

UNIVERSITY OF THE WEST INDIES
WOMEN AND DEVELOPMENT UNIT (WAND)

(USAID FUNDING - 1980 - 83)

BACKGROUND

In proclaiming the period, 1976 - 85, the Decade for Women, the General Assembly of the United Nations called on all governments, non-governmental organisations and International Agencies to lend support to programmes for the achievement of the goals of the Decade - Equality, Development and Peace. It is understood that the government of USA, together with other US PVO's, have responded by committing resources to this effort as well as by establishing special mechanisms for ensuring that these resources benefit women.

In the Caribbean, a commitment has also been made to develop programmes and mechanisms for the achievement of the goals of the Decade and since the beginning of the 1970's, new programmes have been started by governments and NGO's alike for improving the situation of women and for facilitating their increased participation in the social and economic development of their countries.

In June 1977, a Regional Seminar on the Integration of Women in the Social and Economic Development of the Caribbean was held in Jamaica. The Jamaica Seminar, which was sponsored by the Jamaican Women's Bureau and the Extra Mural Department of the UWI with funding from UNICEF, was attended by representatives of twelve (12) governments of the English-Speaking Caribbean, as well as representatives of Regional and International Agencies. A Plan of Action was prepared and a Steering Committee set up to ensure the early implementation of recommendations to strengthen existing regional institutions so that they might make a greater contribution to the achievement of the goals of the Decade within the English-Speaking Caribbean.

One result of the activities of the Steering Committee was the establishment by the University of the West Indies of a special Unit for Women and Development within the Extra-Mural Department. The Unit (WAND)

was located in Barbados and a Tutor/Co-ordinator was appointed in August 1977. The programme was started with an initial grant from the Carnegie Corporation of New York. This grant (US\$225,000) covered the salaries of the Tutor/Co-ordinator, one Programme Officer and one Secretary and basic programme expenses. It is expected that the Corporation's support will be continued to the end of the Decade.

From the outset, the Unit has attracted additional funding from a number of other sources including the UN Voluntary Fund for the Decade, the Commonwealth Foundation, the Commonwealth Fund for Technical Cooperation, the Inter-American Foundation, UNICEF and the Caribbean Development Bank. USAID has also provided support for the programme both directly (through a small grant of US\$6,615 for a consultant to assist in the preparation of audio-visual material and funds for the publication of the Caribbean Resource Book which was prepared by the International Women's Tribune Centre on the basis of information generated by the Jamaica Seminar) and indirectly (through a grant to World Education to cover their consultancy to WAND in the area of evaluation). This additional support has led to the appointment of additional staff during the second year of the programme and the staff now comprises six (6) professionals, two (2) administrative and four (4) secretarial and clerical staff. The professional staff include:

- The Tutor/Co-ordinator
- 2 Programme Officers
- 1 Project Development Specialist
- 1 Food Technologist
- 1 Consultant in Curriculum Development
- 1 Communications Officer

The Unit expects to receive continued and increased support from UNICEF, the IAF and the CDB.

Justification of the Project

The allocation by international and regional agencies of substantial funds for technical assistance for the Caribbean, attests to their recognition of the need and importance of this kind of assistance for the social and economic development of the countries of the region. However, although statistics of the beneficiaries of such assistance are

almost never disaggregated by gender, it is safe to assert that very little of this assistance is channelled to programmes or projects which reflect a conscious concern for enhancing the role of women in development. Moreover, most technical assistance programmes are designed in such a way, as to restrict them to governmental programmes.

On the other hand, the extent of the need for technical assistance within the context of programmes and projects for enhancing women's role in the social and economic development of the region, is only just beginning to be fully understood as groups and agencies who have a primary concern for women begin to give special attention to women's programmes.

There are a number of reasons for the inadequacy of resources for women in development programmes in the region. These include:

- (a) the lack of experience on the part of these women in defining their needs and formulating these into programmes/projects and requests for assistance;
- (b) the lack of awareness on the part of those responsible for the administration of technical assistance programmes of the needs and concerns of low income women;
- (c) the bureaucratic procedures of the agencies which are time-consuming and inappropriate for small projects;
- (d) the fact that women's issues are not a priority for any governments or agencies.

WAND's work in the countries of the region and its efforts to promote a new awareness of issues related to women in development, have uncovered the need for technical assistance in a number of fields including:

- project formulation
- programme planning
- marketing
- management
- product development (including new designs)
- research and feasibility studies
- national planning
- curriculum development

- vocational training and
- communications

This experience has also made it clear that these are some of the most important elements in any programme for technical assistance which is aimed at meeting the needs of low income women. These are:

1. the identification of needs
2. the identification of technical resources
3. the identification of funds to enable the resources to be matched to the needs.

Very few of the other agencies offering technical assistance in the region have effectively incorporated these elements into their programmes. Moreover, since they do not have a clear perception of the link between women's issues and development, they tend to regard these issues as marginal to what are considered "major" development issues.

There is need therefore to help these agencies to have a better understanding of the issues related to women in development and to provide them with information on the programme activities in the field.

The proclamation of a Decade for Women has helped to generate interest in and additional resources for women in development programmes in the region and there is need for a regional agency which can serve as a clearing house and resource centre which can provide this kind of information. Although there are other regional agencies which now have women in development units (e.g. ECLA, CARICOM Secretariat), and other regional women's programmes (e.g. the Caribbean Conference of Churches CCC and the Caribbean Women's Association (CARIWA)) none of these have the resources or the institutional framework for performing the functions of a clearing house and resource centre for women in development programmes in the Caribbean.

The Institutional Framework

The Unit's location within the Extra-Mural Department of a regional institution gives it the status, flexibility, autonomy and institutional base for carrying out an effective programme for promoting and supporting women in development programmes in the region. The Unit is able to work with both government and non-governmental organisations at

national, regional and international level

National Level

Through the Resident Tutors of the Extra-Mural Department and the University Centres in the non-campus territories, the Unit has an institutional link in each country. At this level, the Unit has now established contact with a number of agencies, groups and individuals through:

- (a) the personal contacts of its staff who have lived and worked in all the countries of the region (see Appendix for details of staff) over the past twenty (20) years;
- (b) the participants from the Jamaica Seminar, who have continued to be key contact persons in the various countries;
- (c) the participants from the various regional events - workshops, conferences, seminars, training programmes etc. - in which WAND has been involved (see Appendix
- (d) personal contact with students from different countries in the region attending courses in Jamaica and Barbados (particularly the students of the social welfare training programme at the SWTC, UWI, Mona);
- (e) the work of WAND's staff over the past eighteen (18) months since the inception of the Unit.

Many of these contacts have provided access to the "grass-roots" women, who provide a focal point for WAND's work .

Regional Level

At the regional level, WAND has been involved with establishing the mechanisms and procedures for the closest collaboration between other regional agencies working on WID issues. These include, the CARICOM Secretariat, ECLA, CIM, the CCC and CARIWA. WAND has helped to bring these agencies together (the first event organised by WAND was an Inter-Agency Meeting held in October, 1978, which brought the agencies together for the first time to discuss their programmes and common concerns).

The availability of the Caribbean Resource Book produced by the International Women's Tribune Centre following the 1977 Jamaica Seminar and its distribution by WAND, also made a significant contribution to establishing WAND as a focal point and clearing house on WID issues in the English-Speaking Caribbean. A list of visitors to the Unit is at Appendix and is indicative of the range of WAND's contacts (outside of those established through workshops, travel etc.).

The availability and use of the slide/tape of the Jamaica Seminar (also prepared by IWTC) has also helped to create a better level of understanding of the origin of the WAND programme and to show its links with other regional and national programmes.

The Newsletter 'Woman Speak', which WAND publishes in collaboration with CARIWA and CCW, is another vehicle through which information is disseminated throughout the region.

WAND has at present, a staff of ten (10), including the Tutor, Co-ordinator, two (2) Programme Officers, a Special Projects Officer and a Food Technologist. The staff are in constant touch with groups in the Windwards and Leewards and with a number of regional and international bodies. These contacts at national, regional and international level gives the Unit the ability to incorporate the three (3) elements of new resources and funding, into its programme of activities.

I. Identification of Needs

As WAND's staff work in the different countries of the region, they are constantly in touch with individuals, groups and agencies needing some type of technical assistance. Moreover, part of WAND's function is to assist groups to clarify their objectives and programmes, and to define the technical inputs required by these programmes. This intimate knowledge of needs enables WAND to have a very clear understanding of these and to be in a better position to select the most appropriate consultants to match the needs.

II. Identifying Technical Resources

WAND has been compiling a list of technical resources for WID programmes both within the Caribbean, as well as internationally. This list undergoes constant expansion and refinement as more contacts are

made and as the capabilities of people working in the field are better understood. It must be clear to anyone working on women's programmes, that not every technically qualified person is capable of being of assistance to women. Consultants, whether female or male, need to be carefully screened for sensitivity and commitment to women. WAND had developed the instruments for assessing the effectiveness of the assistance offered and uses this as a basis for future selection.

III. Identification of Funds

Finally, it is essential that funds be available to match the resources with the needs and that these funds should be administered in such a way, as to facilitate present and immediate assistance. Many projects requiring technical inputs collapse due to the failure of agencies to respond with the urgency required. It has become clear to WAND, that technical assistance offered by many of the larger agencies does/reach women in general and grass-root women in particular. WAND's experience also suggests that a small sum of "seed money" may be required to get projects launched e.g. funds for material, equipment and training, in relation to projects.

During the first two (2) years of the project, WAND spent a total of \$ on Technical Assistance. This went to country projects over a period of eighteen (18) months. Details are at Appendix funds came from the following sources:

Carnegie Corporation
CFTC
MFM

Most of this assistance was short-term i.e. one to two weeks duration. The size of WAND's budgets did not permit otherwise. It was found, however, that some of these short-term assignments enabled consultants to prepare project proposals which generated substantial grants for major projects, including funds for the provision of the larger inputs of technical assistance.

WAND's ability to respond promptly and with carefully selected consultants has been an important part of its value to women's programmes in the region. This has been due in part to its procedures which facilitate prompt action, to its contact with a range of consultants, including its access to the technical expertise within the University and with the feed-back system it has been developing to assess the performance and effectiveness of the consultants it uses.

Apart from the obvious benefits to a project, the TCDC programme in the Caribbean also contributes to other important goals e.g.

1. the building and widening of the technical experience of Caribbean consultants; in so far as these are women, the programme also promotes the goals of helping the technical/professional development of women in the region;
2. the movement for closer integration between Caribbean countries;
3. better coordination and collaboration between programmes;
4. the generation of a new and sharper awareness of the role and contribution of Caribbean women in development activities.

It is clear, however, that more resources are required to meet the increasing demands which can be anticipated as women's programmes gather momentum during the second half of the Decade.

Objectives of the Project

/ed The present proposal is intend/ to assist the Unit to strengthen its capacity for serving as a Resource Centre and Clearing House for information and technical assistance in the region. The specific objectives are:

1. to provide a focal point and clearing house for information on WID programmes in the CARICOM region;
2. to identify the need for technical assistance in the region;
3. to identify the technical resources at national, regional and international levels to meet these needs;
4. to serve as a resource centre for facilitating the provision and exchange of technical cooperation in the region;
5. to collaborate with other Government and NGO agencies at national, regional and international levels to support and strengthen WID programmes in the region.

The activities which flow from these objectives and the outcomes expected are:

- (a) the preparation and distribution of Features Concerning Women in Development, a quarterly Newsletter, audio tapes, slide tapes and other material on WID programmes in the region;
- (b) the publication of a second edition of the Caribbean Resource Book;
- (c) the preparation and publication of lists for WID programmes in the consultants training and funding;
- (d) regular contacts with groups and agencies at national, regional and international levels, to identify needs and resources and to promote close collaboration in project design and implementation.

(a) The Preparation of Audio-Visual Material on WID Programmes

WAND has already embarked on the preparation of audio-visual material on WID programmes. It has published the Features and Newsletters, and has participated in the production of a number of audio and slide tapes.

The transfer of the Editor/Co-ordinator of the CWFS to the offices of WAND, has added to the Unit's capacity in the production of

regular (weekly) features on WID issues.

WAND also has links with the Caribbean media through CANA (the Caribbean News Agency) which distributes the CWFS Features and seeks WAND's collaboration in the preparation of material;;Radio Antilles (the regional station operating out of Montserrat) which is in regular contact with WAND for news and information on women's programmes in the region; the University Radio Programme, the media of the CCC (Contact Newspaper and Radio Contact).

The following material will be produced in the course of the year:

- 4 Newsletters
- 8 - 12 Features Concerning Women in Development
- 50 Weekly Features for the CWFS
- 6 - 10 audio tapes in relation to specific programmes e.g. training of extension workers, community education, youth leadership, family life education
- 1 slide/tape will be prepared: on Women in Development to be used in conjunction with the Features and Audio Tapes as a multi-media package for educational and training programmes. One will focus on the contribution of women to the development of the region
- a 16mm film to be used for TV and live audiences on Concepts and Issues related to Women in Development in the Caribbean.

(b) The Caribbean Resource Book

The CRB was initially prepared and printed by IWTC with funds provided by the Carnegie Corporation of New York. Five hundred (500) copies were printed initially and USAID provided for the printing of an additional five hundred (500) copies. All but a small reserve have been circulated and there is already a waiting list of requestors for the next printing.

Before printing additional copies, however, WAND will evaluate the original. It is also expected that the new edition will include a section on resource persons and projects.

Two thousand (2000) copies of the second edition will be published and distributed.

(c) Resource List

WAND's data book includes:

- rosters of consultants
- information on projects
- information on training programmes
- information on funding sources

The current list will be expanded and updated. This list will be available to all groups and agencies working in the region. It will also be incorporated into the CRB.

WAND has also been seeking*US, Canadian and British rosters of consultants. All members of the WAND Field Staff will continue to contribute to the expansion of the resource list which will be under constant review, both in terms of updated material and also from "feedback" from recipient groups.

In addition to a data book of consultants, WAND has also been preparing data on innovative programmes and projects in the region. These/can serve as models for other programmes and as sources of training and technical assistance to this in the region.

(d) Contact with Groups

Members of WAND's staff are in constant contact with groups and agencies at national, regional and international levels (see Appendix for agencies with which WAND has collaborated and Appendix for visitors) The network is constantly expanding and linkages forged. The creation of linkages between programmes is another form of TCDC which by providing mutual support and encouragement, promotes more effective programmes. WAND has already facilitated a number of such linkages and will continue to do so.

In addition, the WAND's assistance is being increasingly sought to providing its own expertise in project design, programme development, the preparation of proposals, securing funds and providing the technical

*/to forge links with

back-stopping for projects.

WAND's provision of these services in the first two (2) years, has greatly facilitated the work of the representatives of other regional agencies. The information provided by WAND, has saved weeks (even months) of work on the part of the (new) representatives of regional and international agencies. It has also helped to avoid duplication of effort and has provided collaborative efforts which have produced more effective programmes.

WORK PLAN

The following programme of work represents the expansion and upgrading of WAND's current programme:

<u>Objective</u>	<u>Activities</u>
<p>1. Providing a focal point</p> <p style="padding-left: 40px;">CRB</p> <p style="padding-left: 40px;">Slide/Tape</p>	<p>WAND will continue to provide information on programmes, groups and resources.</p> <p>WAND's work in documentation will be improved by the establishment of a more efficient system for the collection, classification and dissemination of information.</p>
<p>2. Identifying need</p> <p style="padding-left: 40px;">/household</p>	<p>WAND will expand its contacts by the appointment of a 3rd Programme Officer so that there can be more contact with agencies and groups in each territory. A series of Workshops will be launched in order to identify the need for technical assistance (especially needs in relation to the application of appropriate technologies to reduce the drudgery of/tasks, provide income-generating activities, improve the quality of these.</p>

<u>Objective</u>	<u>Activities</u>
3. Identifying Technical Resources	WAND will complete and publish its Resource List and will seek to strengthen its contacts with regional, national and international agencies seeking to provide technical assistance for the region.
4. Exchange of Technical Assistance	WAND will strengthen its staff's capability so as to expand its technical assistance programme especially in the area of TCDC.
5. To collaborate with other agencies	WAND will also seek additional financial resources from other agencies and develop collaborative relationships where appropriate. Many international agencies are unable to provide monitoring and technical supervision to groups in the Caribbean. WAND's collaboration will help to ensure an increased flow of resources to WID programmes in the region.