include a number of LDCs. In regard to the research workshop, she agreed to take part and recommended that contacts be made at the Centre for Applied Social Research at the University of Zimbabwe, Mount Pleasant, Salisbury.

Mr. M. Berrezoug, UNDP Resident Representative a.i., requested a list of possible consultants on national machineries for the integration of women in development, and that was given. He also wished to have a list of additional people with skills backgrounds that might serve as consultants to women's projects, further to the work that had been done by Mr. H. Millis under the sponsorship of the ECA/ATRCW/ILO/HSIU. The request was referred to that Unit. He agreed that UNDP would supply a lecturer on the UNDP project preparation process to the project planning workshop.

PROJECT DOCUMENT
The United Nations Economic Commission for Africa
with
The Ministry of Community Development and
Women's Affairs Government of Zimbabwe

PROJECT TITLE: Two Workshops to Train Women

- (1) East and Southern Africa Subregional Workshop on the Utilization of Research for National Machineries on the Integration of Women in Development
- (2) National Workshop on Project Preparation and Implementation

DURATION: Two weeks, running simultaneously

SUGGESTED DATE: 19 - 30 April

VENUE: Salisbury, Zimbabwe

GOVERNMENT INPUTS: In kind (described herein)

ECA INPUTS: US dollars 39,000

I. PROJECT DESCRIPTION

1. The Economic Commission for Africa (ECA) through its African Training and Research Centre for Women (ATRCW) proposes to hold two workshops in Zimbabwe in April 1982: (a) a Workshop on the Utilization of Research for National Machineries on the Integration of Women in Development, and (b) a Workshop on Project Preparation and Implementation. The former (a) would be for representatives of national machineries for women from the 18 countries, of which Zimbabwe is one, of the ECA East and southern Africa subregion. The latter (b) would be solely for participants from Zimbabwe involved with women's projects. The two workshops are described separately below, along with their respective ECA and Government of Zimbabwe inputs.

II. WORKSHOP ON THE UTILIZATION OF RESEARCH FOR NATIONAL MACHINERIES ON THE INTEGRATION OF WOMEN IN DEVELOPMENT

2. One of the major emphases of the ATRCW in its efforts to encourage the formation and strengthening of national machineries for the integration of women in development is to augment their technical competence to handle their work programmes. In this regard it is felt that research and fact finding are the bases from which programmes for women are best developed. Too frequently programmes are planned and projects devised without sufficient prior research on the subject. The purpose of the proposed Workshop would be to train women representatives in the importance of research as a tool in programme planning and implementation.

3. Representatives from all the 18 countries of the ECA East and southern Africa subregion (from Ethiopia in the north to Lesotho in the south) would be invited to participate in the Workshop of two weeks' duration in Salisbury. It is envisaged that up to 15 participants from Zimbabwe would participate.

4. Among the topics to be included in the Workshop would be:

Importance of research as a tool in programme planning and implementation

Research as the basis of programme and project design

Introduction to research methodology

Fact finding with rural women

Developing research capacity within national machineries
(a) establishing research/reference units in national machineries

(b) making links with national research institutes

Developing awareness of existing research

Practical exercises in the collection, analysis and application of research

5. ECA Inputs

ECA will provide instructors to conduct the course, all teaching materials used in the course, and will publish a final report of the Workshop that will serve as an after-training reference manual for the participants. ECA will pay round-trip economy airfare from country of origin to Zimbabwe and daily subsistence allowance for participants from outside Zimbabwe. An ECA staff member will coordinate the course and liaise with the Government of Zimbabwe national team (see below) in making arrangements for the course.

6. Government Inputs

The Government of Zimbabwe will provide a venue for the Workshop (one classroom to accommodate 35 persons), staff assistance of at least one typist during the Workshop and access to mimeograph reproduction facilities. The Government will also assist in airport reception of out-of-country participants. The Government will appoint a national team (of two to three persons) to liaise with ECA in making arrangements for the

III. WORKSHOP ON PROJECT PREPARATION AND IMPLEMENTATION

7. The United Nations General Assembly has recognized the need to train women in the preparation and implementation of project proposals. In its resolution 2059 (LXII), passed in 1977, it directed the regional commissions to organize training programmes for women related to the planning, evaluation and management of development projects. In this regard since 1978 the ECA African Training and Research Centre for Women has carried out a number of subregional and national training workshops for persons involved in projects for women.

8. It is proposed to hold a two-weeks' workshop on project preparation and implementation for persons from Zimbabwe working with projects for women. It is anticipated that there will be 25 participants, including both men and women, from a variety of Government ministries and departments, as well as from non-governmental organizations. Participants should come not only from Salisbury but from the provinces as well. Content specific to Zimbabwe will include lectures on (a) the role for women in national development planning, by the Ministry of Community Development and Women's Affairs, and (b) the methods of national planning, by the Ministry of Economic Planning. The United Nations Development Programme will be invited to contribute its expertise in project design.

9. In the course of the Workshop participants will divide into groups to prepare projects for presentation to the whole, critique and possible eventual use. Among the topics to be covered in the Workshop will be:

- How to look for needs of the community and formulate a project plan
- How to identify good project suggestions
- How to determine priorities as they relate to national development
- Cycles in the life of a project
- How to write a proposal, including making budgets, estimates of time, personnel, equipment and technical support
- How to locate sources of funding
- Project formats used by international agencies, bilateral donors and others, with special attention to that of the Voluntary Fund for the United Nations Decade for Women
- How to locate and develop management skills among women for the implementation and evaluation of projects
- Problems of implementation
- Monitoring and evaluation

At the conclusion of the course participants will be encouraged to make recommendations for follow-up.

10. ECA Inputs

ECA will provide instructors to conduct the course, all teaching materials and will publish a final report of the Workshop that will serve as an after-training reference manual for the participants and their colleagues. An ECA

staff member will be present to coordinate the course arrangements with the national team (it is envisaged that the same national team will make arrangements for both Workshops). ECA will pay a daily subsistence allowance for participants from outside Salisbury at the Government in-country rate.

11. Government Inputs

The Government of Zimbabwe will nominate participants for the course and provide a venue for it (with sufficient space to accommodate 30 persons and provision for smaller rooms with the Workshop divided into 3 working groups). The Government will provide (or pay the cost of) transportation for participants from outside Salisbury and reserve accommodations for their stay in the capital. If the Workshop venue is separate from their place of accommodation, the Government will provide bus transportation from the place of accommodation to the Workshop. Government will also provide for one lecturer from the Ministry of Community Development and Women's Affairs and one from the Ministry of Economic Planning as outlined in paragraph 8 above.

12. Follow-up

After the initial indication of interest in this proposal on the part of the Government of Zimbabwe, ECA will draw up a host country agreement incorporating the above terms and present it for signature to the Ministry of Community Development and Women's Affairs. ECA reserves the right to select the instructors for the two Workshops, subject to the approval of the Government of Zimbabwe.

Persons Met (Salisbury, Zimbabwe)

Ministry of Community Development and Women's Affairs
Private Bag 7735 (Dolphin House, Union and
Moffat Streets)

- Ms. A.L. Makwavarara
Permanent Secretary
- Dr. S. Agere
Deputy Secretary

UNDP

P.O.Box 4775
59 Union Avenue, UDC Building (Tel. 792681)

- Mr. M. Berrozoug, Resident Representative, a.i.
- Ms. Tsitsi Mhende, Senior Programme Assistant
- Ms. Patricia Donovan, Programme Officer

UNICEF

P.O.Box 1250
59 Union Avenue, UDC Building

- Ms. Sandra Haji Ahmed, Programme Officer
- Ms. Valerie Leach, Consultant
- Ms. Catharine Blankson, Consultant

University of Zimbabwe
59, The Chase
Mt. Pleasant, Salisbury

- Ms. Olivia Muchena, Research Associate