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**ASSESSMENT OF WID
IMPLEMENTATION PLAN:**

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September 1990

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Assessment of WID Implementation Plan: USAID/Bolivia

September 1990

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USAID/BOLIVIA
WOMEN IN DEVELOPMENT
WORK PLAN, FY90-91

EXECUTIVE SUMMARY

I. Introduction

The USAID/Bolivia Mission is redoubling its efforts to attain full participation of women in its programs, and to institutionalize a consideration of gender issues in the design, implementation, monitoring, and evaluation of projects. A WID Strategy has been developed to identify the opportunities and constraints affecting women's participation in development efforts, and to outline the means through which USAID/B will integrate women into its projects. The WID Strategy will inform this year's WID Implementation and Work Plans, and similar work in future years.

This document outlines the activities that will be undertaken in 1990-1991 in USAID/B projects to increase women's participation (and the extent to which women benefit). It summarizes the major accomplishments anticipated by the end of the 1990-1991 period. Additional and more detailed information can be found in the WID Strategy and the WID Implementation Plan.

II. Institutionalization of Gender Considerations

USAID/B is taking several steps to ensure institutionalization of ways in which WID concerns are addressed in project development.

A. Creating an Information Base

In Bolivia, both baseline information on the condition of women, and accessible measures of project progress have been lacking; however, the Mission is taking steps to address these needs.

1. Studies

Profile of Women in Bolivia: A further elaboration of the opportunities for enhancing women's contribution to Bolivian development, and analysis of the constraints impeding such participation; information from previously unpublished tabulations of existing survey data; report to be published.

Efforts on Behalf of Women in Development in Bolivia: A study of PVO, government, and other donor policies and activities that are relevant to WID, as well as information on such efforts sponsored by USAID; report to be presented to donor group and published.

National Rural Household Survey: Collection and analysis of gender-disaggregated data on rural Bolivia.

2. Information Internal to the Mission

Given the Mission's current efforts to improve its management information system, and the lack of hard data on women's participation in a number of sectors in Bolivia, an excellent opportunity now presents itself to generate information for improving project implementation with respect to WID, and to use as a baseline for future project design efforts in the same sector.

A key focus of the plan is on gender-disaggregated monitoring and evaluation of Mission projects. The major vehicles for this are project-specific monitoring and evaluation systems; semi-annual reviews; and Action Plan indicators. The 1990 Action Plan established the use of indicators and program output measures disaggregated by gender, and highlighted the lack of sources for such data. By the next Action Plan, this information should be available.

The Mission is currently in the process of implementing new management information systems to improve the monitoring and evaluation of its activities within the project structure. An evaluation workshop has been conducted, and monitoring and evaluation plans will be designed for the Mission's major new projects.

All new project M&E plans will include gender-disaggregated indicators and plans for collecting such information. A part of the new Evaluation Officer's regular duties will be to ensure that gender-

disaggregated information is included in all evaluations. Language to this effect will be included in the SOW of the Evaluation Officer.

B. The Mission Order and WID Committee

The Mission Order on WID (Appendix B), drafted in February 1990, emphasizes the importance of gender considerations in program design, management, monitoring, and evaluation; describes staff roles; and establishes the WID Committee. The main points covered in the Mission Order are:

- o Responsibilities of USAID Officers. To consider the issue of women from the outset of project development; to include gender issues in every PID and PP; to include gender issues in the scopes of work for outside contractors; to seek assistance from other technical offices or Mission staff with knowledge in the area of women in development; to request assistance from PPC/WID when necessary; to evaluate the ability of ongoing projects to achieve full participation of women; and to ensure that projects disaggregate monitoring data by gender.
- o Composition of the WID Committee. At least one representative of each of the Mission's technical divisions, as well as the program and project development offices, the WID Officer and the Mission's Deputy Director (Committee chair).
- o Responsibilities of the WID Committee. To oversee implementation of the Mission's WID Strategy and WID Plans; to review project designs; to monitor Mission progress in incorporating women in programs and projects through existing review mechanisms; to influence evaluation; and to report on plans and progress.
- o Responsibilities of the WID Committee Chair. To provide front-office support; to provide guidance to the WID Officer.
- o Responsibilities of the WID Officer. To coordinate the WID Committee; to compile appropriate WID-related materials; to respond to requests for information about WID activities; to ensure that WID concerns are addressed in Mission planning and review documents¹; and to facilitate WID training for Mission staff.

¹These include Country Development Strategy Statement, Action Plan, Semi-Annual Review, etc.

- o Gender-Disaggregated Monitoring and Evaluation Systems. Disaggregation of data for monitoring and evaluation whenever appropriate; inclusion of this charge in scope of work for new Evaluation Officer; and inclusion of gender-disaggregated data in Mission planning and review documents.

C. Consultants

USAID/B makes extensive use of both long- and short-term consultants. These individuals should also be held responsible for ensuring that WID concerns are addressed in the activities they undertake, through their data gathering, technical assistance, and evaluation activities. All contractor SOWs should include explicit mention of this responsibility, in a form appropriate to the consultant's proposed activities. For example, a consultant participating in a project evaluation exercise should be instructed to include information on project beneficiaries disaggregated by gender (e.g., number of beneficiaries/participants, characteristics of beneficiaries/participants, services received, activities participated in).

D. Staff Training

The Mission Director, Deputy Director, and some staff have expressed interest in organizing training to enhance Mission staff awareness of gender issues in development, and to improve the capability of staff to deal with these issues in their projects and other activities. This plan recommends that training be undertaken on a sector-by-sector basis, and that case materials be developed that focus on the concrete situation of Bolivia. During the 1990-1991 period, a training will be held at the Mission, with support from both Mission and WID budgets, if possible. (The Mission has scheduled training of the WID Committee to take place in January 1991.)

The Mission will consider sponsoring both technical assistance for counterparts and implementing agencies to help them disseminate information and market their services to potential women participants, particularly in the private sector projects. USAID/B counterparts that are implementing Mission-funded projects may not be aware of the importance the Agency attaches to women's participation, and they may not realize the benefits to project success that can result from enhanced participation of women. Finally, they may not know how to reach women. The Mission will consider organizing training sessions or workshops for local implementing agencies dealing with:

- o Determining the characteristics of potential female clients and fine tuning their implementation accordingly.
- o Developing promotional materials and techniques targeted to women.
- o Identifying and working with women's organizations.

E. Donor Coordination

At least three of the major donors in Bolivia (USAID, the World Bank, and the IDB) have been actively seeking to improve their performance with respect to women in development. We may be unaware of similar efforts being initiated by other bilateral donors. At the same time, the GOB and local and international NGOs operating in Bolivia are renewing their interest in women in development.

Given this surge of interest, now is a propitious time to begin an effort at donor coordination on this issue. It is recommended that USAID/B take the lead in discussing the efforts of the various donor agencies to improve women's participation in their programs at the regular donor's meeting, and in establishing a donor working group on women in development. The latter can serve as a forum for discussion of donor activities with NGO and government groups, for learning from the local groups active on behalf of Bolivian women, and for comparing experiences with other donors and local agencies, especially in the areas of food aid, alternative development, health, private sector development, and training. USAID/B's first effort in this direction is the commissioning of a study of PVO, government, and other donor activities relevant to WID (the study is described in A above).

F. Regional USAID WID Workshop

USAID personnel in nearby countries, particularly Ecuador and Peru, face many of the same difficulties and opportunities in obtaining full participation of women. A chance to share experiences and resources would benefit WID Officers (and others) in the areas. During the 1990-1991 period, the WID Officer will organize a workshop on WID issues to bring together those involved in USAID WID-related activities in neighboring countries.

III. Priority Projects for 1990-1991

While nearly all USAID/B projects could increase the participation of women and thereby, in many cases, increase their chances of success, several projects stand out as having high potential--and great need for attention to WID concerns. The year 1990-1991 is a particularly important one for the Mission, because of the large number of new and important projects being designed. Following are a set of descriptions and tables of program areas and projects that will incorporate WID considerations in the 1990-1991 period.

Agriculture and Rural Development

- o Alternative Development. All new projects will consider the role that women have traditionally played in agriculture--and the consequences of current transformations in production; this will involve participation of a WID specialist on the design team. The National Rural Household Survey will attempt to measure women's true participation in agricultural and non-agricultural economic activities in rural areas. This will require WID technical assistance.
- o Private Agricultural Producer Organizations. Despite the difficulties of identifying organizations that incorporate women in both leadership and member capacities, USAID/B will make every effort to do so, and to document the participation of women in this project. Evaluation will include information on women's participation.
- o PL 480. USAID/B will take advantage of the supplementary feeding and Food for Work activities to reorient programs toward development (occupational training, etc.) and away from relief. An in-depth study of the current situation and opportunities for the future may be required.

Human Resource Development

- o Community and Child Health. Program performance indicators will be disaggregated by gender, and any differentials in coverage by gender will be investigated. Applied research activities to be undertaken may include: the relationship between women's

income/employment and child survival; and identification of socioeconomic risk factors for child morbidity and mortality.

- o Planning Assistance. USAID/B will assess the possibility of a reorientation toward training and parent education. (See PL 480 comments.)
- o Self-Financed Primary Care. Coverage by gender will be used as a program performance indicator. Additional efforts will be made to overcome "son preference" in seeking treatment. Additional efforts will be made to work with traditional birth attendants.
- o Reproductive Health. Provide women with greater access to service delivery as well as opportunities for training as technicians, paraprofessionals, managers, and communications specialists in USAID-assisted reproductive health services. Monitor progress of training of women by disaggregating data on participants.

Democratic Institutions

- o Strengthening Democratic Institutions. Indicators related to voter participation will be disaggregated by gender. USAID/B will attempt to work with business and political organizations that are not segregated by sex.

Private Sector

- o Management Training. Gender breakdown of participants in management training will be reported. Additional efforts will be made to increase women's participation in training activities, particularly in areas that are not traditionally associated with women workers.
- o Strengthening Financial Markets. Barriers to women's ability to obtain credit will be examined.
- o Micro and Small Enterprise Development. Gender-disaggregated reporting of participants is now required and will help assess the relative impacts of the projects on men and women. Lending organizations will be asked to relax restrictions that disproportionately limit women's access to credit.

- o Export Promotion. Efforts will be made to include women in management activities, not just production of *artesanía*, etc.

USAID/BOLIVIA
WOMEN IN DEVELOPMENT
IMPLEMENTATION PLAN, FY90-91

I. Introduction

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The Women in Development Implementation Plan describes activities that will be undertaken in FY90-91 in USAID/B projects to increase women's participation (and the extent to which women benefit). First, we identify the specific gender considerations within the newly articulated program areas, objectives, and strategies of the Mission². Second, we describe the mechanisms for institutionalization of attention to gender issues. Third, we present a project-by-project review, highlighting commitments to include gender considerations in project design, implementation, monitoring, and evaluation.

II. Program Areas, Objectives, and Strategies: Opportunities for Women in Development

Gender considerations and activities that differentially affect men and women are not isolated within any one of the six objectives or of the many projects of the USAID/B Mission. Rather, analyzing the condition of the population served by gender, designing projects to achieve full participation of both men and women, and monitoring and evaluating the projects' effects by gender inform the achievement of each of the broad objectives and cut across each of the strategies of the Mission.

²These program areas, objectives, strategies, and indicators were developed and first presented in the Mission's 1990-1991 Action Plan.

As presented in the CDSS, the global objectives of the Mission are economic growth with equity, drug eradication, and support for democratic institutions. However, the Mission has come to believe that the economic growth objectives for Bolivia are best seen in the context of the economic transformation necessary to move Bolivia to an economy less dependent on coca as a major source of export earnings and jobs. Overall economic growth and development motivates each of the specific priority program areas: maintenance of a sound economic policy; alternative development; financial markets development; export promotion and diversification; maternal and child health; and democratic initiatives.

Within the priority program areas, both the objectives and the strategies designed to meet those objectives carry distinct implications for men and women. In broad strokes, economic growth can either serve to reinforce existing inequities in opportunities, or it can contribute to improving the position of disadvantaged groups. Given that men and women have different roles in coca producing and processing activities, for example, alternative development projects will have differential effects by gender. And since men and women traditionally face different opportunities and constraints in their participation in democratic institutions, modifications made in those institutions will tend to affect men and women differently.

Issues relevant to the status of women and to their full participation in activities supported by USAID/Bolivia cut across all the Mission's programs and influence the achievement of each of the stated objectives. In undertaking its most recent Action Plan, the Mission has made every effort to develop program area indicators and outputs that are appropriately disaggregated by gender.

Gender disaggregation serves several purposes. First, when the data are available, presentation of gender-disaggregated information highlights men's and women's differential participation in or benefits from USAID/B projects. Second, compilation of gender-disaggregated data will allow future inferences to be made regarding the effect of USAID/B projects on the condition of women in Bolivia. Third, discussion of these indicators and outputs with USAID/B personnel leads to a greater level of awareness about the Mission's WID strategy and reporting requirements in the Semi-Annual Reviews and other review processes. Finally, identification of instances in which information is not currently reported by gender will result in recommendations for acquiring, tabulating, and analyzing gender-specific data in the future.

Although some indicators and program outputs cannot be reported by gender, because they are not expressed in terms of individual participants or beneficiaries, this does not imply that the USAID objectives cannot be linked to individuals' lives. The Mission Action Plan, with its succinct indicators, may not always be a place to address the matter of how macro-level objectives (and indicators) link to individuals. Benefits to, or contributions of, individuals with respect to the macro-level indicators chosen may be indirect and, in such cases, gender differences in impacts or contributions must be assessed through linking studies. The link between macro and micro levels is an appropriate and necessary component of project design and evaluation exercises.

The following is an outline of the USAID/Bolivia objectives and strategies, as presented in the Mission's 1990-1991 Action Plan. Within each objective WID considerations are highlighted, and strategies are discussed to achieve full participation of women. Gender-disaggregated program performance indicators and outputs are also presented below. (A complete listing of strategies and indicators is provided in Appendix A and the project tables.)

1. Maintenance of Sound Economic Policy

Objective: Reinforce and support GOB ability to reformulate and maintain sound macroeconomic policies.

Discussion: USAID proposes to assist Bolivia to sustain fragile macroeconomic reforms by helping to provide a financial and emergency employment safety net and by continuing to strengthen the GOB's policy analysis capability. We also propose, through our operational projects and work with a variety of business groups, to identify and target a range of "micro-policies," regulations, and attitudes impeding further improvement in the business environment.

WID

Considerations: This objective operates at the macroeconomic level, and therefore the differential effects on men and women in Bolivia are difficult to identify. However, given the productive potential of the female work force, and the especially vulnerable position of Bolivian women, nearly any policy that increases macroeconomic growth and stability will benefit the female population. Policies that lead to expansion of the service and non-coca export processing sectors in particular should

disproportionately benefit women. Finally, creation of short-term jobs to alleviate the effects of structural adjustment will be specifically targeted to women as well as men.

Gender Disaggregated Indicators:

None.

Gender Disaggregated Program Outputs:

Short-term jobs created.

2. Alternative Development

Objective: The progressive transformation of the Bolivian economy from reliance on coca to a diversified, sustainable, and growing economy.

Discussion: This program aims to promote the economic growth and transformation needed to provide a legitimate alternative to coca farming and processing. The strategy focuses on infrastructure and marketing assistance in rural areas; interventions to promote micro-, small- and medium-sized industry and agricultural processors; and strengthening critical intermediary producer and service organizations. Complementing these efforts is a major initiative intended to change attitudes toward drugs and an ESF program conditioned on narcotics crop reduction.

WID Considerations:

Targeting incentives and assistance only to men neglects the personal stake women could have in the process of alternative development. Both project activities and policy dialogue should take women's roles explicitly into account and design incentives to reach women as well as men. To improve the ability to address gender differences in the alternative development effort, USAID/Bolivia will need more information about gender roles in the production and commercialization of coca, in household survival strategies in coca-producing areas and in other areas that provide alternative income sources for potential and actual coca producers.

Women are the main agricultural producers in the high valleys during periods of male migration to coca-producing regions, and are therefore the key to improving livelihoods of farm families whose members are leaving the regions in search of more lucrative coca-based employment. Practice has shown it is essential to work with women to promote adoption of new crops and technologies and new small animal husbandry practices.

The Mission also needs to address gender-differentiated opportunities in the public opinion side of its Alternative Development Strategy. Women are a moral voice in the community for the eradication of coca, and the reduction of narcotics use. They can be valuable community leaders, and have a great deal of influence within the family with respect to this issue. USAID/Bolivia has not given sufficient attention to the valuable potential role of women in its efforts to influence public opinion with respect to coca production, trafficking, and consumption. A communication strategy should be developed and targeted to women in communities that are involved in coca production, processing, and distribution; and consumption of narcotics.

Over the long term, the program area is attempting to increase private sector employment outside of agriculture and to increase rural incomes from non-coca sources in selected geographic areas. Each of these may have differential effects by gender, depending on the type of alternative development promoted. In particular, USAID/B must ensure that women-owned firms and women are represented among the firms or individuals receiving financial, technical, or marketing assistance from organizations it supports. This may require special efforts to reach economically active women, and to take into consideration their constraints in joining producer organizations, obtaining credit, and benefiting from other private sector resources.

Gender Disaggregated Indicators:

Increases in private sector employment outside of agriculture.

Increases in rural incomes from non-coca sources in selected geographic areas.

Number of firms or individuals receiving financial, technical, or marketing assistance from USAID-assisted intermediary organizations.

Gender Disaggregated Program Outputs:

Increases in employment among firms receiving USAID-supported services.

Change in public opinion of coca dependence via communication strategy targeted for women in communities involved in coca production, processing, and distribution.

3. Financial Market Development

Objective: Increase the efficiency, effectiveness, and depth of Bolivian financial markets to support economic reactivation and growth.

Discussion: Structural and procedural improvements in financial markets are central to the Mission's efforts to promote alternative development and to encourage exports. In singling out financial market development as a separate objective, the Mission hopes to encourage a systematic and strategic approach to the issues involved and to provide a structure for rationalizing its various credit and financial market activities.

WID Considerations:

In trying to gain access to credit and other private sector resources, women-owned firms face greater economic and social constraints than do men-owned firms. Few women entrepreneurs are likely to be able to participate in export development because of their low levels of capitalization, scale of production, and lack of information about export markets, procedures, and services.

Special consideration should be given to the policies, administrative procedures, and practices that constrain or bias investment in medium, small, and micro-enterprises in industry and agriculture, and that place women in disadvantaged positions with respect to access to financial markets.

Employment creation for women in export industries is an indirect benefit of the project, but is not being monitored.

Both female as well as male labor is essential to the expansion of export-orientated manufacturing, but potential women workers may face barriers to participation because of their health, and child care and domestic responsibilities. Providing services to address these obstacles will help employers reduce turnover and absenteeism.

Gender Disaggregated Indicators:

Technical assistance provided to exporters.

Loans provided to export enterprises.

New exporters.

Increased employment in export enterprises.

Gender Disaggregated Program Outputs:

None under this section of Action Plan.

Related gender-disaggregated Program Outputs are captured under Program Area 2.

4. Export Promotion and Diversification

Objective: Increase the volume, value, and range of non-coca exports.

Discussion: This objective draws special attention to the need to find substitute sources of foreign exchange as well as substitute sources of employment. The Mission's strategy in this area is comprehensive in nature, includes both agricultural and non-agricultural elements, and emphasizes policy dialogue, technical assistance to exporting organizations and firms, export finance, and training.

WID Considerations:

Development of certain new export items will provide the opportunity to increase women's employment opportunities and provide better-paying jobs for women as well as men. If the experience of other countries holds true in Bolivia, female labor

will be essential to the success of this program area. The potential gender-specific effects of such development should be analyzed before initiating projects, and monitored as the projects progress.

Gender Disaggregated Indicators:

None under this Program Area.

Employment effects (by gender) are captured under Program Area 2.

Gender Disaggregated Program Outputs:

None.

5. Maternal and Child Health

Objective: Improved health of mothers and of children under five.

Discussion: Bolivia's performance in maternal and child health continues to be the poorest in Latin America; current opportunities for improvement are great, and USAID's comparative advantage is widely acknowledged. The USAID/B strategy in this area focuses on improving the quality and scope of service delivery, promoting needed policy review, and encouraging greater use of private sector delivery mechanisms.

WID Considerations:

This Program Area is one that historically has included a focus on women in Bolivia. However, new research and approaches to women in development point to a need to reassess some of the assumptions about women's and men's involvement in this sector.

The health of women in the reproductive ages is a pressing need in Bolivia, given the country's strikingly high maternal mortality rate and recent information from the Demographic and Health Survey on the unmet need for family planning services.

Availability of health services for children directly affects women's well-being in several ways: because women traditionally are responsible for child care, reductions

in child illnesses imply reduced work for mothers; however, health services may place increased demands on women's time if not designed to be compatible with domestic and employment constraints.

USAID-supported health services should be fully and equitably available and utilized by male and female patients. Both preferential health care provision for male children (which has appeared in one of the Mission's projects) and lack of access by poor women should be addressed.

A large proportion of health workers tend to be women, though they typically are concentrated at the lower occupational levels (nursing assistants, promoters, etc.). Health services can provide an opportunity for training of women professionals. This can be a stepping stone for increasing women's contribution to management of development programs.

Gender Disaggregated Indicators:

Child mortality rate.

Contraceptive prevalence.

Gender Disaggregated Program Outputs:

Increases in coverage of USAID-supported self-financed primary health care.

Increase in number of people receiving family planning services under USAID-assisted activities.

6. Democratic Initiatives

Objective: Improve the independence, accountability, efficiency, and accessibility of key democratic institutions.

Discussion: USAID/Bolivia has determined that its greatest potential contribution to the process of return to democracy is helping key institutions other than the executive branch to increase their efficiency and outreach, thereby balancing the executive branch's

traditional monopoly on power. Specific measures include assistance in effecting numerous operational improvements in the judiciary and the legislature, automation of the electoral registry, participant training of current and potential leaders, and broadening participation in a range of private sector advocacy groups.

WID Considerations:

Women's participation in the electoral processes is lower than men's throughout Bolivia. This occurs, in part, because of traditional voting requirements for identification papers that women often lack and, in part, because of social structures and practices that operate to exclude women from political and economic life. A new vote registration system, which will make use of computerized identification cards, will allow women to register to vote more easily, especially in rural areas.

Special emphasis should be given in USAID projects to encouraging women's membership in organizations, and to promoting women's participation in electoral politics through voter education campaigns. The legislative and judicial components of the program showed also seek to strengthen women's contribution in those areas by training women professionals in the law, and supporting developments on legal issues affecting women.

Gender Disaggregated Indicator:

Number of valid registered voters.

Gender Disaggregated Program Output:

Increases in membership of farmers and business people in established professional interest groups assisted by USAID.

Participants in citizen-juror training programs, employed as electoral notaries, included in voting table juries and employed as voting table administrators.

Revision of family and labor codes impacting women.

Legislators receiving training.

III. Institutionalization of Gender Considerations

Lasting change in the process of designing, implementing, and judging the effectiveness of USAID/B projects can only be achieved through institutionalization of gender considerations. One-time instances of attention to women's participation--or isolation of that attention in areas that traditionally integrate women (such as child health projects)--do not constitute sufficient efforts to address the special problems and needs of women in a developing society.

The USAID/B Mission is taking several steps to ensure institutionalization of ways in which WID concerns are addressed in project development. These include: creating an information base, a Mission order on WID and WID Committee, appropriate use of consultants, staff training, donor coordination, and a regional USAID workshop on WID.

A. Creating an Information Base

Information is central to the appropriate design of projects, and to comprehensive monitoring and evaluation of the level of participation by women and men, as well as the effects of interventions on each group. In the case of Bolivia, both baseline information on the condition of women, and accessible measures of project progress have been lacking; however, the Mission is taking steps to address these needs.

1. Studies

Profile of Women in Bolivia: The Mission has commissioned a study to include further elaboration of the opportunities for enhancing women's contribution to Bolivian development, analysis of the constraints impeding such participation, and information from previously unpublished tabulations of existing survey data. This report will be published and disseminated by the Mission.

Support for Women in Development in Bolivia: The Mission has commissioned a study of PVO, government, and other donor policies and activities that are relevant to WID, as well as information on such efforts sponsored by USAID/B. The report to be presented to the donor community and published.

National Rural Household Survey: The Mission will promote collection and analysis of gender-disaggregated data on rural Bolivia through a national survey with technical assistance from the U.S. Census Bureau.

2. Information Internal to the Mission

Given the Mission's current efforts to improve its management information systems, and the lack of hard data on women's participation in a number of sectors in Bolivia, an excellent opportunity now presents itself to generate information for improving project implementation with respect to WID, and to use this information as a baseline for future project design efforts in the same sector.

A key focus of the plan is on gender-disaggregated monitoring and evaluation of Mission projects. The major vehicles for this are project-specific monitoring and evaluation systems; Semi-Annual Reviews; and Action Plan indicators. The 1990 Action Plan established the use of indicators and program output measures disaggregated by gender, and highlighted the lack of sources for such data. By the next Action Plan, this information should be available.

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- o Identifying and working with women's organizations.

E. Donor Coordination

At least three of the major donors in Bolivia (USAID, the World Bank, and the IDB) have been actively seeking to improve their performance with respect to women in development. We may be unaware of similar efforts being initiated by other bilateral donors. At the same time, the GOB and local and international NGOs operating in Bolivia are renewing their interest in women in development.

Given this surge of interest, now is a propitious time to begin an effort at donor coordination on this issue. It is recommended that USAID/B take the lead in discussing the efforts of the various donor agencies to improve women's participation in their programs at the regular donor's meeting, and in establishing a donor working group on women in development. The latter can serve as a forum for discussion of donor activities with NGO and government groups, for learning from the local groups active on behalf of Bolivian women, and for comparing experiences with other donors and local agencies. USAID/B's first effort in this direction is the commissioning of a study of PVO, government, and other donor activities relevant to WID (the study is discussed in section A above).

F. Regional USAID WID Workshop

USAID personnel in nearby countries, particularly Ecuador and Peru, face many of the same difficulties and opportunities in obtaining full participation of women. A chance to share experiences and resources would benefit WID Officers (and others) in the areas. During the 1990-1991 period, the WID Officer will organize a workshop on WID issues to bring together those involved in USAID WID-related activities in neighboring countries.

IV. Priority Projects for FY90-91

While nearly all USAID/B projects could increase the participation of women and thereby, in many cases, increase their chances of success, several projects stand out as having high potential--and great need for attention to WID concerns. FY90-91 is a particularly important year for the Mission,

because of the large number of new and important projects being designed. The following are a set of descriptions and tables of program areas and projects that will incorporate WID considerations in the FY90-91 period. Tables outlining all the recommended actions in each project are included in a separate section below.

Recommendations for the Strengthening Democratic Institutions and Alternative Development projects are preliminary, tentative recommendations that should be further explored during the project design. They are based on ongoing activities related to these projects, but which may not be continued under the new designs.

Alternative Development II. Include a WID specialist on a new project design team to ensure that gender issues are addressed as an integral part of project activities.

Micro and Small Enterprise Development. Relax restrictions to allow credit unions to lend to more members regardless of industry type and retail trade.

Design new MIS that will monitor and compare participation of women in different project components. Promote increased women's participation in Credit Union, FEBOPI and ADEPIS.

Reproductive Health Services. Provide referral services for preventive and curative service delivery, training to develop women's capacity in reproduction, health services, and reproductive health messages targeted to men as well as women.

Andean Peace Scholarships. Cultivate contacts to assist women in the identification of APSP candidates.

Democratic Institutions. Implement a system to increase women's political representation in voter registration, legislators receiving training, citizen-juror training and employment opportunities related to electoral systems.

Administration of Justice. Support legal clinics, women's organizations, female counselors, and legal reference materials to promote civic education, public awareness, and access to democratic processes.

National Rural H. H. Survey. Ensure that all aspects of survey design elicit more accurate info on women's productive roles by including female interviewers and disaggregating information on individual incomes and access to credit, land, and other productive resources.

Export Promotion. Identify exportable products in which women have a comparative advantage and ensure that women as well as men receive services that promote and assist exports. Encourage women's participation in exports.

PL 480/Title II. Increase efforts to change the relief orientation to a development orientation by increasing women's production capabilities.

As noted above, more complete information on each project is provided in the project tables presented in the following section of the Plan.

V. Project Tables

This section provides a brief summary of WID concerns in each USAID/Bolivia Project which has sufficient life remaining in its implementation and relevance to the Mission's WID Strategy to warrant its inclusion. For each project, WID-related activities and targets are identified; these need not be women-only targets, but must address or incorporate gender concerns that arise from the project's design or the experience of implementation to date. Means for incorporating these activities within the project, and for monitoring and evaluating the results are also outlined. The discussion of gender concerns and recommended actions related to each project is presented in the form of a table. The model for the table, with an explanation of each variable, appears as the first table below.

PROJECT TABLE
USAID/BOLIVIA WID IMPLEMENTATION PLAN
(FY90-91)

Project Title and Purpose	WID Concerns	Project WID Activities	Target Dates	USAID Tracking Points	Responsible Person	Problems Identified
511-0596 <i>Micro and Small Enterprise Development (Cont.)</i>		FEBOPI: Strengthen FEBOPI and ADEPIS by expanding women's participation in these organizations; concrete steps recommended-- national women's congress to allow members to discuss their participation in ADEPIS/FEBOPI.	Meeting held in 1989.	SAR; project evaluation.	Tucker/Garcia	
		Other concrete actions to be determined by women members may include: proportional representations of women on ADEPIS boards, incorporation of spouse - partners as full members of ADEPIS, training courses of interest to women business owners.	To be determined.	Monitor number of ADEPIS members by gender and branch of industry.	Tucker/Garcia	

PROJECT TABLE
USAID/BOLIVIA WID IMPLEMENTATION PLAN
(FY90-91)

Project Title and Purpose	WID Concerns	Project WID Activities	Target Dates	USAID Tracking Points	Responsible Person	Problems Identified
<p>511-0617 <i>Alternative Development Project:</i> To modify and improve the agricultural and forestry systems of farmers in the Chapare and Associated High Valleys subregions of the Department of Cochabamba to respond better to diverse, profitable marketing opportunities under sustained environmentally compatible, medium technology models.</p> <p>The comments in this table may also apply to the proposed amendment to the Chapare Regional Development Project.</p>	<p>Women need extension, credit and organizational assistance to improve their contribution to rural development in the associated high valleys region.</p> <p>Women are active in agricultural production on small farms in the region, especially in care of small ruminants and cows, water, fuelwood, planting, weeding and harvesting of crops. Men migrate seasonally or most of the year, leaving women in charge of all farming activities, but traditional extension and credit systems tend to exclude women; project success will be enhanced by women's participation and "demonstration effect" of women farmers</p>	<p>Include WID specialist in new project design team to ensure that gender issues are addressed as an integral part of project activities.</p> <p>Intensive efforts should be made to provide extension to women farmers in high valleys and other project sites when identified, and to include them in planning and implementation of key project subcomponents: social science program; farming systems/technology transfer; animal husbandry; community forestry and natural resources management. Given complexity and breadth of these activities, specialized technical assistance is recommended. ^\</p>	<p>6/91</p>	<p>Project paper</p>	<p>Hash</p>	<p>A new project will be designed in late FY90, building on pilot activities</p> <p>Project purpose may change</p> <p>The new project direction (allocating a greater effort to high valleys) is not yet firmly defined; most pilot activities are not yet operational in high valleys- some implementing agencies not yet identified.</p> <p>Political aspects of project may limit effectiveness in addressing WID concerns</p>

PROJECT TABLE
USAID/BOLIVIA WID IMPLEMENTATION PLAN
(FY90-91)

Project Title and Purpose	WID Concerns	Project WID Activities	Target Dates	USAID Tracking Points	Responsible Person	Problems Identified
511-0617 <i>Alternative Development Project (Cont.)</i>		1. Collection and analysis of baseline socioeconomic data, including gender-disaggregated analysis of the division of labor in agricultural production, nature of home responsibilities, extent of participation in community organizations, access to extension and resources, and migration patterns (should also look at age differences).	6/90	Baseline survey report to include gender-disaggregated data.	Perez/Hash	
		2. Production recommendations for new cropping/farming systems should take into consideration the division of labor in agricultural production and associated labor constraints in the household.	8/90	Project paper addresses issue.	Perez/Hash	Past project analyses have not addressed this issue
		3. A communications strategy to influence public opinion with respect to coca production, trafficking and consumption should be targeted to women, especially in low-income communities where pressure to take part in coca economy is strong				This may be covered under the Narcotics Awareness project.

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PROJECT TABLE
 USAID/BOLIVIA WID IMPLEMENTATION PLAN
 (FY90-91)

Project Title and Purpose	WID Concerns	Project WID Activities	Target Dates	USAID Tracking Points	Responsible Person	Problems Identified
511-0617 <i>Alternative Development Project (Cont.)</i>		4. Train all extensionists to work directly with women farmers as well as men, especially in the areas of pesticide use, demonstration farms, seed selection, intercropping, farm records, community and school gardens, introduction of nontraditional crops, animal husbandry, agro-forestry, and community control of natural resources; train and utilize women extensions (target: 30 percent of extensionists are women); ensure that extensionists are Quechua speaking, train women as well as men to act as community extension workers (target: 40 percent of community extension workers are women).	Begin training by end FY91.	Project M&E system; reporting in SAR on numbers of men and women farmers receiving extension services and numbers of men and women extension workers trained	Fisher/Hash	
		5. Undertake pilot activities directed primarily to women, such as improvement of milk production and marketing (where women are already active). At least one activity should be initiated in project's first year.	By end FY91.	Report in SAR under accomplishments section.	Fisher/Hash	

PROJECT TABLE
 USAID/BOLIVIA WID IMPLEMENTATION PLAN
 (FY90-91)

Project Title and Purpose	WID Concerns	Project WID Activities	Target Dates	USAID Tracking Points	Responsible Person	Problems Identified
511-0617 <i>Alternative Development Project (Cont.)</i>		6. Involve women in planned group purchases of inputs and organize women for community storage and sales of crops to enhance the efficiency of their traditional role in agricultural marketing.	To be determined.	To be determined.	Hash	These activities may not be part of new project design.
		7. In forestry, include women in the management of community nurseries; train women as community extension workers (target: 40 percent of community extension workers are women).	To be determined.	To be determined (to include numbers of men and women community extension workers trained).	Hash	

PROJECT TABLE

USAID/BOLIVIA WID IMPLEMENTATION PLAN
(FY90-91)

Project Title and Purpose	WID Concerns	Project WID Activities	Target Dates	USAID Tracking Points	Responsible Person	Problems Identified
<p>511-0610 <i>Strengthening Democratic Institutions:</i> To improve the administration of justice, upgrade the legislative process and consolidate the electoral system. Explore feasibility of establishing a nongovernmental, nonpartisan, nonprofit organization to promote democracy in Bolivia.</p>	<p>Women's political representation is hampered by the current voter registration system and lack of organization and capability to develop legislation reflecting their interests in the Congress. Project priorities of providing electoral court with ADP equipment, technical assistance and training to develop an automated nationwide voter registry may require that concerns regarding women's registration and participation in the voting process be addressed in project amendments.</p>	<p>Design and implement system of voter registration that will be more accessible to women, especially in rural areas.</p>	TBA	<p>Report on accomplishments in SAR; report on numbers of men and women registered in AP; project reports.</p>	TBA	<p>Project in design stage; recommendations cited here are suggestions for project design; dates can be set by project design.</p>
		<p>ILANUD courses offered through University of the Andes include topics related to gender issues, violent crime against women, family laws, labor laws for design of merit-based salary improvement system for courts and public ministry; technical assistance should assure that women have equal opportunity.</p>	TBA	Project reports.	TBA	
		<p>Training and Research Center for Congress offers expertise in areas of family law, labor law and others pertinent to women and sponsors seminars and conferences on these topics.</p>	TBA	SAR; project reports.	TBA	

PROJECT TABLE

USAID/BOLIVIA WID IMPLEMENTATION PLAN
(FY90-91)

Project Title and Purpose	WID Concerns	Project WID Activities	Target Dates	USAID Tracking Points	Responsible Person	Problems Identified
<p>511-0610 <i>Strengthening Democratic Institutions (Cont.)</i></p>	<p>Need to develop a strategy to register rural women and to facilitate their participation in the voting process.</p>	<p>Encourage hiring of women as well as men for legislative assistants.</p>	<p>TBA</p>	<p>Report on numbers of men and women assistants in SAR.</p>		
		<p>Invitational travel for legislators includes women representatives and senators (20 percent target).</p>	<p>TBA</p>	<p>Report on educational travel by men and women legislators in AP; project reports; SAR.</p>		
		<p>Conferences by international experts include prominent women legislators and officials from other Latin American countries and the U.S.</p>	<p>TBA</p>	<p>Project reports.</p>		
		<p>Ensure inclusion of women (40 percent target) in the training of notaries who register voters, table authorities who control balloting and electoral court personnel.</p>	<p>TBA</p>	<p>Project reports; SAR.</p>		
		<p>Implement the design and execution of media outreach campaigns.</p>	<p>TBA</p>	<p>Project reports; SAR.</p>		
		<p>Support outreach campaigns by enlisting women's organizations</p>	<p>TBA</p>	<p>Project reports; SAR</p>		

PROJECT TABLE
USAID/BOLIVIA WID IMPLEMENTATION PLAN
(FY90-91)

Project Title and Purpose	WID Concerns	Project WID Activities	Target Dates	USAID Tracking Points	Responsible Person	Problems Identified
511-4610 <i>Strengthening Democratic Institutions (Cont.)</i>	<p><u>Future Amendments</u></p> <p>Enhance electoral court capability to report on voter behavior.</p> <p>Conduct a study of impediments to women's part in the electoral process and include recommendations on strategies to increase and improve women's participation.</p> <p>Promote electoral law reform directed to simplifying requirements for voting registration.</p>		<p>TBA</p> <p>TBA</p> <p>TBA</p>	<p>Project reports, SAR</p> <p>Project reports, SAR</p> <p>Project reports; SAR; documented Congressional actions.</p>		

PROJECT TABLE

USAID/BOLIVIA WID IMPLEMENTATION PLAN
(FY90-91)

Project Title and Purpose	WID Concerns	Project WID Activities	Target Dates	USAID Tracking Points	Responsible Person	Problems Identified
<p>511-0580 <i>Management Training:</i> To support the development of an independent management training institution to provide intensive, short-term management training to Bolivian businessmen and women; to increase the efficiency of business management in the Bolivian private sector thereby enhancing productivity throughout the economy</p>	<p>Women managers may face different problems in improving their effectiveness in working with superiors, employees, clients, colleagues, and government officials than do men managers.</p>	<p>Develop pilot training for women managers and assess demand for such activities in the future.</p>	<p>By FY92</p>	<p>Training course offered for women managers (report in SAR accomplishments).</p>	<p>Aranibar</p>	
	<p>Effective personnel management requires the ability to deal with gender-specific concerns in the workplace, especially in sectors or industries where women represent significant portion of the work force</p>	<p>Include gender-related personnel issues in curriculum for both male and female managers.</p>	<p>By FY92</p>	<p>Curriculum of personnel management courses includes treatment of gender-related personnel issues (reports to project manager).</p>	<p>Aranibar</p>	

PROJECT TABLE
USAID/BOLIVIA WID IMPLEMENTATION PLAN
(FY90-91)

Project Title and Purpose	WID Concerns	Project WID Activities	Target Dates	USAID Tracking Points	Responsible Person	Problems Identified
511-0580 <i>Management Training</i> (Cont.)	There is a shortage of management/entrepreneurial skills and talent in Bolivia, but there are few women in top management in private sector, indicating the field is a difficult one for them to enter, even though their skills and talents are needed.	Promote training for women as well as men in management to firms and managers.	FY91	Promotional materials Identify women managers as key target group.	Aranibar	
	In the past, women receiving training from IDEA have tended to be secretaries, not managers.	Offer training for women managers; promote training to women managers.	FY91	Numbers of women and men receiving IDEA training by type of training (report in project reports; summarize in SAR).	Aranibar	

PROJECT TABLE
USAID/BOLIVIA WID IMPLEMENTATION PLAN
(FY90-91)

Project Title and Purpose	WID Concerns	Project WID Activities	Target Dates	USAID Tracking Points	Responsible Person	Problems Identified
<p>511-0571 <i>Policy Reform:</i> To increase Bolivia's economic stability and growth through an improved policy framework in order to assure sound public investments and encourage new and expanded private productive enterprises; to develop a permanent capability within the GOB to conduct policy analysis studies and to formulate policy options necessary to address macroeconomic and sectoral development constraints.</p>	<p>The project's focus is on macro-policy; gender issues tend to emerge at sector and micro levels. It is difficult to make links to macro-policy, but there are some areas where the project could include gender disaggregated analysis relevant to policy change.</p>	<p>Suggested studies:</p> <ol style="list-style-type: none"> 1. Disaggregated data by gender in future studies of informal sector (where many women are employed). 2. Effects of labor legislation on employment in the formal and informal sectors (disaggregated by gender). 3. Contribution of the retail trade sector (where over one-half of economically active women work) to the national economy, and economic growth. 	<p>To be determined</p> <p>To be determined</p> <p>To be determined</p>	<p>Research report</p> <p>Research report</p> <p>Research report</p>	<p>Aranibar</p> <p>Aranibar</p> <p>Aranibar</p>	<p>UDAPE itself decides the content of studies in consultation with the government. USAID has found it difficult to request specific studies. UDAPE needs to be convinced of the benefits of gender disaggregated analysis.</p>

PROJECT TABLE

USAID/BOLIVIA WID IMPLEMENTATION PLAN
(FY90-91)

Project Title and Purpose	WID Concerns	Project WID Activities	Target Dates	USAID Tracking Points	Responsible Person	Problems Identified
<p>511-0585 <i>Export Promotion:</i> To support public and private sector efforts to expand and diversify Bolivia's exports of nontraditional products.</p>	<p>Few women entrepreneurs are likely to be able to participate in export development because of their low levels of capitalization and lack of information about services.</p> <p>Employment creation in export industries is an indirect benefit of the project, but is not being monitored.</p>	<p>Design outreach/promotion materials to alert female as well as male business owners to services available, credit, and technical assistance; work with associations where women business owners are active (e.g., flower growers); identify and analyze exportable products and fields in which women have a comparative advantage; identify women that have a near-term potential of producing for exports.</p> <p>Track employment creation in export industries (by sex of employees).</p>	<p>To be determined.</p> <p>First reporting by end of FY91 SAR.</p>	<p>Evaluation.</p> <p>Numbers of women and men employed in USAID-assisted export industries (report in SAR).</p>	<p>Simes</p> <p>Simes</p>	

PROJECT TABLE
USAID/BOLIVIA WID IMPLEMENTATION PLAN
(FY90-91)

Project Title and Purpose	WID Concerns	Project WID Activities	Target Dates	USAID Tracking Points	Responsible Person	Problems Identified
511-0585 <i>Export Promotion (Cont.)</i>	Both female and male labor are essential to the expansion of export-oriented manufacturing, but potential women workers may face barriers to participation because of their child care responsibilities and health status. Providing services to address these barriers helps employers reduce turnover and absenteeism.	If free trade zones are developed, they should include on-site child care and health clinics targeted to women. In cases where export industries receiving USAID assistance are not located in FTZs, coordinate with health project implementors (especially PROSALUD) to facilitate employees' access to health services. Require participating organizations to include gender specific into their reports.	To be determined.	Number of women, men and children receiving medical attention and child care services (SAR reporting). [Could report under health projects as an alternative.] Project reports from contractors and counterpart institutions; SAR.	Simes	

PROJECT TABLE

USAID/BOLIVIA WID IMPLEMENTATION PLAN
(FY90-91)

Project Title and Purpose	WID Concerns	Project WID Activities	Target Dates	USAID Tracking Points	Responsible Person	Problems Identified
<p>511-0594 <i>Community and Child Health:</i> To deliver an integrated package of child survival services in 11 districts of 3 departments, through the MOH system; to strengthen institutional capability and to develop community participation in health activities.</p>	<p>The health of women in the reproductive ages is a pressing need in Bolivia, given its strikingly high maternal mortality rate and recent information from the Demographic and Health Survey (1989) on the unmet need for family planning services.</p> <p>Availability of health services for children directly affects women's well-being in several ways, because women traditionally are responsible for child care: reductions in child illnesses imply reduced work for mothers; however, health services may place increased demands on women's time if not designed to be compatible with domestic and employment constraints.</p> <p>Health services should be fully and equitably available and utilized by male and female patients. Both preferential health care provision for male children and lack of access</p>	<p>Use of CCH as opportunity to develop women's capacity in health care occupations through training of female health auxiliaries, health service managers, etc. (Target: at least one-half of trainees in each category should be women.)</p> <p>Active efforts to identify and overcome preferential treatment of male children, if found.</p> <p>Possible operations research related to women's time and economic constraints, and the relationship between women's employment and child survival.</p> <p>Use of "risk group" methodology to identify characteristics of most vulnerable populations (i.e., female-headed families, etc.)</p>	<p>To be determined.</p>	<p>M&E (gender disaggregation of all relevant indicators and outputs as outlined in report text and memorandum presented to project coordinator).</p> <p>Action plan (service delivery); SAR (training, research activities, and communications strategy development).</p> <p>Operations research reports.</p> <p>Research report.</p>	<p>Llewellyn</p>	<p>Proposed operations research activity to study links between women's employment and birth spacing and child survival will require technical assistance to develop</p>

PROJECT TABLE
USAID/BOLIVIA WID IMPLEMENTATION PLAN
(FY90-91)

Project Title and Purpose	WID Concerns	Project WID Activities	Target Dates	USAID Tracking Points	Responsible Person	Problems Identified
511-0594 <i>Community and Child Health (Cont.)</i>	<p>by poor women should be addressed.</p> <p>Health workers are often women, but they are concentrated in lower level jobs. Training women health professionals in management skills can enhance their contribution to management of development programs.</p>	<p>Investigate breast-feeding promotion/ maintenance, oral rehydration, and other child survival activities and their impact on women's time use.</p> <p>Increase involvement of men and children in community health activities--including targeting health messages to men and children, as well as to women.</p>	<p>To be determined.</p> <p>To be determined.</p>	Research report.	Kuritsky	

PROJECT TABLE
USAID/BOLIVIA WID IMPLEMENTATION PLAN
(FY90-91)

Project Title and Purpose	WID Concerns	Project WID Activities	Target Dates	USAID Tracking Points	Responsible Person	Problems Identified
<p>511-0569 and 551-0607 <i>Self-Financed Primary Health:</i> To develop a model for self-financed primary health care services.</p>	<p>Despite the high maternal mortality rate in Bolivia, and women's frequent reliance on traditional birth attendants, PROSALUD has not worked with these health care providers.</p> <p>Availability of health services for children directly affects women's well-being in several ways because women traditionally are responsible for child care: reductions in child illnesses imply reduced work for mothers; however, health services may place increased demands on women's time if not compatible with domestic and employment constraints.</p> <p>Health services should be fully and equitably available and utilized by male and female patients. Both preferential health care provision for male children and lack of access by poor women should be addressed. In SFPH I to project, boys were brought to health care centers more frequently than girls.</p>	<p>WID concerns should be studied in the project design phase for follow-on SFPH II; investigation of these concerns should be included in the SOW of at least one PP design team member.</p> <p>Expand outreach to and training of traditional birth attendants.</p> <p>Expand and evaluate effectiveness of outreach to and education of clients and children with respect to the equal health care needs of boys and girls.</p> <p>Continue to monitor service delivery by gender of beneficiary and age.</p>	<p>Monitoring system already in place.</p> <p>Plan for working with midwives by end FY91.</p> <p>By midpoint of project.</p> <p>Monitoring system already in place.</p>	<p>Number of adults and children receiving services from PROSALUD by gender (report in SAR)</p> <p>Plan project reports.</p> <p>Mid-term evaluation.</p> <p>Numbers of patients by age and gender (report in SAR).</p>	<p style="text-align: center;">Indaburo</p> <p style="text-align: center;">Indaburo</p> <p style="text-align: center;">Indaburo</p>	<p>New project design forthcoming, which will extend project to additional sites, but few changes expected in operations.</p>

PROJECT TABLE

USAID/BOLIVIA WID IMPLEMENTATION PLAN
(FY90-91)

Project Title and Purpose	WID Concerns	Project WID Activities	Target Dates	USAID Tracking Points	Responsible Person	Problems Identified
511-0612 <i>National Rural Household Survey:</i> To improve rural sector policy planning, project design and evaluation; to develop an informational data base on the socioeconomic characteristics of the rural population; to provide information for evaluation of effectiveness of USAID/B program areas (especially alternative development).	Women's work typically is underestimated in household surveys, particularly in rural settings. Data collection methodology should be designed to fully measure the extent of women's economic participation. User seminars and survey instruments and analysis should include and/or allow for disaggregation of indicators by gender.	Incorporation of recent developments in questionnaire design and manuals, to capture women's economic activity (see UN publications <u>Compiling Social Indicators on the Situation of Women and Improving Statistics and Indicators on Women Using Household Surveys</u>) through technical assistance on the project design team.	Questionnaire design: Begun June 1990; November 1990.	SAR (accomplishments during reporting period); survey instrument/questionnaire.	Sleeper	Possible conflicting interests between WID concerns and other data needs, given limited resources, questionnaire length, etc Possible lack of comparability with other surveys if measurement of women's economic activity is designed to be more comprehensive than previous measures (However, given lack of longitudinal data in the rural context, this concern is less important.)
		Training of interviewers to elicit valid information on women's economic activity.	To be determined.	Published data.	Sleeper	
		Disaggregation of indicators and other variables by gender in published tabulations.	To be determined.	Report on analyses.	Sleeper	
		Analyses to evaluate women's roles in agricultural and nonagricultural income generation.	Following completion of data tabulation.			

PROJECT TABLE
USAID/BOLIVIA WID IMPLEMENTATION PLAN
(FY90-91)

Project Title and Purpose	WID Concerns	Project WID Activities	Target Dates	USAID Tracking Points	Responsible Person	Problems Identified
<p>511-0578 <i>Planning Assistance:</i> To strengthen three PVO Title II sponsors and Vitamin A activities with two PVOs.</p>	<p>Women and children are the principal beneficiaries of supplementary feeding programs. In the past, such programs--usually organized through Mother's Clubs--have had a "relief" rather than a "development" orientation. Existing organizations could be better utilized to provide appropriate vocational training, empowerment and parental support to poor women.</p>	<p>WID TA for women's management training.</p> <p>Establishment of vocational training, organizational development, and parental support activities within Mother's Clubs on a pilot basis.</p> <p>Close monitoring and evaluation of PVO activities and orientation.</p>	<p>To be determined by WID committee.</p>	<p>Review pilot activities in SAR (under other accomplishments/actions during reporting period).</p>		

PROJECT TABLE
USAID/BOLIVIA WID IMPLEMENTATION PLAN
(FY90-91)

Project Title and Purpose	WID Concerns	Project WID Activities	Target Dates	USAID Tracking Points	Responsible Person	Problems Identified
<p><i>Child Survival PVO Network (PROCOSI):</i> To coordinate planning of PVO child survival activities; to take advantage of economies of scale with respect to training of PVOs; to promote an integrated package of child survival services.</p>	<p>Appropriate attention should be paid to women's unique role (and constraints) in promoting child survival among each of the participating PVOs (and their projects). Reproductive health should be explicitly or implicitly promoted by each of the PVOs' activities.</p>	<p>Implement special training of PVOs to highlight role and constraints of women in child survival.</p> <p>Include gender considerations in all evaluations of PVO activities.</p> <p>Require gender-disaggregated data on service coverage, and follow up analysis of causes of gender differentials.</p> <p>Include WID concerns in SOWs of technical assistance to PVOs (MomTech, HealthCom, etc.).</p>	<p>By end FY91.</p> <p>Associated with evaluation schedule.</p> <p>Reporting to be instituted by December 1991.</p> <p>Associated with TA schedule.</p>	<p>Report in evaluation and in SAR.</p>	<p>Llewellyn</p>	<p>Each PVO has its own motivations and means of operating, which may conflict with those of other PVOs (and/or USAID). Coordination is extremely difficult.</p>

PROJECT TABLE
USAID/BOLIVIA WID IMPLEMENTATION PLAN
(FY90-91)

Project Title and Purpose	WID Concerns	Project WID Activities	Target Dates	USAID Tracking Points	Responsible Person	Problems Identified
511-0598 <i>Strengthening Financial Markets (Cont.)</i>	However, only limited concrete data are available on gender differences in access to formal financial markets.	3. Provide training to women in the banking sector to improve their managerial skills and leadership within commercial banks.	To be determined.	Numbers of men and women bankers receiving management training.	Project officer	
		4. Provide training to both men and women bankers on gender issues related to financial markets	To be determined.	Training curricula.	Project officer	

PROJECT TABLE

USAID/BOLIVIA WID IMPLEMENTATION PLAN
(FY90-91)

Project Title and Purpose	WID Concerns	Project WID Activities	Target Dates	USAID Tracking Points	Responsible Person	Problems Identified
<p>511-0589 <i>Private Agricultural Producer Organizations:</i> To increase income on farms and ranches through increased yields, expanded production, and increased marketable surplus, including exports.</p>	<p>Women make up a substantial portion of the agricultural labor force, especially in the <u>campesino</u> sector. They also have an important role in farm management, especially in smaller farms. Producer organizations are important vehicles for influencing agricultural policy and accessing productive services. Both women and men farmers should have access to these services, to improve their productivity, but few private agricultural producer organizations have women members.</p>	<p>1. Given the project's emphasis on working with "open" associations, it should encourage organizations to take active steps to include women among their members. A target of 20 percent women members should be set for this phase of the project.</p> <p>2. Women's membership and leadership in producers' organizations should be considered as part of selection criteria. At least 30% of the assisted organizations should be ones that have significant participation by women.</p>	<p>Ongoing.</p>	<p>1. Number of members in assisted organizations by gender (report in SAR).</p> <p>2. Report on selection criteria used in project evaluation.</p>	<p>McIntyre</p>	<p>Project implementation is already far along; it may be difficult to redefine selection criteria. But if the project is extended, women's participation should be more actively encouraged.</p>

PROJECT TABLE

USAID/BOLIVIA WID IMPLEMENTATION PLAN
(FY90-91)

Project Title and Purpose	WID Concerns	Project WID Activities	Target Dates	USAID Tracking Points	Responsible Person	Problems Identified
PL480/TITLE II	<p>Women and children are the principal beneficiaries of supplementary feeding programs. In the past, such programs--usually organized through Mother's Clubs--have had a relief rather than a development orientation. Existing organizations could be better utilized to provide appropriate vocational training, income-generation support, empowerment and parental support to poor women. Women are actively involved in urban food for work, but not rural food for work. Activities targeted directly to increasing agricultural production do not involve women despite their critical role in this sector in Bolivia.</p>	<p>(Initial suggestions): Increase women's participation in agricultural projects; expand productive activities targeted to women, with or without Mother's Clubs; expand school feeding programs which provide an incentive for increased school attendance, perhaps especially for girls; increase men's involvement in school feeding programs; consider using food aid for support of day care homes which contribute to improved child nutrition, create jobs for women, and free up mother's time for productive activities. Is USAID constrained in its ability to monetize Title II? Productive projects often require money investments; difficult to do with food. How will new PL480 legislation affect Title II program?</p>				

PROJECT TABLE
USAID/BOLIVIA WID IMPLEMENTATION PLAN
(FY90-91)

Project Title and Purpose	WID Concerns	Project WID Activities	Target Dates	USAID Tracking Points	Responsible Person	Problems Identified
<p>511-0568 <i>Reproductive Health Services:</i> Increase access and quality of reproductive services in Bolivia.</p>	<p>The health of women in the reproductive age is a pressing need in Bolivia, given its strikingly high maternal mortality rate and recent information from the Demographic Health Survey (1989) on the unmet need for family planning services.</p>	<p>Develop women's capacity in reproductive health services through targeted training in technical, supervisory management and communication skills (at least half in each category should be women).</p>	<p>Ongoing through project.</p>	<p>M&E (gender disaggregation in project reports).</p>		
	<p>Family planning programs are important in providing women with a changed view of their own prospects and that of their children.</p>	<p>Encourage promotion of women into technical, supervisory and management positions through policy dialogue with project institutions, particularly in the private sector.</p>	<p>Ongoing.</p>	<p>Gender disaggregated project reports; SAR.</p>		
	<p>Health workers are often women, but they are concentrated in lower level jobs. Training women health professionals in technical, supervisory, management and communication skills can enhance their contribution to the success of health sector and other development programs.</p>	<p>Develop and provide reproductive health messages and services targeted to men as well as women.</p>	<p>Ongoing.</p>	<p>Project reports; SAR.</p>		

PROJECT TABLE
USAID/BOLIVIA WID IMPLEMENTATION PLAN
(FY90-91)

Project Title and Purpose	WID Concerns	Project WID Activities	Target Dates	USAID Tracking Points	Responsible Person	Problems Identified
511-0568 <i>Reproductive Health Services (Cont.)</i>	Men as well as women need to be involved in family planning.	Referral services for preventive and curative service delivery in aspects of reproductive health other than family planning methods for both women and men (STDs, vaginal infections, infertility, cancer, etc.).	Ongoing.	Project reports, SAR.		

PROJECT TABLE

USAID/BOLIVIA WID IMPLEMENTATION PLAN
(FY90-91)

Project Title and Purpose	WID Concerns	Project WID Activities	Target Dates	USAID Tracking Points	Responsible Person	Problems Identified
<p>511-0609 <i>Justice Sector:</i> To promote the independence and co-equal status of the Judicial Prosecutor system with respect to the Executive Branch of government.</p>	<p>Women's participation in the judicial system, particularly at the professional level, has been far less than that of men, due to traditional barriers to women's advancement.</p>	<p>Include an examination of discriminatory practices based on gender in the assessment of the judicial personnel system.</p>	<p>To be confirmed.</p>	<p>Project reports present gender-disaggregated data, reflected in SAR.</p>		
	<p>Women and men have differential access to the courts and legal assistance, and therefore benefit unequally from the judicial system.</p>	<p>Ensure women's equitable access to project-supported training at all levels.</p>	<p>As training is implemented.</p>	<p>Project reports; SAR.</p>		
		<p>Ensure development of a management statistics system that will permit disaggregation of data by gender.</p>	<p>To be determined.</p>	<p>Project reports; SAR.</p>		
		<p>Include gender-related legal codes and reference materials in publications to be distributed to judicial libraries and in the development of a project-sponsored bibliography.</p>	<p>To be determined.</p>	<p>Project reports.</p>		
		<p>Support legal clinics, including women counselors, in poor urban neighborhoods.</p>	<p>To be determined.</p>	<p>Project reports; SAR.</p>		

PROJECT TABLE
USAID/BOLIVIA WID IMPLEMENTATION PLAN
(FY90-91)

Project Title and Purpose	WID Concerns	Project WID Activities	Target Dates	USAID Tracking Points	Responsible Person	Problems Identified
511-0009 <i>Justice Sector (Cont.)</i>		Provide support to women's organizations that promote civic education and public awareness of demographic processes, under the project's democratic institution building component.	To be determined.	SAR; project reports; mid-term evaluation.		

PROJECT TABLE
USAID/BOLIVIA WID IMPLEMENTATION PLAN
(FY90-91)

Project Title and Purpose	WID Concerns	Project WID Activities	Target Dates	USAID Tracking Points	Responsible Person	Problems Identified
<p>511-0003 and 598-06-10-01 <i>Andean Peace Scholarship:</i> Increase number of U.S. trained public and private sector leaders and potential leaders at the planning, implementation, technical, managerial and administrative levels.</p>	<p>Women traditionally have had limited access to training. The APSP project offers an opportunity to redress this imbalance through mandated minimum percentages of participation by women, especially those in rural areas and small cities. If appropriately implemented, it can provide a significant resource for women's development across a broad spectrum of national life.</p> <p>The project has had difficulty in identifying sufficient numbers of women meeting minimal criteria for the project in some targeted fields.</p>	<p>Use APSP to focus on development and training of women in fields where they are underrepresented.</p> <p>Increase resources for identification of APSP candidates, e.g., identify and establish ongoing relationships with women's and men's professional and other organizations; develop a comprehensive list of urban and rural-based women's organizations that can provide resources for identification of women candidates, especially in fields that are nontraditional for women.</p>	<p>Early 1991</p>			

Appendix A

USAID/BOLIVIA PROGRAM AREAS, OBJECTIVES, AND INDICATORS

1. Maintenance of Sound Economic Policy

A. Objective: Reinforce and support GOB ability to formulate and maintain sound macroeconomic policies

B. Indicators:

1. Gap between official and free-market exchange rates
2. Government deficit as percent of GDP
3. List of significant improvements in economic policy environment

C. Basic USAID Strategy:

1. Budgetary support
2. Title III
3. Policy dialogue
4. Title II, food for work
5. Strengthening GOB policy analysis capability

D. Program Outputs:

1. Magnitude of U.S. balance-of-payments support
2. Short-term jobs created (PL 480) (by gender)
3. List of other economic policy and regulatory changes directly affected by USAID-supported activities

2. Alternative Development

A. Objective: Increase investment, productivity, and employment from non-coca activities

B. Indicators:

1. Reduction in number of hectares under coca production
2. Increases in private sector employment outside of agriculture (by gender)
3. Increases in rural incomes from non-coca sources in selected geographic areas (by gender)

C. Basic USAID Strategy:

1. Institutional strengthening of intermediary organizations
2. Targeted (pilot) credit to agricultural producers and to micro-, small- and medium-sized enterprises
3. TA on marketing (rural only)
4. Infrastructure (rural only)
5. Training through agricultural extension and management training activities
6. Public information and drug awareness
7. ESF conditionality
8. Local currency projects

D. Program Outputs:

1. Kilometers of new and rehabilitated roads connecting producing regions to markets
2. Number of new electricity connections in producing areas
3. Number of firms or individuals receiving financial, technical, or marketing assistance from USAID-assisted intermediary organization (by gender)
4. Increases in sales for firms receiving USAID-supported services (by gender of firm owner)
5. Percent of population with negative opinions about drug production and use (by gender)

3. Financial Market Development

A. Objective: Increase the efficiency, effectiveness, and depth of Bolivian financial markets to support economic reactivation and growth

B. Indicators:

1. Increases in ratio of M3 to GDP
2. Increases in credit availability to agricultural producers, and to medium, small and micro enterprises
3. Reduction in spread between deposit and lending rates (banks and Bolsa)

C. Basic USAID Strategy:

1. TA to key financial market institutions
2. Policy dialogue
3. Studies of structural constraints
4. Training
5. Demonstration projects
6. Strengthening capacity of relevant private sector groups to affect financial market policy

D. Program Outputs:

1. Overall analysis of systemic problems in Bolivian financial markets
2. Analysis of policies, administrative procedures, and practices that constrain or bias investment in medium, small and micro-enterprises in industry and agriculture

3. Specific improvements to financial intermediation resulting from USAID financial market interventions and policy dialogue
4. Number of firms authorized to issue securities through the stock market--Bolsa de valores (cumulative)
5. Number of bankers and financial sector personnel trained with USAID assistance (cumulative)
6. Capital base of PRODEM and FENACRE available for lending to small and micro-enterprises
7. Number and value of term loans made through USAID projects

4. Export Promotion and Diversification

A. Objective: Increase the volume, value and range of non-coca exports

B. Indicators:

1. Total value of non-traditional exports (in \$)
2. List of new items exported from Bolivia
3. Increase in number of foreign investments in Bolivian export industries

C. Basic USAID Strategy:

1. Policy change/dialogue
2. TA for export organizations or firms
3. Export finance
4. Training
5. Strengthening capacity of key business groups to influence GOB export policy
6. Direct promotion of foreign investment
7. Support for establishment of free trade zones

D. Program Outputs:

1. Analysis of policies, administrative procedures, and practices that constrain exports
2. Potential new export items identified and investigated through USAID-assisted activities
3. Increases in exports by USAID-assisted organizations and firms
4. Magnitude of export credit provided through USAID-assisted projects
5. Improvements in export policy environment resulting from USAID policy dialogue
6. Number of export marketing information systems established in intermediary organizations with USAID assistance
7. Number of foreign investments directly facilitated by USAID project activities

5. Maternal and Child Health

A. Objective: Improved health of mothers and of children under five

B. Indicators:

1. Child mortality rate (by gender)
2. Contraceptive prevalence (by gender)
3. Maternal mortality

C. Basic USAID Strategy:

1. Institutional strengthening of service delivery organizations, including training of health care personnel
2. Promoting community organization and involvement in health and sanitation, including health-related education and supplementary feeding
3. Commodities provision
4. Policy dialogue
5. Local currency projects

D. Program Outputs:

1. Increased percent of diarrheal disease cases in children treated appropriately, with ORT
2. Increased immunization of infants under age of one for polio, DPT, measles and TB; and of pregnant women for TT
3. Number of new communities served with USAID-supported potable water systems
4. Number of mothers and children receiving health promotion education via supplemental food programs financed by USAID
5. Increases in coverage of USAID-supported self-financing primary health care (by gender)
6. Increases in number of people receiving family planning services under USAID-assisted activities (by gender)
7. Establishment of national system for collection and analysis of demographic, child survival, and contraceptive prevalence data

6. Democratic Initiatives

A. Objective: Improve the independence, accountability, efficiency, and accessibility of key democratic institutions

B. Indicators:

1. Judiciary: Ratio of completed cases to total cases considered in the year
2. Electoral System: Number of valid registered voters (by gender)
3. Legislative Process: Cumulative number of laws passed from legislative agenda for democratization

C. Basic USAID Strategy:

1. Institutional strengthening of judiciary, legislature, electoral courts, and membership organizations
2. Training
3. Support for local government activities
4. Policy dialogue
5. Public information to expand awareness of the problems of narcotics-related corruption

D. Program Outputs:

1. Increases in the proportion of government budget allocated to judiciary system
2. List of specific judicial sector improvements implemented with USAID assistance
3. Automation of voter registry and citizen identification system
4. Establishment of permanent citizen-juror training programs and voter education/registration campaign capabilities
5. List of specific legislative improvements implemented with USAID assistance
6. Increases in membership of farmers and business people in established professional interest groups assisted by USAID (by gender)
7. Number of people receiving training in support of democratization (e.g., Andean Peace Scholarships, Development Training, and training under Strengthening Democratic Institutions Project) (by gender)

Appendix B

USAID/BOLIVIA MISSION ORDER ON WID

(to be supplied by Mission)