

AGENCY FOR INTERNATIONAL DEVELOPMENT
WASHINGTON, D C 20523

July 6, 1988

THE ADMINISTRATOR

MEMORANDUM FOR THE SENIOR STAFF

SUBJECT: Action Items for Women in Development

In keeping with my commitment to ensure that A.I.D. conforms fully with its women in development policies, and that we address specific Congressional interest in women in development training for Agency staff and increasing Agency female participant training levels, I have attached my recommended action items that will ensure our programmatic objectives are implemented with more regularity and effectiveness.

I recognize that we have made enormous strides these past few years in addressing gender in our strategies, programs and projects, and that much of this success is due to your interest and commitment. At the same time, it is now apparent that we must more fully institutionalize our efforts in our overall development programs.

As the A.I.D. Policy Paper on Women in Development states:

"To pursue a development planning strategy without a women in development focus would be wasteful and self-defeating -- wasteful, because of the potential loss of the contribution of vital human resources and self-defeating because development which does not bring its benefits to the whole society has failed."

These action items are intended to assist A.I.D. in addressing women in development issues. I recognize more attention will have to be given to these issues in our entire project and program cycle, but I believe the benefits will far outweigh any short-term inconveniences.

I strongly encourage all Assistant Administrators to develop appropriate systems and procedures within their Bureaus to implement these action items. I have asked the Office of Women in Development to monitor and keep me informed on the implementation of these items. I have also asked PPC/WID to begin the process of developing revisions to appropriate A.I.D. handbooks to ensure that gender analysis becomes a general practice within the Agency.

Please inform your Bureau personnel of these action items. Missions will be informed by worldwide cable. Thanks.


Alan Woods

Attachment:
Action Items

ACTION ITEMS FOR WOMEN IN DEVELOPMENT

1. All Bureaus are responsible for developing and implementing WID Action Plans that include systems and procedures, as well as calendar-driven benchmarks, to address and monitor women in development issues throughout their programs and projects. Geographical Bureaus are responsible for ensuring that their respective USAIDs also develop such WID Action Plans.

2. All Bureaus and USAIDs will reflect sex-disaggregated data in A.I.D.'s program documents (e.g., CDSSs, APs), and all new data collection activities will be sex-disaggregated for A.I.D.'s project, non-project assistance and reporting documents (e.g., PIDs, PPs, PAIPs, PAADs, PIRs, Evaluations).*

3. All Bureaus and USAIDs will ensure that A.I.D.'s country strategy, program, project, non-project assistance and reporting documents (e.g., CDSSs, APs, ABSSs, PIDs, PPs, PAADs, PIRs, PAIPs, Evaluations) explicitly describe strategies to involve women, benefits and impediments to women's participation in development and benchmarks to measure women's participation in and benefits from development activities.*

4. Specific women in development training should be considered a priority for A.I.D. personnel, particularly in the areas of agriculture; private enterprise development, including small and micro-scale enterprise; and natural resource management and environment. This training will include regional and/or country specific WID training, as well as a required WID component in Washington-based training courses in these specific sectors.

5. Increasing women's inclusion in participant training programs will be considered an important objective. All Bureaus and USAIDs will work to improve the overall number of females in participant training programs.

*When items #2 and #3 are difficult to achieve, Bureaus and USAIDs will ensure that there is a substantive analysis as to the obstacles preventing completion of such efforts, and an explanation of how these obstacles will be overcome.