

Trip Report

CAPTURING USAID WID LESSONS LEARNED IN PAKISTAN

USAID/PAKISTAN

By:
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GENESYS

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I. INTRODUCTION

In 1990, the USAID Mission in Pakistan was required by law to begin closing out its projects in accordance with the Pressler Amendment to the US Foreign Assistance Act which prohibits continued assistance to Pakistan if it engages in nuclear proliferation activities. In 1991, at the time of the Asia Mission Directors Conference in Washington, the USAID/Pakistan Deputy Director (Nancy Tumavick) responded favorably to the suggestion made by newly appointed Asia Bureau Gender/WID Advisor (Gretchen Bloom) that an effort should be made during the closeout process to capture the lessons learned about WID-related issues by the Mission.

An exchange of memoranda and discussions ensued, culminating in an invitation for the Gender/WID Advisor to travel to Pakistan to work with the WID Committee to draft a Scope of Work for such a study. In preparation for her visit, the Mission WID Committee, under the direction of the WID Officer (Kaneez Fatima M. Kassim) and the WID Committee Chair (David Esch) with the strong support of the Monitoring and Evaluation Officer (Judy Schumacher), thoroughly reviewed the Mission's portfolio and categorized sectoral areas appropriate for further study.

II. OBJECTIVE / ACTIVITIES

FEBRUARY VISIT

The objective of the brief TDY in February was to prepare a Scope of Work (SOW) for the WID Study, including a budget, for inclusion in a PIO/T. As the activity was intended to be undertaken by a local contractor, through a purchase order (or other contractual mechanism), a sub-objective of the visit was to identify a suitable contractor(s) for the assignment.

In order to determine the appropriate SOW, I spoke with project officers in relevant sectors, made a field visit to Peshawar, and reviewed available resource materials in order to prepare an annotated bibliography.

The SOW was completed and an RFP was sent to five local Pakistani firms to solicit interest in participating in the study, with The Futures Group (TFG) as the prime contractor. The five firms were PIEDAR, EDC, KZR, SEBCON and ECI. The Mission was prepared to commit \$25,000 to this study on a buy-in basis through the GENESYS Project to be matched by R&D/WID funds.

The firms were given an April 8 submission deadline. Four of the five firms responded,

including PIEDAR, EDC, KZR and SEBCON. The principal gender specialist for ECI joined SEBCON in its proposal. Since I was in Nepal from April 4-14 for a gender training workshop, I agreed to visit Pakistan on my return to Washington to assist with final contract negotiations. I spent April 17-23 doing this.

APRIL VISIT

My objectives during the visit were the following:

- 1) To assist with selection of a subcontractor;
- 2) To work with the subcontractor on an initial workplan and report outline; and
- 3) To push the paper process with the Government of Pakistan (GOP) and the Mission in order to finalize the PIO/T.

Immediately upon my arrival in Islamabad, since I had not had a chance to review the submitted proposals, I obtained copies of them from each firm. At the same time, I made a point of interviewing principals of the firms and consultants/team leaders included in capability statements in the proposals to better assess the capabilities of the bidders.

III. CRITICAL ASSESSMENT

Because of the restrictive environment for women in Pakistan, where purdah is common, I anticipated a difficult arena for WID upon my arrival. I was pleased upon further exploration, however, to discover that the Mission was firmly behind the concept of integrating women into the development process for successful development to take place, particularly in a setting like Pakistan. The previous Mission Director had been very favorably disposed to make efforts on behalf of gender issues. For example, when the Ministry of Forestry had pleaded an inability to identify any female candidates for the Forestry Institute training program, the Mission Director threatened to cancel the program. The new Mission Director is following in his footsteps.

In fact, because of the Pressler Amendment, the only programs which may continue after the closeout of the current large portfolio will be development activities funded through NGOs and the private sector. These activities will focus largely on family planning, literacy, and enterprise development for women.

To enhance this process, the Mission has already set aside funds for its WID Officer to

participate in a gender/WID information sharing session to be held in Washington in October at the time of the AWID Conference.

It was exceedingly fortunate that I was in Asia and was able to visit Islamabad to move the process along for the WID Study. I do not think the study would have commenced without the visit. TFG had agreed, as prime contractor, to take on the administrative work. No one in the Mission had the time to commit to these details.

It was also extremely useful to meet first-hand the firms submitting bids. I had already met with PIEDAR and KZR during my February visit but not with EDC and SEBCON. It was invaluable for informing the selection decision. It is important, for technical input, to have this knowledge of the selected subcontractor.

Although at first a work week seemed too long, in the end it was a perfect length of time given all the details which needed resolution. It was also important to spend the time interacting with the WID Officer on her current activities. The USAID/Pakistan Mission seems to highly value my contribution each time; hence, the time is well spent.

IV. IMPLICATIONS / NEXT STEPS

I then reviewed the proposals and rated them according to the RFP criteria. In consultation with TFG, then issued two "best and final" letters based on technical merit and submitted budgets. Both of their proposal submissions were over budget. Each firm was thus asked to resubmit their budget based on a \$25,000 ceiling rather than being guided by the level of effort of 210 days.

Following review of their comebacks, in conjunction with the Mission WID Committee, EDC was selected as the subcontractor.

I then facilitated a team planning meeting cum information sharing session with chief EDC team members (Maliha Hussein, Reehana Raza, Tariq Rahim Anwar) and WID Committee members (David Esch, Fatima Kassim, Judy Schumacher). We shared expectations, project background and firm qualifications, and technical information on USAID/Pakistan's projects as well as settling administrative matters, such as applying for a salary waiver for the team leader. A preliminary list of USAID project staff and contractors was prepared for the EDC team with a memo for distribution to all named interviewees.

In the meantime, Fatima was actively pursuing the GOP for the requisite letter needed for the Mission's PDIF funds to be used for this study. (Unfortunately, during my visit, the Pakistan

Prime Minister Nawas Sharif was deposed and senior GOP officials were changed.)

While the study is being conducted, the Pakistan Mission intends to organize an Advisory Group representative of Pakistani women's organizations who will help with the dissemination of the findings of the study. Once the study is completed, it will be important for R&D/WID to assist with this dissemination, through seminars and publications.

These next steps presume a continued phase out of the Pakistan Mission. Should the decision be reversed and a reasonable level of assistance to Pakistan be maintained, the Mission Director has already requested a gender workshop for his staff and collaborators. This could be planned as early as fall, 1993.

I was also working with the WID Officer on three subsidiary activities:

- 1) Asia Democracy Program Competition activities;
- 2) Nomination for PVO Workshop in the Philippines; and
- 3) WID Officers' Workshop in October.

V. SUMMARY

USAID/Pakistan is in a state of flux. Many staff members are preparing for new assignments and many are discouraged about having to close their programs in Pakistan. It is never pleasant to close out a program.

Noneheless, the staff has put a significant amount of thought and planning into maximizing the returns of project activities. As a part of this, there appears to be considerable enthusiasm for capturing and highlighting many of the lessons learned whether in WID or another arena. By capturing the WID lessons learned, the WID Committee with our support has taken the lead and offered a unique and somewhat surprising area for documenting successes in Pakistan. The Mission seems excited and invigorated by the WID Study.

It will be important to support this enthusiasm in a meaningful way by producing an outstanding study which is shared broadly within Pakistan with the government, NGOs, and other donors as well as spreading the lessons learned to countries where similar issues related to gender arise. It will also be important to continue to support the WID Officer during the closeout process.

GLOSSARY OF ACRONYMS

ADB	Asian Development Bank
AED	Academy for Educational Development
AWID	Association for Women in Development
EDC	Enterprise and Development Consulting
GENESYS	Gender in Economic and Social Systems
GOP	Government of Pakistan
HPN	Health, Population and Nutrition
INWID	International Network for Women in Development
KZR	Developing the Human Factor in Organizations
NEW	Network for Enterprising Women
NGO	Non-Governmental Organization
NWFP	Northwest Frontier Province
PDIF	Project Development and Implementation Fund
PIEDAR	Pakistan Institute of Environment Development Action Research
PIO/T	Project Implementation Order for Technical Services
PRIFAM	Private Sector Family Planning Project
R&D/WID	Research & Development/Women in Development Office
RFP	Request for Proposal
SAP	Social Action Program
SEBCON	Socio-Economic and Business Consultants
SMC	Social Marketing of Contraceptives
SOW	Scope of Work
SRSC	Sarhad Rural Support Corporation
TDY	Temporary Duty
TFG	The Futures Group
TVO	Trust for Voluntary Organizations
UNDP	United Nations Development Program
UNFPA	United Nations Fund for Population Activities
UNIFEM	United Nations Development Fund for Women
USAID	United States Agency for International Development
WAF	Women's Action Forum
WID	Women in Development

ANNEXES

August 31, 1992

MEMORANDUM

To: Judy Schumacher, USAID/Islamabad
Fax: 011-92-51-824086

From: Gretchen Bloom, Gender/WID Advisor, Asia Bureau

Subject: Capturing USAID/Pakistan's Progress on Gender Issues

In reviewing the USAID/Pakistan portfolio, the following areas appear to offer fruitful opportunities for studies which might capture USAID/Pakistan's progress on gender issues and provide important lessons both for organizations continuing USAID's work in Pakistan and engaging in activities in other countries in South Asia. I have consulted with members of the WID Office and the GENESYS staff for their suggestions. We have attempted to prioritize our suggestions. Please discuss these suggestions in the Mission and share your reactions. We are ready to be of assistance in providing technical assistance.

General Observations

- As you review your Semi -Annual Reports in September, your review of the "Gender statements" developed at the Purpose Level Monitoring should assist you in determining the relevance of these suggestions. Collaboration with other donors at this stage will also be useful. For example, the UNDP has done a portfolio review of the impact of the overall UNDP program on women.
- An appropriate study for a context such as Pakistan that would almost certainly produce "lessons learned" for other Asian countries and beyond is an evaluation of the differential impact of USAID programs/projects (whether overall, grouped by sector or some other defining characteristic, or selected ones only) on women, taking into account cross-cutting socioeconomic variables such as class, caste, and ethnicity. These variables are especially pertinent for efforts in "democratic pluralism."
- It would seem appropriate for the Mission to perform general exit evaluations of its entire programmatic and project portfolio. We are interested in lessons learned in five areas: needs assessments, project designs, project implementation, monitoring and evaluation. Also, are there any indicators which well note the successful impact of projects/programs in meeting the needs of women?

1

Priority One: Education

- It appears that the World Bank will be taking over the education project. It will be important for the Asia WID Officers (Rekha Dayal and Lynn Bennett) to understand the parameters of the project.
- Have there been any links with the ABEL (Advancing Basic Education and Literacy) Project managed by Creative Associates? Should we help you make that link?
- A GENESYS consultant, Carol Martin, is familiar with Pakistan and could do an evaluation of the current state of the project.

Priority Two: Human Rights and NGO/PVO Support Activities

- A review of the NGOs capable of taking on further responsibilities, particularly women's organizations, would give other donors guidelines on how to proceed. The Makran Report is an example of such a study.
- The Special Development Fund is deserving of an evaluation particularly because it is so innovative. As a public/private trust fund, with grants to NGOs which can continue after the suspension of direct USAID support, and with a focus on women, this fund will undoubtedly generate some interesting lessons learned.

Priority Three: Training

- The Pakistan Mission is well-known for its strong stand on including women in its training programs, especially the forestry program. A well-documented statement of how this was done would serve others who have been reluctant to insist on women's participation. This might include an assessment of the effectiveness of the quota system and mention of the criteria for selection.
- A follow-up study would be useful of the women who have been trained and whether their training has helped them advance in their professions.

Other Areas

Health and Population

- All of Pakistan's Health and Population projects have direct relevance to women in Pakistan. What will happen to the women beneficiaries? What lessons have been learned from these projects for a conservative society?

Private Enterprise

- Are there linkages with other projects internationally which have been made, e.g. with the Entrepreneur Development Training Institute (EDTI) in Ahmedabad, India, with the USAID GEMINI project for documentation, with the Agromart Outreach Foundation in Sri Lanka?

Agriculture and Rural Development

- With the interest in community-based forestry and water management systems current today, any lessons learned about including women in these efforts would be instructive. Nepal is embarking on a community forestry initiative, with a planned conference in November on "Women in Forestry and Natural Resource Management," and Sri Lanka has a new project under their environmental project called SCORE (Shared Control of Resources). The ECOGEN Project out of Clark University has been looking at these initiatives and might be able to assist you to do an assessment.
- Jan Emmert in the USAID/Agriculture Office is an excellent resource as he served as the WID Officer in Sri Lanka.
- The IUCN Pakistan office organized, in collaboration with the ILO, a training course on "Women and Forestry." A handbook on the subject was developed for that course. In general the IUCN Karachi and Islamabad offices have an excellent record of considering not only the theoretical roles of women, but also the balance between the genders in hiring personnel. The Pakistan IUCN program director is Aban Mather Kabraji. Her address is as follows: IUCN, 1 Bath Island Road, Karachi 75530, tel. 922-1-533937. She was also the founder of Shirhat Goh, an NGO dealing with women's issues. THE IUCN Islamabad office is headed by Dr. Abdul Latif Rao, tel. 9251-812725.

I will pouch you some supplementary information, including a detailed memo on potential agricultural or social forestry research and the resume of a woman who is currently in Pakistan with the Fulbright program, Anita Weiss. She has been a registered consultant with the GENESYS project and is interested in working on women's issues. She can be contacted through the U.S. Educational Foundation.

TO: Gretchen Bloom
Gender/WID Advisor
Asia Bureau

FROM: Judith Schumacher

DATE: December 6, 1992

SUBJECT: STUDY ON GENDER ISSUES IN PAKISTAN

I apologize for the delay in getting more information to you about the Pakistan program and a possible study of our project activities as they relate to gender issues. Your previous communications were shared and reviewed with the WID Committee. In our initial discussions which followed your FAX of August 31, it became apparent that we were all getting mixed messages. The Committee was not sure whether the proposed study was to be a documentation/lessons learned of what we have/have not done here, or an assessment of activities with the objective of making changes, introducing new elements, etc. As much as we would like to do the latter, as you know during our phase-out the Mission is not in a position to do much realigning in terms of implementation.

Upon review of the additional material you sent and after further discussions with Nancy Tumavick and staff from some of our technical offices, the consensus was that a limited and focussed study documenting USAID/Pakistan's activities as they relate to gender would be worthwhile for several reasons. First, identifying and implementing activities that directly benefit women is not easy in a country such as Pakistan where both religious and tribal traditions often pose serious obstacles. In addition, there is a limited pool of local women that can be used as resources for implementation. USAID/Pakistan's approach has been to integrate women in development activities throughout its portfolio. Since most of our projects are quite large, one consequence has been that our specific WID activities and/or the possible impact, intended and unintended, of our interventions on women often gets overlooked. The Committee is of the opinion that there are some significant accomplishments and lessons learned that are well worth documenting and would prove valuable to other USAID Missions as well as the donor community in Pakistan.

If you agree that a study would be useful, please let us know what would be required of the Mission so that we can agree on any commitment before proceeding further. Please be advised that time and financial constraints here will limit the amount of resources the Mission can commit to the work. As a matter of logistics, January, which formally looked like a "good" month, is now out, at least until the 24th. Ramazan begins the end of February and lasts until the end of March. Field work would be difficult during that time. This leaves us with April and May as possible times for a visit.

As to content, the Mission recently concluded the semi-annual review of its portfolio. In addition, I have had some further discussions with the staff of various projects in trying to determine where we might focus a gender study. As a result I have outlined our activities/projects on the following pages, grouping them as follows:

GROUP I: Projects where beneficiaries can be identified, where data is readily available, and that are mature enough to have had some measurable effect.

GROUP II: Projects where activities are aimed at influencing women, but where one of the above 3 ingredients is missing.

GROUP III: Projects that are gender neutral, where beneficiary identification is obscure and/or any effect on women would be difficult to measure or ascribe to our intervention.

I have included brief statements describing the activities as well as a section listing possible sources of data. This is by no means meant to be all inclusive. Where I have included possible areas of study or inquiry, these are just some of my own thoughts that have emerged when looking at the projects. I have also tried to address the topics highlighted in the memos you forwarded to us.

Clearance:

WID Committee Representatives:

KFatima (draft)

DEsch (draft)

Project Officers:

KHameedullah (draft)

DWeller (draft)

FPavich (draft)

DSprague (draft)

BSpaid (draft)

LBradshaw (draft)

Deputy Director:

NTumavick (draft)

GROUP I PROJECTS

1. Training - general

Development Support Training Project (DSTP)
Agricultural Sector Support Program (ASSP)

In addition to the specific project-related training in all of our project, the two projects above have offered training to a wider audience - DSTP in the area of management and ASSP in the agricultural sector.

Participant Training: Approximately 500 women participants have been sent abroad, almost all to the United States, for both academic and technical training. Over half have received training in management-related areas, over 100 in agriculture-related fields.

In-country Training: DSTP established a Management Training Unit that focused on in-country training in the areas of management, administration, entrepreneurship, and training of trainers. Over 1800 people were trained between 1988 and 1991, almost 40% of them women. Although this unit was closed in September 1991 as a result of the Pressler cutbacks, the Unit's records are available from the contractor who is still in country. General training for the ag sector was provided through ASSP, which sponsored programs for women in Balochistan in improving basic skills and started a program for women in entrepreneurship.

Information sources: The DSTP Technical Assistance contractor supports an active follow-up unit that would be of assistance in your study of participant training. TA contractor and USAID records would be able to locate women for follow-up and interviews.

2. Forestry Planning & Development (FPD)

Training: The project has supported the training of the first female foresters at the Pakistan Forest Institute with the objective that the graduates of this program will be employed in the area of social forestry and will have direct impact on advancing the merits of social forestry especially as they affect women beneficiaries (see below).

Nursery Operators & Plantation Owners: Some of the private sector nurseries established by the project are run by women and there are women plantation owners. Some possible questions that arise are: will the women nursery owners survive after the project support ends? are they as competitive as male nursery owners in sales to the private sector (as opposed to the subsidized sales to the Forestry Department)? do the plots of the women plantation owners fare as well as men? if not, why not? what effect would employing more of the above mentioned graduates as extension workers have on the female-run enterprises?

On-Farm Beneficiaries: A major objective of the project was to increase the supply of firewood to the private farmers. Since women are the main gatherers of firewood, what effect has the social forestry model had? Has the introduction of trees at the farm level changed the women's routine in terms of providing both firewood and fodder? Again, would the employment of women extension workers augment the benefits of social forestry to women at the farm site?

Information sources: 1991 evaluation; project records (fairly comprehensive, would identify women beneficiaries); women trained at Pakistan Forestry Institute; CDIE evaluation on environment (field work recently completed; a report on their work in Pakistan should be available, although I haven't seen it yet.)

Note: Of all the studies and evaluations done for FPD, to my knowledge none have had a female team member. As a result I do not believe any possible female beneficiaries have ever been interviewed directly.

3. Area Development Projects:

Northwest Frontier Area Development Project (NWFAD)

- Gadoon-Amazai component
- Kala Dhaka component

Tribal Areas Development Project (TADP)

- TADP component
- Sarhad component (SRSC)

Note: From field visits and other monitoring exercises, I think that one of the more interesting aspects to explore here is how any women's related activities got going at all. All components are working in extremely isolated areas, where the donor community had not previously been active. So there is some real "ground breaking" here. There are many aspects of these projects that would affect women, I have just highlighted three specific activities.

Non Formal Education Centers: The Gadoon component established NFEs in 31 villages, offering training for women in areas such as basic literacy, vocational skills, health and hygiene. A recent in-depth assessment was carried out and resulted in an Action Plan that will restructure the management system and focus on an improved program and the training needed to deliver it.

Project-run Girls Schools: The project started and has operated six girls schools (3 primary, 2 middle, 1 high school), bringing in teachers from the outside the area and renting local facilities. Village acceptance and support for these schools are reflected in the 70% enrollment increase for current year. There were no girls' secondary schools in the project area before these schools opened. The girls currently enrolled in grade 10 will be the first females ever to graduate from a local secondary school.

Women's Organizations: SRSC is a newly formed NGO operating in two districts of the Northwest Frontier Province, where women are restricted by social and cultural constraints and have traditionally been excluded from the decision making process. SRSC's approach is to support women to develop separate organizations and provide support for development and enterprises traditionally managed by women. In the last two years, 38 Women's Organizations have been formed, extension workers trained, activists identified and productive investment projects initiated.

Information available: Women beneficiaries in these projects are easily identified. Three recent evaluations/assessments of SRSC have been completed - one by an agency of the UN, one by SRSC and Winrock, and one by the Mission. NWFAD has recently completed an internal assessment of the NFE centers and maintains records on the progress made by the project run girls schools. Field visits and interviews would be possible.

4. Primary Education - (PED)

This is obviously an important activity, one that should provide major, long-lasting benefits for the female population in both Balochistan and the NWFP. The extent of our efforts thus far should be well documented in an evaluation of the PED program that will be conducted early in 1993. The scope of work includes an assessment of the activities on a gender disaggregated basis.

5. Agriculture Extension/Outreach

In addition to the Forestry project mentioned above, there are other projects where attempts to reach women at the farm site/village level have been made mainly using the extension/outreach approach. Two examples - the MART project has established a Farming Systems Research component that has a separate WID element aimed at directly increasing the productivity of rural women. The TIPAN project is developing the capacity of the Agricultural University in Peshawar. The University has a separate Directorate of Outreach that is trying to establish a program directly involving rural women and youths.

6. Project Development & Implementation Fund - (PDIF)

There is a NGO component in this project that has supported a working women's hostel. Behbud Organization, a women's NGO, and the Research and Training Institute of the Orangi Pilot Project. Field assessment would be possible.

NOTE: In reference to your interest in looking at work with NGOs, this is only one project. There is more NGO work throughout the portfolio, including the Forestry and Area Development Projects mentioned above.

GROUP II PROJECTS

1. Population projects

Social Marketing of Contraceptives (SMC)

Population Welfare Planning (PWP)

The primary beneficiaries of these two projects are the women who are protected by contraception. Beyond the percentage covered we have very little, if any, data on the individual women. The SMC project has carried out various surveys but they are mainly directed at the male purchasers and suppliers of condoms. There are no female shopkeepers. On a national level, the best and most recent data is available from the PWP-funded Demographic Health Survey that was completed in 1991. On an individual level, women could be identified and located based on clinic and NGO records. However, it is unlikely that the benefit of such a follow-up would justify the considerable time and cost involved. We will be taking a closer look at beneficiary identification and the monitoring of the effect of our activities in the population sector in our proposed PRIFAM project.

2. Child Survival - (CSP)

The original project as outlined in the Project Paper has had major changes, owing to a late start up and major funding cuts due to Pressler. Under the revised strategy, curriculum has been developed and the ensuing training began this year. It would be too early to look at the effectiveness of either the curriculum or the training.

3. Special Development Fund - (SDF)

The Trust for Voluntary Organizations (TVO) set up by this project is definitely of interest, since its three target areas are HRD, WID and Community Health. However, it is rather premature to attempt to evaluate the outcome of this approach, as the first grants were extended only in May of 1992.

GROUP III PROJECTS - These projects mainly focus on institutional development, policy reform, and infrastructure.

Private Sector Power
Energy Planning & Development
Rural Electrification

Private Investment Expansion
Shelters Resource Management

Irrigation Systems Management
Roads Resources Management
Balochistan Road Project



USAID/ISLAMABAD
FACSIMILE TRANSCIVER COMMUNICATIONS SYSTEMS
FAX DOCUMENT TRANSMISSION REQUEST FORM

FAX# 92-51-824086

TELEX# 54270 USAIDPK

PHONE# 92-51-824071

Date: January 3, 1993

Fax No.: 01-202-647-3805

To: Ms. Gretchen Bloom, Gender/WID Advisor, Asia Bureau

From: Kaneez Fatima M. Kassim, WID Officer,
Office of Program, USAID/Islamabad

No. of Pages: 2

Subject: WID Study

1. I have been asked to respond to your e-mail of December 22 on the above subject addressed to Judy Schumacher who is presently on leave (she will return on 01/10/93).
2. The Mission is of the opinion that it indeed would be useful if you stopped by Islamabad when you are passing this way sometime end-January/early-February in order to draft a scope of work for a yet-to-be funded and approved WID study which would focus on documenting USAID/Pakistan's activities/achievements as they related to gender.
3. What we would expect from your TDY here, would be a detailed scope of work, an illustrative budget and -- with help from me --, a PIO/T all ready to go. The WID Committee is of the opinion that there are some significant accomplishments and lessons learned that are well worth documenting and which would prove valuable to other USAID Missions as well as the donor community in Pakistan. We must emphasize here that, as the Mission is in a phase-out/phase-down mode, we want the proposed study to be a document of lessons learned, rather than of what we have not accomplished with the objective of making changes, introducing new elements into projects, etc. which at this point is virtually impossible in most cases. Judy's fax to you of December 6, 1992 clearly spells out what we need from the proposed study and the time frame best suited to the Mission.

Official Personal

Approved By: _____

Virgil D. Miedema, Chief, PRO

Date transmitted: _____

Time logged: _____

Charges Rs.: _____

C&R Supervisor: _____

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4. What we suggest is a one week TDY in Islamabad for you. We understand that your salary and international travel costs will be covered by the GENESYS contract and all you will require from us is per diem for the duration of your stay in Islamabad, plus administrative support (which PRO/PDM will provide). We are in the process of confirming that funds are set aside to cover your per diem costs. We will make reservations for you at the Islamabad USAID Staff House once we know your confirmed dates.
5. Since we are restricted by the Pressler Amendment, funds are very low at the Mission for evaluations/studies. We need GENESYS to pick up as much of the costs as possible. For any remainder, once you have prepared a scope of work for the proposed study and provided us with an illustrative budget, we would then approach the Economic Affairs Division (EAD) for their approval to use funds from the bilateral Project Design and implementation Fund (PDIF) project. PDIF funds have been used in the past to fund evaluations and studies. However, as this fund is also shrinking fast, EAD is being especially selective in granting approvals. If you think it might be useful for you to meet officials at EAD to emphasize to them the importance of such a study, we would be happy to arrange a meeting with them.
6. Please let us know when you plan to be in Islamabad so that necessary logistics can be arranged.

Clearance:

NTumavick: _____ VDMiedema: (Draft) RSteelman: _____ LMartin: _____

cc: Judy Schumacher, O/PDM

AS OF PM FEB. 11, 1993

Gretchen Bloom
Gender/WID Advisor
Asia Bureau, USAID/Washington
Pakistan Visit, Feb 14-26, 1993
DRAFT ITINERARY

Sunday, Feb 14

AM Arrive Islamabad via PK 716 at 0205
 (USAID driver to meet at airport and take to
 Judy Schumacher's residence)

(USG Holiday)
 Read thru reports/documents provided by Judy/Fatima.

Monday, Feb 15

0815 Briefing with Judy Schumacher/Fatima Kassim, PDM/PRO
 (confirmed)

0900 Meet with Khawaja Hameedullah, Forestry Planning and
 Development Project Officer, ARD and Chuck Hatch, WINROCK,
 Chief of Party (confirmed)

1000 Meet with Basharat Qadir, Legal Advisor (handling some human
 rights projects), O/RLA (confirmed)

1100 Meet with Nasim Sherin, Program Assistant (handling the micro-
 enterprise workshops contract with local training groups), O/PEN
 (confirmed)

1400 Meet with Lois Bradshaw, Health Officer, HPN (confirmed)

1500 Meet with Jesse Brandt, NGO Advisor for Population, HPN
 (tentative)

Tuesday, Feb 16

0900-1200 Attend INWID Monthly Core Group Meeting at CIDA premises
 (with Fatima Kassim, O/PRO) (yet to be confirmed)

1200-1330 Lunch (Join PRO/RLA/few friends for lunch hosted by Fatima
 Kassim at the Islamabad Club) (confirmed)

1430 Meet with Rushna Rauji, HPN (confirmed)

1830 Dinner and meeting with Tara Upreti, Training Advisor for Child
 Survival Project (and formerly for Primary Health Care Project) at
 Judy Schumacher's house (confirmed)

Wednesday, Feb 17

- 0700 Drive to Peshawar (Fatima Kassim to accompany).
- 1000 Meet with Javed Majid and some female social organizers of Sarhad Rural Support Corporation (confirmed)
- 1130 Meet with Wade Robinson, AED, Chief of Party for Primary Education Program (confirmed)
- 1330 Meet with RRD/Peshawar staff (Rashida Khanum, WID Specialist for NWFAD AND TAD Projects and Tariq Durrani, Policy Advisor, RDD Projects) (confirmed)
- 1430 Drive back to Islamabad from Peshawar.
- 1830-2000 Attend reception hosted by Anne Aarnes for Ms. Phyllis Dichter-Forbes. Participants to include SAP-related officials, NGO community, PRIFAM design team, SMC evaluation team, etc. (See attached guest list)

Thursday, Feb 18

- 0800-1630 Draft a scope of work and a PIO/T for a focussed study to document USAID/Pakistan's activities as they relate to gender. Judy Schumacher/Fatima Kassim to work with her in finalizing these documents.
- 1900 Attend dinner hosted by Nancy Tumavick and Jonathan Sperling for Ms. Phyllis Dichter-Forbes.
- (Move to Tumavick/Sperling residence).

Friday, Feb 19 to Saturday, Feb 20 (local holidays)

Sunday, Feb 21 to Tuesday Feb 23

Work with AID/Rep on developing a WID Action Agenda (Schedule to be provide by Laura Lindskog)

- Friday, Feb 26 Depart Islamabad via BA 118 (USAID driver to drop to airport)

* * * * *

February 25, 1993

MEMORANDUM

To: John Blackton, Mission Director, USAID/Pakistan
Nancy Tumavick, Deputy Mission Director, USAID/Pakistan

Through: Kaneez Fatima Kassim, WID Officer, USAID/Pakistan *KFM*

From: Gretchen Bloom, Gender/WID Advisor, Asia Bureau

Subject: CAPTURING WID SUCCESSES IN USAID/PAKISTAN

As the USAID Mission to Pakistan phases out its program over the next two years as a result of the Pressler Amendment, the following activities are recommended to be undertaken by the Mission to capture the WID successes in this difficult environment both through documentation for dissemination and through incorporation into continuing activities for sustainability.

- WID Study: The Mission WID Committee has approached the GENESYS Project of the R&D/WID Office to assist the USAID Mission to conduct a WID Study in Pakistan, to capture the successes for women in the development interventions undertaken by the USAID Mission during its tenure in Pakistan. The GENESYS staff is eager and willing to help in this important endeavor. It is proposed that the services of a local subcontractor be engaged to assist with the implementation of this study through the purchase order mechanism. Through GENESYS, any money contributed by the Mission will be matched by the R&D/WID Office in Washington through the GENESYS Project. A Scope of Work has been prepared, highlighting four sectoral foci: primary education, rural interventions through ARD/RDD, social forestry and participant training. In addition, the NGO sector will be reviewed.
- Closeout Evaluations: As closeout evaluations are conducted, these should include analysis of the WID interventions made through the project with an eye to recommending specific successful activities. One example which has already been planned is an evaluation of the Child Survival Project. If the lessons learned about successful interventions can be highlighted, these messages can be included with other models discerned directly from the WID Study.

- Other Mechanisms: Information from regular Mission mechanisms can also be fed into this compilation of WID success stories. Examples follow:
 - 1) The Forestry Project plans to conduct a second national workshop in 1993 on Women in Forestry, focusing on employment and training of women professionals and on the enhancement and facilitation of the roles of women land users. When this is conducted, the "lessons learned" can be included in the Mission WID study.
 - 2) The SRSC (Sarhad Rural Support Corporation) recently held a workshop on gender issues, entitled "Under the Constrained Environment of NWFP: Avenues of Development Opened for Rural Women." The outcome of the workshop will be available soon. These ideas can also be incorporated into the WID Study.

 - Follow-on Activities: Projects which will have follow on through local NGOs or other donors should be encouraged to have gender-sensitivity built into the next stage. Examples where this already appears to be happening follow:
 - 1) The social forestry model of the Forestry Project will be adopted in a new project designed by the World Bank and the ADB. The USAID staff is already working closely with the team in the design of the project and is strongly encouraged to continue. In that way, gender lessons learned can be incorporated into the project, as well as any messages which result from the proposed Mission WID Study.
 - 2) The activities of the Primary Education Development Project likewise will be continued by the World Bank. Already the contractor project staff is cooperating closely with the project identification and design teams from the World Bank to facilitate a smooth transition. It is also possible that some of the staff will be retained to work with the World Bank team, ensuring a smooth transition and incorporation of lessons learned.
 - 3) The NGO sector will be absorbing many of USAID's initiatives. USAID project staff in, for example, the Northwest Frontier Area Development Project are assisting in the creation of a local NGO under which grassroots organizations will be able to collaborate, as they develop a track record which allows them to become certified, to access funding through the Trust for Voluntary Organizations and/or to attract outside
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support. The TVO, already very supportive of women's groups and apparently "gender aware", should be encouraged to provide gender sensitivity training to the NGO staff with whom it works, just as it supports other kinds of training. (This TVO complements the National Rural Support Program run by the GOP and the proposed private NGO training project intended to provide mechanisms for institutional strengthening of NGOs.)

- WID Officer Training: The Mission has already acknowledged the importance of offering training in gender analysis and WID to the current WID Officer. This is appropriate and will enhance her ability to contribute to the processes described in this memo. The Asia Bureau will remain in close dialogue with her about the venue and timing for this proposed training.

The Asia Bureau Gender/WID Advisor remains ready to serve as a resource in collaboration with the R&D/WID Office throughout this process. Further, the GENESYS (Gender in Economic and Social Systems) Project and other R&D/WID-funded projects, such as ABEL (Advancing Basic Education and Literacy) can be accessed on a 50-50 match basis under current Congressional legislation.

Please do not hesitate to call on us. Thank you for the opportunity to assist you in this process.

cc: USAID/Pakistan WID Committee Members

W

USAID/PAKISTAN

WID Study

SCOPE OF WORK

Capturing USAID's Women in Development Successes in Pakistan

I. BACKGROUND

The UNDP recently established its Human Development Index based on three standard measures, life expectancy, education and income. Countries are categorized into three levels, high, medium and low. Pakistan belongs in the low human development category. Much of the reason for this categorization results from the low status of women. Literacy for women, for example, is only 21.1% (World Bank, 1990), contrasted with 34.8% for men; and very few women participate directly in economic life. In the labor force, only 28.8% of the total population participates, with males at 49.4% and females at only 6.8%. According to the recent UNDP report on Pakistan, entitled Balanced Development: An Approach to Social Action in Pakistan (1992), "as long as the potential economic value of women is not fully appreciated, their status will remain dominated by their child-bearing and rearing activities." UNDP identifies female education as the "key to unlocking this vicious circle."

The USAID Mission in Pakistan has been working innovatively through its programmatic efforts to redress this imbalance. However, in 1990, the USAID Mission in Pakistan was required by law to begin closing out its projects in accordance with the Pressler Amendment to the U.S. Foreign Assistance Act's Pressler Amendment which prohibits continued assistance to Pakistan if it engages in nuclear proliferation activities. In 1991, at the time of the Asia Mission Directors Conference in Washington, the USAID/Pakistan Deputy Director responded favorably to the newly appointed Asia Bureau Gender/WID Advisor's suggestion that an effort should be made during the closeout process to "capture" the Mission's gender-related experience.

II. PURPOSE

The purpose of the WID Study is to capture the lessons learned through USAID-funded projects about integrating gender issues into the development portfolio of a country in which women are discriminated against. These lessons will then be conveyed to two audiences: 1) organizations which will be carrying out development activities, including the donor community, NGOs within Pakistan and the Government of Pakistan, as appropriate; and 2) development professionals in other similarly restrictive countries where women have low or very low status.

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The WID Study is not intended to describe the situation for women in Pakistan globally, as that information has already been made available by United Nations organizations, nor is it expected to provide an exhaustive evaluation of USAID's efforts to integrate gender considerations into its portfolio. Rather, it is expected to identify and highlight specific WID experiences in a concise and coherent manner.

III. STATEMENT OF WORK

Overview

The USAID/Pakistan WID Committee has concluded that a limited and focussed study documenting USAID/Pakistan's activities as they relate to gender will be worthwhile for the following reasons:

- Identifying and implementing activities that directly benefit women is not easy in a country such as Pakistan where both religious and tribal traditions often pose serious obstacles.
- The impact of integrated WID activities, whether intended or unintended, often gets overlooked in large development projects.
- USAID has made some significant accomplishments and discovered some important lessons both at the policy and the project implementation level that are well worth documenting and would prove valuable to other USAID Missions in Asia and the Near East as well as the donor community in Pakistan.

The WID Committee used its semi-annual review of the Mission's portfolio to classify the Mission's projects into three groups, based on their relevance for a WID Study. The three groups are described below:

- **GROUP I:** Projects where beneficiaries can be identified, where data is readily available and that are mature enough to have had some measurable effect.

Training

Development Support Training Project (DSTP)
Agricultural Sector Support Program (ASSP)

Forestry

Forestry Planning and Development Project (FPD)

Area Development

Northwest Frontier Area Development Project (NWFAD) - Gadoon-
Amazai and Kala Dhaka

Tribal Areas Development Project (TADP)

Sarhad Rural Support Corporation (SRSC)

Primary Education

Primary Education Development Project (PED)

Agriculture Extension/Outreach

Management of Agricultural Research and Technology Project
(MART)

Transformation and Integration of Provincial Agricultural Network
(TIPAN)

- **GROUP II:** Projects where activities are aimed at influencing women, but where one of the above three ingredients is missing.

Population

Social Marketing and Contraceptives Project (SMC)

Population Welfare Planning Project (PWP)

Child Survival

Child Survival Project (CSP)

Support to Non-Governmental Organizations

Special Development Fund (SDF)

- **GROUP III:** Projects that are gender neutral, where beneficiary identification is obscure and/or any effect on women would be difficult to measure or ascribe to USAID's intervention. These projects focus mainly on institutional development, policy reform and infrastructure improvement.

Energy

Private Sector Power (PSP) Project

Energy Planning and Development (EP&D) Project

Rural Electrification (RE) Project

Private Sector

Private Investment Expansion (PIE) Project

Shelter Resources Management (SRM) Project

Infrastructure

Irrigation Systems Management (ISM) Project

Roads Resources Management (RSM) Project

Balochistan Road (BR) Project

Procedures

In order to determine the "lessons learned" from USAID/Pakistan's interventions in the above projects, the subcontractor will perform the following:

- 1) Review USAID/Pakistan evaluations and other project documents, with a particular emphasis on Group I interventions, with a view to summarizing gender lessons contained therein;
- 2) Interview USAID and contractor staff about the specific success stories of WID interventions which they recall, particularly in the ARD, PED, NGO and training projects;
- 3) Design beneficiary-relevant questions to measure impact, (e.g. in forestry, ask women how much local trees have helped), as outlined in Annex I, and interview project beneficiaries using them;
- 4) Distinguish in the lessons learned between the hard obstacles or constraints that USAID was able to overcome at the policy level (e.g., getting the Ministry of Education to agree to open schools for girls) and at the project implementation level;
- 5) Identify key sex-disaggregated data, if any, that has been informative for project implementation and documenting project impact; and
- 6) Prepare a synthesis of lessons learned from individual project level information in terms of the key characteristics that have led to success in these projects, on a sectoral basis or preferably cross-cutting.

The contractor is not expected to prepare an exhaustive summary of all interventions in Pakistan nor to elaborate at great length on the Pakistan experience in general. Rather, concise success stories of USAID's interventions which worked to bring women into the development process in Pakistan are to be recounted in a clear and enticing manner for replication.

The contractor is also asked to propose a strategy for conveying these "lessons learned" to other donors in Pakistan, to NGOs and to the GOP, as appropriate. In collaboration with GENESYS, a training module will then be devised to accomplish this purpose. This module may be used, for example, for follow-up seminars for the 6,000 participants of the DSTP. Glossy booklets/publications will also be prepared with GENESYS supervision. GENESYS will then determine, in conjunction with the Pakistan Mission, how these lessons can be best conveyed to a wide audience, through training and document dissemination.

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(Annex I contains specific information on USAID's programs and projects in Pakistan with suggested approaches to capturing the WID successes in each one. The contractor is expected to review these suggestions and follow them, as appropriate. Annex II contains a preliminary list of resource materials which have been gathered for the WID Study.)

IV. QUALIFICATIONS

The main contractor on the WID Study will be The Futures Group, as indicated, proven for its abilities to manage WID studies through its selection by the R&D/WID Office in 1990 to manage the 5-year \$20 million GENESYS (Gender in Economic and Social Systems) Project.

A local subcontractor will be selected by the GENESYS Project, via the Asia Bureau Gender/WID Advisor, to conduct the in-country portion of the study. This firm/individual must have the following qualifications and/or provide a team with these combined skills.

- Proven capabilities to work in the Pakistani cultural milieu;
- Sensitivity to and experience with gender/WID issues;
- A social sciences background;
- Appropriate language capabilities;
- Technical expertise in one or more of the USAID sectoral areas (agriculture, human resource development, education, health, training);
- Good writing skills; and
- Prior experience in international development projects, specifically with USAID, if possible.

V. FUNDING/LEVEL OF EFFORT/BUDGET

The USAID Mission will be match funded by the R&D/WID Office on a 50/50 basis through the GENESYS Project for this entire activity. The interviews with selected USAID staff should be completed as early as possible within the 90-day assignment due to the departure of many members of the staff in the summer of 1993.

The budget presented by the sub-contractor must not exceed \$25,000 for the entire product, to be completed within 90 days. The funds will be dispersed on an incremental task basis, upon completion of discrete portions of the Scope of Work. (The total budget for the activity is somewhat larger due to the oversight and contributions of the GENESYS Project staff.)

(Illustrative budgets for this WID Study are attached. One budget illustrates anticipated expenses for the entire WID Study, conducted through the GENESYS Project by The Futures Group. The second budget illustrates the estimated costs for a sub-contracted Purchase Order for the main substance of the WID Study, to be offered to a qualified Pakistani firm or personal services contractor.)

June 29, 1993 - retyped based on USAID/Pakistan's SOW

Gretchen Bloom

ANNEX I
USAID/PAKISTAN
WID STUDY
USAID Programs and Projects

GROUP I

Development Support Training Project (DSTP)

The Development Support Training Project (DSTP) has provided both for participant training opportunities for women in the U.S. and for in-country training. Approximately 500 women have been sent abroad, almost all to the United States, for both academic and technical training. Over half have received training in management-related fields, and over 100 in agriculture-related fields. DSTP also established a Management Training Unit that focused on in-country training in the areas of management, administration, entrepreneurship, and training of trainers. Over 1800 people were trained between 1988 and 1991, of which nearly 40% were women. (Although the Unit was closed in 1991 due to the Pressler cutbacks, the Unit's records are available from the contractor, Academy for Educational Development (AED), still in country.)

The contractor will do a follow-up study with women participant trainees from the DSTP who have returned from the U.S. and investigate the following:

- 1) Why were they willing to leave Pakistan to go to the U.S?
- 2) What obstacles did they have to overcome?
- 3) What new opportunities, if any, have been opened to them as a result of the training?

The contractor will do a similar study with beneficiaries of the Management Training Unit's in-country training. (These beneficiaries are both trainer consultants, who became trainers themselves under the project, and other trainees.)

Agricultural Sector Support Program (ASSP)

Under the Agriculture Sector Support Program (ASSP), twelve women are presently in the U.S. seeking Master's degrees in agriculture as part of the long-term training program. Amongst these are two women GOP officials from Sindh who successfully completed nine months of training in-country to prepare them for long-term training programs at the Master's level in the U.S.

Additional general training for the agricultural sector has been provided through ASSP, which sponsors programs for women in Balochistan in improving basic skills and also started a program for women in entrepreneurship. Eight women are currently receiving short-term training under ASSP.

In Phase I of the 1991 Private Sector Training Plan, five women were selected for short-term training programs in horticulture, poultry production, agriculture management and forestry. These women are now actively involved in their respective fields of interest.

As with the DSTP, the contractor will do a follow-up study with women who received training under the ASSP, both in the U.S. and in Pakistan.

Forestry Planning and Development Project (FPD)

Under the Forestry Planning and Development Project, a major breakthrough has been made in securing admission for women for the first time to train as foresters at the Pakistan Forest Institute in Peshawar. With USAID funding, the number of women forestry graduates in the country will exceed 30 by the end of 1994. These female graduates are intended to be employed in social forestry endeavors and are expected to have direct impact in advancing the merits of social forestry, especially as it affects women beneficiaries.

In addition, some of the private sector nurseries established by the project are run by women. There are also some women plantation owners.

Some of the WID lessons learned through the project include the need to be opportunistic and respond to particular situations which allow small changes which can provide an entry point for future interventions of a grander nature. An example of this occurred when a woman became the first female forester at the Institute because her name appeared to the registrar to be a male name. Another potential entry point has been identified as the father-daughter linkage. Those fathers who are themselves foresters whose daughters have been encouraged to study at the Institute are predicted to be strong supporters of their daughters' placement in rural settings as employed foresters.

The contractor will review the Forestry Planning and Development Project for lessons learned, as follows:

- 1) Meet with trained women foresters and investigate the following:
 - a) Why the foresters joined the program.
 - b) What will motivate foresters to continue.

- 2) Interview on-farm beneficiaries. Since a major objective of the project was to increase the supply of firewood to private farmers, the following questions, at least, should be asked:
 - a) What effect has the project had on women as major gatherers of firewood?
 - b) Has the introduction of trees at the farm level changed the women's routine in terms of providing both firewood and fodder?
 - c) Would the employment of women extension workers augment the benefits of social forestry to women at the farm site?

- 3) Attempt to answer the following questions:
 - a) Will the women nursery owners survive after the project support ends?
 - b) Are women nursery owners as competitive as male nursery owners in sales to the private sector, as opposed to the subsidized sales to the Forestry Department?
 - c) Are the plots of women plantation owners as successful as those managed by men? If not, why not?
 - d) What effect would employing more female forestry graduates as extension workers have on the female-run enterprises?

Northwest Frontier Area and Tribal Areas Development Projects (NWFAD and TADP)

Under the Northwest Frontier Area Development (NWFAD) Project, over 30 Non-Formal Education (NFE) centers have been established in the Gadoon-Amazai area. Nearly 2000 women have already been trained in skills such as vegetable gardening, livestock raising, social forestry, sewing, embroidery, knitting, adult literacy and health education. Seventeen local grassroots women's organizations have been established.

The project has also started and operates six girls' schools (3 primary schools, 2 middle schools, and 1 high school), bringing in teachers from outside the area and renting local facilities. There were no girls' secondary schools in the project area before these schools opened. Village acceptance and support for these schools is reflected in a 70% enrollment increase this year. The girls currently enrolled in Grade 10 will be the first females ever to graduate from a local secondary school.

In addition, poultry distribution and training of women in poultry breeding has been undertaken as part of the NWFAD Project, focusing on the remote Kala Dhaka region. Women are given chicken "units" (5 hens and 1 rooster) and veterinary necessities and are trained in the basics of poultry husbandry.

(Other agricultural projects have provided assistance to women. The Food Security Management Project conducted a workshop for women on technology transfer for insect and rodent control at Fateh Jhang. Copies of the training manual used at the workshop were provided to the Women's Foundation in Lahore. Under the Management of Agricultural Research and Technology Project (MART), women in development programs have been held on crop production and livestock management activities in Fatehjang Tehsil through the project's Farming Systems Research component with its separate WID element aimed at directly increasing the productivity of rural women. The TIPAN Project is developing the capacity of the Agricultural University in Peshawar. The University has a separate Directorate of Outreach that is trying to establish a program directly involving rural women and youth.)

This project offers some truly ground-breaking examples of success stories. To begin with, it is particularly impressive that any activities promoting the involvement of women were able to be undertaken at all in these extremely isolated areas, where the donor community had not previously been active.

NWFAD has recently completed an internal in-depth assessment of the NFE Centers which resulted in an Action Plan that will restructure the management system and focus on an improved program with the training needed to deliver it. The project maintains records on the progress made by the project-run girls' schools. Field visits and interviews for both the NFEs and the girls' schools would be possible.

Sarhad Rural Support Corporation (SRSC)

The Sarhad Rural Support Corporation (SRSC) is a newly formed NGO operating in two districts of the Northwest Frontier Province, where women are restricted by social and cultural constraints and have traditionally been excluded from the decision making process. SRSC's approach is to support women to develop separate organizations and enterprises traditionally managed by women. In the past two years, nearly forty Women's Organizations (WOs) have been formed, extension workers have been trained, activities have been identified, and productive investments have been initiated.

Women beneficiaries in this project are easily identified. Three recent evaluations / assessments of SRSC have been completed, one by the United Nations, one by SRSC and its founding contractor, Winrock, and the third by USAID.

Primary Education Program (PED)

The PED Program started in 1989 with a goal of increasing access to primary education for girls in two of the least developed provinces in the country, the Northwest Frontier and Balochistan Provinces. At a funding level of \$77 million over five years, it is one of the Agency's largest basic education programs. It is designed to increase female participation by training more women teachers and ensuring that new schools are located close to where girls live.

This is obviously an important activity, one that should provide major, long-lasting benefits for the female population in both Balochistan and the NWFP. Examples of the importance already attached to primary education for girls is the GOP's commitment to support construction of new schools only for girls for the next two years.

Three lessons learned can already be cited. One is that, according to the project's Human Resource Survey, parents are willing to send girls to school, even coed schools, under certain conditions. The second is that the preschool level can provide an innovative entry point for girls' education, allowing girls to gain an extra year of education at little extra cost and no social disruption. The third, at the policy level, is that is very important to have female role models in meetings where policy decisions are made about girls' education.

The contractor will extract lessons learned about attracting girl children into primary education through a review of project documentation and interviews with staff. Many of these lessons have already been understood and documented in regular program and project documents. It needs only to be extracted, compiled and summarized for dissemination.

In addition, an evaluation of the PED program is scheduled for early 1993. As the Scope of Work includes an assessment of program activities on a gender-disaggregated basis, the evaluation should provide some additional complementary information to be added to the WID Study.

Support for NGOs: Human Rights Activities

Under Section 116(e) of the Human Rights Fund for FY 90, a number of grants have been provided to NGOs to carry out human rights activities. Amongst these grants are the following:

Lawyers for Human Rights and Legal Aid: A grant was provided to the Lawyers for Human Rights and Legal Aid to support operation of a legal aid center in Karachi that has facilitated two paralegal training seminars where NGO staff, community workers and volunteers, most of whom are women, have been taught basic family law. This training is intended to enable the participants to provide advice in their communities and encourage people to professional help from lawyers at the center.

Pakistan Women Lawyers' Association: A grant has been provided to this group to support a liaison legal aid center at Rawalpindi, extending legal assistance to indigent women. The center also serves as a base for the PWLA to monitor legislation pertaining to women's rights, and to track legislators' voting records on these issues.

Under the Project Design and Implementation Fund (PDIF), grants have been made available to women-based NGOs as described below:

Family Welfare Cooperative Society: A grant has been provided to the FWCS for the construction and furnishing of a working women's hostel in Lahore. This facility is within walking distance of government offices and institutions in an area where there is no accommodation available for women. FWCS hopes the hostel will be self-sustaining in the future.

All Pakistan Women's Association: A multi-purpose auditorium has been constructed for the Punjab branch of the APWA. This auditorium will be used to further APWA's programs as well as becoming an income generating facility to fund APWA's education, health, family planning, and vocational skills programs for the indigent women of Lahore.

With the growth of enthusiasm for NGOs in Pakistan, and with USAID's hope to provide future development assistance to Pakistan through NGOs, it will be particularly important for the contractor to document how gender considerations are handled by NGOs.

GROUP II

Social Marketing of Contraceptives Project (SMC)

The Social Marketing of Contraceptives Project (SMC) promotes family planning and attempts to expand the availability of contraceptives through the private sector. The primary beneficiaries of this project are the women who are protected by contraception, thus greatly improving their health and lowering Pakistan's very high maternal mortality rate.

The SMC Project has conducted various surveys to determine the percentage of the population covered by contraception, but these surveys have been primarily directed at the male purchasers and suppliers of condoms. There is very little, if any, data on individual female beneficiaries; and, as there are no women shopkeepers, this has been an empty avenue of

investigation.

While women could be identified and located based on clinic and NGO records for follow-up interviews about the impact of the SMC Project, it is deemed cost-ineffective to attempt such an undertaking. Furthermore, the proposed Private Sector Family Planning (PRIFAM) Project will absorb many of these interventions, as mentioned below.

The SMC Project has just undergone an evaluation. As the SOW for the evaluation was not designed with this WID Study in mind, it may well not have included sufficient questions to capture gender lessons. However, it should be reviewed. Likewise, some of the lessons learned in the health sector may be contained in the Primary Health Care Project evaluation conducted in 1991.

Population Welfare Planning Project (PWP)

The Population Welfare Planning Project benefits millions of Pakistani women by providing maternal health and family planning services. Over 4000 female community health workers, health technicians and medical officers have received training in clinical and health care delivery skills to this end.

On a national level, the best and most recent data available is from the PWP-funded Demographic Health Survey completed in 1991. The contractor will be expected to review this survey for insights relevant to this WID Study.

The Mission WID Committee notes that no follow-up has been done with individual women in addition to this survey. While the resultant information would be very important for this WID Study, the WID Committee feels, as with the SMC Project, that it is unlikely that the benefit of such a follow-up would justify the considerable time and cost involved. It is also noted that the Mission will be taking a closer look at beneficiary identification and the monitoring of the impact of USAID's interventions in the population sector in its proposed PRIFAM Project.

As the Mission phases out, some of the activities of this project will be incorporated into this new PRIFAM Project, administered through NGOs. The contractor will participate in the design phase of this project to ensure that the lessons for women learned from the PWP are carried over into the new project.

Child Survival Project (CSP)

The Child Survival Project targets the nation's mothers and mothers-in-law for communication and research programs on improving child care and survival. It also improves child survival by expanded immunizations and availability and knowledge of oral rehydration.

The original project as outlined in the Project Paper has had major changes, owing to a late start-up and major funding cuts due to the Pressler Amendment. Under the revised strategy, a curriculum has been developed and the training component began this year. It would be too early to review the effectiveness of either the curriculum or the training.

However, the project will be formally evaluated in 1994. The contractor will provide input to the design of this evaluation to ensure that it captures the successes of the project in meeting its objectives for women and children. (FYI, if there is a specific WID component to the evaluation, the Mission may be able to match CSP funds with R&D funds on a 50/50 basis.)

Special Development Fund (SDF)

The Special Development Fund Project supports, amongst other activities, the establishment of the Trust for Voluntary Organizations (TVO) through a \$30 million endowment. This purpose of the trust is to promote the development of the NGO sector in Pakistan. Its three target areas are Human Resource Development, Women in Development, and Community Health. A number of its beneficiaries are women-based NGOs promoting WID objectives.

As it is too early to collect success stories from TVO about women-focused interventions, as the first grants were issued in May 1992, the contractor should discuss with the TVO its concrete agenda for evaluation of activities with either a WID-specific, WID-integrated, or WID-component focus. The contractor should also review TVO's criteria for grants and work with the TVO to develop a plan for promoting gender-sensitivity training for all NGOs receiving funding from the endowment.

GROUP III

Private Enterprise Development Project

Although most of the private sector interventions have been at a macro-level, and thus relatively gender-neutral, funding was set aside by the O/PEN in USAID/Pakistan to conduct a training of trainers' workshop in women's enterprise development during 1992/93. Women have taken the lead in micro-enterprise training and establishing small credit programs in Pakistan. This training is intended to assist participating NGOs to develop an in-house training capability to further their efforts to assist women to start or improve a business.

The contractor should investigate to what extent these workshops have taken place and provide a follow-up study with those trainers trained to determine the impact of the training.

ANNEX II

USAID/PAKISTAN

WID STUDY

Bibliography

The following documents have been identified as resources for the WID Study. Most (marked with *) are available through the WID Officer in the USAID/Pakistan Mission. The annotations have been provided to assist the study team identify relevant materials for the study. This list is meant to be illustrative, not inclusive.

PAKISTAN: GENERAL

Research Triangle Institute. "Gender Resource Awareness for National Development" (GRAND). Trip Report.

*UNDP. NGOs Working for Others: A Contribution to Human Development. Volumes I and II. 1991.

This publication is a result of a recognition that non-governmental organizations (NGOs) have an increasingly important role to play in the development process in Pakistan. Despite substantial development assistance by bilateral and multilateral agencies and efforts of governments in Pakistan to effectively promote development and to raise the standards of living of the poor, overall, there has been limited success in alleviating poverty. Added to this is the belief that NGOs in Pakistan have the potential to bring about structural change in the society and to improve the conditions of the disadvantaged. Volume I of this publication provides an analysis of the aims, development, strengths, weaknesses and work of NGOs in Pakistan. Volume II serves as an appendix and gives a list of the NGOs contacted for the survey.

*UNDP. Balanced Development: An Approach to Social Action in Pakistan. Islamabad, 1992.

The past few years have witnessed a growing international consensus that development is more than economic growth: development is about people. Pakistan is at the forefront of this discussion. There has been a convergence of national and international concerns over the inadequate impact of development resources on the quality of people's lives in Pakistan. Hence, over the past two years, UNDP has attempted to formulate an alternative to the traditional approaches to development in Pakistan, in close collaboration with Pakistani authorities, and other international donors, especially UNICEF, UNFPA and the World Bank. This report is a result of this exercise.

*USAID. Forward Together: United States Economic Aid to Pakistan. 1988.

This booklet reports on one chapter in the long-term 30-year partnership between Pakistan and the U.S. It describes the period between 1982-87.

USAID/PAKISTAN: PROGRAM/PROJECT/EVALUATION DOCUMENTS

Background Memoranda to WID in USAID/Pakistan

*Study on Gender Issues in Pakistan" - Judy Schumacher, M&E Specialist, O/DRM, USAID/ Pakistan, December 6, 1992

*"WID Agenda and Accomplishments: Highlights of WID Initiatives and Accomplishments by Sector" - Kaneez Fatima Kassim, WID Officer, USAID/Pakistan, February 1993.

Development Support Training Project: Documents.

*Academy for Educational Development. Development Support Training Project: Female Jefferson Fellows and Associates. (1983-92).

*Volume I: This report provides data on female participants who have completed training. The data includes name, personal and employer addresses, dates of study, major field of study, length of study, degree, and funding project.

*Volume II: This report provides information generated by a follow-up survey questionnaire and analyses issues related to training utilization. Participant narratives are also included.

Development Associates. Evaluation of the International Center for Research on Women's Assistance to USAID/Pakistan. 1987.

*The Futures Group. Pakistan: The Makran: Women Can Make A Difference (A Report of Programming Strategies for Development of Women's Economic and Social Talents). Prepared by Carol Martin. GENESYS Project, 1992.

The Makran Division of Balochistan Province has been neglected in the Pakistan's development plans. In efforts to remedy this, in part, USAID sponsored the Balochistan Area Development Project (BALAD). When the Pressler Amendment required phase out of USAID's assistance to Pakistan, this report was commissioned to investigate how Makran women's development needs could be carried out through

local NGOs. This report highlights sectoral constraints uncovered by the research and presents recommendations for program design by NGOs.

Forestry Planning and Development Project: Documents.

*Muhammad, Miss Mamoonah Wali. "WID Activities in the Forestry Planning and Development Project." April 1991.

This paper was presented at the Workshop on Employment of Women in Forestry co-sponsored by the Pakistan Forest Institute and the ILO.

*Huke, Susan, and M.C. Koestar. "A Concept Paper: Second National Workshop on Women in Forestry to be held in Islamabad, Pakistan." September, 1992.

This concept paper outlines a follow-up workshop to be held in 1993, two years after an original workshop on Women in Forestry organized by ILO in Pakistan. At the original workshop papers were presented which reviewed the extent of women's participation in the forestry sector and promoted the formation of working groups to recommend ways to increase the participation of women. The primary goal of the second workshop will be to enhance and facilitate the role of women, both forestry professionals and land users, in forestry and agro-forestry education, training, research and extension.

Microenterprise Training of Trainers: Documents.

*Memorandum. "Microenterprise Training of Trainers (TOT) Workshop for Women in Lahore" - Prepared by Nasim Sherin, O/PEN, USAID, January 7, 1993

*Memorandum. "Microenterprise Training of Trainers (TOT) Workshop for Women in Lahore" - Prepared by Nasim Sherin, O/PEN, USAID, February 9, 1993

Northwest Frontier Area Development Project: Documents.

*Project Paper. "Women in Development: Non-Formal Education."

*Project Paper. "Designing of Non-Formal Education Curriculum for Women in Tribal Agency, Kurram." - Razia Abbas, Allama Iqbal Open University, Islamabad.

*Abdullah, Tahira. NWFADP: Women's Non-Formal Education Component: An Informal Assessment. Office of Program, USAID/Islamabad, 1987.

This informal assessment of a WID initiative underway in a remote, isolated, physically difficult of access, socio-culturally tradition-bound and economically lagging area of the NWFP was prepared for the Northwest Frontier Area

Development Project staff. It is based on visits to 12 centers.

*"Assessment of Non-Formal Education Program" - Mary Jane Javed and Rashida Khanum. July 1990.

*"Women in Development Programs in Gadoon-Amazai: Non-Formal Education Activities" - May 1992.

*"From Poppy Substitution to Sustainable Development: Conceptual Framework and the Action Plan for Project Transformation" - Izhar Ali Hunzai, Aga Khan Rural Support Programme, Gilgit, August 1992.

*"Assessment of Women's Non-Formal Education Program in Gadoon-Amazai" - Peshawar University WID Team, September 1992.

This study of the non-formal education program in Gadoon was conducted in order to assess its impact and document any problems concerned with its implementation. Six university graduates were contracted from Peshawar University to conduct the study. The assessment was intended to be a tool to help in better planning for the future sustainability of women's non-formal education programs in the Gadoon-Amazai area.

Primary Education Development Program (PED): Documents.

*Human Resource Survey: Northwest Frontier Province - Office of the Directorate of Primary Education, June 1992.

The HRS was designed to collect information on the current status and prospects for primary education in the villages of Northwest Frontier Province. A main concern was female teacher supply and distribution.

*"A First Report for Use in Primary School Construction for the Human Resources Survey" - Andrea Rugh

This report contains findings from 4,630 villages surveyed in the Human Resource Survey. It was prepared to provide the P&D Department of the Primary Education Directorate with information on the semi-urban villages in which the community support for girls' education is reported to be high, in which there are no schools, and where someone in the village has indicated willingness to donate land for a school.

*"Purpose Level Indicators"

*"Implementation Plan: Summary of Sectoral Policy Issues for Social Action Program (Education)"

*"Mid-Year Progress Report: Fourth Annual Work Plan 1992-93" - Directorate of Primary Education, NWFP, December 1992.

*"Revised Fourth Annual Work Plan 1992/93" - Directorate of Primary Education, North West Frontier Province, December 1992.

*"Number of Teachers Required in 1992-93"

Sarhad Rural Support Corporation (SRSC) Documents

*Annual Review, 1991.

*"Impact Assessment of CIDA Funded Land Reclamation Project in Nazu Kaley, District Charsadda"

*"A Review of Women's Organizations (WOs) Activities in Charsadda District as of August 1992" - Anila Ikhlas

*"A Review of Women's Organizations (WOs) Activities in Kohat District as of August 1992" - Anila Ikhlas

*A Strategic Planning Assessment. October 1992.

WID RESOURCES: PAKISTAN

*Hussain, Faqir. Status of Women in NWFP (Pakistan). USAID. August, 1992.

This study analyzes the economic, legal, political, religious, health, educational, social and cultural dimensions of the status of women in the NWFP; examines the current allegedly discriminatory laws, policies and practices sanctioned by socio-cultural norms; examines the rights and guarantees provided by law and investigates the reasons for their ineffectiveness; and suggests remedies and measures for ameliorating the conditions of women in Pakistan so that they can become productive members of society.

*Information Network on Women in Development (INWID). Towards Increased Integration of Women's Issues in the GOP's Eighth Five-Year Plan: A Discussion Paper Prepared for the Planning Commission. Islamabad, February 1991.

As an input to the preparatory planning for the Eighth Five -year Plan (1993-98), this paper attempts to list main planning concerns related to increased mainstreaming of WID issues, review past efforts to identify major achievements, constraints and emerging opportunities; and to present recommended strategies for discussion with specific reference to improving women's status. It was prepared by the WID Focal Points of the major donor agencies in Pakistan.

Shirkat-Gah. Subha. A Newsletter on Women and Development.

*UNDP. Women in Development: Pakistan. 1991.

This report on WID underlines the growing concern for including women in the development planning process in Pakistan. Making women contributors to development and at the same time beneficiaries of progress is increasingly recognized as a national objective. A major reason for preparing this booklet is the recognition that most donors are actively involved in WID activities and that readily available information on WID policies and examples of projects could facilitate better collaboration.

*UNICEF. The Girl Child in Pakistan: Priority Concerns. Prepared by Sabeeha Hafeez.

This paper was presented at the UNICEF Strategy Meeting on the SAARC Year of the Girl Child at Islamabad, January 28-30, 1990. It deals with six points: 1) neglect of girl children; 2) differential impact of social environment on boys and girls; 3) discriminatory cultural attitudes toward girls; 4) status inconsistencies; 5) attitudes of indifference toward girls; and 6) disparities in opportunities and access to services and resources.

*UNICEF. Situation Analysis of Children and Women in Pakistan. 1988.

This publication is a first attempt at contributing to an understanding of the extent, nature, correlation and consequences of the different factors that determine children's development in Pakistan. It is a part of the preparation for a renewed social response to the current situation of children. It is also an advocacy response addressed to those who are responsible for planning, administering and deciding upon not only social development in general, but more specifically, for the children who will be adults in the 21st century.

*UNICEF. Women's Economic Participation in Pakistan: A Status Report. Prepared by Faridz Shaheed and Khawar Mumtaz.

This report presents the desk research undertaken in 1990 as an input towards preparation of the GOP/UNICEF "Situation Analysis of Children and Women in

Pakistan." It includes recommendations for improving women's economic participation in Pakistan.

*UNICEF. Structural Issues in Women's Development in Pakistan. Prepared by Amera Saeed. 1990.

This desk research report was undertaken as an input towards the preparation of the GOP/UNICEF "Situation Analysis of Children and Women in Pakistan." It is an enquiry into the structural issues pertaining to women's situation, development and status in Pakistan, including the socio-cultural environment, data constraints, constitutional provisions and legal status, political roles, and policy formulation re development issues.

OTHER

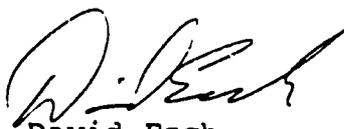
Engendering Development in Asia and the Near East: A Sourcebook. USAID/ICRW, 1992.

Sasson, Jean P. Princess: A True Story of life Behind the Veil in Saudi Arabia. William Morrow and Company, Inc., New York, 1992.

April 22, 1993

MEMORANDUM

To: Distribution

From: Chair, USAID/Pakistan WID Committee,  David Esch

Subject: WID Study: Capturing USAID's WID Experiences in Pakistan

This memorandum is to inform you and your staff that USAID/Pakistan has just bought into the R&D/WID Office centrally-funded GENESYS (Gender in Economic and Social Systems) Project for a WID Study. The Futures Group is the main contractor for the project; Enterprise and Development Consulting (EDC) has been subcontracted to perform the in-country portion of the study. The Mission's funds have been matched by the WID Office through the GENESYS Project.

The objective of the study is to capture stories of interventions made on behalf of women, whether in separate projects or integrated into mainstream activities, which either succeeded at enhancing women's opportunities to participate in development or failed due to an inability to overcome existing constraints for women.

Due to the imminent departure of many USAID staff and contractors, this study will begin immediately. The EDC team, under the direction of Team Leader Maliha Hussein, will interview project staff in May. Field interviews of representative beneficiaries will be conducted in June and July.

We will greatly appreciate your and your staff's cooperation in this regard despite your hectic schedules so that we can document USAID's gender-related stories in Pakistan for distribution to other donors here and for wider dissemination to other countries where women face similar constraints.

We look forward to a very positive outcome to this study. The study is scheduled to be completed by the end of August. Thank you in advance for your cooperation.

Draft: GBloom, Asia Bureau Gender/WID Advisor, GENESYS Project

Clearances:

PRO: KFMKassim
PDM: JSchumacher

CC: Dir: JSBlackton
DD: NTumavick

Distribution: Attached

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USAID/PAKISTAN WID STUDY

List of Interviewees

John Blackton - Mission Director, USAID
Nancy Tumavick - Deputy Director, USAID
David Esch - Deputy Chief, HRD and Chair, WID Committee, USAID
Virgil Miedema - Director, Program Office, USAID
Fatima Kassim - WID Officer, USAID
Judy Schumacher - M & E Officer, USAID

Group I

David Sprague - Chief, HRD, USAID (Participant Training, Primary Education)
Lance Lindabury - Chief of Party, DSTP/AED (Participant Training)
Cindy Brown - Placement, DSTP/AED (Participant Training)
Tom Rogers - Follow-up, DSTP/AED (Participant Training)
Dennis Weller - USAID/ARD (Participant Training/Forestry/MART/TIPAN)
Jamil Ahmed - USAID/HRD (Participant Training/ARD/ASSP)
Sarah Tirmazi - USAID/HRD (Primary Education)
Wade Robinson & staff - AED/Peshawar (Primary Education)
Frank Pavich - Chief, RDD/ARD, USAID (Area Development)
Hank Schumacher & Project Directors - USAID/Peshawar (Area Development)
Rashida Khanum - WID Specialist, USAID/Peshawar (Area Development)
Tariq Durrani - Policy Advisor, USAID/Peshawar (Area Development)
*Dick Scott - DAI/Kala Dhaka (Area Development) * before May 10
Chuck Hatch - Chief of Party, Winrock (Forestry)
Khawaja Hamidullah - Project Officer, USAID/ARD (Forestry)
Fatima Kassim - USAID/Program (NGOs/PDIF)
Anis Dani - TVO
Farwah Zafar - WID Advisor, TVO
Javed Majid - SRSC/Peshawar
Samia Khan - WID Advisor, SRSC/Peshawar

Group II

Anne Aarnes - Chief, HPN, USAID (Health, Population, Child Survival)
Barbara Spaid - USAID/HPN (Population)
*Lois Bradshaw - USAID/HPN (Child Survival) *after mid-June
Dr. A. Faisal - USAID/HPN (Child Survival)
Rushna Ravji - USAID/HPN (Child Survival)
Tara Upreti - Training Advisor (Child Survival, Primary Health Care)
TIPAN technical assistance team - TIPAN/Peshawar

Group III

Nasim Sherin - USAID/PEN (Private Enterprise Training)
Anjum Ahmad - USAID/PEN (Energy)

LIST OF CONTACTS

USAID Staff

Kaneez Fatima M. Kassim - WID Officer, USAID/Pakistan
David Esch - Deputy Chief, O/HRD, USAID/Pakistan - Chair, WID Committee
Judy Schumacher - M&E Officer, O/PDM, USAID/Pakistan
John Blackton - Mission Director, USAID/Pakistan and Afghanistan
Ali Khan - Program Officer
Nancy Tumavick - Deputy Director, USAID/Pakistan
Anne Aarnes - Chief, O/HPN, USAID/Pakistan
Lois Bradshaw - Health Officer, O/HPN, USAID/Pakistan
Rushna Rauji - O/HPN, USAID/Pakistan
Nasin Sherim, Project Management Assistant, O/PEN, USAID/Pakistan
Frank Pavich - Chief, Rural Development Division, O/ARD, USAID/Pakistan
Tariq Durrani - Policy Advisor, Rural Development Division, O/ARD, USAID/ Pakistan
(Peshawar)
Rashida Khanum - WID Specialist, Rural Development Division, O/ARD, USAID/Pakistan
(Peshawar)
Kawaja Hameedullah - Forestry Planning and Development Project, O/ARD, USAID/Pakistan
Basharat Qadir - Legal Advisor, O/RLA, USAID/Pakistan

USAID Contractors

Chuck Hatch - COP, Forestry Planning and Development Project, (Winrock)
Hank Schumacher - Chief, Technical Support and Planning Unit, USAID/Pakistan
(Coverdale Associates) (Peshawar)
Tara Upreti - Training Advisor, Child Survival Project
Lance Lindabury - COP, Development Support Training Project (Academy for Educational
Development)
Wade Robinson - COP, Primary Education Project (Academy for Educational Development)
(Peshawar)

LIST OF CONTACTS CONTINUED:

WID Contacts

Sarah Ahmed - UNICEF
Samina Kamal - UNDP
Chandni Joshi - UNIFEM
Andrew Standley - EEC
Bitten Modal - NORAD
Samina Hassan - ILO
Asma Sufi - UNIFEM
Kathryn Townsend - Australian High Commission
Tahira Abdullah - UNFPA
Naheed Aziz - UNICEF
Rohi Shoaib - ODA

Others

Kay Huth
Jane Grube
Farwah Zafar - WID Officer, Trust for Voluntary Organizations
Javeed Majid - Sarhad Rural Support Corporation
Syed Ayub Qutub, PIEDAR
Tariq Hussein, EDC
Maliha Hussein, EDC
Reehana Raza, EDC
Tariq Rahim Anwar, EDC
Carol McCreary, KZR
Imran Rizvi, KZR
Kamran Sadiq, SEBCON
Fouzia Saeed, SEBCON

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Memissi, Fatima. Beyond the Veil: Male-Female Dynamics in Modern Muslim Society. Revised Edition. Bloomington: Indiana University Press, 1987.

Mumtaz, Khawar and Farida Shaheed. Women of Pakistan: Two Steps Forward, One Step Back? Lahore: Vanguard Books, 1987.

Saeed, Fouzia and Adam Nayyar. Women in Folk Theatre. Islamabad: Lok Virsa, 1991.