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# TECHNICAL ASSISTANCE FOR GENDER ANALYSIS IN STRATEGIC DEVELOPMENT PROJECTS

## FINAL REPORT

APRIL 1995

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# **TECHNICAL ASSISTANCE FOR GENDER ANALYSIS IN STRATEGIC DEVELOPMENT PROJECTS**

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### **EXECUTIVE SUMMARY**

The WID IV project contract "Technical Assistance for Gender Analysis in Strategic Development Projects", funded under Cooperative Agreement No. PDC-0100-A-00-1135 between the Consortium for International Development (CID) and the Office of Women in Development of the Bureau for Global Programs, Field Support and Research (G/WID) began on September 30, 1991, and terminated on February 1, 1995. The project expanded on CID's previous experience in Women in Development and emphasized the importance of actively involving both USAID missions and other units in AID in integrating women into the development effort.

Specific objectives of the project were:

- 1) to provide applied gender analysis and implementation strategies to USAID programs.
- 2) to develop key sector gender analyses and syntheses of findings that address policy issues.
- 3) to contribute to sustainability of progress in integrating gender analysis into development projects.
- 4) to develop institutional capacity and models for integration of gender analysis and gender-specific objectives in all phases of research design and implementation, program design and evaluation.

The project stressed long term research and institutional development. The research program focused on four major areas:

- 1) general status of women related to education.
- 2) community awareness of women's legal rights.
- 3) professional development in agriculture and natural resources/environment.
- 4) women as entrepreneurs.

The project, which provided \$237,274 for staffing and operations over the three-year period of the project, was designed with a matching funds mechanism that required all activities outside the core management account to be funded by USAID Missions with matching monies from AID's Women in Development Office. The project consisted of five amendments for Women in Development Activities.

Specific activities completed as part of the project were:

**Kenya:** Career Development: Women in Agriculture as Entrepreneurs  
**Botswana:** Botswana Workforce and Skills Training, Technical Consultancy  
**Tunisia:** Role and Status of Women in Tunisian Society  
**Near East:** Women and the Law in the Near East: Legal and Regulatory Constraints to Women's Participation in Development  
**Peru:** Training in Gender Issues

Project outputs include training and career development modules, research findings, conference proceedings which contribute to policy planning syntheses, and overviews of key issues for women in areas of business, the media, education, and the impact of law on women's participation in development.

The CID Executive Office and the Lead University--University of Arizona, were responsible for overall project management. The Project Director, Helen Henderson, and the Project Associate, Ellen Hansen, assured that all project obligations were met by providing technical leadership and logistical support for all long and short term employees. CID/WID Campus Coordinators, serving as an Advisory Board, participated in project management by recruiting participants for project activities, and reviewing candidate qualifications.

## **I. PROJECT PURPOSE AND OBJECTIVES**

The overall purpose of the project was to work directly and collaboratively with USAID missions in areas of special interest to them. We anticipated that these areas would be: irrigation and water resources; professional development in agriculture and natural resources/environment; and women as entrepreneurs. The project was designed to stress long term research and institutional development. Through CID/WID's university linkages, the research program investigated critical aspects of four major areas--general status of women related to education; community awareness of women's legal rights; professional development in agriculture and natural resources/environment; and women as entrepreneurs.

## **II. MEETING PROJECT OBJECTIVES**

Due to lack of Mission requests in the area of irrigation and water resources, we responded instead to requests for assistance from Missions and AID Bureaus for activities dealing with the general status of women, particularly in the fields of women's education, and women's and communities' awareness of women's legal rights. The CID/WID Project complied with the stated objectives as detailed below.

### **A. Strengthen USAID Mission capacity to provide applied gender analysis and implementation strategies to their programs.**

1. CID/WID, working with host-country groups, met this objective in Botswana through business training programs; in Kenya through workshops and research papers on women in agriculture as entrepreneurs; in Tunisia, by assisting a local Tunisian NGO to create a detailed data base on the current status of gender roles in Tunisia; in the Near East Activity by funding research and identifying key issues needing improvement in areas of Women and the Law, and, in Peru by direct training of USAID staff and Peruvian counterparts on integrating gender into development projects and programs.

### **B. Provide key sector gender analyses and syntheses of findings that specifically address policy issues to Missions regionally and cross-regionally.**

CID/WID identified key sector gender analyses and syntheses of findings affecting policy in the areas of:

#### **1. Entrepreneurship.**

CID/WID analysis/synthesis in Botswana focused on two major areas, organizational planning and networking and skill enhancement for small businesswomen. In Kenya, the focus was entrepreneurship training related to

agriculture for female college students at Egerton University.

**2. Data Collection and Analysis in the sectors of Education, Work and Political participation.**

In Kenya, workshop and teaching materials were developed for career development and business training for female students.

In Tunisia, CID/WID assisted in the development of methods for gender analysis of the status of women. These included opinion polls dealing with women's opportunities in education, work and politics, as well as a separate study of the portrayal of women in the media and extensive bibliographic searches.

In collaboration with the Near East Bureau, CID/WID developed research designs for the study of Women and the Law in Morocco, Tunisia, Egypt and Yemen which resulted in reports synthesizing considerable data and the development of strategies for improving women's legal status in eight Near Eastern countries.

Workshop participants in the Peru gender training activity were greatly interested in data collection and analysis in the four sectors covered by the training--health, microenterprise, rural development, and democracy. Each workshop covered gender issues in data analysis and emphasized the need for gender disaggregation in data collection and the importance of baseline data for establishing women's current situation.

**3. Contribute to sustainability of progress in integrating gender analysis into development projects.**

CID/WID worked with host country organizations in each of its project activities. In Kenya, with faculty and staff at Egerton University; in Tunisia, with the Union National des Femmes Tunisiennes (UNFT); in Botswana with the Women in Business Association (WIBA), the Women's Finance House (WFHB), and the Brigades Development Center (BRIDEC); in the Near East Activity with UNFT (Tunisia) and with professional women and NGOs from Egypt, Morocco, Tunisia, Yemen, Jordan, Lebanon, Oman, and West Bank and Gaza. At the Women and the Law Conference, approximately 18 government agencies, parliamentary bodies, and non-governmental organizations were represented by the 57 participants. In Peru, training participants also represented close to 20 NGOs and Peruvian government agencies.

Under this project, national counterparts have provided a link to gender-related research and information from a wide variety of sources. Their insights into national perspectives concerning policies, local infrastructure, and social and cultural issues have been invaluable to the final products referred to in this report.

Our work with host country counterparts representing national organizations has resulted in an expanded gender and development knowledge base both in research and training. This knowledge base can be drawn upon by students and professionals in a variety of fields including education, business, and law. Through working with host country professionals and development agencies we have also increased the number of experienced international gender specialists capable of conducting gender analysis. For example, the CID/WID Researcher worked with UNFT in Tunisia to design a survey instrument and select a sample population for the opinion poll. In consultation with the CID/WID Researcher, UNFT staff designed and tested the survey instrument, conducted the survey, and performed the data analysis. Members of WIBA in Botswana worked with the CID/WID Researcher to design computer systems which are currently used as a means to publicize the organization, track membership, and maintain their accounting system. Ensuring that host country counterparts are capable of integrating gender concerns and analysis into development projects is an important part of the process of increasing sustainability of economic development.

**4. Develop institutional capacity and models for integration of gender analysis and gender-specific objectives in a) research design and implementation, b) USAID project and program design, and c) implementation and evaluations.**

Research design was a significant part of the activities in Tunisia and in the Near East. Suggestions for program development were provided in Tunisia, Near East, Kenya and Botswana. Direct program implementation occurred in Kenya with the development of career development workshops and providing assistance to student run businesses on campus, and in Botswana with assistance to women's business associations. Matching funds were provided in all project activities.

CID/WID program outputs are listed in the last section of this document. They include training and career development modules, research findings, and conference proceedings. These products contribute research based findings in the areas of policy planning, syntheses, and overviews of key issues to women in the areas of business and entrepreneurship; education; the media in shaping views of women and their opportunities; legal aspects of women's work, education, and opportunities of political action.

### III. PROJECT MANAGEMENT AND ADMINISTRATION

CID/WID worked closely with the G/WID Office of AID Washington to design and implement the scopes of work for the various activities executed. In the case of the Near East Activity, CID/WID collaborated with the Near East Bureau as well as with the USAID Missions in eight countries. The G/WID Office selected the countries for Project Activities, and close consultation between CID/WID and G/WID resulted in the final scopes of work for all Activities.

#### Management Activities

As a member of CID, the University of Arizona (UA) served in the role of Lead University for the project. As Lead University, UA was responsible for providing technical leadership and direction for all long and short term employees assigned under the project, and to provide logistical and backstopping support for the project.

The UA provided the services of a Project Director, Dr. Helen Henderson of the Bureau of Applied Research in Anthropology, to carry out the technical leadership and direction to ensure that all project obligations were being fulfilled.

Responsibilities of the Project Director included:

- 1) providing liaison between the University, CID, donor personnel, and officials of the host country and USAID missions.
- 2) leadership in review and evaluation of project activities and personnel.
- 3) participating in contract negotiations between the Women in Development Office and CID, and between the CID Executive Office and participating CID-member universities.
- 4) providing technical and logistical support to the technical assistants working on the specific project activities.
- 5) providing quarterly reports and supervising and reviewing reports from Senior Technical Specialists and Field Researchers.

The UA project staff included Dr. Henderson (50 percent time), a project research associate (50 percent time) and a project secretary (50 percent time). Responsibilities of the group included conducting orientation for personnel and backstopping support staff both in the United States and overseas.

CID/WID Campus Coordinators from each of the CID member Universities also participated in the project management process. Campus Coordinators, regular faculty or staff members at CID universities, had working relationships with the CID Council of Directors of International Programs, members of the CID Board of Trustees, and other key administrators concerned with international activities on their campuses. The CID/WID Coordinators worked with the Project Directors in advising faculty of available activity positions and in actively recruiting candidates. They provided information on relevant country gender issues

to the selected CID/WID Senior Technical Specialists and Field Researchers, and assisted in identifying USAID Mission interests and contacts relevant to the activity. CID/WID Coordinators were particularly active in identifying project activities in Kenya and Botswana.

In order to ensure that scopes of work for each activity contained the necessary elements of gender relevance and long-term integration into host country institutions or projects, an Advisory Board was formed. The Advisory Board consisted of three or more Campus Coordinators, the Project Director, and the CID Deputy Executive Director.

The candidate selection process for each of the project activities was also closely monitored so as to ensure that the most qualified candidate was chosen. The selection process began with the creation of a position announcement and its distribution to each campus. Interested candidates submitted resumes to the Advisory Board/Selection Committee who evaluated each candidate, and chose a short list of top candidates. The chosen candidates were then asked to submit formal letters of interest and references to the committee. When relevant, the candidates on the short list were given a language test which was administered through the CID/WID Office and given by a native speaker of the required language. After reviewing all of the relevant information, a final selection by the Committee was accomplished through a telephone conference call. After the selection was made, the Project Director notified G/WID of the Selection Committee's choice and forwarded the finalist's proposal, resume and letters of recommendation for final approval.

The CID Executive Office was responsible for prime contract administration and coordination, project management support, recruiting, communications, monitoring and evaluation, subcontract development administration, and financial management.

#### **IV. PROJECT ACTIVITIES**

Following, in chronological order, are profiles of each project activity.

##### **CID/WID KENYA ACTIVITY March 1992 through August 1992**

##### **CAREER DEVELOPMENT: WOMEN IN AGRICULTURE AS ENTREPRENEURS**

###### **A. ACTIVITY BACKGROUND**

Creating greater career awareness among university female students in Africa is essential for producing a cadre of professionals able to sustain the goals of "women in development" in agriculture. Career advising and counseling will play an increasingly important role on university campuses as the Kenyan government places a greater emphasis on higher education.

Through this activity, CID/WID Researchers worked with University personnel to heighten the professional capacities of Egerton graduates, who will be involved with efforts to improve agricultural production and the conditions of production in Kenya, where women make up the majority of the subsistence farmers and have a growing role in the cash crop sector.

#### B. ACTIVITY PURPOSE

- Retain women students in degree programs at Egerton University.
- Increase student awareness of non-traditional career opportunities for women in agriculture.
- Create a more favorable campus environment for women students.
- Provide programs for women students that can serve as models for agricultural universities throughout Africa.

#### C. OBJECTIVES

- Assess faculty attitudes and activities related to career advising and faculty views regarding gender roles at the University and in Kenyan society.
- Provide a forum for discussion of women students' experiences and needs.
- Improve self-esteem of women students in a male-dominated field.
- Provide access to career information through support networks and written materials.
- Build connections between students and successful women entrepreneurs.
- Cultivate realistic concepts of business development on the part of women students.
- Refine and enhance the exercises and materials used in workshops and seminars provided by Egerton University and the Women's Center.
- Increase communications between faculty and students regarding career advising, entrepreneurship education, and the role of the Women's Center at Egerton.

#### D. METHODS AND ACTIVITIES

- Conduct surveys of faculty and students.
- Hold career awareness seminars for students and faculty.

- Develop guidebooks to accompany seminars (*see* F. PRODUCTS).
- Conduct a seminar on "Women as Entrepreneurs" for women students.
- Participating students, faculty, and facilitators evaluate workshops, seminars and relevant materials.
- Hold follow-up seminars focused on improving communication at the University and meeting student needs.

#### E. ACHIEVEMENTS/LESSONS LEARNED

- Women students participated in design and implementation of the faculty survey. Survey findings include:
  - ◆ career advising is irregular and unstructured;
  - ◆ up to one-quarter of faculty never engage in career advising with women students;
  - ◆ most faculty support the idea that women can and do enter professional careers as well as have families;
  - ◆ most faculty support establishment of the Women's Center;
  - ◆ faculty see a need for gender issues to be addressed in order to conduct successful rural development programs;
  - ◆ faculty agree that better decisions result when women and men participate in the decision-making process;
  - ◆ most faculty think women students lack women role models for entrepreneurship.
- Any effective program dealing with students on campus has to be built on students' expressed needs; therefore CID/WID Researchers assisted the Egerton University Women's Association in surveying women students about their needs and their perceptions of problems on campus. Needs identified include:
  - ◆ career counseling services;
  - ◆ personal counseling and family planning services;
  - ◆ economic advancement services;
  - ◆ services related to personal safety.

- Because student input and idea exchanges are important to the success of the career development program, thirty women students were invited to attend two career awareness seminars in which they were able to:
  - ◆ discuss their academic programs;
  - ◆ review the education process at Egerton and their prospects for the future;
  - ◆ evaluate career development materials available at Egerton;
  - ◆ develop ideas for future workshops.
- Thirty-three women students, four Egerton faculty members, and two Kenyan businesswomen attended a workshop on "Women as Entrepreneurs", which:
  - ◆ provided students with information on career development techniques and opportunities in their fields;
  - ◆ included interactive and experiential exercises for students to help develop business and entrepreneurial skills;
  - ◆ began building networks between women students and Kenyan women professionals;
  - ◆ introduced students to the realities of job searches and requirements for starting new businesses;
  - ◆ facilitated development of an on-campus entrepreneurship project with student participants.
- Participants evaluated the workshop and the career awareness and development materials produced for this Activity; overall comments were positive. Suggestions for improvement included:
  - ◆ more time was needed in general so students could ask questions and more fully explore the issues;
  - ◆ more time was needed to cover proposal writing for financing business projects;
  - ◆ further discussion on networking is needed.
- Participants held two follow-up seminars with students, faculty, and administrators to discuss entrepreneurship and meeting the needs of the Women's Center.

## **F. ACTIVITY PARTICIPANTS**

Work was conducted by Dr. Rose Mwonya of Egerton University, Dr. Alicia Cook, Ms. Martha Denney, and Dr. Judy McKenna of Colorado State University, and other supporting personnel, with the participation of women students and interested faculty at Egerton University.

### **CID/WID BOTSWANA ACTIVITY January 1993 to June 1993**

#### **BOTSWANA WORKFORCE AND SKILLS TRAINING TECHNICAL CONSULTANCY**

##### **A. ACTIVITY BACKGROUND**

Three organizations dedicated to training women in business and finance skills and to women's entrepreneurship were targeted by USAID/Botswana to receive technical assistance in stabilizing their operations and procedures and in setting up dependable outreach services. The Women's Finance House/Botswana (WFHB), Women in Business Association (WIBA), and Brigades Development Center (BRIDEC) are relatively new and therefore can benefit from short-term technical assistance in establishing a firm foundation for their continuing activities.

WFHB trains poor women in business skills and assists them in setting up business enterprises. WFHB's activities are expanding to include credit services. The aims of WIBA are to represent businesswomen to the government and other institutions, to develop networks, and to train women in enterprise development. BRIDEC is a part of the Ministry of Education. The Brigades are community-owned and operated under the aegis of the Ministry of Education, and provide vocational training and production projects.

##### **B. ACTIVITY PURPOSE**

The goals of WFHB, WIBA, and the Brigades are to provide training, information, and support to Botswana women entrepreneurs. To support these goals, the CID/WID project sent a Technical Advisor (TA) to:

- assist WFHB, WIBA, and the Brigades to strengthen their operations and establish outreach services to non-members; and
- aid the organizations in developing long-range funding and action plans.

##### **C. OBJECTIVES**

- Develop action plans for three- to six-month periods for WFHB and WIBA, and a one year plan for the Brigades. These plans will include:

- ◆ A strategy for financial sustainability for WFHB; identification of funding opportunities for a credit program for WIBA members and for expansion of Brigades activities.
- ◆ Outreach activities to increase membership of WFHB and WIBA, and arrangements for the Annual General Meeting for WIBA.
- ◆ Methods the Brigades can explore for obtaining equipment and materials, and advice on start up operations for Brigades activities.

#### D. METHODS AND ACTIVITIES

The CID/WID Technical Assistant worked with the staff of each of the three organizations and provided the following assistance.

- After conducting a needs assessment with the staff of WFHB, the CID/WID TA developed and conducted a computer workshop to teach basic and advanced computer skills for bookkeeping and membership activities.
- The CID/WID TA helped gather materials and implement a card catalogue index system for a resource library which had been initiated by WFHB staff.
- To advertise WIBA to women in business in Botswana and begin an outreach program, the CID/WID TA drafted the first WIBA Newsletter. For the purpose of activating members in support of WIBA activities, the CID/WID TA developed a phone tree.
- The CID/WID TA developed a computerized membership database for WIBA and drafted a membership form. She also wrote a manual for running the computer program for the database.
- The Brigade Coordinators, the CID/WID TA, and Peace Corps/Botswana personnel wrote and submitted a proposal to USAID to increase the training capacity of the Business Skills Unit at one Brigade Center and establish pilot Small Business Resource Centers at two Brigade Centers. The proposal includes new training courses in business management, computers and office equipment.

#### E. ACHIEVEMENTS/RECOMMENDATIONS

- The staff of WFHB were trained in the use of computer programs for accounting, outreach activities, and general office correspondence. WFHB now has a computerized accounting system for financial management, which was important in facilitating an audit of the organization performed in May 1993.
- WFHB's library is established and will serve as an important resource for women in

Botswana interested in business.

- WIBA's membership database is computerized, and its first newsletter has been distributed. A core group of dedicated women is actively involved with WIBA. The CID/WID TA recommends that WIBA and WFHB work together to create a larger network of women in business to increase the visibility of both organizations.
- The phone tree is a new tool for WIBA, whose leadership is concerned about national legislation concerning women. The phone tree permits the group to spread information and plans efficiently, allowing all members to be contacted and mobilized quickly.
- The proposal submitted to USAID by BRIDEC includes activities targeted to all small business owners and potential owners. If funded, the project will increase the training capacity of the Business Skills Unit at Tswelopele Brigade in Ramotswa. Training will include computer skills and other basic business proficiencies. The proposal also includes establishment of two Small Business Resource Centers in Gaborone and Ramotswa.

#### F. ACTIVITY PARTICIPANTS

Ms. Rochelle Rainey of Oregon State University served as the CID/WID Technical Advisor; she worked with personnel of the organizations noted above and USAID/Botswana.

### **CID/WID TUNISIA ACTIVITY 1993-1994**

#### **ROLE AND STATUS OF WOMEN IN TUNISIAN SOCIETY**

##### A. ACTIVITY BACKGROUND

In the early 1980s the *Union National des Femmes Tunisiennes* (UNFT) completed a survey on the role and status of women in Tunisian society. In the 1990s, UNFT requested assistance through USAID to amplify and update the survey and to analyze how the role and status have evolved over the past decade.

UNFT was founded shortly after Tunisian independence in 1956 as the official national women's association and is a private, non-profit organization. Its purpose is to promote the status of Tunisian women in a variety of domains: cultural, scientific, social, economic, political, and legal. To this end, the organization sponsors a number of activities, including regional and local development initiatives, national, regional and international conferences and colloquia, and studies focused on women's issues.

##### B. ACTIVITY PURPOSE

UNFT commissioned the study in order to generate a current assessment and comparison of the actual and perceived social and legal status of Tunisian women. The results of the study are meant to serve both as a reference for researchers pursuing this topic and as a basis for policy initiatives.

#### C. OBJECTIVES

- Conduct an opinion poll of adult female and male Tunisians to update and measure changes since a 1981 study of women's status and roles.
- Survey and analyze the representation of women in several leading newspapers in Tunisia and school textbooks in primary schools.
- Produce a comprehensive bibliography of books and documents related to women's roles and status in Tunisia available in libraries and other sources in Tunisia and the United States.

#### D. METHODS AND ACTIVITIES

The CID/WID Consultant, Beverly Seckinger of the University of Arizona, served as advisor to the UNFT in the above activities. She travelled twice to Tunisia to assist UNFT and monitor progress on the Activity.

- The Consultant performed a computer search of U.S. libraries to obtain the most complete listing possible of works available in this country on women in Tunisia.
- The questionnaire for the opinion poll, drafted by UNFT, was pre-tested and refined by the CID/WID Consultant working with UNFT staff. The Consultant and the research team designed the sampling frame to ensure the most representative sample possible.
- During Seckinger's first visit (6/22/93-7/13/93) work plans were drawn up detailing steps of each phase of the Activity to be carried out before the second visit.
- Seckinger served as liaison between UNFT and other international research groups in Tunisia.
- UNFT personnel performed the opinion poll and media content analysis. They gathered bibliographical material to add to the U.S. sources and to begin building a data base of materials on women in Tunisia.
- During Seckinger's second visit (3/25/94-4/6/94) she assisted UNFT research teams in preparing final Activity reports; participated in a seminar to discuss the data and findings from the opinion poll and media analysis; helped UNFT plan a conference for summer 1994 to present findings to the Tunisian government.

## E. ACHIEVEMENTS AND RECOMMENDATIONS

- The opinion poll found a general recognition of women's right to education and to work outside the domestic sphere, and the principle of equal pay for equal work. Three quarters of respondents said that women were capable of occupying decision-making positions in the work places and that women had the right to participate in the political life of the country; however, 45 percent said they prefer male over female managers and bosses. Political reforms established in Tunisia since independence have contributed to improvements in the status of women and their quality of life.
- Analysis of leading newspapers indicated that the space devoted to women's issues has more than doubled since a previous study in 1981; however, the increase is from less than one percent to slightly over two percent, which indicates the amount of work yet to be done to address this misrepresentation. Most of the articles dealing with women were of a sensationalistic nature; few dealt with women's economic issues, and fewer still dealt with women in science and technology. On a positive note, women were represented in modern social roles (e.g. citizens, politicians and artists) more often than in traditional roles (e.g. housewives and mothers). Also, the number of female journalists in the Tunisian print media has grown, as has the number of female readers of newspapers. These trends should lead to more extensive and positive media coverage of women's issues in the future.
- The Bibliography includes references from many sources and of many types, and is an expandable, flexible research tool for use by both academics and policy makers. The data base covers Women in Tunisian Society and has been divided into two sub-groups: Normative Status (as expressed by law) and Social Reality; subcategories include law, education, health, family life, work, and public life. The bibliography includes books, articles in academic and popular journals, theses and dissertations, legislative texts, and reports of studies conducted by academic, government, and non-governmental organizations. It covers the period 1980 to 1993.
- CID/WID, USAID/Tunisia and UNFT have established cordial working relations; UNFT and USAID/Tunisia continued to collaborate with the CID/WID project on the design of the conference on Women, Law and Development in the Near East.

## F. ACTIVITY PARTICIPANTS

Beverly Seckinger of the University of Arizona served as the CID/WID Consultant. She worked with Mme. Faiza Kefi, President of UNFT; Mlle. Radhia Riza, Project Coordinator for UNFT; M. Arbi Azzouz, Supervisor of Opinion Poll; Mme. Radhia Knani, Supervisor of Bibliography; H.B. Jaballah, Supervisor of School Textbook Analysis; M. Hmila, Supervisor of Newspaper Analysis; and M.A. Hassairi, USAID/Tunisia Program Officer.

**CID/WID NEAR EAST ACTIVITY**  
**September 1993 - February 1995**

**WOMEN AND THE LAW IN THE NEAR EAST: LEGAL AND REGULATORY  
CONSTRAINTS TO WOMEN'S PARTICIPATION IN DEVELOPMENT**

**A. ACTIVITY PURPOSE**

- Increase knowledge and understanding of women's legal status in the Near East region through research on the laws and the current reality of women's lives in Egypt, Jordan, Lebanon, Morocco, Oman, Tunisia, West Bank and Gaza, and Yemen.
- Bring together women scholars and activists from various countries in the Near East to compare the contemporary situation of women and develop strategies for improving women's access to development in their countries.
- Disseminate information on the legal status of women and on organizations involved in research, education, or activism related to women's legal status in each of the countries involved in the activity.

**B. ACTIVITY BACKGROUND**

The constraints to women's participation in and benefits from development activities are both legal and customary. Women's legal status is not necessarily the main obstacle to their participation in social, economic, and political systems in Near Eastern countries. In most instances, de facto, rather than de jure, discrimination against women in education, employment and other matters is the main problem. For instance, despite a woman's rights to inherit and own property in her own right, and to sign legal documents, women are often deprived of their property rights and not allowed to enter into contractual agreement without the consent of a male family member. There are also many instances where the laws discriminate against women and limit their access to resources.

This activity was designed to assess the extent to which laws affect women, specifically how they assist or impede women in taking part in and benefiting from development. The initial scope of work for this activity contained various other areas of support, including research on women's participation in national elections, an additional conference focused on women in Yemen, a feasibility study for establishing two legal counseling centers for women in Sana'a and Aden, Yemen, a study tour by three women lawyers to Jordan's Legal Education and Training Center, support to the Union of Yemeni Women to collect information and prepare and publish a booklet of questions and answers about women's legal rights in Yemen, and research and technical assistance to help in the formulation of new family law in Yemen.

The outbreak of civil war and the uncertain political situation in Yemen mandated that the focus shift from that country to a more secure site which could provide an inclusive regional scope. Tunis was chosen as the base for organizing and holding the conference because of previous CID/WID project experience and contacts there. Due to time and budget constraints, the original scope of work was scaled down considerably to include the research reports, selected bibliography and survey of organizations in Egypt, Morocco, Tunisia, and Yemen; and one international conference involving participants from Egypt, Morocco, Tunisia, and Yemen, as well as Jordan, Lebanon, Oman, West Bank and Gaza.

#### C. OBJECTIVES

- Examine the laws affecting women in selected Near Eastern countries.
- Highlight the legal challenges facing Near Eastern women as compared to men.
- Disseminate information about women's legal rights.
- Enhance women's legal awareness through dissemination of research findings in Arabic.
- Achieve better understanding of the legal and other constraints on Near Eastern women's participation in socio-economic and political development.
- Identify the various organizations--indigenous and foreign--addressing women's legal status in the Near Eastern region.
- Promote networking among women's NGOs and legal experts for advocacy for legal reforms and greater attention to implementation of existing legal rights that are undermined by customary law or traditional practices.

#### D. METHODS AND ACTIVITIES

- One Researcher in Yemen attended a conference on Women's Legal Status in Yemen and prepared an overview document on the legal situation of women in Yemen.
- Researchers from Egypt, Morocco, Tunisia, and Yemen prepared research reports containing 1) an evaluation of the laws and enforcement processes affecting women in the family, education, economy and political systems of their countries; and 2) a survey of organizations involved in research, education, or activism related to women's legal status in the Near East region.
- An international conference was held in Tunis, Tunisia, December 14 through 17, 1994 to promote dialogue, strategies and to disseminate research findings among professional women and NGOs from Egypt, Morocco, Tunisia, Yemen, Jordan, Lebanon, Oman, and West Bank and Gaza.

## E. ACHIEVEMENTS/LESSONS LEARNED

- The research reports from Egypt, Morocco, Tunisia, and Yemen reveal more similarities than differences. Findings include:
  - ◆ while all four countries acknowledge the principle of equality in their constitutions, their laws are not always non-discriminatory with regards to gender;
  - ◆ female illiteracy is high in all four countries, especially in rural areas where at least half the people live and where male illiteracy is also high;
  - ◆ while there are generally no legal obstacles to women's participation in the labor force, women are frequently discriminated against in employment due to the strong support of traditional gender roles in the societies;
  - ◆ laws in all four countries provide for maternity leave, but they are applied mainly in the formal economic sectors, especially in the public sector;
  - ◆ "obedience laws" exist in Egypt and Morocco, where women must secure their father's or husband's permission to travel and work. A presidential order in Yemen removed a husband's right to control his wife's work, but no enforcement measures have been implemented. Tunisia struck down its "obedience laws" in 1993.
  - ◆ most of the rules of marriage and divorce are left to the different religious communities and their religious courts, and variations are seen between the four countries, though Tunisia has the most egalitarian personal status law;
  - ◆ in all four countries women's participation in political activities has increased, although women remain underrepresented in politics, reflecting their relative absence in various spheres of civic society;
  - ◆ organizations dedicated to working on women's legal rights increased in number in the 1980s in all four countries. Most appear to have precarious funding and depend mainly on outside resources, especially international donors;
  - ◆ women, especially those with limited education, tend to be ignorant of their rights, and programs that attempt to remedy this problem are needed.
- The conference held in Tunis, Tunisia, December 14-17, 1994 brought together 35 official participants from eight countries, as well as representatives from the CID/WID project, UNFT, USAID/Tunis and USAID/Yemen, and the conference coordinating team based in Tunis, for a total of 57 attendees. The conference provided a forum for discussion, comparing and sharing, debate, and support for the participants. Specific

results from the conference include the following.

- ◆ The country reports from Egypt, Morocco, Tunisia, and Yemen were discussed previous to the conference by the country delegations, and each report was sent to one of the other four countries for further discussion and comparison. Egypt was paired with Oman, Morocco with Lebanon, Tunisia with the West Bank and Gaza, and Yemen with Jordan. This organizational structure was maintained for round-table discussions at the conference.
- ◆ The workshops, round-table discussions, and dialogue, exchange, and debate among conference participants resulted in a set of recommendations, which was agreed upon by a steering committee of representatives from all the countries. The recommendations were presented as the "Tunis Declaration," which is to be presented by a delegation representing the Near East Region at the International Women's Conference in Beijing.
- ◆ Conference participants concluded that the law, as it pertains to women's access to development, spans a wide array of social, economic, and political dimensions that go beyond constitutional and legislative change.
- ◆ Social and political will for improving the legal situation of women in the region is generally absent, although this varies by country.
- ◆ Structural changes in education, employment, and health of women and children are necessary, and efforts must be made at governmental and non-governmental levels to carry out such changes.
- ◆ Organizations concerned with women in development should be supported through more research, more resources, and efforts to build networks of study, training, and action.

#### F. ACTIVITY PARTICIPANTS

Anna Wurth, American Institute of Yemeni Studies, CID/WID Field Researcher; Amal Kawar, Utah State University, CID/WID Field Researcher, editor and translator; Laura Rice, Oregon State University, CID/WID Senior Technical Specialist, conference coordinator; Annette Sherry, Oregon State University, CID/WID Field Researcher, conference assistant; Karim Hamdy, KRM International, conference planning consultant. Nagat El-Sanabary of the Near East Bureau of AID worked with the CID/WID Project from inception of the Activity to its completion. Mme. Faiza Kefi, President of the National Union of Tunisian Women (UNFT), and Mme. Radhia Riza, Vice President of UNFT, also worked on conference planning and execution.

Research reports were prepared by Sawsan El Messiri, Social Anthropologist, Egypt; Farida Bennani, Law Professor, Morocco; Khediya El Madani, Lawyer, President of the Tunisian Association of Women Jurists, Tunisia; Asma Al-Basha, General Director for Legal Affairs, Ministry of Planning and Development, Yemen. The conference planning effort was supported by WID Officers at USAID Missions in Egypt, Morocco, Tunisia, Yemen, Jordan, Lebanon, Oman, and West Bank and Gaza.

## **CID/WID PERU ACTIVITY**

**January 1995**

### **TRAINING IN GENDER ISSUES**

#### **A. ACTIVITY PURPOSE**

The purpose of this Activity was to provide participants, including USAID staff, representatives from the Peruvian government, NGO implementing agencies, and contractors, with the knowledge and skills needed to identify and address gender issues within USAID/Peru's projects and programs. The Mission requested the training in order to advance the institutionalization of gender analysis within USAID/Peru planning, and to work toward maximization of program and project success through successful consideration of the roles of women in development assistance.

#### **B. ACTIVITY BACKGROUND**

In April 1989, the USAID/Peru Mission developed a WID Action Plan for institutionalizing gender considerations into all facets of Mission project, program, and support services. A training for USAID/Peru staff was held in 1989 with a follow-on activity in 1990. These actions were intended to increase the understanding of USAID/Peru staff and Peruvian counterparts of the underlying rationales for integrating women into development activities in all projects; they provided training in techniques for collecting gender-disaggregated data, and incorporating gender issues into project-level design, implementation and evaluation.

At the time of the (1994) request for a gender training, USAID/Peru had authorized several new projects and was in the design phase of several other projects. The Mission's WID strategy recognizes that gender roles constitute a key variable in the socio-economic situation in Peru, and are decisive in the success or failure of development plans and activities. In order to take advantage of the start up phase of the new projects, and with the idea that it is appropriate to include issues of gender and women's participation from very beginning of the process, the Mission proposed to sponsor the gender training for current staff and Peruvian counterparts.

## C. OBJECTIVES

The specific objectives of the training were:

- To understand the context and framework of USAID's WID policy and the evolution of WID's approach to supporting development work.
- To understand the basic requirements for incorporating gender considerations in development work, and understand the types of gender-disaggregated data USAID is required to report.
- To develop skills identifying and analyzing sector and project-specific gender issues and in basic techniques for the collection and interpretation of gender-disaggregated data.
- To develop the capacity to apply such gender analysis skills within the context of specific project or program design, implementation and monitoring and evaluation requirements, procedures and actions.
- To strengthen the ability of the WID Officer and the WID Committee to institutionalize gender considerations within the Mission, and to support and monitor implementation of the plans of action formulated during participant training.

## D. METHODS AND ACTIVITIES

- In November 1994, CID/WID representative Ellen Hansen (University of Arizona) and Anne-Marie Urban, Latin America and Caribbean Advisor for G/WID travelled to Lima, Peru, to perform a needs assessment for the gender training. They gathered information on existing and planned projects and programs, and met with USAID staff and Peruvian counterparts to determine the present level of knowledge and concern regarding gender issues. The assessment provided an opportunity to discuss the format and content of the training, as well as plan the logistics for the training.
- In January 1995, a training team consisting of Hansen and Urban as co-facilitators, Donald E. Spears as team leader, and Marsha W. Slater as trainer, travelled to Lima to carry out the gender training.
- The training was preceded by a plenary session, in which the U.S. Ambassador to Peru, the USAID/Peru Mission Director, the Peruvian Vice-Minister of Justice, and Spears addressed the importance of gender issues to development and to the current socio-economic situation of Peru. This was followed by a panel discussion, in which four Peruvian experts in health, rural development, microenterprise, and democracy addressed gender issues specific to Peru within those four sectors. In the afternoon of the opening day, a mini-workshop was held for USAID staff and Peruvian counterparts who were not enrolled in the gender training workshops. The mini-workshop addressed the techniques

of gender analysis to be covered in more detail in the longer training workshops, and was attended by thirty participants.

- Four sectoral workshops of two days each were held, each facilitated by a training team of Spears and Hansen or Slater and Urban. The workshops were attended by 14 to 17 USAID staff and Peruvian counterparts from the four sectors addressed by the panelists in the opening session: health, rural development, microenterprise, and democracy, although participants represented many different projects and programs. The workshops utilized a contextual analysis framework to explore issues of women's participation in development projects in the various sectors. The contextual analysis was applied to specific projects chosen by participants in small group work.
- The Mission's WID Committee was reformulated and revitalized through the training. The six-member Committee and Urban held a working meeting to review the outcomes of the training sessions, discuss available materials and tools for gender analysis available to the Mission, and decide on next steps to increase the integration of gender issues into the daily work of the Mission and its counterparts in Peru.

#### E. ACHIEVEMENTS/LESSONS LEARNED

- Most participants stated in evaluations that the contextual analysis framework would be helpful to them in thinking about how to incorporate gender issues into project and program planning, implementation, monitoring, and evaluation.
- Participants also stated that they gained an increased understanding and appreciation of the importance of gender to development projects.
- Participants were interested in following up the workshops with further activities that would include practicing the principles learned.
- The opening session provided local context for discussing the concepts and skills provided in the workshops.
- The workshops provided momentum and enthusiasm for establishing the new WID Committee and evaluating the place of gender analysis in the goals and activities of the Mission.
- The sectoral focus in the two-day workshops encouraged effective small group work on specific projects and for important exchanges between participants, some of whom had never met each other. The discussions in the larger groups also fostered important dialogue among the participants and facilitators.

## F. ACTIVITY PARTICIPANTS

The training team consisted of Team Leader/Trainer Donald E. Spears (CID), Trainer Marsha W. Slater (CID), and Facilitators Anne-Marie Urban (G/WID) and Ellen Hansen (CID). USAID/Peru WID Officer Miriam Choy coordinated workshop planning in Lima. Participants represented the Technical Offices and the Office of Program and Project Development of USAID/Peru, various Peruvian and international NGOs, and ministries of the Government of Peru. Document translation was performed by Nieves Zedeño in the United States and by Amparo Wing in Peru.

## V. PROJECT OUTPUTS

The following is a listing of project outputs completed for each project activity.

### CID/WID Kenya Activity

*Development and Implementation of a Workshop Module with a Focus on "Women in Agriculture as Entrepreneurs".* Final Research Report by Martha Denney.

*Entrepreneurship, An Introduction to Starting Your Own Business: A Personal Guidebook.* By Judy McKenna and Rose Mwonya.

*Entrepreneurship, An Introduction to Starting Your Own Business: Resources Available in Kenya.* By Judy McKenna and Rose Mwonya.

*Entrepreneurship, An Introduction to Starting Your Own Business: A Workshop Guide for Trainers.* By Judy McKenna and Rose Mwonya.

*Career Development Project-Kenya.* Final Activity Report, by Alicia Cook.

Trip Report, by Martha Denney.

Trip Report, by Judy McKenna

### CID/WID Botswana Activity

All documents prepared by Rochelle Rainey:

*Final Research Report: Botswana Workforce and Skills Training  
Technical Consultancy*

WFHB Business Resource Library Database

WIBA Membership Database

WIBA Membership Application Form

Draft WIBA Newsletter

WIBA Phone Tree

*Updating WIBA Membership List, Manual*  
Support for Small Businesses and Business Skills Training  
Proposal submitted to USAID/Botswana, prepared with  
BRIDEC and Peace Corps personnel  
Trip Report

#### **CID/WID Tunisia Activity**

*Final Research Report: Role and Status of Women in Tunisian Society*, prepared by Beverly Seckinger.

Trip Report, by Beverly Seckinger.

Trip Report, by Helen Henderson

*L'Image de la Femme dans la Société Tunisienne (The Image of women in Tunisian Society)*, prepared by UNFT.

Volume A - Enquête (Survey)

Volume B - Femmes et Médias (Women in the Media)

Volume C - Approche Bibliographique (Bibliography)

*Enquête sur le Rôle et le Statut de la Femme dans la Société Tunisienne; Annexes Statistiques (Survey on the Role and Status of women in Tunisian Society; Statistical Annex)*, prepared by UNFT.

*Annexe, Approche Bibliographique, Liste des Références (Annex, Bibliography, List of References)*, prepared by UNFT.

*Journée d'étude sur le Rôle et le Statut de la Femme dans la Société Tunisienne (Workshop on the Role and Status of Women in Tunisian Society)*, prepared by UNFT.

#### **CID/WID Near East Activity**

*Women, Law, and Development in the Near East: Summary Report on Egypt, Morocco, Tunisia, and Yemen*, by Amal Kawar, December 1994. In English and Arabic.

*The Tunis Declaration*, by Conference Participants. In English and Arabic (translated by Amal Kawar).

*Women, Law, and Development in the Near East: Legal and Regulatory Constraints to Women's Participation in Development (Morocco)*, by Professor Farida Bennani. December 1994. In English and Arabic (translated by A. Karim Hamdy).

*Research on Women, Law and Development in Egypt*, by Sawsan El-Messiri. December

1994. In English and Arabic.

*Women, Law and Development in Tunisia*, by Khediya Madani. December 1994. In English and Arabic (translated by A. Karim Hamdy).

*Women and the Law in the Near East: Legal and Regulatory Constraints to Women's Participation in Development: Republic of Yemen*, by Asma Yahya Basha. December 1994. In English and Arabic (translated by A. Karim Hamdy).

*General Report on the Proceedings of the Conference*, by Sarra Chaabouni, UNFT. In English and Arabic (translated by A. Karim Hamdy).

*The Tunis Declaration*. Prepared by conference participants. In English and Arabic (translated by Amal Kawar).

*The Legal Status of Women in Yemen*, by Anna Wurth. March 1994.

*Research Report*, by Amal Kawar. December 1994. In English and Arabic (translated by Nahida Jabur).

*Research Report*, by Laura Rice. January 1995.

Trip Reports, by Helen Henderson, Amal Kawar, Kelly Roemer, Annette Sherry.

#### **CID/WID Peru Activity**

*Training in Gender Issues, Final Report*, prepared by Team Leader/Trainer Donald E. Spears, and Training Team, Anne-Marie Urban, Ellen Hansen, Marsha W. Slater.

Trip Report, by Anne-Marie Urban and Ellen Hansen.

*Integración del Género en Programas y Proyectos de Desarrollo. Un Taller para USAID/Perú y Agencias Colaborativas*, training workbook prepared by Team Leader/Trainer Donald E. Spears, and Training Team, Anne-Marie Urban, Ellen Hansen, Marsha W. Slater.

#### **VI. PROJECT PARTICIPANTS**

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**University of Wyoming:** Janet Clark

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