

Trip Report

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**POSITIVE OPPORTUNITIES FOR  
PRACTICAL GENDER-RELATED  
ACTIVITIES IN  
THAILAND**

**USAID/THAILAND  
REGIONAL SUPPORT MISSION  
RHUDG/BANGKOK**

**By:  
Gretchen Bloom**

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**GENESYS**

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## **I INTRODUCTION / BACKGROUND**

On any trip to Asia, Bangkok is usually a convenient stopover point. Hence, as I planned my TDY to Nepal, I endeavored to determine other nearby stopovers to use my time well and make my trip more cost-effective. Bangkok was logical, especially since I had not spent any time with Susan Palmer, the newly appointed WID Officer.

When the RHUDO learned that I would be in Bangkok, I was asked to participate in a curriculum design workshop the RHUDO was organizing on behalf of the Asian Institute of Technology (A.I.T.).

As it happened, in planning my itinerary, I stopped over in Bangkok twice, due to flight schedules, March 31 - April 4 and April 15-16.

## **II OBJECTIVES**

My objectives during my stopovers in Bangkok were threefold:

- 1) To meet with the GenDev (Gender in Development) Advisor at the Asian Institute of Technology (A.I.T.);
- 2) To meet with Asia Foundation staff regarding the TAF proposal to enhance the participation of women in the political process in Asia and the Women in Democracy study; and
- 3) To meet with Susan Palmer, the USAID/Thailand and Regional Support Mission (RSM) WID Officer regarding her activities, needs, training, and strategies.

## **III ACTIVITIES**

During my two separate visits to Bangkok, from March 31 - April 4 and April 15-16, I met with the GenDev Advisor at A.I.T. in conjunction with the RHUDO director and training officer, with TAF staff, and with the WID Officer.

1) *Asian Institute of Technology*

The Bangkok RHUDO is working with the Asian Institute of Technology to revise its urban studies curriculum to integrate courses on environmental management. In order to ensure that the curriculum is gender-sensitive, I traveled to A.I.T. on the outskirts of Bangkok with Earl Kessler, RHUDO Director, and Barbara Foster, RHUDO Training Director, to meet with staff on their upcoming curriculum development workshop May 5-7. I spent my time with Govind Kelkar, the Gender in Development Advisor. I shared with her some recommendations. (See memo in Annexes)

2) *The Asia Foundation*

At the Asia Foundation, the director, Dick Blue, and his staff were very enthusiastic about the possibility of a centrally-funded project to enhance women's participation in the political process. Because of USAID's current limited assistance to Thailand, due to its Advanced Development Country (ADC) status, TAF is particularly concerned that USAID's assistance continue in the democratic pluralism arena because Thailand is at a critical juncture due to its recent elections. TAF was eager to have Thailand included in the proposal as one of the target countries. Following discussions with TAF's head office and Asia/DR, Thailand was included.

The TAF staff was also very helpful in making preliminary appointments for Jenna Luche for her May visit for the Women in Democracy study.

3) *USAID/Thailand -- Regional Support Mission*

Within the bilateral Mission to Thailand and the Regional Support Mission, I was able to spend time with the newly appointed WID Officer, Susan Palmer, briefing her on Asia Bureau and WID Office goals and activities, informing her of the WID Officers' workshop scheduled for October, and encouraging her to take a broader role in the two Missions.

In order to understand the Thai Mission's program, I reviewed the US-Thai Partnership Project Paper and provided suggestions to the WID Officer about intervention points to enhance the participation of both men and women equally. In addition, the Mission Director shared with me some past and recent examples of positive opportunities for practical gender-related activities, as follows:

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***THE COLLEGE OF ENERGY, ENVIRONMENTAL AND ADVANCED MATERIALS:***

This is an executive graduate course in energy and materials. The first class is 60% female. This course will be a stairway to executive level assignments for professional women in the fields of energy and materials. In other words, the gender issue is moving out of "cottage industry" and into more high-tech and management opportunities for women.

***TELECOMMUNICATIONS TRAINING FOR RURAL WOMEN:***

There are currently no female telecommunications technicians working for the public and private phone companies. USAID is funding a study to see how young rural women with limited education can be helped to break into this growth area at the technician level.

***FEMALE CHILD PROSTITUTION:***

This is a social as well as health (HIV) issue, with young women still being sold as prostitutes. With some young women now returning home HIV positive, there is increasing concern about alternatives. USAID is exploring a pilot education/jobs program for young women in Northern Thailand near the Burma border.

***NATIONAL HIGHER EDUCATION PLAN:***

The Thai Government is seriously considering revamping its college/university system. This could be an excellent chance to focus on the gender issue. Clearly higher education is, as in other countries, a success variable in Thailand. If the RTG requests USAID involvement, the Mission will seek joint WID funding of this important policy initiative.

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Wherever possible, I dialogued with USAID staff, in particular Bob Dakan (ASEAN), Denny Robertson (USAID and RSM), Lawrence Hardy (USAID and RSM), Earl Kessler (RHUDO), Barbara and David Foster (RHUDO), and Bill Erdahl (Khmer Affairs Office). At the end of my second visit, I had the opportunity to meet with the Mission Director and RSM Director, Tom Reese, in conjunction with WID Officer Susan Palmer and her supervisor, Denny Robertson, of the Project Development Office, to discuss means of paying greater attention to gender issues.

The Mission Director assured me that the Mission is serious about gender issues because it makes good development sense, and is especially critical to USAID's multi-pronged approach to the HIV/AIDS.

#### **IV. CRITICAL ASSESSMENT**

On my first swing through Bangkok, the WID Officer was not in country and most Regional Support and bilateral Mission senior staff were in Washington for RSM meetings in the Asia Bureau. I did travel to A.I.T. for a productive meeting with Govind Kelkar, the GenDev Advisor, and visited with Dick Blue, Director of the Asia Foundation Office, and selected staff regarding the TAF proposal and the women in democracy study.

During my second visit I was able to conduct an informal needs assessment with the WID Officer, to discuss gender considerations with the Mission Director, and to garner the support of Denny Robertson, Susan Palmer's supervisor, for her participation in the October WID Officers' Workshop. (Susan's job description will be rewritten in September to reflect changes in her responsibilities.) I was also able to deliver a document to A.I.T. suggesting some gender interventions in the curriculum for the urban studies program and to organize some interviews for Jenna Luche for her May 12-19 visit for the Women in Democracy study.

#### **V. IMPLICATIONS / NEXT STEPS**

The implications of the visit are several and follow-up steps fall into certain categories:

##### *1) Asian Institute of Technology*

Prior to my departure, the RHUDO staff learned that the senior staff in the Human Settlements Division at AIT, within which the GenDev Office falls, are very supportive of gender sensitization. However, with a major reorganization underway at AIT, there are many concerns. It will be important to track the outcome of this reorganization. The May workshop will produce some recommendations from scholars and officials across Asia. It will be important to review these recommendations for their gender implications.

RTI will be conducting a study to identify relevant curriculum materials for AIT in the urban environmental area. It has been suggested that RTI also investigate the availability of gender-sensitive curriculum materials. Names and members of R&D/WID and GENESYS staff members have been given to RTI.

A Canadian professor, Dr. Bela Hyma, will be working with Govind designing and delivering a course on gender issues in the urban area. They will be co-delivering the course. It will be important to follow this development.

The GenDev Department has just been refunded, following an outstanding evaluation. There is concern on HSD's part, however, that the GenDev staff needs to work on its strategic planning capabilities. If I have the opportunity to return to Bangkok in September, I will visit with Govind and AIT staff in this regard.

2) *The Asia Foundation*

No follow up is needed unless the TAF proposal is funded. Jenna Luche will meet with the WID Officer, however, during her visit to Bangkok for the Women in Democracy study and will share her observations regarding NGOs in Thailand, especially as they involve women.

3) *USAID/Thailand*

The WID Officer's participation in the October workshop has been suggested. This commitment needs to be tracked. She could definitely benefit from some gender/WID specific training to complement her human resource development background and skills.

The Mission staff has produced some case studies of their successful WID activities, one a woman-owned firm producing and delivering AIDs-detection technology and the other a College of Petrochemical Technology co-funded by Thai and U.S. partners which has a 60% female enrollment rate. These should be circulated. (See annexes.)

When the first class of women graduates from the college in two years, their future should be tracked. (I will visit this school on my next visit, perhaps in September.)

The WID Officer's job description is due to be rewritten when her contract is renewed in September since it does not accurately represent her current duties. In the revision her responsibilities for WID need to be accurately included and time allotted for this commitment.

She will also be working to create a Mission WID Committee to support her in her work as she tries to integrate a greater consideration for gender issues into the Thai program.

4) *Regional Support Mission*

Finally, the WID Officer's involvement in the Cambodia and Mongolia programs needs to be encouraged. At present, little recognition of gender issues appears in either program, although there is considerable potential in both.

The Cambodia program is a fully international PVO program. As yet, there is very little potential for indigenous PVO development since there are so few Cambodians able to manage them.

However, the Cambodian population serviced by the international PVOs has many female-headed households due to losses in the war. Nonetheless, the AID Rep has not yet drawn on Susan's availability to focus on gender-related issues in the Cambodia program.

The Mongolia AID Rep has been charged with drafting a strategy for his program by the end of August. He too has not yet had occasion to draw on the assistance of Susan Palmer. I have proposed that she and I make a joint visit to Mongolia to assist with the strategy. This would also serve the purpose of providing Susan with an opportunity for on-the-job collaboration.

## **GLOSSARY OF ACRONYMS**

<b>ADC</b>	<b>Advanced Developing Country</b>
<b>AIT</b>	<b>Asian Institute of Technology</b>
<b>ASEAN</b>	<b>Association of South East Asian Nations</b>
<b>GenDev</b>	<b>Gender in Development</b>
<b>GENESYS</b>	<b>Gender in Economic and Social Systems</b>
<b>HSD</b>	<b>Human Settlements Division</b>
<b>RHUDO</b>	<b>Regional Housing and Urban Development Office</b>
<b>RSM</b>	<b>Regional Support Mission</b>
<b>RTG</b>	<b>Royal Thai Government</b>
<b>RTI</b>	<b>Research Triangle Institute</b>
<b>TAF</b>	<b>The Asia Foundation</b>
<b>TDY</b>	<b>Temporary Duty</b>
<b>WID</b>	<b>Women in Development</b>

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# **ANNEXES**

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**LIST OF CONTACTS**

**Richard Blue, Director, Asia Foundation**

**Robert Dakan, Deputy, ASEAN**

**Bill Erdahl, Director, Khmer Cross-Border Program**

**Barbara Foster, Training Officer, RHUDO**

**Govind Kelkar, Gender in Development Advisor, AIT**

**Earl Kessler, Director, RHUDO**

**Gene Morris, Deputy Director, USAID and Director, RSM**

**Susan Palmer, PVO and WID Officer, USAID and RSM**

**Tom Reese, Mission Director, USAID and RSM**

**Denny Robertson, Project Development Officer, USAID**

April 15, 1993

## MEMORANDUM

To: Susan Palmer, WID Officer, USAID/Thailand and RSM  
From: Gretchen Bloom, Gender/WID Advisor, Asia Bureau  
Subject: Meeting Agenda, April 16, 1:00 P.M.

Thank you for agreeing to spend a portion of your afternoon with me tomorrow, even though you will be leaving and have much to complete before you go. This is an excellent opportunity for us to get to know each other and for me to understand better how to support you from Washington.

As I explained this morning, in our brief encounter, my job is to assist Missions to better incorporate gender and WID issues into their portfolios. Sometimes this involves an analytical approach to projects and programs which is gender sensitive; sometimes it involves proactive work specifically on behalf of women. In either case, I am available as a resource to you as the Mission and RSM WID Officer.

Tomorrow I am hoping we will have time to discuss the following agenda items:

1) Gender Integration into USAID/Thailand and RSM Portfolios

The Asia Bureau WID Matrix makes USAID/Thailand appear rather gender insensitive -- and the Cambodia and Mongolia Missions do not appear at all. It is helpful for me to have the Thai Mission's cable response to the outgoing Asia Bureau cable --I'm glad you could find a copy.

I also am planning to review a copy of the Partnership Project Document in order to give you some thoughts about ensuring a gender-sensitive approach to project implementation.

2) WID Officers' Workshop / AWID Conference, October 1993

As I mentioned to you, the Women in Development Office, through the GENESYS (Gender in Economic and Social Systems) Project, is planning a worldwide WID Officers' Conference in October in conjunction with the conference sponsored by the Association for Women in Development. I am hoping the USAID/Thailand and Regional Support Missions will be willing

to support your participation in this 10-day event. It would help increase your skills and would also link you to a network of like-minded people. Denny Robertson is already in agreement with my suggestion that you participate. It would involve a commitment to pay your international transport and per diem costs, which, as you suggest, could be built into your contract when it is re-negotiated.

3) TAF Proposal on Women's Political Participation

As we discussed, The Asia Foundation submitted a proposal to the Asia Bureau and the WID Office in Washington to fund activities which directly promote women's participation in the political process. Since the initial proposal was far too costly for us to even consider, TAF was asked to resubmit it at a manageable level (\$500,000) with fewer countries. The Asia Bureau has not yet decided to fund it.

Since I have been away from Washington for three weeks, I am not sure which countries figured in the final proposal. However, during my earlier visit here, I met with Dick Blue (March 31) and understood that he was very eager to have Thailand participate in the project, if funded. This is just a "heads up" -- you may wish to contact TAF to see if Thailand was included. I will try to get you a copy of the proposal, as submitted, if relevant, when I return to DC.

4) Women in Democracy Study by Jenna Luche

Jenna Luche is conducting a study for the Asia Bureau on women's participation in democracy in Asia. She is using three countries where USAID has assistance, Nepal, Bangladesh and Thailand. She will be testing the hypothesis that a democracy is not truly democratic if women (comprising 50% of the population) are not included. At the same time, she will be investigating ways to include more women in the democratic process so that she can make recommendations to the Asia Democracy Program.

Jenna will be in Thailand from May 12 to May 19. We have arranged for her to work with TAF on May 13 and 14 in Bangkok and to visit villages in the Chiangmai area with TAF on May 15 and 16. She will be back in Bangkok on May 17-18 and will be in touch. I would encourage you to meet with her, as she can learn from you and you will be able to hear what she has learned. She is an expert in both WID/gender issues and PVO management. I'll let her know to contact you on one of those days. She will be staying at the Arnoma Hotel while in Bangkok.

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5) Nepal Gender Analysis Workshop / Women's NGO Training

I have just spent the past ten days in Kathmandu, co-training 35 USAID staff and collaborators on gender issues, and helping to facilitate the beginning of a 12-day workshop for women leaders in the NGO/PVO community. I would love to share with you some of the insights gained, as you think about ways to make an impact both on this Mission and the FVO community.

Thanks again for the commitment for tomorrow. I think our meeting will help us chart better how we can work together effectively in the future. It has already been nice to have a chance to meet you. You have a great job -- and a great opportunity through that job to work on behalf of people in Southeast Asia. Enjoy!

cc: Denny Robertson, USAID/Thailand

April 15, 1993

## MEMORANDUM

To: Susan Palmer, WID Officer, USAID/Thailand  
From: Gretchen Bloom, Gender/WID Advisor, Asia Bureau  
Subject: Intervention Points in Support of Gender Considerations  
in USAID/Thailand Partnership Project

Thank you for giving me the opportunity to share some of my thoughts on the USAID Mission's innovative approach to development in an Advanced Developing Country like Thailand.

Per your request, I have reviewed the Project Paper for the U.S.-Thai Development Partnership Project for possible intervention points which will make implementation of the project more sensitive to gender considerations. The partnership concept offers many opportunities for creativity and should be viewed as a chance to involve both men and women in new ways.

(Please note up front that the proposed interventions reflect not only the Congressional mandate requiring USAID to be responsive to the needs of both men and women in assisted countries but also good development practices. For development efficiency and sustainability, as well as equity, it is important to involve as many human resources as possible in the development process. As such, my suggestions are often framed in terms of "gender considerations" rather than "women in development" to imply a need for an analytical approach as much as a proactive stance on behalf of women.)

My suggestions follow:

1) The Project Methodology calls for three stages. All stages offer opportunities for interventions to encourage the maximum utilization of human potential for the greatest development impact.

In Stage I, where the development priorities of the Partnership are set, the annual meeting's discussion should certainly include an agenda item to discuss how men and women in Thai society can be included as participants in the project for maximum impact both on them as individuals and on the broader goals of the project.

In Stage II, where USAID will fund a grant on a cost-sharing basis with the principals in a prospective partnership agreement for the preparation of a development plan, USAID can intervene to

ensure that the data collected is sex-disaggregated. For example, the cited market survey or potential legal barriers can be sensitive to gender roles. (N.B. R&D/WID Office funds can be tapped on a 50/50 match basis for data collection or other activities which respond to the Congressional mandate to ensure that both women and men have access to the benefits of USAID development assistance.)

In Stage III, USAID may offer a development impact enhancement package to encourage the partnership. This package could certainly include stipulations that gender issues be reviewed and/or propose certain modalities to ensure a developmental impact which addresses social problems, e.g., the AT&T model where the commercial partnership included the social sector goal of providing alternative employment opportunities to prostitution for girls from Northeast Thailand.

2) The positive selection criteria for arriving at funding determinations for individual transactions have already been determined. However, as the merits of each prospective partnership are reviewed, the potential contribution of the partnership to policy reforms and institutional changes which benefit both men and women should be noted.

Likewise, as negative selection criteria are used, if the benefits of the partnership are not noted to be gender-responsive, the partnership could be deemed to have no identifiable development benefits and project funds would be withheld.

3) When a Partnership Executive Committee is established to review partnership proposals, the WID Officer ideally should sit on the Committee. If that is not appropriate, your supervisor could represent your views.

4) When a Partnership Manager is recruited, the RFP for the activity should stipulate the need for a U.S. organization which has a gender-balanced staff, a track record of concern for gender equity, and an ability to intervene technically to ensure that the processes which make up the job will be gender sensitive, e.g., concept papers, SOWs, information dissemination, and so on. For example, when a Request for Grant Applications is developed and advertised, the Partnership Manager should ensure that marketing is done across gender barriers in the targeted sector so that both men and women have equal access to the opportunity.

Furthermore, the Partnership Manager should be required to generate sex-disaggregated data.

5) The Partnership Project offers an opportunity, as do most USAID projects, for policy dialogue with the Royal Thai Government (RTG). These dialogues provide an occasion to bring

gender considerations to the policy table as plans, strategies and specific interventions are discussed.

6) One of the major themes of the project is reduction of HIV/AIDS. The paper makes reference in some places to whether the sufferers are men, women or children and gives some information as to the categories of individuals most affected. Strategies for reaching men and women will certainly differ. It will be important to the project's success to understand these differences. Any assistance to the institutional development of a government unit for HIV/AIDS prevention and control will need to be gender-sensitive to be effective.

7) The analysis of problems in the environmental infrastructure overlooks the different roles men and women play in environmental matters. Men may be more involved in macro/industrial issues whereas women have the larger role at the family/community level. Both are critical to improving the urban and rural environments in Thailand.

8) The WID analysis in the paper suggests that "WID" is not important in Thailand because women do not suffer the same discrimination and second-class citizenship here as elsewhere in Asia, especially South Asia. True, most women in Thailand may not need strong advocacy for equity. Still, USAID should actively promote equal access to opportunities for women both for their own benefit and to be able to utilize their full potential in the developmental process for the good of society. It has been well documented that women play a major role in their families and communities which can be more powerful if it is enhanced by lifting constraints against women's full and equitable involvement.

Furthermore, gender analysis is an approach which has been developed to allow development practitioners to direct their assistance to those most able to make a contribution to a sector. A variety of tools help planners to understand the different social roles played by men and women based on sex/gender and to target assistance accordingly. Thus, part of social analysis should more appropriately be termed "gender analysis" rather than "women in development," (although the Project Paper is responding correctly to the current requirements).

As you endeavor to assist the Mission with interventions during the implementation of this project, which will increase the prospect of its success by including all potential human resources, and provide the greatest impact from a human development perspective, please do not hesitate to seek assistance from Asia/DR/TR and/or the R&D/WID Office. Good luck!

cc: Denny Robertson, Project Development, USAID/Thailand

April 4, 1993

## MEMORANDUM

To: Earl Kessler, RHUDO, Bangkok  
Barbara Foster, RHUDO, Bangkok

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

Subject: Gender Issues in Proposed Urban Environmental  
Management Program at the Asian Institute of  
Technology/Bangkok

Thank you for including me on your recent visit to the Asian Institute of Technology (A.I.T.). It was a pleasure to meet with Govind Kelkar in the Gender in Development Unit again and to see the progress the Unit has made since our last meeting at the time of the RHUDO workshop in September 1992.

It is exciting to note the enthusiasm with which your proposed new program in Urban Environmental Management (UEMP) is being received by A.I.T. It is also encouraging to remark that A.I.T. appears willing to ensure a curriculum which will be gender sensitive.

As you move ahead with your collaboration with A.I.T. on the Urban Environmental Management Program curriculum, through your contract with Research Triangle Institute (R.T.I.) in North Carolina for a design workshop and materials development, I would like to offer some suggestions about enhancing the gender sensitivity of the program.

- 1) The Draft Curriculum Proposal could be sensitized to reflect A.I.T.'s stated commitment to gender equity and A.I.D.'s Congressional mandate requiring at least 50% of its assistance to directly affect women.

Suggestions for "genderizing" this proposal can be found in Attachment 1.

- 2) The Scope of Work for the contractor should reflect a stronger requirement to gather gender-reflective resources.

Suggestions for modifying the Scope of Work appropriately can be found in Attachment 2.

The ensuing workplan should definitely specify activities specifically concerned with genderizing the curriculum.

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- 3) At the Curriculum Design Workshop in May, attention should be given to cross-cutting themes such as gender.

The most logical place to highlight these themes initially would be in the opening session. The best person to include appropriate remarks would be President North. If he is uncomfortable with that role, Earl Kessler could make them, to reflect both A.I.T.'s commitment to gender equity, and A.I.D.'s mandate to assist countries gender sensitively, thus efficiently. Karl Weber, a former member of the A.I.T. Gen Dev Task Force, could be asked to reinforce these sentiments. Govind Kelkar could be recruited to prepare relevant remarks or insertions to prepared speeches.

- 4) The A.I.T. Gen Dev Specialist, Govind Kelkar, should be invited to participate in the curriculum design workshop scheduled for May 5-7 at A.I.T.

Dr. Kelkar will be available at that time and would be able to accomplish a number of objectives with her attendance, including adding her cross-cutting perspective to the deliberations, absorbing information for use in future gender integration into the UEMP curriculum, and networking with colleagues.

(It will be particularly important to have her attend since I will not be able to be there, due to scheduling conflicts, despite your kind invitation to have me participate.)

- 5) A CIDA professor, Dr. Bela Hyma, scheduled to arrive May 7 to spend six weeks co-delivering a course on gender analysis and preparing a course on gender in urban studies, should be invited to come in time for the workshop.

- 6) While Dr. Hyma is writing her urban studies course she should be collaborating with the R.T.I. team which is collecting materials.

The A.I.T. Research Associate on the team can facilitate this process.

- 7) When the curriculum is finalized, the Gen Dev stand-alone course on "Gender and Urban Development" should be raised to a required course rather than remaining an elective.

Only in this manner will students be sufficiently sensitized to gender issues to understand the specific import of integrated gender themes as they encounter them.

- 8) As the courses are written, every effort should be made to include gender considerations throughout.

A.I.T. is already exploring additional funding (\$5,000), perhaps through A.I.D., to fund salary payments for six months for a locally hired Senior Research Associate to accomplish this integration.

cc: Govind Kelkar, GenDev Unit, A.I.T.  
Tulin Pulley, R&D/WID, A.I.D./W  
Lindsay Elmendorf, PRE/H, A.I.D/W.

Attachment 1  
A.I.T. UEMP Memorandum

Genderization of Draft Curriculum Proposal

The proposal for the new course at A.I.T. does not adequately reflect A.I.T.'s commitment to an unbiased gender-sensitive approach to education in science and technology, as stated in its 1991-1994 plan:

"A.I.T. has expressed its commitment to promote the advancement of women and to strengthen their role in the development process through gender unbiased post-graduate education and extension and through gender analysis and research, as applicable, as well as to encourage the application and admission to A.I.T. of academically qualified women at all levels."

The following suggestions of changes and/or additions to the proposal document would help to rectify this distortion.

0- INTRODUCTION

**Context:** UNCED's Agenda 21 also acknowledged the need "to increase the educational and training opportunities for women and girls in sciences and technology particularly at the post-secondary level." This quote should be included in the paragraph about Agenda 21.

**Environmental management and the city:** Environmental management in the city should have an emphasis on people. A phrase to that extent should be added.

I. RATIONALE AND OBJECTIVES

In the first paragraph, **mankind** should be replaced by **men and women** to be more gender-sensitive.

The second paragraph should end with: "The emerging field of urban environmental management proposes to adopt a proactive way to **work with men and women living in these urban communities.**" Adding the words in bold type brings in a people dimension to the topic.

At the end of the third paragraph, add **including social sciences** in the last sentence.

The fourth paragraph, which lists some aspects of urban environmental management, could be strengthened by adding the highlighted words, as follows:

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- identifying problems in a participatory manner;
- amending the analytical methodologies to include new approaches such as gender analysis;
- building solutions with people;
- making decisions which are people-focused;
- implementing programs and projects; and
- monitoring impacts and changes in a gender-sensitive manner through sex-disaggregated data collection.

When urban environmental management is again mentioned shortly thereafter in the text, with another list, it would be helpful to add **socially sound urban growth and development** to the list.

The rationale section concludes with discussions of five different levels of problems and of training and research. In all areas mentioned, gender is truly a cross-cutting theme. It would be helpful to highlight the significance of considering the gender variable at all levels of the cited urban problems, from policies and legislation through planning and design to implementation through administration. It would also be essential to reinforce A.I.T.'s concern for gender equity in terms of training targets and of the necessity for including gender issues in the research agenda.

## II. CONTEXT

### **Professional activities and higher education:**

Add the following sentence to the first paragraph before the last sentence: **It can also be more difficult for Asian students, especially women, to travel to the West for training due to cultural restrictions and family obligations.**

Add the following sentence at the end of the second paragraph: **A.I.T. is also unique in supporting a Gender and Development Unit to focus on science and technology issues where gender roles make a difference.**

## III. MAIN CURRICULUM

It is recommended that the course entitled Gender and Urban Development (HS xx), now listed only as an elective course under Set A, be moved to the required list because of the cross-cutting nature and importance of the theme. The course would be designed to raise awareness and sensitize students to the gender variable, so that gender issues would be perceived seriously throughout later coursework. Without this commitment by the UEMP, gender will remain a marginal issue, and the opportunity to remove existing differential

constraints for men and women and to draw on their unique strengths may be lost.

#### IV. A.I.T.'s ROLE

Under the listing of benefits of A.I.T. could be added two more, as follows:

- its commitment to gender unbiased post-graduate education;
- its promotion of the advancement of women and a strengthening of their roles in the development process;

#### V. RELATED ACADEMIC ACTIVITIES IN URBAN ENVIRONMENTAL MANAGEMENT

1. **Training:** To ensure that both men and women are targeted as students of A.I.T., the words **men and women** should be inserted before **students**.
2. **Research and consultancy:** Add the following sentence to the end of 2.2: **To provide truly effective recommendations, this research will be conducted so as to be responsive to gender considerations.**
3. **Outreach activities**

All outreach activities offer an opportunity to highlight a commitment to gender equity and to present a gender-sensitive focus. One could add specific language to the proposal, such as, at the end of b. **gender issues in urban development.**

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Attachment 2  
A.I.T. UEMP Memorandum

Genderization of Scope of Work

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In order to be able to include gender issues in the UEMP curriculum and to incorporate a gender-sensitive approach, R.T.I., with A.I.T.'s assistance, should be asked to research available source materials on the topic. The SOW should be modified accordingly, and/or the workplan at a minimum should reflect this responsibility.

Suggestions for adding this gender-responsiveness to the existing SOW, to enhance mention of **gender issues in urban environmental management** as a critical area often ignored, follow:

IV Statement of Work

CURRICULA DEVELOPMENT

(2) Add **male and female** before **representatives of key academic and training institutions** in the first paragraph.

PROFESSIONAL NETWORKS

(1) Add the following sentence at the end of the paragraph: **Ensure that men and women are both represented.**

V Reporting Requirements

Add the following qualifying sentence at the end of the section:

**All reports should be reflective of attention to the cross-cutting themes, including public private partnerships, municipal financing, gender issues and community enforcement policies and practices.**

The individuals listed below, associated with A.I.D., may be of assistance in researching gender issues in the urban arena:

Gretchen Bloom, Asia/DR/TR  
Rosalie Norem, R&D/WID  
Lindsay Elmendorf, PRE/H  
Monique Cohen, R&D/Family and Development  
Annie Foster, R&D/WID  
Myra Buvinic, ICRW

4/5/93

**MEMORANDUM**

**TO:** Pnyllis Dichter-Forbes, ASIA/DR  
Richard Whitaker, ASIA/DR/TR  
Carolyn Barnes, CDIE, PRISM

**FROM:** Jenna Luche, Consultant

**SUBJECT:** Revised DI-Gender-Asia Study's Purpose,  
Objectives, Methodologies and Themes

## BACKGROUND:

The DI-Gender-Asia (DIG) Study has been shaped by the following major influences.

1. DIG is to compliment and build upon the work/documents of David Hirschman's "Democracy and Gender: A Practical Guide to U.S.A.I.D Programs" and the soon-to-be-finalized "Evaluation Report: Asia Democracy Program 12/92."

Hirschman's work provides an overview on "how to" integrate women into any USAID DI activity. The Evaluation Report reviews and provides recommendations for USAID-funded DI portfolios in Asia. DIG's objectives (stated under the next heading) will detail its complimentary and substantive focus.

2. Opinions from the Foreign Affairs Committee, Larry Diamond and DI-NGO lobbyists regarding the future of USAID's involvement in democratization influences the research focus and chosen methodologies.

There is a very strong possibility that USAID will soon support Democratization in the areas of "institution building" and "popular participation," as opposed to funding political process and governance activities. Therefore, USAID's democratization support will focus on the strengthening of civic organizations in order to promote pluralistic societies that should, in turn, foster democracy. Women's public and political participation can be (in)directly affected by supporting civic organizations that benefit women and promote a women's agenda.

3. Perspectives, insights and experiences of the U.S., international and indigenous "DI" NGOs interviewed to date support (and provide) the chosen thematic issues, unique Asia-subregional gender/DI traits and strategy/activity focus.
4. Literature research to date emphasizes the causal relationship between development, democracy and sustainability. Literature research underscores the restricted opportunities for Asian women's political and public participation.
5. The field research methodology was developed from guidance outlined by Phyllis Dichter-Forbes, Richard Whitaker, Carolyn Barnes, David Hirschman, Larry Diamond, various anthropologists, sociologists and PVO representatives, i.e., Interaction, Winrock International and The Asia Foundation.

## DIG PURPOSE:

To identify lessons learned and insights gained under indigenous-NGO/WO programs in order to provide practical recommendations to Asia region USAID's for a) increasing Asian women's access to and participation in development activities, civic organizations and political processes, and b) promoting greater responsiveness of key organizations to women's concerns.

To provide Asia-region USAIDs with country-specific findings including: women's-participation-in-politics histories; feminist movements; active women's organizations (development-oriented and other civic-minded groups); socio-cultural constraints/opportunities for political and public participation; related tables, charts, indicators and anecdotal information.

To increase the awareness of Asia region USAID staff on factors that are affecting women's political, public and development participation including: rising fundamentalism; domestic violence; privatization of public services; human rights issues; devolution of central government; and political parties' stance on women's issues.

## DIG RECOGNIZES THAT:

Every country has different kinds of women (i.e., elite/educated, urban and rural poor) with different types of socio-economic constraints, opportunities, needs, desires and priorities.

Women's political and public participation is realized on a broad continuum of interaction, from being a member of a water users' group to voting to being a student activist to holding a political party seat.

## DIG'S OVERARCHING THEMES:

1. Has (our) work with civic organizations that benefit women also promoted a women's agenda and led to increased public and political participation by women? (What was the process by which this occurred? How can we facilitate this process?)
2. What aspects of democracy have greater/lesser value and significance for different groups of women on a personal and socio-cultural level?
3. How do other economic, social and political phenomenon, i.e., domestic violence, fundamentalism, privatization of public services and devolution of government, impinge and promote women's political participation?

HOW DOES WID AFFECT DEMOCRACY?  
HOW DOES DEMOCRACY AFFECT WID?

HOW DO WOMEN AFFECT DEMOCRACY?  
HOW DOES DEMOCRACY AFFECT WOMEN?

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## RESEARCH METHODOLOGY:

During the TDY portion of the consultancy, the field research will focus primarily on the grassroots level, i.e. indigenous women's organizations and their "beneficiaries." The field research will not be limited to USAID-funded activities/organizations.

Selection criteria for targeted indigenous-NGO/WO and individuals will be developed in accordance to the diversity outlined under "Study Hypotheses and Assumptions." Selection criteria for the NGO/WO will include: organizational-beneficiary responsiveness; organizational employee-board-beneficiary diversity; grassroots-policy linkages; organizational sustainability; and (development) sectoral diversity.

Selection criteria for the women participants (recipients) will insure that those from different ethnic, caste, religious, economic, political and development participation, age and education levels are represented. Focal groups and individual interviews will take place.

Interview time will be weighted in bias of "recipients/participants/beneficiaries" as opposed to, i.e., PVO and political leaders. Recipient perspectives/information is the most lacking to date despite the recipient profile being the largest amongst different types of women.

Appropriate literature research, particularly by non-Western intellectuals, will continue throughout the consultancy.

The Asia Foundation, selected indigenous NGOs and certain Mission and Embassy staff will facilitate the access to the "democracy-continuum women." (See attachment for example.)

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## GUIDING QUESTIONS FOR RESEARCH/INTERVIEWS:

1. How have Asian women politically and publicly participated?
2. What are the restrictions and opportunities for women's public and political participation?
3. What are the women's agendas promoted in civic and political organizations?
4. What kinds of civic and political organizations are benefitting what socio-economic groups of women and in what fashion?  
  
(What linkages (grassroots through policy) do those civic organizations that promote women's agendas and benefit women have?)
5. What other factors impinge or promote women's public and political participation?
6. What are common agendas/linkages/activities shared by women-supportive organizations and multi-sectoral development?
7. How have women's lives been affected by democracy?  
(In what ways have women been empowered individually and collectively?)
8. What aspects of democracy are considered more/less important to different socio-economic groups of women?
- (9. To what extent does the Mission promote women's participation their democracy program?)

Questions will address women's feelings, perceptions, expectations and felt impacts of democracy. Interview questions will ensure that democratization is not confused with economic liberalization.

Initial interview questions will be personalized as "democracy" is an abstract concept for many persons (i.e., "What is the most important issue in your life? How are you trying to address this issue?" and "What do you want for your children?").

"Democracy questions" will be introduced indirectly in the larger realm of participation ("You are a member of this organization, what other organizations are you a member of?" "Which organizations would you like to be a member of but cannot? Why not?").

More specific democracy questions will later be introduced ("Is freedom of speech/press important to you and why/why not?" "Do you vote and why/why not?" "What is the most important issue facing you? your country?" "How is/will democracy help to resolve this issue?" and "Has democracy made your government more responsive/transparent accountable?" "How will democracy help your children's lives?").

## HIV/AIDS DIAGNOSTICS IN THAILAND

## A U.S.-THAI DEVELOPMENT PARTNERSHIP

The Development Problem

The HIV/AIDS pandemic is a critical issue for Thailand. It poses a severe risk to human life with potential devastating effects on the Thai economy. Public health officials estimate that as many as 400,000 to 600,000 Thai citizens are HIV positive, with as many as 1,000 people becoming infected every day. The more dire estimates project as many as 4 - 6 million could be infected by the year 2000. In just seven years, there could be 320,000 living AIDS cases and 170,000 people dying from the disease, making AIDS one of the leading causes of death.

In addition to the human suffering and deaths caused by AIDS, the cost of health care for AIDS patients and the toll taken on the labor force could have a huge adverse impact on the economy. Indeed, public health and business leaders cite the HIV/AIDS pandemic as the greatest threat to continued growth of this country's dynamic economy.

USAID/Thailand has targeted HIV/AIDS as a top priority developmental problem for assistance under the U.S.-Thailand Development Partnership. Early in 1992, the Mission identified Thailand's need for a quick, inexpensive HIV diagnostic kit, which would improve blood screening diagnosis as well as early treatment HIV positive person.

At that time, no HIV diagnostics tests were manufactured in Thailand. Two different types of kits were imported; the Elisa tests from Europe, and the Gel Particle Agglutination (GEL) from Japan. Both of these diagnostics test serum or plasma. While the results of these tests can be determined in 1 1/2 to 3 hours, the tests must be sent to a laboratory for the testing. Serum and plasma tests require expensive equipment which increases the price of testing. In Thailand, Elisa and GEL tests cost approximately \$4 per unit at a government hospital, and \$16 at a private facility.

Another issue is the screening of hospital blood supplies. The spread of HIV by parenteral exposure to blood or blood products has been largely eliminated in the developed world through routine screening of blood supply. A low cost, quick test would make a great contribution to ensuring a safe blood supply in Thailand.

U.S. HIV Technology Transfer

USAID/Thailand recognized that an inexpensive, rapid test, would translate into more tests being done. Not only would time and money be saved, but ultimately, due to early diagnosis, lives would be saved as well. USAID looked to the United States for such a technology.

The Program for Appropriate Technologies in Health (PATH) is a non-profit organization located in Seattle, Washington. PATH has developed a rapid, easy to read, low-cost screening test for HIV 1+2, marketed as the HIV Dipstick. The technique takes approximately 20 minutes to perform and requires no special equipment. The costs of the tests, if manufactured in Thailand, would be less than \$1.00 per unit. This technology seemed ideal for Thailand.

USAID contacted PATH about the possibility of a licensing agreement with a Thai company for manufacturing the HIV Dipstick locally. PATH was most receptive. They were anxious to transfer the technology to Southeast Asia. However, as a non-profit organization, PATH required financial assistance in transferring the technology.

#### A U.S.-Thai Strategic Development Partnership

USAID identified two candidates in Bangkok which were most interested in manufacturing such a product. Through the U.S.-Thailand Commercialization of Science and Technology Program (UST/COST), funded by a USAID grant to the Science and Technology Development Board. USAID/Thailand arranged for the presidents of both firms to join a COST mission to the states in March 1992, which included a visit to Seattle. The Thai entrepreneurs met with PATH executives, visited the HIV Dipstick manufacturing facility, and began preliminary negotiations for a technology transfer.

USAID also arranged to cover the cost for a PATH technician to visit Thailand to inspect the production facilities of the potential investors. PATH determined that Bangkok RIA was the company most suitable for manufacturing the HIV Dipstick.

When imported diagnostics kits are used for HIV testing, they must be sent to a laboratory to determine the results. Bangkok RIA owns and operates eight such laboratories throughout Thailand. This gives Bangkok RIA the network required for conducting clinical trials and for introducing the Dipstick to the scientific community, hospitals and clinics. Bangkok RIA, through its subsidiary trading company, Diagnostics Marketing, has over two years experience in importing, packaging and marketing HIV diagnostics kits. The well established marketing network was deemed invaluable for introducing a locally produced diagnostics kit.

Following her initial discussions with PATH in Seattle, the President and CEO of Bangkok RIA, Ms. Ninlawan Pichayayothin, requested financial assistance from AID for launching the proposed new business. Ms. Ninlawan is a dynamic, energetic, highly respected businesswoman. Over 90% of her employees are also women, who own shares in the company. She exemplifies the role model for "women in development" activities promoted and supported by AID worldwide.

Ms. Ninlawan explained that her company would need \$1.2 million to cover the cost of equipment, overhead and other start up expenses and requested USAID grant or loan support for that amount. The mission director explained that USAID had neither the funds nor the mandate to meet her request. However, AID might be able provide technical assistance, training and other assistance if such support was "seed money" for the technology. Ms. Ninlawan indicated that such support would be critical and, together with the show of support from the U.S. government, might provide the catalyst for raising the money locally.

USAID contacted Family Health International (FHI), which manages the centrally funded AIDS Control and Prevention Project. FHI agreed to provide \$40,000, which was matched by Bangkok RIA, to cover travel and related cost for PATH technicians to train Bangkok RIA lab technicians, for those technicians to train at the PATH facility in Seattle, and other activities required for the technology transfer. USAID was also able to arrange a loan of \$300,000 to Bangkok RIA, through PATH.

Within six weeks of this commitment of support by FHI and USAID, Ms. Ninlawan reported that, as a direct result of that support, she had been able to raise over \$1 million through private investors. Bangkok RIA signed a licensing agreement with PATH in September, 1992. The equipment required for manufacturing the HIV Dipstick was funded through the PATH loan and was purchased in the United States. The clinical trials of the locally produced HIV Dipstick were completed recently with excellent results. Bangkok RIA held its grand opening on February 12th, 1993 and is now marketing the HIV Dipstick. The company projects sales of 1 million tests in 1993, growing to 2.5 million by 1996.

#### Success Breeds Success

Another U.S. company intends to manufacture in Southeast Asia an oral specimen collection device and oral quick test for HIV. USAID introduced this company to Bangkok RIA in the spring of 1992. The companies worked out an agreement for Bangkok RIA to conduct clinical trials for their product in Thailand.

The U.S. firm was looking for a company with manufacturing experience to enter into a joint venture for production. As no company in Thailand had experience in manufacturing STD diagnostics products, neither Thailand nor Bangkok RIA were considered for a JV enterprise. However, based on Bangkok RIA's agreement with PATH, the U.S. company has reconsidered. Following the grand opening in February, the U.S. firm sent representatives to meet with Ms. Ninlawan and have entered negotiations for a majority U.S. joint venture for the marketing and manufacturing of several STD diagnostic products for the local and regional market.

It should be emphasized that the products described will not displace U.S. exports to Thailand. While the products manufactured will be exported within Southeast Asia, they will not be exported to the United States. Both the completed and the proposed strategic partnerships will create jobs both in America and in Thailand, while providing technology to Thailand to help tackle this country's critical HIV/AIDS problem.

International Master Degree Programs  
in Petrochemical Technology and  
Polymer Science

ANNEX D.2

Dramatic growth in the petroleum, chemicals and plastics industries in Thailand has accentuated the shortage of human resources to sustain this growth. There are currently several major infrastructure projects underway, with a value in the several billions of dollars, which will increase demand for professional engineering staff. Many industrialists want to hire Thai professionals with the attributes of U.S. graduates: an open, participatory working style, a sound grasp of both research and operations, and good command of the English language. The Royal Thai Government had been considering a "strategic partner" from Japan, Europe or the United States for providing such training. Chulalongkorn University, the oldest and one of the most prestigious institutions of higher learning in the region, took on the challenge of formulating a program in response to this need. Chula had already mounted a successful graduate business program which was started (with USAID assistance) in the early 1980s in partnership with Northwestern and Pennsylvania. Similarly, the new College will offer a world-class program open to enrollments from Southeast Asia in a joint venture with top U.S. universities.

USAID assisted Chula in the identification of possible U.S. partners by supporting contacts and travel by the Director of the College to the U.S. in January 1991. Following discussions with the heads of several major engineering schools, Chula made a formal approach to the universities of Oklahoma, Michigan and Case Western Reserve to partner with them for the new program offering. USAID subsequently provided approximately \$100,000 in funding to Oklahoma to assess issues and to develop the partnership. A key issue during this phase was the interests and expectations of the partners for sustained participation in the program. The U.S. schools are attracted to the College by the international dimensions it adds to their domestic program offerings. It also enables them to export some high quality courses (eg, environmental) which have been derived from lessons learned in the U.S. Most importantly, it affords them a unique strategic positioning to be engaged in and to tap opportunities in the fast-growing petrochemicals sector in Southeast Asia. U.S. companies have also expressed interest in the graduate talent and industrial support which will be needed for expansion of their activities in the region.

In June 1992, the four universities submitted a successful application to the AID/W-funded University Development Linkages Project for an incentive grant. Under the peer review process, the application was ranked within the top five proposals received worldwide. The grant of \$1 million over five years will help to support a number of important activities during the start-up of the program. This grant will be executed as soon as Fiscal Year 1993 funds are available.

Chula was successful in raising capital from the RTG for the construction of a building, equipping a major research laboratory, and hiring the necessary faculty. These contributions will amount to approximately \$12 million over the first few years of the program. The development of

2,2

additional revenues is a major priority and the partnership intends to aggressively market its programs to industry. Scholarships have been sought from all major petrochemicals companies, with an overwhelming response of 36 committed in the first year. There are several exciting opportunities for research and analytical services for industry and, importantly, the College will offer unique assets for the resolution of quality, process and environmental problems. USAID is discussing additional assistance to stimulate these linkages through existing project vehicles. This assistance will seek maximum leverage through such mechanisms as a challenge grant to stimulate industry participation and cost-sharing for research and development activities.

Few industries have the extensive international dimensions that are inherent to petrochemicals. The College represents an unprecedented challenge for a collaborative program between U.S. and Thai academe and industry. We are confident that it will demonstrate the mutual benefits from such an approach and serve as a center of excellence in Southeast Asia with a distinct Thai and American identity.

#### **Program Highlights:**

- o Offer Masters degrees in Petrochemical Technology and Polymer Science through a unique partnership between Chulalongkorn University and Oklahoma, Michigan and Case Western Reserve Universities.
- o Graduate approximately 40 engineers per year, each of whom will carry out research and produce a thesis relevant to the needs of industry in Thailand and Southeast Asia.
- o Offer industry a unique facility and capability for research and development in advanced materials, energy, and the environment; provide practical, short-term training in specialized topics for working professionals.
- o Provide opportunities for exchange of students and faculty to strengthen capabilities and increase international content of partner university programs.
- o Provide opportunity to showcase U.S. equipment and technology to tomorrow's technological leadership in Southeast Asia.
- o Increase professional opportunities for women; of 44 applicants accepted into the first class, 24 are women. Of all incoming students, about half have recently completed undergraduate studies and half have been working in industry.

**BIBLIOGRAPHY**

**U.S.-Thai Partnership Project Paper**

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