

~~PD-ABG-105~~

5150140-④

5-15-140

~~PD-ABG-105~~
PD ABG-105

INFORMATION SUMMARY

Total OPG Request: \$ 366,295

Project Title: Program to Increase Participation of
Poor Women in Socio-Economic Programs

Project Location: San José, Costa Rica

PVO Name and Location: Overseas Education Fund of the
League of Women Voters
2101 L Street, N.W.
Suite 916
Washington, D.C. 20037

Contact Person: Louise Montgomery
Director of Field Programs

Life of Project: April 1, 1977 to September 30, 1979

Date of Submission to AID: January 19, 1977

Program to Increase Participation of Poor Women in Socio-Economic Programs

Table of Contents

- Part I Project Purpose and Description
 - A. Project Goal and Purposes
 - B. Project Beneficiaries
 - C. General Description of the Project
 - D. Conditions Expected at the End of the Project
- Part II Project Background
 - A. History of the Proposal Development
 - B. OEF and FOV Experience in the Area of the Project
 - C. Activities within Costa Rica in the Area of the Project
- Part III Project Analysis
 - A. Economic Effects of the Project
 - B. Technology of the Project
 - C. Social and Cultural Impact of the Project on the Traditions and Values of the Beneficiaries
 - D. Coordination, Institutionalization and Replication
- Part IV Project Design and Implementation Plan
 - A. Description and Analysis of Administrative Arrangements
 - B. Implementation Plan
 - C. Evaluation
 - D. Logical Framework Matrix
- Part V Financial Plan
- Appendices
 - A. OEF/FOV Investigation of Women
 - B. OEF/FOV Investigation of Costa Rican Institutions
 - C. Bibliography
 - D. Study by the University of Costa Rica, Department of Sociology
 - E. Letter to OEF from the First Vice President of Costa Rica

Part I - Project Purpose and Description

Introduction

The Government of Costa Rica is mounting a major effort to improve the quality of life for a rapidly increasing number of "poor"¹ living in metropolitan San Jose--emphasizing the creation of new employment opportunities and improved housing facilities. Government officials recognize, however, that these efforts alone cannot resolve the complex problems confronting people who are often locked into a life pattern of poverty and who are frequently unable to participate in these employment and housing opportunities. Indeed, the opportunities themselves often present new problems to the poor.

This is particularly true of poor women whose lives have largely been defined by traditional attitudes, values, and skills, but who now face new responsibilities and challenges in the rapidly changing urban environment. Special efforts are required to enable such women to approach these responsibilities and challenges with new attitudes and a greater sense of self-confidence.

This proposal is a "special effort" to help poor women take the beginning steps toward a better life.

A. Project Goal and Purposes

The goal of this project is to improve the social and economic conditions of women--and in turn of their families--who are classified as "poor" and who live in the marginal barrios² of metropolitan San Jose. This goal will be achieved by:

1. Enabling poor women to participate more fully in employment, housing, and other socio-economic programs.
2. Helping these women, through training and group activities within employment and housing programs, to be mutually supportive and to identify workable solutions to obstacles now restricting their participation.

¹"Poor" is defined by the Government of Costa Rica as a six-person unit with combined annual income of U.S. \$1395 or less in 1973 prices, considered insufficient to meet basic nutrition, shelter and clothing requirements. "Modest Family Income and Expenditure Survey, 1974", Direccion General de Estadistica y Censos, MEIC, C.R.

²This project will focus on, but not be limited to the following eighteen southern barrios of metropolitan San Jose which are categorized as being "very marginal" by the Government of Costa Rica: Villa Esperanza, Cuba, Hatillo I, II, III, IV, V, Cristo Rey, 15 de Septiembre, Canada del Sur, Lomas de Ocloro, Pitahaya, Los Pinos, El Pino, Corazon de Jesus, Aguantafilo, Los Anonos and Sagrada Familia.

3. Assisting the women and their families to adjust to significant changes resulting from their participation in employment and/or housing programs.
4. Affecting socio-economic programs through cooperation and information sharing with government officials and private employers that more effectively respond to the needs of poor women.

The objectives listed above will be realized by the Overseas Education Fund (OEF) establishing within the Federacion de Organizaciones Voluntarias (FOV) the capability to help poor women develop the motivation, self-confidence and ability to break out of poverty and to use and/or create opportunities that improve their lives. OEF/FOV will provide this assistance to the women in conjunction with selected government and private employment and housing programs.

B. Project Beneficiaries

1. Primary Beneficiaries

The primary beneficiaries of this project are the 1525 poor urban women, most of whom live in the eighteen southern barrios of metropolitan San Jose, who will participate in OEF/FOV training.

Numerous investigations, including one conducted by OEF/FOV, show the poor urban women as a) lacking in self-confidence and having limited expectations, b) having low education, health and nutrition levels, c) unaware of and/or unable to use socio-economic resources, d) experiencing stresses caused by new and frequently changing environments, e) marginally employed if at all, f) living in overcrowded housing conditions, and g) unaware of their rights as women. (See Part II, Section A-3 for detailed description of the problems of these women.)

2. Other Beneficiaries

- a. Families of the "poor" women who will be benefitted by wives, mothers, and/or daughters who will be economically and psychologically better able to support the family.
- b. Federacion de Organizaciones Voluntarias (FOV), which will have developed and institutionalized an established capability to effectively 1) work with the poor women of metropolitan San Jose and 2) cooperate with and assist government institutions that are providing socio-economic programs for these women.

c. Costa Rican government officials who will 1) be more aware of the specific problems poor women encounter in the urban environment, 2) have improved programs to better respond to these problems, and 3) have higher participation of women in their socio-economic programs.

d. Public and private employers who will 1) be more sensitive to the problems and obstacles that women workers experience and 2) have developed ways of maintaining a more permanent female labor force.

C. General Description of the Project

This is a 30-month project that will train a minimum of 1525 poor women from metropolitan San Jose to enable them to a) enter into employment and housing programs provided by the public and private sectors and b) remain in these programs by overcoming obstacles that hinder continued participation.

OEF will institutionalize within FOV the capability to design, implement, and evaluate a variety of training programs which will be undertaken during the course of the project. The content of the training programs, though unique to the needs of each participant group, will contain two essential elements:

- Motivation training, i.e., building self-awareness within the poor women and assisting them to identify benefits from their participation in socio-economic opportunities.
- Adaptation training, i.e., identifying obstacles that may hinder participation in socio-economic programs, recognizing available resources to overcome the obstacles, developing skills in problem-sharing and problem-solving, working in groups, and coping with environmental as well as personal stresses.

(See Part III, Section B-1 for more detailed description of content of motivation and adaptation training as well as methodology to be used in conducting such training.)

These training programs will be conducted in conjunction with and as a supplement to a minimum of fifteen government and private employment and housing projects. OEF/FOV will train women beneficiaries of projects that meet the following criteria:

1. Include poor women in the economically active age group from marginal barrios of metropolitan San Jose.
2. Actively involve or have the potential to involve the beneficiaries in the planning and/or implementation of the project.

3. Have a potential for long-term developmental impact upon the community.
4. Require changes that are immediate as well as ongoing.
5. Provide upward mobility for the poor women.

In order to assure the success of these training programs, OEF will assist FOV in the following complementary activities:

- Develop training manuals and other training materials in motivation and adaptation.
- Develop an expertise in survey design, implementation and analysis so that important data about the participant groups will be available in preparing for training programs.
- Establish a resource center containing research reports, directories of resources, training manuals, books and articles that can serve as a data base for the training programs.
- Publish results of research, training, and other related activities for use by government and private officials, media, etc.
- Provide training, as appropriate and as requested, to government employees, private employers, and families of the target women.

D. Conditions Expected at the End of the Project

The following conditions are expected to exist at the end of the project as a result of the OEF technical assistance:

1. Poor women of metropolitan San Jose
 - a. A minimum of 1525 women will have received training and other forms of supportive assistance. The real cash income of these 1525 households will have increased by an average of 10%.
 - b. These women will have developed greater self-confidence and higher aspirations as demonstrated by indicators such as participation in socio-economic programs, community projects, and problem-solving group activities.
 - c. At least ten group activities will have been developed and implemented by women within housing and employment programs in direct response to problems which the women have identified.

2. FOV

- a. FOV will have established a 1) project coordinating committee, 2) a professional staff composed of one project coordinator/trainer, one research coordinator/trainer, one information coordinator/trainer, and one secretary, and 3) a volunteer staff of at least twenty-five aides who assist in the ongoing implementation of the project.
- b. FOV will have demonstrated a technical capability to provide motivation and adaptation training to poor urban women.
- c. FOV will have developed a research and investigation capability as well as a resource center containing materials focusing on women in Costa Rica.
- d. FOV will have prepared at least fifteen publications of research materials, training manuals, case studies, magazine articles, etc., for use in Costa Rica as well as outside the country (e.g., the UN Commission on the Status of Women, the Inter-American Commission of Women, etc).
- e. FOV will have obtained at least four contracts from government and private sources providing payment for the motivation-adaptation training. The funds from these contracts will be used as a revolving fund for the continuation of the project. In addition, FOV will have developed a financial capability, via new contracts and other fund-raising mechanisms, to continue this project after OEF assistance has ended. (See Part III, Section D-2-a for specifics regarding financial institutionalization of project)

3. Government and Private Organizations

- a. Formal relations will have been established between FOV and government organizations that include poor women as their target population.
- b. There will be a 20% decrease in the number of women dropping out of the government and private employment and housing projects in which OEF/FOV training has occurred.
- c. At least three or more of the ten government and private employment projects will include the following elements:

- 1) Improved supportive services such as transportation and child care.
- 2) Greater opportunities for upward mobility for women.
- 3) Incorporation of motivation-adaptation training in orientation of new workers.
- 4) More flexible time schedules, sick leave policies, etc.
- 5) Improved working conditions.

II. Project Background

A. History of the Proposal Development

1. Urban Conditions in Metropolitan San Jose

From 1973 to 1976 the real incomes of the urban poor, already marginal in 1973, were reduced by 22%.¹ This deterioration in incomes, together with a large migration of the rural poor to the cities, has rapidly intensified the problems of urban poverty in Costa Rica. The problem is particularly acute in the San Jose metropolitan area, which now includes 53% of the total poor of the country. This migration of the poor to the urban areas in and adjacent to San Jose -- referred to as the urban agglomeration -- is expected to result in a jump in population from 837,000 in 1973 to 1.8 million by 2000. The problems of urban poverty are made even more difficult by the presence of large numbers of refugees from Nicaragua, Guatemala and El Salvador, for example, whose preparation for earning a living in the city is less than that of the rural Costa Rican.

The intensity of this urban poverty is seen most vividly in the southern barrios of metropolitan San Jose. Some statistics from an unpublished study of the Ministry of Health in 1976 indicate that:

- While the national literacy level is 89%, in these barrios 36% have none to three years schooling and in Pitahaya 54% are functionally illiterate.
- 70% of the inhabitants are in the "poor" category with monthly family incomes of U.S. \$120 or less. In Cristo Rey 17% of the families have less than \$60 monthly income. In Pitahaya no family has as much as \$120 a month.
- In the five Hatillo barrios 64% of lactating mothers and 41% of children under six are malnourished.
- 43% of the total have no social security coverage for health services.

2. The Women of the Marginal Barrios of Metropolitan San Jose

It is the women, constituting nearly 52% of the population of these barrios, who experience most acutely the problems of poverty and hopelessness. The OEF/FOV survey,² as well as the soon to be published study conducted over the past eighteen months by the University of Costa Rica, Department of Sociology,³ paints the

¹AID/CR Urban Environment Project Proposal 1976.

²See Appendix A.

³See Appendix D.

following picture of the women living in these marginal barrios of metropolitan San Jose:

- a) Many of these women have migrated from the rural areas, leaving their homes and friends, and are now encountering new neighbors with sometimes differing customs and values. They feel very much alone in a rapidly-changing environment with little solidarity with their fellow residents.
- b) A high percentage of these women have been abandoned by their husbands or "companions" and are the sole support of their families.
- c) Many cannot find work. Some of these turn to prostitution. For those who do find work, it is oftentimes at very low or "illegal" (below minimum wage) wages and without normal worker benefits. This employment, however, adds new problems for the women, such as child care, "double-day" home and job responsibilities, poor working conditions, etc.
- d) These women are generally very submissive and accepting of whatever happens to them; they accept their traditional female roles and have low self-expectations.
- e) Little education and low incomes lead to poor nutrition, health, shelter, and clothing.
- f) The insecurity of these women within themselves and within their communities results in a near total focus on the family and in their not taking advantage of available opportunities for improvement.

3. Problems of the Women Living in the Marginal Barrios of Metropolitan San Jose

In an attempt to identify specific problems and needs of the women living in the marginal barrios of metropolitan San Jose, OEF/FOV a) conducted a comprehensive survey of 272 women living in these barrios;¹ b) surveyed eighteen public and private organizations² that include women in their programs; and c) analyzed the data of several Costa Rican studies concerning the problems of Costa Rican women. (See Appendix C for Bibliography of Research Studies.)

An analysis of these sources revealed the following problems for these women:

a. Social-Cultural Problems

- 1) A culture dominated by machismo results in a woman

¹See Appendix A

²See Appendix B

who has not been prepared to accept responsibilities outside the home, has low expectations for herself and her daughters, is insecure, and is accepting of her role in life and her submissiveness to the man.

2) Institutions (schools, factories, churches, etc.) perpetuate and reinforce the traditional role of the women and their feelings of low self-worth.

b. Economic Problems

1) The incomes of women workers and female-headed families, (constituting 30% of the families in the barrios studied) are significantly lower than those of men and male-headed families. Among workers with primary education completed, women earn 36% less than men. With secondary education completed the difference is 31%.

2) Women are more likely than men to be exploited, not only in the job market, but in housing and other economic situations.

3) If able to find employment, these women are faced with an almost insurmountable number of obstacles, such as: a) lack of child care arrangements, b) lack of sufficient training, c) employment facilities being located far from home, d) difficulties in adjusting to employment restrictions and regulations, e) being expected or forced to accept employment at lower rates of pay than men, f) discrimination by employers who will immediately fire women because of missed work due to maternity, child care problems, or illness, yet tolerate male absenteeism, g) only "female" jobs (secretary, textile workers) are available to women, h) double day of work -- at home as well as at the job, i) difficulty in getting along with bosses, often men who are insensitive to their needs, j) advancement is denied to them, k) husband and/or other family members who do not accept their being employed and leaving the home, and l) pressures of the job itself.

c. Political/Legal Problems

Of the women interviewed by OEF/FOV, 30% said they do not know what civil and legal rights they have. 22% perceive their rights as being equal to those of men. Nearly half of those who knew their rights do not use them because they do not know how or because they are unwilling or afraid to use them (e.g., not complaining about "illegal" wages for fear of losing their jobs). To quote from the University of Costa Rica study (Appendix D), "They never mention their rights, only their responsibilities."

d. Education/Training Problems

1) Limited education and/or training have restricted the women's response to such everyday problems as household budgeting as well as to employment opportunities.

2) Women with family obligations are unable to participate in most training/education programs because of inconvenient demands of time and location.

e. Health and Nutrition Problems

1) Women who are not regularly employed usually do not receive health/social security benefits. Yet it is these women and their families who suffer poorer health and need such services.

2) Low income and little education result in limited food supply and poor nutritional status. Undernourishment of children one to six years is reported as high as 28 to 41% in some barrios surveyed.

3) Related to low educational levels are early and frequent pregnancies.

f. Housing Problems

1) Low-income women recently arriving from rural areas are faced with problems of how to find housing and how to adjust to urban life, which is very different from their rural experience.

2) Problems occur because these people have difficulty paying the cost of better housing, learning how to use new facilities and living in closer proximity to neighbors than was the case in the rural areas.

g. Transportation

42% of the women in the OEF/FOV survey cite the lack of adequate transportation as a serious problem for themselves and their families.

4. Recognition of the Problem

Many private and public organizations a) recognize the problems that these women face in their attempt to participate in the various public and private socio-economic programs and b) realize the need for specific assistance being provided to these women to enable them to participate. These organizations also realize that the help necessary to meet the unique needs of these women and enable them to participate does not exist in Costa Rica at the present time.

5. Appropriateness of Voluntary Organizations to Address the Needs of these Women

The OEF/FOV surveyors asked the women as well as the public and private institutions interviewed whether a voluntary organization would be an appropriate institution to address the problems and obstacles of women from the marginal barrios of metropolitan San Jose. The responses were positive. The barrio women are accustomed to volunteer work by their neighborhood community action groups. They see services by volunteer groups from outside the barrio as being well carried out to completion in contrast to government projects that may be cut off suddenly because of political change.

6. Appropriateness of FOV as the Voluntary Organization to Address the Socio-Economic Problems of the Women from the Marginal Barrios of Metropolitan San Jose

FOV is an appropriate organization to address these problems because:

a) FOV is a non-profit, apolitical, voluntary organization composed of women and focusing on the needs of women throughout metropolitan San Jose.

b) FOV is a federation of sixteen volunteer organizations with 1800 volunteers working throughout metropolitan San Jose. This gives FOV the resources, experience, opportunities, and contacts to work with people in barrios as well as with appropriate government and private organizations.

c) According to the OEF/FOV survey, FOV has developed a positive reputation in serving the disadvantaged people of San Jose. Organizations and agencies in the list attached as appendix B, expressed a strong desire to work with FOV and OEF on this project.

B. OEF and FOV Experience In the Area of the Project

I. Overseas Education Fund

The Overseas Education Fund of the League of Women Voters (OEF), is recognized as a pioneer in programs promoting the development of women in Latin America. Twenty years of field experience in Latin America have given OEF a broad understanding of the needs, the capabilities, the cultural restrictions, and, above all, the desire of women in Latin America to play a more active role in determining their own futures and those of their families. OEF is especially aware of the importance of involving the women themselves in defining their own needs and planning for ways of meeting these needs.

OEF has worked with and through local counterpart organizations for two reasons: 1) they have access to their fellow nationals that foreigners could not have and 2) once trained they have a multiplier and continued effect in their country. Volunteer organizations have usually been selected because technical assistance to such organizations has resulted in a high benefit/cost ratio. In addition, their members are influential change agents in their communities.

The capability of OEF to carry out the proposed project in conjunction with FOV is demonstrated by OEF's experiences, cultural sensitivity, and effective technical assistance in the areas required by this project. This technical assistance is provided by a permanent staff, most of them Latin Americans, all of whom have lengthy professional training and experience in human resources development and community development. Specific examples of OEF's expertise and experience include:

a. Training

OEF has not only provided training to thousands of women throughout Latin America in a wide variety of areas (motivation, adaptation, community needs survey, program planning, group process, civic action), but it has, more importantly, trained hundreds of women to be trainers themselves, and thereby multiplied the effect of OEF training. OEF-trained training teams now exist in Bolivia, Ecuador, Colombia, Costa Rica, Peru, El Salvador and Argentina.

b. Community Development/Housing

In El Salvador, OEF trained and advised community workers in low-cost housing communities. This training enabled the workers to organize inhabitants in each housing project to resolve such issues as providing health services, street-paving and community child care facilities.

c. Investigation/Survey/Needs Identification

In Quito, Ecuador, and Santa Marta, Colombia, OEF has enabled coordinating agencies to undertake comprehensive surveys of the needs of the people in the poor barrios. Projects can now be developed based on these identified needs.

d. Coordination of Community Resources

In Manizales, Colombia, following an investigation of the problems of the women of the barrio of Buena Esperanza, the coordinating agency held a meeting of 110 representatives of public, private and voluntary organizations so that they could plan to respond more effectively to the needs of the women.

e. Publications

The publication of results of projects and surveys has been stressed by OEF as a method of sharing valuable experience among the volunteers working in all Latin American countries. OEF's bimonthly Spanish language, Intercambio, and other "how-to" publications have served as vehicles for sharing such information, including the United States development experience.

f. Income Generation/Vocational Training/Household Management

In Bolivia, Colombia, Ecuador and Costa Rica, OEF has helped coordinating agencies and their affiliates provide vocational training to enable the poor women to increase their employment opportunities and income. In Cartagena, Colombia, young women are provided commercial training. In Cochabamba, Bolivia, and Bogota, Colombia, home economic courses and training in crafts of many kinds are provided for women.

g. Development of Volunteer Coordinating Organizations

OEF has assisted in the development of local volunteer coordinating organizations in Bolivia, Costa Rica, Colombia, Ecuador, Paraguay and Peru. Not only has OEF developed the organizational effectiveness and self-sufficiency of these groups but OEF has also worked to bring about attitudinal and behavioral changes within these organizations, which traditionally have had paternalistic relationships with the beneficiaries. One important result of such attitudinal change is that the organizations now undertake projects that include the poor among the planners and decision-makers, thus increasing their ability to resolve their own problems and manage their own lives.

In addition to the field experience of OEF in the areas of the proposed project, the OEF headquarters and field staff have also

had extensive training and experience in organization development, program planning, project management, survey investigation and evaluation. The research experience and capabilities of OEF staff are now supplemented by a rapidly-growing resource center.

2. Federacion de Organizaciones Voluntarias (FOV)

FOV was established in 1969 for the purpose of coordinating the activities of volunteer organizations involved in improving the socio-economic conditions of the disadvantaged of metropolitan San Jose. FOV is composed of sixteen affiliate agencies with 1800 active volunteers who are working in such projects as health, mental retardation, child welfare, community development, vocational training and nutrition.

Two representatives from each affiliated organization make up the FOV General Assembly, which elects the Board of Directors. Volunteers serve on eight committees (e.g., fund-raising, projects, etc.), which plan and carry out the work of the Federation. FOV has a paid staff which includes an Executive Secretary. In addition, FOV has its own large building which is used for meetings, training workshops, skills training, child care, etc.

In its seven years of existence, FOV has developed experience and expertise in several areas important to the implementation of the project:

a. Ability to Work Effectively with the Poor of Metropolitan San Jose

FOV and its affiliates are working in twenty projects within the marginal barrios of San Jose. One important project is a health/nutrition/vocational education program for women and their families in Barrio San Pedro. Another project provides housing and vocational training for young prostitutes most of whom come from poor urban and rural areas.

b. Investigation/Needs Identification

In 1974 FOV surveyed fifty factories in San Jose to identify problems of women workers. In 1976, FOV worked closely with OEF in the design and development of a questionnaire which was then administered by twenty-three FOV volunteers to 272 women from the marginal barrios of metropolitan San Jose.

c. Income Generation/Vocational Training

FOV affiliates have provided vocational training and new income opportunities in the areas of sewing, secretarial-clerical work, hairdressing, woodcarving, toy-making, and handicrafts.

d. Institutional Relations

Working relations have been established with each of the government agencies involved in urban development programs and with several industries interested in increasing the number of female employees. FOV has been asked to have a permanent representative in PROVIS, a recently established integrated agency developing housing programs in San Jose.

e. Public Information and Education

FOV puts on a city-wide toy fair each December in which community groups and schools make and collect toys for low-income families. FOV uses television, radio and newspapers extensively to publicize the project and encourages community participation in it.

f. Training

FOV has a team of fifteen trainers who train volunteers of FOV affiliates in such areas as motivation, human relations, group dynamics, and organizational management.

OEF views the experience of FOV, its acceptance in the community, and its commitment to helping poor women improve their lives as important assets in the success of this project.

Over a period of thirty months OEF proposes to build upon FOV's present assets and develop new capabilities for implementing this project and institutionalizing its continuation after OEF's role has ended.

C. Activities within Costa Rica in the Area of the Project

The government of Costa Rica has in recent years concentrated activities of development in the rural areas. This resulted in an improved standard of living for rural inhabitants and consequently delayed the rural-to-urban migration common in most countries.

Several things have happened in the past four years, however, that make urban poverty so acute and demanding that it can no longer be ignored. Inflation has increased food prices by 88.7% while the minimum wage of unskilled industrial workers increased 60-73%. This has put large numbers of unskilled urban workers below the poverty level. Rural migration has increased as the rural workforce exceeds job opportunities in rural areas. Adding to the urban problem of poverty are large numbers of immigrants from disaster areas of Nicaragua and Guatemala.

Under the Ministry of the Presidency, the Government of Costa Rica is responding with a major effort to support and coordinate the programs of several agencies that have responsibility for dealing with the problems of urban poverty in Metropolitan San Jose. The principal agencies participating in this effort are:

1. Ministry of Labor, Department of Recreation

From 1972-1974, the Ministry of Labor had a project designed to improve the social and cultural conditions of female and male workers in industry. Recreational programs were established to help the workers know one another and to adjust more easily to the new employment situation. This program was discontinued in 1974 for lack of funding. The Ministry of Labor, however, has decided to begin the program again in 1977.

2. National Institute of Training (INA)

The National Institute of Training provides vocational training to men and women in farming, mining, industry, manufacturing, construction, secretarial work, retailing, restaurant and hotel services, communications, banking, industrial sewing and various other service skills. This training is designed in response to the needs of private industry.

INA has begun specific training programs for women living in the marginal barrios. In November of 1976, it began training in industrial sewing in Barrio Cuba. These industrial sewing centers will be expanded in 1977 to include Barrio Sagrada Familia.

INA also takes training directly to the barrios by means of mobile units. Such training is designed to respond more effectively to the obstacles hindering the participation of the women. An example of this mobile training is "Anexos Femeninos" which includes courses in handicraft skills.

3. National Institute of Housing and Urban Life (INVU)

The National Institute of Housing and Urban Life manages the government housing program. 15,000 new housing units have been built during the 1955-1975 period. INVU coordinates its program with IMAS, DINADECO, PROVIS, Asignaciones Familiares, and the Municipal Government. Rent for INVU housing is from U.S. \$8.00 to \$12.00 a month and part of this is subsidized by the government.

4. The Institute of Social Welfare (IMAS)

IMAS is a quasi-governmental agency responding to problems

of the poor of Costa Rica. IMAS has five offices in metropolitan San Jose and eight other regional offices outside the capital. It investigates the problems of the poor barrios and carries out a variety of welfare assistance projects.

5. The National Community Development Agency (DINADECO)

DINADECO trains local community organizers in urban and rural areas in the skills of community development. They have established 1400 Community Action Boards and trained 50,000 of their members during the last eight years to direct a variety of local development projects.

6. The Integrated Housing Program (PROVIS)

PROVIS is a coalition of INVU, IMAS, and DINADECO working together to improve housing and socio-economic conditions of poor families living in urban and rural areas of Costa Rica. The coalition is presently operating in Barrio Colima in San Jose and in a rural project in Turubares. Future projects are planned that will involve the cooperative efforts of these agencies.

7. Ministry of Culture

The Ministry of Culture, with INA, provides community training to women living in marginal barrios. It plans to teach industrial sewing to 200 women in Barrio Hatillo beginning in January of 1977.

8. Asignaciones Familiares

Asignaciones Familiares operates the national nutrition program for Costa Rica, providing food and nutrition education to rural and urban families. It is presently focusing upon the marginal areas of Metropolitan San Jose.

9. Urban Development Office of the Ministry of the Presidency

The Urban Development Office coordinates government programs in the urban sector of Costa Rica. In focusing on marginal barrios and their problems, it seeks to create jobs and to place people in existing jobs. INA works closely with the Urban Development Office in providing vocational training for men and women from these urban barrios.

10. AID/CR Urban Development Program

AID/CR has planned a three-year urban development program in conjunction with the Ministry of the Presidency. Scheduled to begin in September of 1977, this program will attempt to increase incomes and provide acceptable low-cost housing for 13,000 families living in 93 marginal neighborhoods of the San Jose area. The program will operate in close coordination with appropriate government organizations within Costa Rica such as INVU, INA, DINADECO, IFAM, MEIC, ORIPLAN, and the Ministry of Labor.

In addition, two non-governmental organizations have programs for women:

1. DELFI

DELFI is a private placement and resource center for professionally trained women. It provides testing, counseling and referral services. DELFI also does research on the needs of professional women and operates some programs (e.g., a skills development project in Guanacasta for the tourist industry).

2. Organization of Women Citizens of Costa Rica (OCC)

OCC is a women's voluntary organization concerned with the legal as well as socio-economic conditions of Costa Ricans, particularly women. It gives civic education courses.

The existence of these various programs indicates the desire in Costa Rica to provide socio-economic opportunities to families living in poverty. Officials of programs are concerned, however, about the low level of participation of poor women in the programs offered.

Government officials, aware that their programs address the problems of poor people in general and not the specific and unique problems of poor women, realize the need for the adaptation and motivation training proposed in this project. In addition, representatives of each of the government agencies listed above have indicated to OEF/FOV a desire to cooperate in the implementation of this project.

Part III - Project Analysis

A. Economic Effects of the Project

The primary economic benefits of this project will accrue to the women living in the marginal barrios who, as a result of OEF/FOV training and technical assistance, will be able to enter employment, identify new or more productive ways to generate income, and better utilize existing income.

A basic assumption of the project is that without the assistance provided to these women by OEF/FOV, many of them would not become or remain employed or take part in activities to improve their economic conditions. OEF/FOV training and technical assistance will result in the following economic effects on the women participating.

1. Women will become more aware of training and job opportunities available to them, particularly in industry, and will have identified workable solutions to problems such as child care, transportation, and attitudes of husbands or mates. As a result, there will be an increase in the number of women entering, and in turn maintaining, employment.
2. Women will examine their present ways of earning income within the community (e.g., sewing, ironing, marketing) to determine how such activities can be made more productive.
3. Groups of women within housing projects and/or employment facilities will identify ways of better utilizing existing income through assistance in family budgeting, group purchasing of staple food products, etc.

It is estimated that the direct economic benefits in real increase in incomes will average at least 10% per participant. Thus if the majority of the project participants are presently among the lowest level of income earners (earning less than \$123 per month¹ and they realize a 10% increase in income, this increase will total \$12 per month. This \$12 per month increase per participant will occur not only during the life of the project, but will continue to be in effect throughout the working life of the participant. In addition, this \$12 per month increase of income is fully expected to grow as these women build on the experiences, increased self-confidence, motivation and adaptive abilities acquired as a result of their participation in OEF/FOV's training.

The benefits of this project will not be limited only to the women who directly receive OEF/FOV technical assistance, but will also extend to members of their families in terms of increased income available and more stable and improved living conditions. Using IMAS's estimate of approximately 6.2 members per poor household, the number of women and their families reached by this project will exceed 9400 people.

¹Based on INA study.

Since an objective of this project is to institutionalize a technical capability within a local institution, the training program will continue for an indefinite period of time. The activities begun by OEF during this project will have the potential to reach additional numbers of urban women at decreasing per participant costs. For example, when FOV has continued this program for a period of five years after OEF's assistance has ended, the economic benefits of this program will have reached over 5900 women who will have increased their incomes by more than \$3.2 million (assuming a monthly increase of \$12/month per participant).

B. Technology of the Project

I. Technology Utilized In the Project

The major technological element of this OEF/FOV project for poor women is a two-part program of motivation training and adaptation assistance.

a. Motivation Training

Motivation training as defined in this project is training that enables the woman participant to a) develop greater self-awareness and acceptance of herself as a person, as a woman, and as a citizen of Costa Rica, b) improve her self-image and increase her self-confidence so that she has greater inner strength and determination to improve her present socio-economic condition, c) identify personal benefits for participating in socio-economic opportunities available to her, and d) identify resources that will enable her to overcome initial obstacles to such participation.

The motivation training workshops will normally consist of ten to fifteen hours of training in groups with a maximum size of twenty-five women. This training will generally occur before the participation of the women in a particular program. Some aspects of motivation training will continue as a part of the adaptation assistance provided by OEF/FOV.

b. Adaptation Assistance

Once the women participants have begun to participate in a training, employment or housing project, new obstacles, stresses, and problems may arise for them. For example, women who are working in a factory often face problems regarding transportation, being away from home and the family, child care, negative attitude of husband and insensitive supervisors. Women in new housing projects often face new responsibilities of paying rent or mortgage, of housing upkeep and maintenance, of adapting to an unfamiliar urban environment.

The purpose of the OEF/FOV adaptation assistance will be to help the women to adapt to their new environment so that the significant changes in their lives will not create insurmountable stresses and problems which cause their dropping out of the training, employment or housing programs.

Successful adaptation training would assist the woman in developing capabilities in the following three areas:

- 1) The capability to maintain a state of personal stability so that she can direct her energies and skills to meeting external as well as internal needs.
- 2) The motivation to meet the demands presented in her new environment.
- 3) The capability and skill to deal with and to influence the social and environmental demands to which she is exposed.

The OEF/FOV adaptation assistance will include such elements as:

- Appraisal
- Motivation
- Information seeking and utilization
- Contingency planning
- Rehearsal and trial actions
- Feedback
- Creative problem-solving

The OEF/FOV adaptation assistance will normally consist of one-to-two-hour group training-discussion sessions on a weekly basis for a period of three to six months. The groups will usually be of ten to twenty-five members although individual counselling assistance will also be available. The groups may continue to meet after the three to six month period, but will have developed sufficient autonomy to work on problems on their own with minimum or no OEF/FOV consultation.

The content of the adaptation assistance programs will be determined by the specific problems identified by each group of women. Potential content could be adjustment to the factory environment, lack of community resources in child care or recreation, difficulties about being away from the home, health and nutrition practices, budgeting, maintenance of the home, and education and training for future upward mobility.

The adaptation assistance will also include the linking of specific needs of the group to appropriate public or private resources. For example, if the group saw malnutrition of their children as a basic problem, the project trainer could arrange for a government health official to help the group resolve the problem.

In addition to the motivation-adaptation technical assistance of this project, OEF will provide training to FOV in the following areas to enable FOV to effectively institutionalize this project:

- Investigation technology and skills
- Program design and evaluation

Publications and media technology
Fiscal and personnel management
Fund-raising
Referral service

OEF will also assist FOV in the development of a resource/publications center which can be utilized in providing assistance in the areas identified above as well as in areas such as household management, health and family planning, nutrition, community development, human resource development, and women's rights.

In addition to the content of the technical assistance provided by OEF in this project, OEF recognizes the critical importance of how this technical assistance is delivered and who delivers it.

Accordingly, OEF will employ staff with extensive experience in Latin America who are a) intimately aware of the cultures and needs of poor Latin American women and b) can provide technical assistance in an open, participatory approach.

OEF will use educational and training methods that involve the participants not only in the learning process, but also in the planning and evaluation of the training.

2. Ability of OEF to Design and Utilize the Technology of the Project

The technology of this project is not new to OEF. OEF, as described in Section B-2, has demonstrated a capability over the past several years in each of the technological areas necessary to this project. This capability has been developed and demonstrated (refer to recent AID evaluation of OEF Latin American Project, 1973-1976) by working with Latin American women in a wide variety of programs.

In addition, OEF headquarters and field staff are composed of individuals with professional education and experience in the various technological areas of this project. The new OEF resource center also provides technical information for OEF staff involved in this project.

To supplement OEF project capability, limited local consultant assistance will be used in areas such as computer program design, statistical analysis, and publications development.

C. Social and Cultural Impact of the Project on the Traditions and Values of the Beneficiaries

OEF/FOV recognizes that in order to achieve the economic effects of this project, traditional attitudes, values, and roles of both men and women must be changed. Therefore, a key element of the project is the development of mechanisms, such as motivation-adaptation training, that

directly and immediately impact upon these attitudes, values, and roles. A change in the woman alone is not sufficient for the success of the project. Men in the family and within the male-oriented public and private organizations must also change their attitudes and behavior toward women if women are to break out of their traditional female roles.

1. Poor Women from Metropolitan San Jose

More specifically, the project is expected to have the following social and cultural impact on the women:

- a. Change from a role of passive acceptance of her life condition to a more active participation in socio-economic programs and community activities.
- b. Improved self-image and increased expectations for herself and her children, particularly her daughters.
- c. Greater understanding and use of her civil and legal rights.
- d. Improved ability to recognize, analyze, and seek solutions to obstacles that hinder her integration into the socio-economic development of the country.
- e. Improved ability to work in groups and to see group and not just individual efforts as necessary to develop needed services within the community and work environment.

2. Government and Private Organizations

As a result of the information and/or training provided by OEF/FOV to public and private officials, a variety of changes is expected in their projects as these officials gain

- Greater awareness of the strengths and capabilities of poor women.
- Awareness of non-traditional roles which these women can perform and thereby increase the strength of the national economy.
- Importance of involving the participants in programs that affect them.
- Improved awareness of the needs and obstacles encountered by women in training, employment and housing projects and modifications necessary to accommodate these needs and obstacles.

D. Coordination, Institutionalization and Replication

1. Coordination

OEF firmly believes that the potential for widespread application of this program is greatest when government, private and voluntary organizations are involved as partners in a total development effort for the women from the marginal barrios of metropolitan San Jose. The proposed program seeks, therefore, to work with all available and relevant organizations in an integrated way that will respond to the problems of these women and enable them to improve their social and economic conditions. The program will not duplicate or replace existing services provided to these women; rather the program will attempt to strengthen such services as well as to provide a mechanism and resource that will supplement and complement them.

During the course of this project, OEF and FOV will be working in close cooperation with the following government organizations: Ministry of Labor; INVU; Asignacion Familiares; Office of the Presidency; DINADECO; INA; IMAS; Ministry of Culture; PROVIS. As part of the coordination effort, OEF/FOV will hold periodic meetings with these nine organizations as a group and individually. FOV will also serve on committees developed by these government organizations to jointly meet the needs of the women living in the southern barrios. (As an example of this last point, FOV has been asked to serve on the PROVIS directorate, a directorate composed of IMAS, INVU, and DINADECO, with INA expected to join, which is working cooperatively in the barrio Colima).

2. Institutionalization

OEF intends the program begun during this grant period to be completely self-supporting by the conclusion of the grant period. To assure the institutionalization of this program, OEF has planned for developing the necessary local financial support for FOV to continue the program, national level institutionalization, and group level institutionalization.

a) Local Financial Support of FOV

Through initial OEF technical assistance, FOV will develop the internal capability of providing professional assistance in the technological areas identified in Part III, Section B, and also develop financial self-sufficiency for this program from local resources.

The OEF staff has prepared FOV for the step of self-sufficiency by making clear from the beginning that reliance

on OEF for technical assistance, funds and other external support can exist only for a limited period of time, and that FOV would need to develop its own financial and technical base to continue the program.

Accordingly, FOV and OEF have explored a variety of funding sources in Costa Rica. This exploration has resulted in discovering that a) many government and private organizations are aware of the special and personal problems and obstacles encountered by poor women and b), that these problems and obstacles are hindering the success of current development programs. OEF and FOV have also determined that many of these government and private organizations are interested in and capable of contracting with FOV after FOV has demonstrated a capability to motivate and prepare women for participation in their programs. Such contracts would certainly prove cost-effective to these government and private organizations.

As examples, Barzuna, a large textile industry in San Jose which employs nearly 300 women, has indicated a willingness to contract with FOV for motivation-adaptation training for its women employees. Asignaciones Familiares regularly contracts with INA for specific training and has indicated an interest in a similar arrangement with FOV if such training advanced the effectiveness of their program.

During the period of the project, FOV will obtain at least four contracts from government and private sources providing payment for the motivation-adaptation training. The funds from these contracts will be used as a revolving fund for the continuation of the project.

After OEF's technical assistance ends late in 1979, FOV will need approximately \$35,000 per year to maintain the same level of staff and materials provided under the project. FOV projects training a minimum of 800 women a year under contract with public and private organizations, averaging \$35 per participant. There will also be supplementary fund-raising activities conducted by FOV.

b) National Level Institutionalization

To accomplish the goal of this project (i.e., improving the social and economic levels of the women from marginal barrios of metropolitan San Jose), OEF realizes that the project must have an impact on government organizations and their policies regarding low-income women.

During the course of this project OEF/FOV will be working

closely with all government organizations having programs that include women from the marginal barrios. OEF/FOV will provide government officials with information gathered regarding the problems, needs and obstacles of the target population as data useful for formulation of government socio-economic policies. The Ministry of Labor and Asignaciones Familiares have already asked OEF/FOV to train their employees to become more aware of the needs and problems of these women as well as how the employees might be more effective in working with poor women.

c) Group Level Institutionalization

OEF considers this level as a most important level of institutionalization. A program that seeks to help groups of women from various marginal barrios must help them develop a structure to continue to work on their problems without total dependence on external assistance. Therefore, as groups of women are brought together by a particular government program (e.g., PROVIS housing project) OEF/FOV will work with them on a variety of issues and problems that affect their lives. It is expected that many of these groups will continue to function beyond the period of OEF/FOV training.

3. Replication

OEF recognizes that this project represents only a beginning in Costa Rica's efforts to respond directly and specifically to the problems and needs of women from marginal areas of Costa Rica. OEF also firmly believes in the importance of expanding this type of project beyond metropolitan San Jose (and for that matter, beyond Costa Rica to other developing countries).

During the course of and at the conclusion of this project, OEF will carefully evaluate its effectiveness to determine the aspects of replicability. These findings will be shared with cooperating government and private organizations, which will be encouraged to use throughout Costa Rica the content, methods and structures that have proven effective in this project. Published materials will also be available for use throughout Costa Rica.

The direct impact of this project is on the urban population. A comprehensive program to resolve the problems of urban poverty must include counterbalancing efforts to provide employment and improve the quality of life in the rural areas as well. It is expected that some of the project activities will have a positive impact on programs in the rural areas through the established relationships which FOV has with many of the government agencies involved in this project which also have responsibilities for the rural areas (e.g., INA, IMAS, DINADECO).

In addition, OEF will share this information with other public and private organizations concerned with women, organizations in Costa Rica, the United States, and elsewhere. Finally, OEF will write up the history and results of the project for appropriate periodicals in Costa Rica and the United States.

OEF believes that, although social and cultural differences do exist among poor women in developing countries, these women experience similar problems and obstacles as their countries become urbanized and industrialized. The need for motivation, adaptation, identifying and/or creating resources, and overcoming sexual discrimination are common needs of these women. Therefore, effective technical assistance that responds to the needs of disadvantaged Costa Ricans can have replicability beyond Costa Rica.

Part IV - Project Design and Implementation Plan

A. Description and Analysis of Administrative Arrangements

The Overseas Education Fund of the League of Women Voters will implement this project in cooperation with the Federacion de Organizaciones Voluntarias (FOV). The project organizational structure (see chart on following page) indicates how project activities for this project will be supervised and coordinated. The major elements of the organizational structure and the responsibilities at each level are as follows:

1. OEF Director of Field Programs (30% of time) 30 months

Under the supervision of the Executive Director, will have overall responsibility for this project and serve as contract officer. The Director will oversee the planning, staff recruitment, selection, and orientation, and will prepare all letters of understanding and formal agreements between OEF, FOV, and the host government. The Director, together with the Training and Evaluation Officer, will review all project activity reports and evaluation data to closely monitor project activity, including performance of OEF staff. The Director has responsibility for making fiscal and progress reports to AID/W and AID/CR as required. Periodic visits will be made to view project progress. The Director will also serve as liaison between the project, OEF Executive Director, OEF Latin American Committee, and OEF Board of Directors.

2. OEF Training and Evaluation Officer (10% of time) 30 months

Under the supervision of the Director of Planning and Programming, will train the project staff in design of mechanisms to monitor progress of the project. Will assist in development of training strategies, content, materials and methodology. Will design and carry out on-site evaluations at months six, fifteen and twenty-four as well as an impact evaluation at end of project. Included in budget for this project at rate of 10% of final eighteen months only since first twelve months is covered under DPG.

3. OEF Project Manager 30 months

Under the supervision of the Director of Field Programs, will have overall responsibility for 1) the actual delivery of technical assistance within Costa Rica, 2) accountability of OEF resources provided to the project, and 3) coordination and liaison with OEF/Washington and FOV on all project activities in Costa Rica.

Specific tasks include:

- a. Advise and assist in the selection of local project staff;
- b. Train project staff and FOV volunteers in designing, implementing, evaluating and managing training activities and other forms of technical assistance for women;

- c. Assist project staff to develop training materials;
- d. Oversee the administration of OEF field project funds;
- e. Monitor, evaluate and provide feedback to project staff and FOV volunteers on all training activities;
- f. Advise and assist FOV to establish a Project Coordinating Committee to oversee the project;
- g. Advise and assist FOV in developing work plans for project activities consistent with the purposes and time table of the project.
- h. Assist OEF Technical Assistant and FOV Project Coordinators/Trainers as necessary in training activities.
- i. Advise and assist FOV and project staff in their joint planning of training activities with government and private institution representatives.
- j. Periodically brief OEF/Washington staff and volunteers on project activities, progress, and impact.
- k. Train FOV in fund-raising and contracting.

Qualifications required:

- a. Fluency in Spanish;
- b. Minimum of two years of experience working in Latin America;
- c. At least three years of experience in human relations training and a degree in a related area -- including design, implementation and evaluating training activities;
- d. Experience required in:
 - Project management
 - Training of trainers
 - Training materials development
 - Training program design and evaluation
 - Working with low-income women
 - Organizational management training
 - Experimental training methodologies
- e. Additional experience desirable in:
 - Community development
 - Program/Project planning
 - Evaluation
 - Working with government, private and voluntary organizations.

4. OEF Technical Assistant 12 months

Under the supervision of the OEF Technical Advisor, will assist in training the local project staff and volunteers in design, implementation, and evaluation of all project training activities. In addition to specific tasks listed below, carries out other special assignments as may be requested by the OEF Technical Advisor.

Specific tasks include:

- a. Train and assist the Research Coordinator/Trainer and FOV volunteer aides in design of survey instruments, analysis of data, and research techniques.
- b. Train and assist the Information Coordinator/Trainer and FOV volunteer aides in gathering information pertinent to integrating women into socio-economic development, in preparing material for publication, and in presenting material for use by the media.
- c. Help FOV establish, through its Information Coordinator and aides, a resource center with materials available to FOV and other organizations working in development.

Qualifications required:

- a. Fluency in Spanish;
- b. Ability to communicate in English is highly desirable;
- c. At least three years of training experience and one year of experience designing and evaluating training activities, plus a degree in a related area;
- d. Two years experience working in Latin America;
- e. At least two years of community level survey experience;
- f. Excellent writing skills;
- g. Other experience required:
 - Community development
 - Training of trainers
 - Training materials development
 - Collecting and organizing resource materials
 - Publications
 - Communications
 - Working with low-income women
 - *Investigative Research*

5. OEF Bilingual Secretary/Translator 30 months

Under the supervision of the Director of Field Programs, will devote 40% of time to secretarial work required for the project and 60% in translating the training materials and other relevant field data for sharing with English-speaking groups working in development.

6. Federacion Organizaciones Voluntarias (FOV)

FOV, through a Project Coordinating Committee, will share responsibility with OEF for the planning, implementation, and supervision of the project. Major task areas of FOV are to a) serve as liaison with the government and private sector organizations, b) recruit, select, and orient project personnel, c) provide a minimum of twenty-five aides to assist in the implementation of the project, d) provide direct support for the project in kind, including facilities, equipment and personnel, and e) through the FOV affiliates, provide help to participants in counselling and in services such as health, child care, and transportation.

7. Project Coordinator/Trainer 29 months

This person is responsible for coordinating and supervising all activities of the local personnel of the project, including the work of the Research Coordinator/Trainer, the Information Coordinator/Trainer, the project secretary, and FOV volunteer aides. He or she has primary responsibility for assessment of training needs, and the design, implementation, evaluation and writing up of motivation/adaptation training activities as well as the development of training materials. Will train and work with fifteen FOV aides. Reports to the FOV Project Coordinating Committee.

8. Research Coordinator/Trainer 29 months

Will collect data necessary for designing and carrying out training activities for poor women. Will write up research information and provide to government and private institution planners as appropriate. Will train and work with five FOV aides on research. Will participate with Project Coordinator in motivation/adaptation training activities. Reports to the Project Coordinator.

9. Information Coordinator/Trainer 29 months

Will develop a resource center that will contain materials helpful to FOV and to other organizations working in development programs for women. Will prepare and publish training and information materials. Will train and work with five FOV aides in these areas. Will participate with Project Coordinator in motivational/adaptation training. Will establish a system of referral services linking the needs of training participants to available resources. Reports to the Project Coordinator.

10. FOV Project Secretary 29 months

B. Implementation Plan

The Implementation plan on the following page presents a summary of the project activities by listing the how, when, by whom and with what results for achieving the goal and purposes of the project. The project is divided into four phases:

Phase I (months 1-6)

Design of training models and materials; development within FOV of research capability; initiation of investigations; and administrative support.

Phase II (months 7-18)

Implementation and evaluation of motivation/adaptation training program for low-income women in housing and employment projects. Sharing information gained with others involved in socio-economic projects.

Phase III (months 19-30)

Institutionalization within FOV of technical and financial ability to continue program of preparing poor women for participation in development opportunities; continuation of motivation and adaptation training.

Phase IV (month 42)

Final impact evaluation.

IMPLEMENTATION PLAN

What How When (Month Number) By Whom With What Results

Goal

Improve the socio-economic conditions of women and their families who live in marginal barrios of metropolitan San José.

Purposes

- 1) Enable poor women to participate more fully in employment, housing, and other socio-economic programs.
- 2) Help these women, through training and group activities within employment and housing programs, to be mutually supportive and to identify solutions to obstacles now restricting such participation.
- 3) Assist the women and their families to adjust to the significant changes resulting from their new employment and/or housing.
- 4) Effecting changes in socio-economic programs through cooperation and information sharing with government officials and private employers so that these programs more effectively respond to the needs of poor women.

I. Design of training models and materials; development of research capability and administrative support.

A. Development of Administrative Framework for Project.

- 1. Hire OEF Technical Advisor (OEF/TA) and Technical Assistant (OEF/TAS) 1 - 2 OEF/W
- 2. Hire Bilingual Secretary/Translator 1 - 2 OEF/W
- 3. Establish a FOV Committee to oversee implementation of the project. 1 - 3 FOV and OEF/TA
- 4. Participation of FOV in committees of government organizations providing housing and employment opportunities for women. 1 - 6 FOV
- 5. Employ and orient local Project Secretary. 2 - 3 FOV

FOV will be an organization with structure, support staff and linkages to begin project implementation.

B. Training Capability

- 1. Employ and orient Project Coordinator/Trainer (PC/T). 2 - 3 OEF/TA
FOV
- 2. Training of 15 FOV volunteers to work with Trainers. 4 - 5 PC/T
OEF/TA
FOV
- 3. Development of training strategies, content, materials and methodology. 4 - 6 PC/T
OEF/TA and OEF/TAS
OEF/TE
- 4. Develop directory of training resources. 4 - 6 FOV
PC/T

FOV will have 1 Project Coordinator/Trainer, 15 volunteer training aides, a directory of training resources, basic training strategy and capability, and developed and published basic training materials.

C. Research Capability

- 1. Employ and orient 1 Research Coordinator/Trainer (RC/T). 2 - 3 OEF/TA
FOV
- 2. Training of 5 FOV volunteers to work with Coordinator. 4 - 5 RC/T
OEF/TA
- 3. Analysis of needs, obstacles and problems of women and appropriate responses. 4 - 6 RC/T
OEF/TAS
FOV
- 4. Analyze current public and private programs for women. 4 - 6 RC/T
OEF/TAS
FOV

FOV will have 1 Research Coordinator/Trainer, 5 volunteer aides and a basic understanding of the needs, obstacles and problems of women, possible responses to those areas, and a directory of programs for women.

D. Information-Sharing Capability

- 1. Employ and orient Information Coordinator/Trainer (IC/T). 2 - 3 OEF/TA
FOV
- 2. Train 5 FOV volunteers to work with Coordinator. 4 - 5 IC/T
OEF/TAS
FOV
- 3. Establish Resource Center 3 - 6 IC/T
OEF/TA, FOV
- 4. Develop plans for publications. 3 - 6 IC/T
OEF/TA, FOV
- 5. Prepare directory of resources related to employment, training and housing. 5 - 6 IC/T
FOV
- 6. Prepare directory of social services for the poor.

FOV will have 1 Information Coordinator/Trainer, 5 volunteer aides, a Resource Center and a plan for development of publications, and a system of referral for linking participants' needs to social services available.

E. Evaluation/Monitoring

- 1. Develop internal monitoring system; implement. 1 - 6 OEF/W
OEF/TE
OEF/TA
- 2. Evaluate project at conclusion of Phase I. 6 OEF/W
OEF/TE
OEF/TA, TAS
FOV

Evaluation report prepared and reviewed by FOV and OEF to determine: (a) performance to date of OEF/W, (b) if project is achieving objectives and (c) needs for adjustment.

LIST OF ACRONYMS FOR IMPLEMENTATION PLAN

DINADECO	National Community Development Agency
FOV	Federation of Voluntary Organizations
IC/T	Information Coordinator/Trainer
IMAS	Institute of Social Welfare
INA	National Institute of Training
INMU	National Institute of Urban Housing
OEF/W	Washington based Director of Field Programs, Overseas Education Fund
OEF/TA	OEF Technical Advisor
OEF/TAS	OEF Technical Assistant
OEF/TE	OEF Training and Evaluation Officer
PC/T	Project Coordinator/Trainer
PROVIS	Integrated Housing Program
RC/T	Research Coordinator/Trainer

What	How	When Month Number	By Whom	With What Results
II. Implementation and evaluation of motivation and adaptation training.				
A. Implementation of training projects/technical consultation. FOV will provide training to female participants in projects of the following government and private organizations:	PROVIS (100 - includes IMAS, INVU, DINADECO) Ministry of Labor (210) INVU (80) Private Industry (25) Asignaciones Familiares/INA (60) Ministry of Culture/INA (200) Each training project will include assessment, preparation, implementation, evaluation, and linking to needed social services.	7 - 18	OEF/TA, TAS* PC/T RC/T IC/T 15 FOV Aides	675 women will have received training to assist them in their participation in projects of 7 government organizations and 1 private industry.
B. Research	On-going research and investigation as necessary to effectively implement training and provide education/information.	7 - 18	OEF/TAS* OEF/PM RC/T 5 FOV Aides	FOV will continue to develop a high quality collection of data on women in the barrios of San José.
C. Information Sharing	1. Develop appropriate publications for use in training, for providing information to government planners, etc. 2. Do comparative analysis of both the training activities and investigation- 3. Development of information sharing system with government and private organizations, media, etc.	7 - 18	OEF/TA OEF/PM 1 Coordinator 5 FOV Aides	FOV will have published at least 10 publications on project activities and developed an information-sharing system with appropriate government and private organizations and the media.
D. Evaluation/Monitoring	1. Evaluate individual training projects. 2. Monthly monitoring reports. 3. Project at middle and end of Phase II.	7 - 18 7 - 18 12 - 18	PC/T OEF/TA, TAS* OEF/TA, OEF/W OEF/W OEF/TE OEF/TA, FOV	Evaluation report prepared and reviewed by FOV and OEF to determine (a) performance to date of OEF/FOV, (b) if project objectives are being achieved and (c) redesign needs.
III. Institutionalization (technical and financial) within FOV of adaptation-motivation training.				
A. Institutionalization of project.	1. Develop self-sufficiency by means of contracts and other fund-raising techniques. 2. Continue development of technical capabilities and gradual assumption of OEF's responsibilities. 3. Formulate one year work plan for months 31-42 (after OEF pull out).	19 - 30	OEF/TA FOV OEF/W PC/T	FOV will be able to support the project without OEF financial and technical assistance.
B. Training	OEF/FOV will provide training to the following organizations and number of women participants in project. (Minimum of 200 with training paid for under contract): PROVIS (100) Ministry of Culture (200) Ministry of Labor (200) INVU (100) INA (50) Private Industry (200)	19 - 30	3 Coordinator/ Trainers 15 FOV Training Aides OEF/TA	850 women will have received training to assist them in their participation in a variety of public and private socio-economic programs.
C. Investigation/Research	On-going investigation and research as needed.	19 - 30	PC/T OEF/TA 5 Trained FOV Aides	FOV will have developed an extensive Resource Center on women in Costa Rica.

*TAS on board only through Month 13.

BEST AVAILABLE COPY

35

What	How	When Month Number		With What Results
D. Education/Information-Sharing Development of appropriate publications and Resource Center.		19 - 30	IC/T OEF/TA 5 Trained FOV Aides	FOV will have published at least 5 additional reports tested training manuals and improved its information- sharing system.
E. Evaluation/Monitoring				
1. Evaluate individual training projects.		19 - 30	PC/T RC/I OEF/TA	Evaluation report to deter- mine (a) if objectives are being or have been achieved, (b) if project is institution- alized and (c) to identify replication aspects.
2. Monthly monitoring reports.		19 - 30	OEF/TA	
3. Conduct comprehensive impact evaluation at the end of Phase III.		30	OEF/W OEF/TE OEF/TA FOV	
IV. Final impact evaluation		42	Evaluation Consultant and OEF/W	Determination of project institu- tionalization and the long-range impact on beneficiaries.

-36-

C. Evaluation Plan

Before the program starts, the OEF Training and Evaluation Officer will have developed a comprehensive evaluation system to measure and evaluate the project progress and to determine the need for redesigning the project. The evaluation system will contain the following components:

1. Monthly Monitoring

A monthly reporting form, developed for the objectives, outputs and inputs of this particular project, will be submitted by the Project Manager to the Director of Field Programs. These reports will provide narrative and quantitative data that show the application of resources and efforts to the project (input level indicators) and progress toward planned targets (output level indicators). See Logical Framework Matrix for listing of these selected measurable indicators.

2. In-Depth Evaluations

Three in-depth evaluations are planned during the course of the project; i.e., months six, fifteen, and twenty-four. If the monitoring reports indicate major problems in progress toward planned targets, additional in-depth evaluations will be scheduled. The in-depth evaluations will be conducted on site by the Training and Evaluation Officer and/or the Director of Field Programs in cooperation with the OEF field personnel in Costa Rica. The purpose of these evaluations will be to measure closely the accomplishments to date, to establish the nature and impact of the inputs, to determine progress toward "end of project status" and possible future directions of the project. The information gathered during the in-depth evaluations will be provided to the AID/CR program officer.

3. Impact Evaluation

Two impact evaluations are planned for this project; 1) at the conclusion of OEF participation in the project (month thirty) and 2) funds permitting, twelve months after OEF pullout from the project (month forty-two). The purpose of the impact evaluation will be to: 1) determine the success or failure of the project to meet its goal and purposes, and the causes for the successes and failures; 2) identify the elements of the project that are most suitable for replication; and 3) ascertain the institutionalization of the project.

LOGICAL FRAMEWORK MATRIX

Goal	Measures of Goal Achievement	Means of Verification	Important Assumptions
To improve the socio-economic conditions of women and their families living in the marginal barrios of San José.	<p>Increase in the economic levels of the women in these barrios.</p> <p>Improvement of the shelter conditions of the women in these barrios.</p> <p>Increase in the number of socio-economic programs available for women in these barrios.</p>	<p>OEF Impact Evaluation</p> <p>Costa Rica Census Data</p> <p>Office of Presidency Data</p>	<p>Political, economic and social stability prevails within Costa Rica during the period of OEF activity and that the Costa Rican government remains in basic agreement with the OEF approach and method of operation</p> <p>Government of Costa Rica continues to give priority toward improving the socio-economic conditions of metropolitan San José and receives funding to continue and expand present programs.</p>

dy-

Purposes	End of Project Status	Means of Verification	Important Assumptions
<ul style="list-style-type: none"> 1) Enable poor women to participate more fully in employment, housing, and other socio-economic programs. 2) Help these women identify solutions to obstacles now restricting such participation. 3) Assist the women and their families to adjust to the significant changes resulting from their new employment and/or housing. 4) Effect changes in public and private socio-economic programs so that these programs more effectively respond to the needs of poor women. 	<p>Real cash income of 1,500 households raised an average of 10%.</p> <p>A 20% decrease in the number of women dropping out of projects and employment projects in which FOV provides technical assistance.</p> <p>At least 10 group activities will have been developed and implemented by women in housing and employment programs in direct response to problems which the women have identified (e.g., child care facility, transportation, improved water supply, nutrition training).</p> <p>Working relations will have been established between FOV and the government organizations that include women as their target population.</p> <p>FOV will have a demonstrated internal technical capability of providing motivation and adaptation training to poor urban women.</p> <p>FOV will have developed financial support for the continuation of the project from local sources within Costa Rica.</p>	<p>OEI Evaluations and Monitoring Reports</p> <ul style="list-style-type: none"> a. pre and post test on 10% of primary beneficiaries and their husbands/families at entry into program and 12 months later. b. post test with one randomly divided control and experimental group, 12 & 18 months after training. c. pre and post test with the secondary beneficiaries (employers, government officials and FOV). 	<p>Continued interest and cooperation of government, private and voluntary organizations.</p> <p>Government and private organizations will contract with FOV as FOV develops capability in training, investigation/research and in education/information sharing.</p> <p>Target population exists at projected levels.</p> <p>Existence of available jobs for women.</p> <p>U.S. and Costa Rican Government priorities and policies show receptivity toward women.</p> <p>GOCR Urban Development Project is carried out.</p>
	<p>At least 10 government and private employment projects will include 3 or more of the following:</p> <ul style="list-style-type: none"> a. improved supportive services such as transportation and child care; b. greater upward mobility opportunities for women; c. incorporation of adaptation and motivation training in orientation of new workers; d. more flexible time schedules, sick leave policies, etc.; e. improved working conditions 	<p>Ministry of Presidency Records</p> <p>FOV Financial Records</p> <p>INA and Department of Labor Studies</p> <p>Records of the government projects</p>	
	<p>Positive changes in attitudes, values, personal behavior of women participants in</p>		
	<ul style="list-style-type: none"> a. aspirations, expectations; for self and daughters b. self-worth; self awareness c. leadership in groups d. problem-solving; identifying resources and obstacles e. working in groups f. perception of cause of poverty g. perception of social structures 		
	<p>Positive change in attitudes of husbands, employers, & gov't. officials toward new role of women.</p>		

39

Project Output	Output Indicators	Means of Verification	Assumptions
1,525+ women trained by FOV.	225+ trained by FOV with private industry in employment and 1,300+ trained by FOV in conjunction with government organizations.	OEF Monitoring and Evaluation FOV Records	Women recognize the value of working together on common problems.
10 women's groups involved in working on issues affecting their participation in the employment projects.	7+ in employment/training program 3+ in housing projects	Records of government organizations and private industry On-site visits	Qualified personnel exists in Costa Rica. FOV volunteers are interested in and committed to the new FOV project.
Addition to FOV staff of qualified:	Selection and orientation of 4 staff members during Phase I of project.		
1 Project Coordinator/ Trainer 1 Secretary 1 Research Coordinator/ Trainer 1 Information Coordinator/ Trainer			
25+ FOV volunteer aides trained to assist in project implementation.	15+ aides in training activities 5+ aides in investigation/research 5+ aides in education/publications.		
Participation of FOV with 25+ projects of government and private organizations that include women from the marginal barrios.	Participation of FOV with Ministry of Labor, INVU, INA, Ministry of Culture, Asignaciones Familiares, DINADECO, IMAS and private industries.		
Training and information-sharing of OEF/FOV survey data and research with 25+ government and private officials.	Working relations with a minimum of 3 officials from each of the cooperating government and private agencies.		
12 publications based on FOV training and research with women from the marginal barrios.	Publication of information on training activities, investigations and research efforts.		
Resource Center	Obtaining 500+ books and articles, with a special emphasis on materials relating to women in Costa Rica.		
3 Training Materials	3 Training Manuals - 1 on motivation training; 1 on adaptation in employment; 1 on adaptation in new housing.		

40

Project Input	Quantity	Means of Verification	Assumptions
<u>From AID Grant</u>			
1) OEF Headquarters Staff	1 Director of Field Programs (30%) 1 Training and Evaluation Officer (10% during final 18 months) 1 Bilingual Secretary-Translator	OEF Records	OEF remains a viable organization.
2) OEF Field Staff	1 OEF/Technical Advisor 1 OEF/Technical Assistant		
3) Project Staff for FOV	1 Project Coordinator/Trainer 1 Secretary 1 Research Coordinator/Trainer 1 Information Coordinator/Trainer		
4) OEF Volunteers developing and providing public information and education about project and activities.	Members of the L.A. Committee and Public Information Committee.		
5) Equipment and supplies.	See Financial Plan		
6) Consultants	25 Days		
<u>From Host Country</u>			
1) FOV Staff	1 Executive Secretary (30%) 1 Secretary (30%) Custodial Services (30%)	FOV Records	FOV is committed to project.
2) FOV Volunteers	Project Coordinating Committee 25+ Volunteer Aides x 10 hours per week x 120 weeks = 30,000 hours		
3) FOV Facilities and Equipment	1,000 sq. ft. space for 50% use Mimeograph Machine	On-site Inspection	
4) Government INVT, Ministry of Labor, INAS, MINANCO, Asignaciones Familiares, INA, Ministry of Culture will provide socio-economic projects and staff to carry them out.	100+ Government Planners, Trainers, etc.	Records of various government organizations OEF Monitoring	Government organizations develop socio-economic projects as planned.
5) Industry Industries employing women will provide technical training for 225 women, providing staff, space and equipment.	4 Industries 4 Trainers	Records of Industries OEF Monitoring	Industries need to train and employ new workers and/or provide training for present workers.
<u>Agency for International Development</u>			
1) Funding		AID Records	Operation Program Grant approved for the amount and time periods of Project Plan.
2) Personnel	AID/CR Program Officer		

	Support		Costs		Total	Host	Country	Contributions		Grand Total
	4/1/78 - 3/31/79	4/1/79 - 9/30/79				4/1/77 - 3/31/78	4/1/78 - 3/31/79	4/1/79 - 9/30/79	Total	
1	20,788	11,346			50,765	34,850	34,850	14,300	84,000	273,505
7	4,176	2,528			9,321	-	-	-	-	17,312
5	3,070	709			5,824	5,000	5,000	2,500	12,500	52,359
	-	-			-	-	-	-	-	2,500
10	1,750	750			4,000	600	-	-	600	23,708
12	966	533			2,281	13,500	13,500	6,750	33,750	36,031
10	3,300	1,650			7,950	-	-	-	-	11,200
10	1,750	750			4,000	-	-	-	-	12,000
10	700	650			2,050	-	-	-	-	4,550
14	23,016	12,440			63,980	-	-	-	-	63,980
19	59,516	31,356			150,171	53,950	53,350	23,550	130,850	497,145

less Host Country Contribution -- 130,850

funding required from AID 366,295

Handwritten initials

Final impact evaluation one year after the end of project to determine:

- a) long range impact of project activities on beneficiaries
- b) level of institutionalization
- c) new elements which may have developed by FOV regarding replication and innovation.

Consultant - 42nd month 30 days (a) \$142/day	\$ 4,260
1RT DC - SJ	600
10 days p.d. (a) \$35/day	350
Materials, etc.	790
TOTAL	\$ 6,000

OEF realizes that AID funding for a final impact evaluation that occurs 12 months after the conclusion of a project is not normal procedure for AID. OEF, however, strongly believes in the importance of such an evaluation (as does AID's Office of Development Program Review and Evaluation) and wishes to include the cost of the final impact evaluation into the budget. If acceptable to AID, OEF and AID will need to work out mechanisms for this funding.

Appendix A

A Survey of Attitudes and Problems of a Sampling of 272 Women In the Metropolitan Area of San Jose

Introduction

As a part of the preparation for developing a program which will respond to the needs of women in marginal areas of metropolitan San Jose, OEF/FOV conducted a survey of 272 women, randomly selected from eighteen barrios and from the factories of Barzuna, La Opera, Gallito, and Yolanda de Costa Rica. The survey, undertaken by twenty-three specially-trained FOV volunteers, was conducted between November 17-27, 1976.

Summary of Findings

I. Cultural Aspects

Early in her life, the woman is conditioned to accept the greater opportunities and roles of the man. Men are more likely to be encouraged and to be assisted to continue their education beyond the sixth grade (Questions #2 and #3). In the home the man is more likely to make the important decisions within the family (#4) and to be responsible for supplying the money for family expenses (#6). On the other hand, the women alone were responsible for the care of the house (#5). Their brothers were usually allowed to leave the house alone before age fifteen (#8) while they were never allowed out alone, or waited until after age fifteen (#7). Punishment for their leaving the house without permission was more frequent and more severe than it was for their brothers (#9). Most women accepted this difference in treatment with only a small percentage (2%) feeling it as discriminatory (#10). Now as mothers, the women are more likely to desire a professional role for their sons than for their daughters (#11 and #12). In activities of the community, women are less likely to participate than are men (#13 and #14). When asked to identify ways in which women could participate in community activities, most women could not suggest any ways (#15). For those who were participating in community activities, problems existed such as the annoyance of the husband and being away from the family at night (#16).

The responses of the 272 women to these questions on cultural aspects paint an external picture of a woman who has grown up within and has accepted a way of life in which machismo and male-dominated institutions exist and an internal picture of a woman who has developed little confidence in herself.

II. Resources

Women often neither have the necessary resources, nor are

able or willing to utilize resources which exist. Most working women have never participated in vocational training (#17) and only 25% participate in any programs of recreation (and most of these are the watching of TV or the listening to radio programs) (#18). Although many working women have young children, only 5% used child care centers. The women prefer family care for their children and do not like the centers (#19). Transportation provides a major problem for 42% of the women (#20). Finally, the important resource of money being earned by women, often supplementing the family income, still proves inadequate to cover the expenses of the families of 42% of the respondents (#21). 76% of the women stated that their earnings must go into buying food for the family (#22). In response to similar question, 83% of working women stated that they invested their earnings in the family; only 4% of the women used it for savings (#36). Since most of the women interviewed are employed, they are able to use health services of social security (#23). The women themselves use the health services usually every 1-3 months (#25) for a wide variety of sicknesses (#26). The women take their children for health services even more frequently (#27) with the most common sickness being colds (#28). 27% of the women have moved and 24% have changed jobs between one and three times during the last three years (#29)

Following some additional questions regarding employment and housing, women were then asked if they are receiving any help or using any resources to solve their problems. 88% of the women said no (section III, #2).

III. Civil Rights Aspects

When asked to identify which rights they consider themselves to have as women, 38% responded by mentioning the right to vote, 22% stated that as women they had the same rights as men, and 30% did not know what rights they had as women (#30). Only 57% of the women who indicated a knowledge of their rights used them. Reasons given for not using their civil rights were: a) do not feel qualified to use them, b) the rights do not seem important, and c) do not know how to use them (#31). The respondents identified the factory and the school as the primary places in which they learned their civil rights (#32).

IV. Employment Aspects

A variety of questions were asked to obtain women's attitudes and problems regarding their employment. 24% of the women identified as a problem the pressures between providing quality and quantity of product (Section II, #33). 34% of the women did not consider themselves sufficiently trained for their work (#34). Most women were satisfied with their work because they enjoyed it (52%), they had good employers (20%) and they had a good salary and worked with their friends (28%). The women not satisfied with their work listed problems such as poor relations at work, family problems, and low salary (#35). The majority of women stated that they did not have any problems in their work. For those who did have problems, poor relations with bosses and companions (50%), lack of training (13%) and non-compliance of payment (12%) were listed most frequently (#37).

56% of the working women felt that they did not have the opportunity of advancing within their present employment. Reasons identified were a) no possibilities exist within the company (27%), b) lack of self-confidence (20%), c) lack of education and training (30%), d) no ambition (12%), e) top positions are always held by men (3%), and f) there are no incentives in the work (8%) (#38). 22% of the working women stated that their work caused problems with their family (#39). Among married working women, 28% felt that their work caused problems with their husbands, specifically, jealousy on his part or his concern about the neglect of the house and children (#40). In a question posed to family members and husbands (Section III, #3), 24% of the family members and 53% of the husbands of the married women workers had a negative opinion regarding the fact that the woman was working outside of the home.

72% of the working women did not belong to a union or employee committee. Reasons for not joining included a) it does not interest her (41%), b) fear of belonging to it (17%) and no time for it (13%) (#41). The majority of women who do belong to a union or employee committee are only registered and do not actively participate (#42).

When asked what would be potential reasons for leaving their present employment, 16% said because of the children, 22% because of personal or family illness, 28% because of a low salary, 9% because of bad treatment in her present employment, and 23% because of a desire to return home, transportation difficulties, etc. (#43)

V. Housing Aspects

72 of the women interviewed were in new (75%) or renovated (25%) housing. 39% of these women stated that they had difficulties in their housing. Problems listed included lack of space (32%), expenses (32%) and problems with neighbors (12%). (Section II - Housing, #33). Most of the women knew people within the barrio and were satisfied with their housing (#34 and #35). Women identifying problems with their housing felt that the location was poor and the house was small and/or ugly (#36). Most women, however, were satisfied with their participation in the development of the housing program because it provided them the opportunity to have their own house (#37).

INTRODUCTION

Purpose of the interview

How is the information going to be used

The information is going to be confidential and anonymous

The value of the aid they are granting us by giving us such information

General description of the form

The duration of the interview

If she does not wish to answer one or some of the questions, she will be free not to answer them.

Name of the interviewer 23 Interviewers from FOV

Date of the interview November 17-27, 1976

Factory or place of work _____

Quarter or district 18 districts

Employed? Yes 84% No 16%

Participates in training program? Yes 34% No 66%

Age of the person interviewed 15-20 23% (completed age). 26-30 16% 36-45 21%
21-25 22% 31-35 11% 45+ 7%

Number of children 0 27% 4-7 22% 12+ 2%
1-3 47% 8-12 2%

Number of persons living in the same house without including children 1-3 24%
4-7 49% 8-12 23% 12+ 4%

Educational level of the party interviewed, indicating last grade passed.

0-5 30% (Specify: primary-high school-University or vocational)
6 36% 6+ 34%

Civil status single 52%
married 43%
widowed 19%
separated 10%
divorced 1%

-46

SECTION I

A- Cultural Aspects:

1. Do you have brothers (cousins) 0-11 Sisters (female cousins) 0-10
2. The brothers (or cousins) attended school for +6 years. 26%
3. The sisters (or female cousins) attended school for +6 years. 19%
4. Who solved the family's problems?
Men 34% Women 28% All 38%
5. Men 0% Women 92% was in charge of taking care of the house.
Both 8%
6. The money for the home's expenses were supplied by Men 55% Women 14%
Both 31%
7. At what age were you allowed to go out alone? never 30% 15- 25%
15+ 45%
8. At what age were your brothers allowed to go out alone? never 0%
15- 62% 15+ 38%
9. If they went out without asking for permission, what happened to the:
Men? nothing 38% punishment 62%
Women? nothing 13% punishment 87%
10. What did you feel when men were treated different than women in your home?
acceptance 41% there weren't any differences 48% anger 9%
discrimination 2%
11. What do you expect your sons to be? professionals 61%
12. What do you expect your daughters to be? professionals 52%
13. In what kinds of activities do men of your home participate?
they do not participate 65%
14. In what kinds of activities do women of your home participate?
they do not participate 78%

15. If women do not participate in the community's activities, how do you believe they could do it? do not know 61% participate with committees

In order to improve services 21% other responses and 2% that thought it was unimportant 18%

16. If you have participated in community activities, did you have any

problems? Yes 24% No 76%

Which were those problems? meetings held in the evening 25%
displeasure from their husband 25% other 50%

B- Resources:

17. In what vocational training:

a) Did you participate? yes 40%

b) Are you participating? yes 15%

18. In what recreation programs:

a) Did you participate? yes 25%

b) Are you participating? yes 25%

19. Are your children in a nursery? Yes 5% No 95%

If the answer is no, why not? the family is caring for them 42%

they aren't old enough 33% I do not like it 11% other reasons 14%

20. The transportation available in your district complies with your needs,

Yes 58% No 42%

With those of your family, Yes 58% No 42%

21. Does the money you receive:

Daily 4%

Weekly 45%

Semi-monthly 37%

Monthly 14%

Cover the family's expenses? Yes 58% No 42%

22. In which needs do you invest:

more money, food 76% housing 12%

clothing 10% other 2%

less money, recreation 60% clothing 30%

other 10%

23. What health services does your family use? social security 81%

hospital 15% other 4%

24. If it does not use them, state why not? lack of money, time

they are too far away

25. If it uses them, how often do you use such services? less than once a month 40%

every 1-3 months 34%, every 4-7 months 28%, every 8-12 months 5%, never 2%

26. Which disease do you most frequently consult? colds, tonsils, throat infections and dentist

27. How often do you take your children to health services? less than once a month 40%
every 1-3 34% every 4-7 20% every 8-12 4% never 2%

28. Which disease occurs more often in your children? colds 40%

throat infections, anemia, malnutrition, diarrhea

29. In the last 3 years you have changed:

a) housing, Yes 27% No 73%

How many times? 1 to 3 times

b) employment, Yes 24% No 76%

How many times? 1 to 3 times

49

C- Civil Rights Aspects:

30. Which rights do you consider women have as citizens? _____

voting 38% equal to the man 22% do not know 10%

other 16%

31. Do you make use of these rights? _____ yes 57%

no 43%

If not, for what reasons? not familiar with them, do not consider
them important, do not know how to use them, feel incapable of doing so

32. Where did you find out about these rights? work/factory 37%

in school 25% TV, radio, newspapers 11% cannot recall 10%

other 17%

SECTION II - FOR EMPLOYEES

FORM N°1

33. Do you have any problems in achieving the quality required at the factory and the quantity you wish to produce? Yes 25% No 75%

If the answer is yes:

a) Which are these problems? have to produce too much in too little time 65%

b) How do you believe such problems could be solved? more training 45%

change in machinery and working conditions 32%

34. Do you consider that the training you received was:

Sufficient, Yes 66% No 34%

Appropriate, Yes 82% No 18%

35. Are you satisfied with the work you are carrying out? Yes 83% No 17%

Why? Yes: likes her work 52%; supervisors are good 20%; opportunity to meet more people, good salary, other 28% No: bad work relations, small salary, problems in the family, other

36. How do you invest the money you make? family needs 83%

savings 4%, small expenses 6%, other 7%

37. Do you have problems at work? Yes 14% No 86%

Which problems? poor working relationships 50% - Who with? supervisors/directors 68%

lack of training 13% fellow workers 32%

do not receive pay 12%

38. Do you have opportunities to become a supervisor or to hold better posts? Yes 44% No 56%

Why? Yes: good training and education 42%; feel secure 54%

No: do not have an opportunity to learn more, lack of education 30%
there are no opportunities in the company 27%
lack feeling of security 20%
they aren't given any incentive 8%
the high positions are always occupied by men 3%
lack of ambition 12%

39. Does your work cause problems in your family? Yes _____ No _____

Which problems? jealousy of husband 52% Who with? husband

child care 48% father

children

40. Does your work cause problems with your husband? Yes 28% No 72%

If the answer is yes, what type of problems? jealousy 60%

encourages the irresponsibility of the man 12%; negligence in the home 28%

41. Do you belong to any union or employee committee? Yes 28% No 72%

Why? Yes: obtaining benefits 80% other 20%

No: it does not interest me 41% , afraid to participate 17%, do not have the time 13%, there aren't any available 17%, others 13%

42. If the answer is yes, which is your participation in this union or

employee committee? registered, but not an active member 83%

attends meetings 12%

43. If you should think of or had to leave your present employment, for

what reasons would you do it? for the sake of the children 16%

due to sickness in the family or to herself 22% to improve the salary 28%

due to bad treatment on the job 9%

transportation, in order to return to the household, others 23%

SV

Program for: Relocation 75%
Improvement 25%

SECTION II- For participants in housing programs

33. Do you have any difficulties in your new house? Yes 39% No 61%

Which ones? lack of space 32%
expense 32%
problems with neighbors 12% other 24%

34. Do you know any persons in this neighbourhood? Yes 89% No 13%

Why? Yes: she has lived in the same neighborhood for a long time 12%
They are good friends 53% No: she hasn't lived in the neighborhood
for a very long time 50% other 50%

35. Are you satisfied with your present house? Yes 16% No 84%

Why? Yes: it is comfortable and large 58% nice location 10%
it is my first home 17% No: too small 40% unaccenatable neighborhood 20%
it is unattractive 20% bad location 20%

36. Does your present house satisfy your family's needs? Yes 84% No 16%

Why? Yes: it is large 61% good location 22%
No: too small 33% have lost contact with old neighbors 22%
bad location 40%

37. Were you satisfied with your participation in the development of the housing program? Yes 91% No 9%

Why? Yes: it offers an opportunity to obtain a proper house 80%

SECTION III

1. Do you have any other problem related to:

housing, Yes 39% No 61%

work, Yes _____ No _____

Specify.- lack of sufficient space 36%

too expensive 36%

problems with neighbors 12%

2. Are you receiving any aid to solve these problems?

Yes 12% No 88%

From whom? private institutions 50%

the family 38% others 12%

!!! ONLY FOR FAMILY MEMBERS IF PRESENT !!!

3. What is your opinion on having your family's women work outside their homes? everyone included: Husbands asked:

agree: 76% agree: 47%

disagree: 24% disagree: 53%

ONLY FOR THE INTERVIEWER !!!

State the relationship between the party answering this last question and the party that was interviewed.

husband, mother, father, others

54

Appendix B

Costa Rican Institutions Investigated

- 1 - Office of the President, Ministry of Urban Development
- 2 - National Institute of Training: Planning Office - Executive President - Management - Technician for Manual Labor
- 3 - Family Assistance
- 4 - Institute of Social Welfare: Management - Planning Office
- 5 - National Institute of Urban Housing: Management - Office of Social Work
- 6 - Ministry of Labor: National Employment Office - Office of Social Security - Clearinghouse for Domestic Workers
- 7 - The Integrated Housing Program
- 8 - Ministry of Economy, Industry and Commerce
- 9 - Ministry of Culture, Youth and Sports
- 10 - Professional Women's Institute
- 11 - Delfi
- 12 - ISADE
- 13 - Young Men's Christian Association
- 14 - Family Counselling Center
- 15 - National Community Development Agency: Directorate - Office for the Training of Promotores (community organizers)
- 16 - Barzuna Industries: Management - Personnel Office
- 17 - Good Will Promotion
- 18 - Christian Women's Action Group
- 19 - University of Costa Rica: Faculty of Science and Literature, Department of Anthropology
- 20 - National Council of Productivity
- 21 - Ministry of Health
- 22 - Community Health Association
- 23 - AITEC

55

Bibliography (continued)

Ministerio de Salud, Study of Marginal Barrios. (unpublished study), San Jose, 1976.

OCC, Study on the Legal Status of Women in Relation to Some Labor Variables in 100 Firms in San Jose. Costa Rica, March, 1976.

OIT, The Woman Worker, Seminar on Population and Employment, Documented series, Volume III, San Jose, Costa Rica, December 1975.

USAID/Costa Rica, Program of Urban Development. San Jose, 1976.

- 56 -

APPENDIX D

A Study of Rural and Urban Women of Low Socio-Economic Status in Costa Rica

Eugenia Lopez de Piza
University of Costa Rica
Department of Sociology

Eighty life histories of women have been obtained during the last 18 months (1975-1976), using the technique of tape recording open, semi-structured interviews, which were literally transcribed for analysis. For every case an average of eight interviews of two hours each were required (16 hours per case).

The following variables were considered:

- 1) All cases belonged to a low socio-economic level. Selected as informants were urban and rural residents (about 50% each) from all over the country.
- 2) Informants were divided into three age groups: 25 to 35 years, 36 to 45 and 46 years old and over.
- 3) Roles were recorded as follows: both groups of residents were divided into housewives, housewives with earnings from work done at their own home, factory employment and remunerated unskilled employment.

Results:

- 1) This group of women faces several economic and social problems as well as problems related to the female sex.
- 2) To face these problems women have developed a series of self-supporting mechanisms:
 - a) Matrifocal family: most informants have been abandoned by their husbands or mates and have to supply by themselves the needs of the family;
 - b) Multi-role women: women, whether or not they live with their mates, aid in the economic support of the home through domestic work (laundry, ironing, sewing, etc.). In many cases, because their mates are unemployed or underemployed, they practically support the family. In the latter case, they do not consider themselves as "economically active", nor are they so considered for census purposes.
 - c) Hidden prostitution: many women, who have been previously abandoned, accept the company of other men. This way they hope (deceptively) to obtain economic support for the family.

Previous Page Blank

d) Accepting illegal salaries: due to the extreme poverty of the family, women accept work for a lower remuneration than the minimum stipulated by law. In many cases they receive this low income for a heavy work load lasting up to twelve hours daily. They are aware of being discriminated against because of their sex, but at the same time they refuse to report their employers to the authorities for fear of losing their low but dependable income;

e) Accepting all the responsibility of the family: from the time they are five to six years old, women have had small duties at home, which implies responsibility. On the other hand, their brothers do not have to take on responsible work until about 12 years old, and in this case outside the home. As a result, women leave school after only two to three years of education in order to help their mothers. This cultural pattern is perpetuated through socialization;

f) Migration: most women have lived in three or more locations (urban, rural or both), expecting to find better working conditions and a better life for the family.

Some Cultural Characteristics Observed:

1) Most women are indifferent to religion although they were born into Catholic families and call themselves Catholics. Most of them accepted birth control only after having had several children.

2) They frequently consult diviners and quacks. It is possible that when they lose their religious faith they turn to magic practices. However, all of them make use of the public health facilities and modern medicine available to them.

3) Their human interrelationships are limited to families and food sellers. They have superficial relationships with co-workers and with the staff of medical institutions.

4) Women are deeply disturbed by their mates' infidelity, which results in rancor and frustration. They are expected to be loyal and faithful to their mates, and they usually are.

5) They always want the company of a man at home "to give them support" because they are very insecure, even when they may be economically self-sufficient.

6) Recreation and sexual pleasures are limited to pre-marital status or prior to establishing a family. Marriage seems to be regarded as incompatible with self-pleasure seeking.

- 7) Women refuse to talk about sex. Every time they were asked about it, they answered evasively.
- 8) They are frequently battered by their mates, but usually vindicate them "because they were drunk" and that "they are good when they are sober."
- 9) They are very tender with children, compensating for the lack of conjugal love.
- 10) Women aggressively defend their families and mates. In spite of this, they very rarely succeed in holding on to them (mates).
- 11) They are optimistic with regard to the future of their children. They hope they will be able to study and have better living opportunities. They unconsciously follow the traditional pattern of education, mainly because of economic limitation.
- 12) In Costa Rica, there is a high percentage of illegitimate births. The law does not make a difference in this respect.
- 13) Women are conscious of their heavy work loads, but hard work is regarded in positive terms.
- 14) They never mention their rights, only their responsibilities.
- 15) Women frequently become ill, because of excessive work and a lack of attention. They explain this with other reasons.
- 16) Their political activity is limited to the vote. They select the candidate based on family tradition.

All these are considered persistent cultural patterns based on the women's position of inferiority and constitute barriers to developing the necessary conscience for their liberation.

Appendix E

Translation by OEF of letter from the First Vice President of Costa Rica, Carlos Manuel Castillo M., to Marlene Futterman, Executive Director of OEF, dated January 13, 1977.

Mrs. Marlene Futterman
Executive Director
Overseas Education Fund
Washington, D.C.

Dear Mrs. Futterman:

When I was visited last December by John Hannah, Amparo Giraldo, and Gilma Palacios from the Overseas Education Fund and Mrs. Yiya Rodó from FOV, we reviewed the first draft of the training project directed to women who live in marginal areas.

After having studied the content of the project with interest, I want to indicate to you my pleasure with the focus given to this project and to reiterate my support and that of my government for its prompt and efficient implementation.

Sincerely yours,

Carlos Manuel Castillo M.
First Vice President

ATTACHMENT E

DEFINITIONS

The following terms, used throughout this Grant Agreement, are defined below as they relate to this particular project:

1. "Grant Officer": The AID Affairs Officer or his designee.
2. "Local Currency": The currency of Costa Rica
3. "AID" or "USAID": The Agency for International Development,
San José, Costa Rica
4. "Government": the United States Government
5. "Overseas": Outside the United States.

62

#142
3/7/78

AGENCY FOR INTERNATIONAL DEVELOPMENT

Advice of Program Change

Country : Costa Rica
Project Title : Increasing Poor Women's Participation in Socio-Economic Programs
Project No. : 515-0140
FY 1978 C.P. Reference : None
Appropriate Category : Education & Human Resources
Intended Obligation : \$150,000

This is to advise that A.I.D. intends to obligate \$150,000 in Costa Rica in FY 1978 to continue work on the project, "Increasing Poor Women's Participation in Socio-Economic Programs". These funds will be used for an Operational Program Grant (OPG) to the Overseas Education Fund of the League of Women Voters (OEF). The grant will allow OEF to continue work on a project begun in FY 1977 to train disadvantaged women in Costa Rica to enable them to participate increasingly in the country's socio-economic programs.

In FY 1978, OEF proposes to utilize the funds herein obligated principally for personnel and related costs. The cooperating PVO in Costa Rica will supply \$53,000 in project support, made up largely of services and in-kind contributions.

63