

PD-AAV-952

ISN 51197

USAID/MOROCCO WID SURVEY - MAY 1984

000127

- WOMEN WERE INVOLVED IN THE DESIGN AND IMPLEMENTATION OF 78 % OF OUR PROJECTS.
- THEIR NEEDS OR ROLES WERE IDENTIFIED OR ADDRESSED IN 55 % OF THE PROJECTS, AND THEY BENEFITTED FROM 94 % OF THESE PROJECTS.
- IN 78 % OF OUR PROJECTS WOMEN WERE TRAINED. YET, IN 72 % OF THESE PROJECTS WE DO NOT KNOW IF WOMEN WERE ACCORDED APPROPRIATE POSITIONS OF RESPONSIBILITY AFTER THEIR TRAINING.

The WID Survey covered 18 projects, including PL 480 Title II. The attached tables summarize the responses received. Two questions originally included in the questionnaire were deleted from the summary, as they were somewhat redundant to other questions asked, or responses received thereto were not relevant.

Responses to the questions concerning constraints limiting women's involvement in the projects and ways for AID to effectively address these constraints were given in narrative form, not easy to present in the attached tables. These responses are summarized below :

AS DESIGNERS/IMPLEMENTERS :

- Constraints : small number of women cadres in GOM, small number of women in the academic and research community ;
- Social and cultural constraints (except for constraint of marriage and children, which limits women's mobility, no detailed explanation was given as to how social and cultural factors create constraints to women's involvement as designers/implementers of projects).

AS BENEFICIARIES :

- Constraints : social and cultural factors are mentioned again, but no explanation is given (except for marriage and, in the case of the Doukkala project, for traditional conservative social structure of farmers) as to how these factors prevent women from benefitting from the projects.

AID REMEDIES TO CONSTRAINTS :

- 33 % of the responses propose that AID encourage the training of women in general or the training of GOM women cadres in particular.
- 50 % of the responses received are silent as to ways for AID to effectively address these constraints, implying that it may be outside the realm of AID activities to do so.

USAID/MOROCCO WID SURVEY - MAY 1984

S U M M A R Y

S E C T O R / PROJECT No. & TITLE	DESIGN PROCESS		I M P L E M E N T A T I O N R O L E S				B E N E F I C I A R I E S				
	Women Involved in Design ?	Women Needs/ Roles Identif.?	Women Involved in Implem.?	Tech. Assist./ Training by Women?	GOM Key Women Involved?	Greater Involvmt Possible?	Do Women Benefit?	T.A. to Women?	Women Trained?	Trainees' Assignmts Approp. ?	Greater Benefits Possible?
<u>AGRICULTURE</u>											
0127 Doukkala-Zemamra Sprinkler Irrigation	NO	NO	NO	NO	NO	YES	YES	NO	NO	N/A	N/A
0136 Dryland Agriculture Applied Research	YES	YES	YES	YES	YES	YES	YES	YES	YES	UNKN	UNKN
0145 Range Management Improvement	NO	YES	YES	YES	UNKN	UNKN	YES	NO	YES	UNKN	UNKN
0160 Agronomic Institute	YES	YES	YES	YES	YES	NO	YES	YES	YES	UNKN	YES
0182 Planning, Economics & Statistics for Agric	YES	YES	YES	UNKN	UNKN	YES	YES	UNKN	YES	UNKN	N/A
<u>POPULATION/HEALTH</u>											
0155 Family Planning Supp.	YES	YES	YES	YES	YES	YES	YES	YES	YES	UNKN	NO
0151 Health Management Improvement	YES	YES	YES	YES	YES	YES	YES	UNKN	YES	UNKN	YES
<u>EDUCATION & HUMAN RESOURCES</u>											
0147 Industrial & Commercial Job Training for Women	YES	YES	YES	YES	YES	YES	YES	YES	YES	UNKN	YES
0154 Social & Economic Research	YES	NO	NO	N/A	N/A	YES	YES	N/A	N/A	N/A	YES
0157 Social Services Trng	YES	YES	YES	YES	YES	NO	YES	UNKN	YES	UNKN	NO
0162 Statistical Services	YES (US) NO (MOR)	NO	YES	YES	YES	UNKN	YES	UNKN	YES	YES	YES
0178 Sector Support Trng	YES	NO	YES	UNKN	YES	NO	YES	N/A	YES	UNKN	NO

N/A : Not Applicable

UNKN : Unknown (not known, no answer)

S E C T O R / PROJECT No. & TITLE	DESIGN PROCESS		IMPLEMENTATION ROLES				B E N E F I C I A R I E S				
	Women Involved in Design ?	Women Needs/ Roles Identif.?	Women Involved in Implem.?	Tech. Assist./ Training by Women?	GOM Key Women Involved?	Greater Involmt Possible?	Do Women Benefit?	T.A. to Women?	Women Trained?	Trainees' Assignmts Approp. ?	Greater Benefits Possible?
ENERGY											
0159 Renewable Energy Development	NO	YES	YES	NO	NO	YES	YES	NO	YES	NO	NO
936-5724 and 5176 Conventional Energy	YES	NO	NO	NO	YES	YES	YES	YES	YES	UNKN	NO
936-5728 Energy Management and 0180 Energy Planning	YES	NO	YES	YES	YES	NO	NO	NO	N/A	N/A	NO
OTHER											
0190 Winter Snowpack Augmentation	YES	UNKN	UNKN	NO	NO	UNKN	YES	UNKN	UNKN	UNKN	YES
0181 Peace Corps Small Project Activities	UNKN	N/A	YES	N/A	N/A	NO	YES	N/A	YES	UNKN	NO
PL 480 Title II / CRS	YES	N/A	YES	UNKN	NO						
SUMMARY											
AGRICULTURE (5 projects)	3 yes 2 no	4 yes 1 no	4 yes 1 no	3 yes 1 no 1 unkn	2 yes 1 no 2 unkn	3 yes 1 no 1 unkn	5 yes	2 yes 2 no 1 unkn	4 yes 1 no	1 N/A 4 unkn	1 yes 2 N/A 2 unkn
POPULATION/HEALTH (2 proj.)	2 yes	1 yes 1 unkn	2 yes	2 unkn	1 yes 1 no						
EDUC. & HUMAN RES. (5 proj)	5 yes 1 no	2 yes 3 no	4 yes 1 no	3 yes 1 N/A 1 unkn	4 yes 1 N/A	2 yes 2 no 1 unkn	5 yes	1 yes 2 N/A 2 unkn	4 yes 1 N/A	1 yes 1 N/A 3 unkn	3 yes 2 no
ENERGY (3 projects)	2 yes 1 no	1 yes 2 no	2 yes 1 no	1 yes 2 no	2 yes 1 no	2 yes 1 no	2 yes 1 no	1 yes 2 no	2 yes 1 N/A	1 no 1 N/A 1 unkn	3 no
OTHER (3 projects)	2 yes 1 unkn	1 yes 1 N/A 1 unkn	2 yes 1 unkn	1 yes 1 no 1 N/A	1 yes 1 no 1 N/A	1 yes 1 no 1 unkn	2 yes 1 unkn	2 N/A 1 unkn	2 yes 1 unkn	3 unkn	1 yes 2 no
TOTAL : 18 projects	14 yes 4 no 0 N/A 1 unkn	10 yes 6 no 1 N/A 0 unkn	14 yes 3 no 0 N/A 1 unkn	10 yes 4 no 2 N/A 2 unkn	11 yes 3 no 2 N/A 2 unkn	10 yes 5 no 0 N/A 3 unkn	17 yes 1 no 0 N/A 0 unkn	5 yes 4 no 4 N/A 5 unkn	14 yes 1 no 2 N/A 1 unkn	1 yes 1 no 3 N/A 13 unkn	6 yes 8 no 2 N/A 2 unkn

Project Title and Number : Industrial and Commercial Jobs Training
for Women Project 608-0147

Current Project Officer : Abdellatif Benabdesselem

Date : April 27, 1984

A. DESIGN PROCESS

1. Yes. Women were involved in the design of this project. Roxane van Dusen, NE/TECH, served as chairperson of the Advisory Committee and Samira Harfouch, AMIDEAST/Washington was a member of the design team.

2. Yes. This project was specifically designed to assist Moroccan women to obtain skills which would allow them access to employment in the industrial and commercial sectors of the economy. The women were trained in electronics, construction, electricity, and industrial drafting. The more traditional secretarial skills, and accounting were also included. The total number of women to be trained was 450.

B. IMPLEMENTATION ROLES

1. Women have played very important roles in the implementation of this project. The AMIDEAST/W Director, who is a woman, selected women to be the Project Field Coordinator, and the team psychologist. The psy had the responsibility of working with the Moroccan Government officials to identify businesses and companies who would be interested and willing to hire the women graduates of the program. Further, both the AID/W backstop officer and the USAID project managers were women. Women in the GOM have also played key roles in project implementation. A former USAID female participant is currently assisting the Deputy Director of the OFPPT to improve the entrance tests for women and to conduct labor market surveys to continue to identify areas of opportunity for women.

2. Women could benefit to a greater extent if the job placement activity were formalized and institutionalized. More work could be done with employers to interest them in hiring women with these skills. Moreover, the unwillingness of OFPPT to create dormitories for the women in Fez limited their ability to participate in the project.

C. BENEFICIARIES

1. Yes. This project was specifically designed for women. Initially 100% of the assistance was targeted toward women. As a result of the lack of dormitory space, in Fez 87 young men received USAID assistance under this project. In spite of this, the project trained 640 women. This project demonstrated to OFPPT that women were interested in non-traditional forms of employment and served as a catalyst to increase enrollment throughout the OFPPT system. At the beginning of the project

only 800 women were enrolled in the OFPPT centers. Today 8,210 women are learning new skills. The break down is as follows:

Industrial sector	- 1,656
Commercial	- 4,423
Construction	- 438
Tailoring	- <u>1,693</u>
Total women enrolled	- 8,210

All of the long term training was targeted for women. Under the project 9 women received advanced degrees and several benefited from short term training in the U.S.

2. Although the project is now completed, women could have benefited to a greater degree if more emphasis had been placed, during the design phase, on surveying the market to identify the skills to be taught which would increase job opportunities at the end of training. Further, a program should have been developed with the assistance of prospective employers in order to develop internship which could lead to future employment for the female graduates of the program.

D. CONSTRAINTS

Under the current crisis economic situation, of which high unemployment is a characteristic, it will be more and more difficult for women to find employment in any sector. For example, the Moroccan Government currently has a freeze on new positions. In Morocco, women need their husbands permission to work. This often limits the nature and type of employment in which women can become involved.

USAID/MOROCCO WID SURVEY

Project Title and Number: Health Management Improvement Project (608-0151)

Current Project Officer: Paul G. Ehmer

Date: May 2, 1984

A. DESIGN PROCESS:

1. Yes; 3 people out of a 4 person design team for PP preparation were women. On the MOPH side 2-3 women were involved in the design preparations.

2. The PP recognized that generally women do not hold management or administrative roles in the MOH and that therefore, the Ministry would identify qualified women to participate in management training activities.

Therefore, a special covenant was added to the project paper and incorporated into the project agreement that the MOPH would use its best efforts to identify and utilize qualified women for management training activities supported by the project.

B. IMPLEMENTATION ROLES:

1. a) The chief of the MOPH budget office is a woman, who is presently working with the project on financial management aspects, and who is also enrolled in English language training supported by the Project;

b) To date a total of 4 female consultants have been involved providing short term technical assistance to the project. Two of these have been to Morocco 2-3 times each while the other two only once.

c) Three members of the pharmaceutical logistics study team were women from the MOPH and a number of provincial pharmacists are women. These women have all been involved in problem identification and in suggesting potential improvements in the pharmaceutical distribution system.

d) The USAID/Rabat project manager and AID/W backstop officer for this project were both women for the first two years of project implementation and the AID/W backstop remains a woman.

2. Women could be identified by the MOPH for short term training opportunities, although total short term training has experienced difficulties identifying appropriate french language training courses by AID/W.

There are presently two short term training opportunities envisioned for the summer in the U.S. There is a potential for at least one woman to be identified for this training.

BENEFICIARIES:

1. Major portion of in-country training to date has been seminars mounted in support of the pilot personnel information system. This activity has brought together personnel from numerous MOH divisions. Approximately 15% of the participants in these workshops were women.

2. Yes; Even though the present shortage of women in appropriate management positions constrains the range of choices, the Missions plans to write a letter to the MOPH requiring them to follow the ProAg covenant, which should result in at least one woman being identified for short term training as discussed above.

D. CONSTRAINTS:

The major constraint for involvement as already discussed is the small number of women presently holding administrative/management positions with the MOPH. AID will continue pressing for MOPH adherence to the covenant requiring them to identify appropriate women for training under the project.

USATD/MOROCCO WID SURVEY

Project Title and Number: Social and Economic Research Project (608-0154)

Current Project Officer: Jay Smith

Date: 4-26-84

Please provide brief answers to the following questions on women's involvement in the above project:

A. DESIGN PROCESS:

1. To your knowledge, were women actively involved in the design of the project? If so, in what ways?

2. Were the needs or roles of women specifically identified or addressed in the project design? If not, would this have been appropriate or useful?

B. IMPLEMENTATION ROLES:

1. What role do women play in project implementation? Is any of the AID-financed technical assistance or training provided by women? Are any GOM project personnel (involved in implementation activities) women?

2. Is there a potential for greater involvement of women in the implementation of the project (either on AID or GOM side)?

C. BENEFICIARIES:

1. Do women benefit from the project?

- What portion of the technical assistance under the project is provided to women? What portion of training is of women (participant or in-country)? Are women who receive project training accorded appropriate positions of responsibility?

2. Can/should women benefit from the project to a greater extent than currently (eg. through modification or redirection of current inputs)?

D. CONSTRAINTS:

Are there any social, cultural, political, religious, economic, or technical constraints which significantly limit women's involvement in the project (as designers, implementers or beneficiaries)? Is there any way for AID to effectively address these constraints, either through or outside the project?

A. Design Process

1. Yes. Amal Rassam actively promoted the project idea and participated in the design.
2. No

B. Implementation Roles

1. Almost no role. There are no women involved in project management and there is only one woman on the seventeen-member Scientific Committee which awards research grants.
2. Yes. The GOM could actively seek qualified women for the Scientific Committee.

C. Beneficiaries

1. Yes. Six of the thirty-nine research topics are directly concerned with female labor force participation and related topics. Nine of the thirty-nine researchers are women.
2. The Scientific Committee could consider women's participation in the new multi-disciplinary research topics and CNCPRST could examine the importance given to women's role in social and economic development as a research topic in the center's research agenda.

D. Constraints

Women's involvement in this research project would appear to be limited by the relatively small number of women in the academic and research community in Morocco. This is being addressed through our training projects. This is a long-term type of change in social structure which is occurring in Morocco. Given women's under-representation in the research community, the center has done quite well in promoting research on women in development and in promoting research by women.

Project Title and Number: Population/Family Planning Support II: 608-0155

Current Project Officer : Gerard Bowers/Ellene Oldwine

Date: April 26, 1984

A. DESIGN PROCESS

1. Yes: The original VDMS activity in Marrakech was designed by the MOPH with assistance from Dr. Miriam Labek of AID/W. Training materials for the subsequent VDMS project were designed largely by Dr. Marla Wawer of the Johns Hopkins University.
2. Yes: In the original Marrakech project, it was necessary to test whether or not male nurses could deliver Family Planning information in a male-dominated, Islamic culture. The Marrakech results demonstrated that male nurses could effectively deliver Family Planning services and information. It was noticed, however, that both men and women needed to improve their interpersonal communication skills and subsequent training was provided by INTRAI. INTRAI has provided, and continues to provide, both men and women as consultants.

B. IMPLEMENTATION ROLES:

1. The GOM/MOPH is responsible for project implementation. The redesign of the VDMS activity was carried out by USAID and the MOPH technical team which included Mme Dr. Belhaj, Chief of Nutrition Services, Mme Hassani, Chief of Professional Education, and Mme Laziri, Chief of Health Education Services. The training of trainers for IUD-insertion techniques was designed and implemented by Mme Rachdi, Chief nurse-midwife, Family Planning Services Division. Prof. Alaoui has appointed two women as Assistant Directors of the National Training Center for Reproductive Health, Dr. Hellali and Dr. Fehri-Fassi. These women hold appointments as Associate Professor at the Medical School in Rabat. Fully half of the VDMS field workers are women nurses, and several directors of the nursing schools responsible for training new VDMS workers and curriculum development are women. Throughout the life of the project the proportions of women to male nurses has increased. The entering level classes are now approximately 60% women. If this trend continues, we can expect in the future, that more and more of the central and field level supervisory positions will be held by women. At present, the majority of the supervisors are men.
2. Yes: We would like to see more women involved in the data analysis and statistics reporting service in the MOPH. This does not seem likely in the near future as there is a general freeze on new positions in the MOPH. When this freeze is lifted, USAID will continue to encourage the MOPH to hire women in this area.

C. BENEFICIARIES:

1. Women are the primary beneficiaries of 608-0155. Some advantages of decreased fertility have been remarked to include lower maternal morbidity and mortality; lower infant mortality; improved nutrition and reduced incidence of abortion. FP also provides a means whereby women may alter their traditional patterns of childbearing and thereby seek broader participation in the development process.
 - About half of the project's TA has been provided to women. This TA has been in the area of Family Planning program design, management and implementation. Women have received short-term training in the U.S., in third countries and in Morocco. The project has provided no long-term training.

2. No. The new project, 608-0171, has been designed with maximum participation of key men and women in USAID and the MOPH, and with careful attention to the needs of women implementors and beneficiaries.

D. CONSTRAINTS:

There are a few cultural constraints that limit women's participation in project implementation. It is often difficult for married women to participate in in-country field trips that involve an overnight stay. This limits their participation to visits to nearby provinces. Both the MOPH and USAID are conscious of this. Usually a male counterpart accompanies USAID staff on field trips of 2 or more days duration. Both male and female nurses are the implementers of the VDMS activity. However, all of the rural nurses are men. It is not culturally acceptable, in Morocco, for a female nurse to travel alone, on a motorbike, 35-50 Km/day. While this is not presently a constraint to project implementation, it could become a constraint toward offering primary health care services at the household, as fewer and fewer men enter the nursing profession.

USAID/MOROCCO WFD SURVEY

Project Title and Number: Social Services Training Project (608-0157)

Current Project Officer(s): Paul G. Ehmer/Abdellatif Benabdesselem

Date: May 2, 1984

A. DESIGN PROCESS

1) Women from MAAS were involved in project design. In addition, since one major portion of the project was designed to provide women with non-traditional job skills, women of Entraide Nationale, the parastatal organization that falls within MAAS, were involved in preparation of this portion.

2) Yes. Major portions of this project were designed expressly to address the needs of disadvantaged women. Five pilot training centers to provide women training in non-traditional job-skills were envisioned. In addition, it was anticipated that half of the students who would be attending the project supported Institute of Social Action in Tangier would be women. Also, once the Institute was established, short term training in social services was to be provided to the teachers and directors of other women's training centers throughout the country.

B. IMPLEMENTATION ROLES

1. a) The chief and assistant of the social affairs division of MAAS are both women. These women are the major day to day contacts for the Mission with regard to all aspects of project implementation;

b) Two Moroccan women teachers and one American woman teacher are professors at INAS. One Moroccan and the American are project funded PSCs;

c) Two out of six of the original contractors funded under the HRM host country contract were women;

d) Two Moroccan master teachers at CET Agadir are project funded PSC women.

e) A total of 10 woman CET monitrices are being presently trained under project to replace master teachers;

f) Approximately 125 young Moroccan women are presently enrolled in the pilot CET centers established under the project and are receiving training in non-traditional skills in preparation for later employment.

g) Approximately 20 women have been trained in the 2 year professional INAS course and are now employed by GOM agencies; another 40 are presently undergoing training;

h) 350 women have received short term training at IAS to improve their social service and administrative skills.

2. No; As discussed above, this project was designed and is being implemented with a major portion devoted to the training of women. Implementation delays brought about by the termination of the HRM contract are now being dealt with and all major training portions are underway.

C. BENEFICIARIES

1. Yes; (See discussion in A(2) above)

a) Percentage of trainees who are women at various project supported training centers:

INAS	-	40%	
5 CETs	-	100%	(these centers are only for women)
13 CFPs	-	0%	(these centers are only for men)

b) Long term training in France and U.S. - 2 out of 8 were women.

2. No. See discussion B(2) above.

D. CONSTRAINTS:

There seem to be no constraints to women's involvement in project training, but following training there may be social/cultural limitations to the women's entry into the job market. The economic strictures placed by the GOM on Government hiring during the present economic crisis will also inhibit the ability of INAS graduates to find jobs.

There is nothing that AID can do to address these constraints. We have tried to press the MAAS to consider a more formal system of placement for the INAS students following their training, but the Ministry has been reluctant to involve itself in this process.

Current Project Officer: Dianne Tsitsos

Date: 5/4/84

Please provide brief answers to the following questions on women's involvement in the above project:

A. DESIGN PROCESS:

1. To your knowledge, were women actively involved in the design of the project? If so, in what ways?
2. Were the needs or roles of women specifically identified or addressed in the project design? If not, would this have been appropriate or useful?

B. IMPLEMENTATION ROLES:

1. What role do women play in project implementation? Is any of the AID-financed technical assistance or training provided by women? Are key GOM project personnel (involved in implementation activities) women?
2. Is there a potential for greater involvement of women in the implementation of the project (either on AID or GOM side)?

C. BENEFICIARIES:

1. Do women benefit from the project?
- What portion of the technical assistance under the project is provided to women? What portion of training is to women (participant or in-country)? Are women who receive project training accorded appropriate positions of responsibility?
2. Can/should women benefit from the project to a greater extent than currently (eg. through modification or redirection of current inputs)?

D. CONSTRAINTS:

Are there any social, cultural, political, religious, economic or technical constraints which significantly limit women's involvement in the project (as designers, implementers or beneficiaries)? Is there any way for AID to effectively address these constraints, either through or outside the project?

A. DESIGN PROCESS:

1. Yes - drafting ProAg and RFP.
2. Yes - increase in rural sector energy supply to reduce women's burden of finding fuelwood.

B. IMPLEMENTATION ROLES:

1. Major. No. No.
2. Yes.

C. BENEFICIARIES:

1. Yes. One female trainee. No.
2. No

D. CONSTRAINTS:

Yes - all of the above.

Encourage women trainees/hires.

USAID/Morocco WID Survey

project Title : Statistical Services, 608-0162
Current Project Officer: Gerard R. Bowers/A. Benabdesselam
Date : April, 1984

This is a straightforward data collection and analysis project, and is sexually "neutral" in its development implications.

A woman is senior aide to the GOM Project Director, and handles much of the day-to-day administrative management of the activity.

One of the specialized post-census surveys tentatively scheduled to be undertaken by the GOM, is a Handicraft/Artisan study. This may draw heightened official attention to the significant role of Moroccan women (indeed, of young girls) as major producers of foreign-exchange for Morocco.

A. Design Process

1. Female staff of NE/TECH were involved in the initial design of the project. A female employee of ST/POP conducted a project evaluation in December, 1982, and proposed design changes which were subsequently incorporated into the project. Female staff of the GOM implementing agency, Direction de la Statistique (DS), were not actively involved in project design.

2. The needs of women were not specifically identified or addressed in the project design. This is a census, survey and data-gathering/analysis activity which is essentially "neutral" in its development impact on women.

B. Implementation Roles

1. The key aid to the GOM Project Director is a woman. She manages most of the day-to-day responsibilities for project implementation and coordination with USAID. During the period 1981-83, the U.S. Bureau of Census Project Officer for this activity was a woman.

2. A woman demographer was recently recruited by DS, and has received special training from U.S. consultants in micro-computer applications. DS has proposed this technician for further short-term training in planning methodologies in the U.S. Within AID, the current male Project Officer will be replaced in July, 1984 by a female Project Officer.

C. Beneficiaries

1. Aside from the two women noted above, women are absent among the 10-12 management/technical personnel who participate routinely in this project. During short-term, in-country training programs conducted by BuCen consultants, women typically represent about 10%-15% of training program participants (e.g., two women among + 15 total participants per workshop/seminar on statistical techniques, data analysis, etc.) The women themselves, while few in number, are apparently occupying responsible positions as technicians and as middle-level managers.

2. Women staff at DS could benefit from additional training, i.e., to enhance their skills/promotability vis-a-vis their male colleagues. BuCen consultants/trainers can be advised to identify such individuals for priority consideration as candidates for AID-sponsored training programs.

Morocco Sub-Project of Conventional Energy Technical Assistance - 936-5724 and Conventional Energy Management and Technical Assistance - 608-0176

Current Project Officer: Gary Bricker

Date: 5/4/84

Please provide brief answers to the following questions on women's involvement in the above project:

A. DESIGN PROCESS:

1. To your knowledge, were women actively involved in the design of the project? If so, in what ways?
2. Were the needs or roles of women specifically identified or addressed in the project design? If not, would this have been appropriate or useful?

B. IMPLEMENTATION ROLES:

1. What role do women play in project implementation? Is any of the AID-financed technical assistance or training provided by women? Are key GOM project personnel (involved in implementation activities) women?
2. Is there a potential for greater involvement of women in the implementation of the project (either on AID or GOM side)?

C. BENEFICIARIES:

1. Do women benefit from the project?
- What portion of the technical assistance under the project is provided to women? What portion of training is of women (participant or in-country)? Are women who receive project training accorded appropriate positions of responsibility?
2. Can/should women benefit from the project to a greater extent than currently (eg. through modification or redirection of current inputs)?

D. CONSTRAINTS:

Are there any social, cultural, political, religious, economic or technical constraints which significantly limit women's involvement in the project (as designers, implementers or beneficiaries)? Is there any way for AID to effectively address these constraints, either through or outside the project?

A. DESIGN PROCESS:

1. Yes. ST/EY women staff on the PP team.
2. Not. Not really germane in this natural resources development project.

B. IMPLEMENTATION ROLES:

1. None. No. Some women have received technical training.
2. Yes, potentially but no particular area stands out as prove to greater participation by women.

C. BENEFICIARIES:

1. 5% 10% (Participant). Yes.
2. Not particularly; it would not change project design.

D. Yes. HC focus engineering training on men not women. Could increase number of women trainees.

USAID/MOROCCO WLD SUBMIA

Project Title and Number: 608-0178 Sector Support Training

Current Project Officer : William Stacy Rhodes/Monique Bidaoui

Date : April 27, 1984

A. DESIGN PROCESS:

1. Two out of the three GOM representatives from the counterpart Ministry who participated in the design of the project were women. Although their role was not one of decision making, they were actively involved in the entire design process. Of the principal Americans involved in the design, several were women (USAID/Rabat: Ursula Nadolny; AID/V Ann Donidion and Leila Moqannad). Also the Training Office staff (2 women) were involved in an active way. (The project is a women's affair)

2. The project requires that at least 20 scholarships (out of the 110) for academic training be reserved for women, in addition to short term slots and participation of women in In-country training programs (10%).

B. IMPLEMENTATION ROLES:

1. Two out of the three GOM personnel are women; they are actively involved in staff-level project implementation on a daily basis, but in a non-decision making capacity. As for the technical assistance or training provided by women, the project is in too early a stage to respond to this question.

2. There is already a great involvement of women in the implementation of the project on AID and GOM side. (AID 3 women - 2 men; GOM 2 women - 1 man!).

C. BENEFICIARIES:

1. See section A2 for first part of the question. As for the appropriate position of responsibility accorded to women upon the completion of a training program, a response to this question can only be given in a couple of years' time. Tracer studies will be conducted under the project, which will provide information on the issue.

2. The way the project reserves training slots for women is about the maximum women participation that we can hope for. It may be hard to fill the 20 slots for academic training: with problems of duration of training, marital status etc..

D. CONSTRAINTS:

As mentioned in Section C2 above, there are social constraints which limit women's involvement in the project as trainees. The selection criteria set forth in the project call for three years of practical/work experience beyond comple-

tion of a BS equiv. or MS equiv. degree. Minimum age a woman can have at the time of her nomination as a candidate for academic training is approx. 24/25 years. In many cases women are married and may have children, which makes departure for two years or more almost impossible. The possibility of the family accompanying her to the US is very small, due to the husband's professional career and or position. (Project 608-0149: Women having received academic training under this project were mostly single or divorced. Of the 8 women who received academic training 5 were single, 2 divorced and 1 married. In the latter case, her husband was a participant under the same project.)

Current Project Director: Gary W. Bricker

Date: 5/4/84

Please provide brief answers to the following questions on women's involvement in the above project:

A. DESIGN PROCESS:

1. To your knowledge, were women actively involved in the design of the project? If so, in what ways?
2. Were the needs or roles of women specifically identified or addressed in the project design? If not, would this have been appropriate or useful?

B. IMPLEMENTATION ROLES:

1. What role do women play in project implementation? Is any of the AID-financed technical assistance or training provided by women? Are key GOM project personnel (involved in implementation activities) women?
2. Is there a potential for greater involvement of women in the implementation of the project (either on AID or GOM side)?

C. BENEFICIARIES:

1. Do women benefit from the project?
- What portion of the technical assistance under the project is provided to women? What portion of training is of women (participant or in-country)? Are women who receive project training accorded appropriate positions of responsibility?
2. Can/should women benefit from the project to a greater extent than currently (eg. through modification or redirection of current inputs)?

D. CONSTRAINTS:

Are there any social, cultural, political, religious, economic or technical constraints which significantly limit women's involvement in the project (as designers, implementers or beneficiaries)? Is there any way for AID to effectively address these constraints, either through or outside the project?

A. DESIGN PROCESS:

1. Yes. ST/EY women staff on the PP team and Project management.
2. No. Not particularly.

B. IMPLEMENTATION ROLES:

1. Short-term consultants. Yes. No.
2. Yes.

C. BENEFICIARIES:

1. No. No. Not applicable.
2. No. Changing the design would not increase women participation.

D. CONSTRAINTS:

Yes. Few women enter college in Morocco. Encourage women trainees.

PEACE CORPS SMALL PROJECT ACTIVITIES (608-0131)

Project Officer: W. S. Rhodes.

May 2, 1984.

A. Design Process:

1. No knowledge of actual involvement of women in design - Project designed in Washington. Lorel Ruppe (Peace Corps Director) responsible.
2. Specific needs/roles of neither women nor new men addressed. Project is not designed to that level of specificity - designed to permit small community-level or village-level problems to be addressed.

B. Implementation Roles:

1. Women play active roles in the implementation of the individual activities (subprojects) supported by the project. of the 6 subprojects, 4 are supervised by women P.C. volunteers, and 3 are directed exclusively at Moroccan Women's Cooperation.
2. The potential for women's involvement is current fully adequate.

C. Beneficiaries:

1. As noted in B above, half of the subprojects are directed exclusively to women's groups, and women (girls) are also beneficiaries of other sub-projects. Training under the sub-projects is provided to women in 3 of 6 subprojects.
2. Women beneficiaries of the project are numerous (greater than men) and there would be no point in altering the project for the purpose of increasing them.

D. Constraints:

No constraints on women as designers or implementers of the subprojects. The constraints on women as beneficiaries are those social/cultural factors in arab/muslim societies which make it more difficult for women to carry out economic activities frequently carried out by men. One subproject has experienced great difficulty in finding employment for women-trained under it, (i.e. the Marrakech Women's Welding and Woodworking Cooperative) and, has turned itself into a production unit for specialty items not otherwise produced in Morocco (e.g. wheelchairs, orthopaedic devices), but economic viability is as yet uncertain.

USAID/MOROCCO WID SURVEY

Project Title and Number: Planning, Economics and Statistics for Agriculture, 608-0182.

Current Project Officer: John Dorman

Date: 4/30/84

A. Design Process:

1. USAID procured the services of a TDY consultant to prepare the administrative and social analysis of the project paper. In the process of project design, a considerable amount of time was spent with the anticipated direct beneficiaries under the project (DPAE professional staff who will be trained) and their supervisors. There were two women, 1 from SSD, and 1 from the SE who participated in the design.
2. The project design notes that DPAE will make every effort to insure that 20% of new hires who will be trained under this project will be women. This same language was incorporated into the PROAG as a covenant:

B. Implementation Roles

1. Women will play an important role in project implementation. Of the 62 permanent employees of the SSD, 6 are women. The other services, S.E. and S.P. have a total of 19 and 18 employees respectively - two women work in SE and 1 woman works in S.P.. This national staff based in Rabat is supported by 390 permanent and 302 temporary staff in 26 provinces. USAID has estimates only of the number of women staffed at the DPA's. A training module will be developed by USDA that will be designed for field staff to include the role of women in agriculture production, a matter which is poorly understood in Morocco.
2. There is potential for greater involvement of women in the implementation of the project.

AID: a) Short term training modules for enumerators for the design of questionnaires to accompany the ASF with emphasis on disaggregating data by sex.

b) Evaluations are anticipated by USAID to be performed by IQC minority or/women owned firms.

GOM: After training (short term or long term) women will likely be placed in more responsible technical as well as administrative position within DPAE.

C. Beneficiaries:

1. As stated above DPAE will make every effort to train women for doctorate degrees in the project. DPAE is in the process of preparing their long term training plan and USAID cannot provide with exactness an accurate disaggregation by sex at this time.
2. Ultimate beneficiaries are users of improved statistics and economic analysis. Disaggregation of data by sex or inclusion of "forgotten" women's work in such data and analysis will benefit women as a class and increase Moroccan understanding of the impact of social and economic change in women.

D. Constraints

There are no significant constraints above and beyond the knowledgeable islamic cultural constraint which would inhibit women's involvement in the project. To the contrary, this department seemed very open to all the design officers of which one was female and who had previously worked in the statistics department as consultant for 2 years.

Furthermore, the female colleagues to Mr. Serghini, MARA project manager, have attended, on a regular basis, meetings between USAID and DPAE reps.

AID SURVEY

Project Title: Winter Snowpack Augmentation

Project Number: 608-0190

Project Officer: John J. Giusti

Date: May 2, 1984

A. Design Process:

1. Barbara Ormond, assistant to Steve Lintner in NE/PD/ENV, assisted in the design of the project and in the preparation of various documents, including the PIO/T to procure technical services of BUREC under a PASA, to get the project underway. Ms. Ormond will continue to assist Mr. Lintner in providing AID/W backstopping throughout project implementation.

2. The needs/roles of women were not specifically identified or addressed in the project design; and, given the nature of this project (i.e., a pilot project with a very narrowly defined purpose), it would not have been particularly appropriate to do so. This is not to say, however, that women will not benefit either directly or indirectly from the project or will not participate, in whatever ways are deemed appropriate, in project implementation.

B. Implementation Roles:

The purpose of the project is very narrowly defined, as well as the activities that lead to that purpose. The issue of women's role/involvement in these limited activities is not explicitly addressed in project design. However, women are on the METEO staff, some in technical positions. To the extent that technical capabilities possessed by METEO staff, both male and female, are congruous with the highly technical objectives of the project, to that extent will these persons be sought out and drawn into project implementation.

C. Beneficiaries:

To what extent women will participate directly from the technical assistance and training provided under this project is yet to be determined. However, as stated above, to the degree that qualifications of female METEO staff fit the objectives of the project, to that degree can women be directly involved in the project as recipients of the training programs to be carried out by the contractor. Further, the Mission will encourage involvement by women wherever feasible.

It should be noted as well that a major output of this pilot project is an increase in water availability in the target zone. This of course has a direct bearing on agricultural productivity in the area. To the degree that women of the area are involved in the agricultural sector, to that degree would they derive an indirect benefit from the project.

D. Constraints:

As indicated above, women do hold technical positions (e.g., weather forecasters) in METEO. Though there are certain obvious constraints on women's involvement in all project activities, there are areas of involvement that can and will be explored.

USAID/Morocco WID Survey

Project Title : FI-480 Title II, CRS/Morocco Program
 Current Project Officer : Gerard R. Bowers/Moise Mellul
 Date : April, 1984

A. Design Process

1. The former Deputy Director of CRS/Morocco--Conchita Sauborn-- was actively involved in the design of the nutrition education component of the Title II program. She was assisted by a female nutritionist on the staff of CRS/New York.

2. The needs and roles of women were addressed in the project design: indigent women, including divorced and handicapped women, are major beneficiaries of Title II assistance.

B. Implementation Roles

1. 900 female monitrices are responsible for implementing the Title II program in 300 MCH centers. They supervise the ~~clinics~~, provide instruction in nutrition education, monitor and record the growth of participating children, dispense Title II food supplies, receive and account for funds donated by mothers, and maintain records of food receipts, distribution and stock. These monitrices are supervised by approximately 40 (female) provincial directrices, who provide liaison between the monitrices and provincial authorities of the sponsoring GOM ministry, Handicrafts and Social Affairs/Entraide Nationale (MAAS/EN).

2. There is a potential for greater involvement of women in the implementation of the project, particularly at the senior management level within MAAS/EN. USAID can encourage such involvement by the selective offering of training opportunities--i.e., programs designed for women managers--to MAAS/EN.

C. Beneficiaries

1. Women and their children are the major beneficiaries of the Title II program--representing 450,000 participants of a total beneficiary population of 580,000 persons. Women are also, as mentioned, the primary implementing personnel of the program, and represent the majority of persons trained to apply new skills (as supervisors, monitrices, and as trainees in EN handicraft centers).

2. Program inputs are currently targetted largely on women. Male participants in the program are represented mainly by orphans and handicapped persons. Further re-direction of program inputs toward women is not proposed.

D. Constraints

Women are sparsely represented in senior management level positions. AID can attempt to redress this situation by a directed financing of 2nd and 3rd country training opportunities offered to GOM officials, i.e., training programs designed specifically for women managers.