

PD-ABL-758

**WOMEN IN DEVELOPMENT
ACTION PLAN FOR THE
SOUTHERN AFRICA REGIONAL
PROGRAM**

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WOMEN IN DEVELOPMENT ACTION PLAN
FOR
THE SOUTHERN AFRICA REGIONAL PROGRAM

I. PROGRAM/PROJECT OVERVIEW

The WID Action Plan which follows presents the proposed activities USAID/Harare will undertake to more fully incorporate gender considerations into the Southern Africa Regional Program (SARP). The SARP assists and supports the objectives of the Southern Africa Development Coordination Conference (SADCC).

The following projects were reviewed in the regional portfolio: Southern Africa Center for Cooperation in Agricultural Research (SACCAR), Agricultural & Livestock Development/Regional Food Security, Sorghum & Millet Research & Training, Natural Resources Management Project, Heartwater Research Project, Kafue-Lusaka Road Rehabilitation Project, and regional transportation projects underway. In addition, the concept paper for the proposed Export Enterprise Support project was reviewed.

II. CONTEXT OF WID IN THE SADCC REGION

USAID projects and programs are designed and implemented with various levels of participation and responsibility of USAID missions in SADCC member countries. SADCC counterparts for USAID projects/programs are located in host country government ministries. This results in a complex situation involving many actors, great diversity of interest in gender issues, and a variety of systems into which a gender perspective will be integrated.

Further, the host country economic, social and political contexts for WID in the SADCC region are quite varied. For example, in Zimbabwe's civil law, women have equal access to most resources that enable them to contribute to economic development. In other SADCC countries, upon marriage women become legal minors and thus are required to have their husbands' signatures on all legal documents.

There are significant differences in intra-regional educational levels: in Lesotho, female secondary school graduates exceed males; the reverse is true in most other nations of the region. Women in countries with civil unrest -- Mozambique and Angola face still different realities.

Within the SADCC region, however, there are several commonalities. First, women are responsible for the majority of food production activities. Their contribution is as high as 80% of all food production in some SADCC member countries. At the same time, statistics indicate that across the board, women have less access to agricultural extension assistance, training opportunities, and credit.

Second, throughout the region, a large proportion of households, especially rural households, are headed by women. Such households represent a disproportionate percentage of the poor. The reasons for this situation vary with the country. They include male migration to urban areas for jobs in Zimbabwe, to domestic mines in Botswana and Zambia, and for the Basotho, to mines in South Africa. This means that increasingly women are assuming both additional financial responsibilities and also traditional male roles related to rural living, including plowing, animal husbandry, and provision of heavy labor on self-help construction tasks.

Another common factor is that women entrepreneurs in the SADCC region are found primarily in the informal sector of the economy. Further, few women are found in elected governments at any level in the region. Within the civil service, there is wider variation. In Botswana, for example, women occupy 38.9% of total employment in the government sector, including two District Commissioners, one Permanent Secretary, and a Minister. Other SADCC members have virtually no women in government senior management posts.

Given this diverse situations of women in the region and the complex organizational structure of SADCC, the WID Action Plan represents both the establishment of a process and also a series of activities to be carried out. This combination is designed to promote more effective development while meeting the Congressional mandate.

III. GOALS AND OBJECTIVES

The current Regional Development Strategy Statement (RDSS) notes that the SARP program goal is to stimulate mutual economic co-operation and promote market-oriented efficiencies for broad-based economic growth in the countries of Southern Africa. Program objectives focus on infrastructure development, sustainable regional food security, trade and entrepreneurship, and exploring strategies for future regional growth.

The goal of the WID Action plan is to increase the economic productivity of women in the SADCC region. Because of women's major role in food production, and the high number of female headed households in the region, emphasis will be placed on increasing resources to women in agriculture and entrepreneurial activities.

It is recognized that a very significant proportion of SARP program funding is directed at infrastructure development; however, information about gender differences in skill level, skill needs,

and job opportunities related to infrastructure programs is scarce. Therefore, the major WID emphasis in this sector for the current WID Action Plan will be in obtaining baseline information for incorporating women more fully into infrastructure training and employment activities.

The WID Action Plan encompasses three major areas:

- Recommendations on Issues for Policy Dialogue;
- Portfolio Review: a project by project description of WID objectives and actions to be taken;
- Systems and Procedures: recommendations for the development of Mission systems and procedures to fully institutionalize incorporation of gender considerations into all programming activities.

IV. Recommendations on Issues for Policy Dialogue

A. General Recommendations

By virtue of its role as regional development coordinating agency, SADCC provides an excellent opportunity for incorporating gender considerations into Southern Africa development. It is recommended that USAID/Harare on a continual basis discuss with SADCC's central secretariat the importance of incorporating considerations into development activities.

It is also recommended that USAID engage counterparts in recipient SADCC sector coordinating units in dialogue about gender issues in new and existing projects. As well, USAID/Harare project managers can work with their colleagues in other Missions in the region, government ministries, and other donors. Specific areas of emphasis would begin with collection of gender-disaggregated data to better define target populations and direct program resources.

Project officers can also keep US Embassy officials informed of gender-disaggregated research results and program directions. This would enable policy dialogue to be furthered through Embassy channels as well.

B. Agriculture

The SARP is providing assistance to a variety of agricultural efforts. Most of these efforts were designed before the

agency reached its current level of awareness concerning the importance of including gender considerations in development activities. The most recent RDSS notes:

The largest socio-cultural constraint to increasing production on smaller farms, especially in communal areas, is the generalized misunderstanding throughout the agricultural sector of the demographic make-up of the producer sector. Neither governments nor scientists, researchers nor extensionists, input suppliers nor market agents nor banks understand that among the small-scale producers, women constitute a great number of the de facto farm managers and make up a sizeable portion of the labor force. Until this is understood and agricultural strategies through the agricultural system are substantively revised to account for this fact, the vast majority of small scale operations will become further marginalized, and overall production, especially of food crops will suffer. (RDSS, Revised, March, 1989: p. 33).

It is recommended, then, that policy dialogue, focus on increasing awareness of the importance of increasing resources to women farmers among SADC member agricultural ministries and the agriculture-related sector coordinating committees. USAID/Harare should also consider working with USAID missions in the region on a continuing basis to increase their understanding of the importance of incorporating gender considerations into their agricultural programs.

Specific areas of emphasis include expanded awareness of gender implications in agricultural policy decisions and research efforts; increased training for and employment of female extensionists; increased access to credit, inputs, and information to female farmers according to their tasks, and development of food security strategies that take into account both the extent of female headed households and differences by gender in production of self-provisioning and cash crops.

Information to support the discussion will be drawn from increased gender-disaggregated data to result from project-specific WID activities.

C. Entrepreneurial Development

The SARP is about to embark on a major new effort, the Export Enterprise Support (EES) project, which will include dialogue with SADC member countries on the policy and regulatory

environments for entrepreneurial development. It will also involve country-specific activities working through business councils.

The EES project can provide a framework for dialogue with host country governments and SADCC Sector Coordinating Units concerning gender-differentiated constraints to business development and broadening the outreach of business development activities to include women entrepreneurs. Further, currently, several other organizations, including the Canadian International Development Agency and the International Trade Center, are beginning to work in the region to promote women's entrepreneurial activities. USAID/Harare should coordinate with these organizations, minimally by sharing data about women's involvement in the entrepreneurial sector in Zimbabwe and the region.

V. PORTFOLIO REVIEW

EXISTING PROJECTS

SORGHUM-MILLET RESEARCH RESEARCH AND TRAINING

RESPONSIBLE OFFICER: Douglas Pickett

PACD: 9/93

PROJECT PURPOSE:

Purposes: to establish a sorghum and millet improvement program through national programs for Southern Africa, and to develop new and improved varieties to increased production and consumption of the two crops by:

- developing a multi-disciplinary regional network of scientists;
- assisting national research systems, including field laboratory trials on sorghum, millet and forage crops;
- increasing project emphasis on the consumption/utilization aspects, including economic implications;
- implementing training plans for the project's extension phase;
- providing long and short-term training; and
- holding annual regional workshops.

WID Objective A: Incorporate gender considerations in project research, especially those aspects that relate to sorghum/millet production techniques and end uses of the grains.

Task:

1. Initiate activity to develop a mechanism for systematic consultation between project researchers and female farmers to identify gender-based differences, if any, in end uses, physical characteristics of the plant, production practices, etc. Specifically, this will include:
 - initial consultation between the responsible USAID/Zimbabwe Project Officer and project researchers concerning implications for the research of gender differences in resources and responsibilities;

consultation between the responsible USAID/Zimbabwe Project Officer and personnel at the University of Zimbabwe's Summer Student Program concerning the possibility of University students working with project researchers to develop linkages with female (and male farmers where no other input channel is available.) Students would function as liaisons with informal groups of female farmers ("focus groups") to identify gender-based differences in agricultural needs related to this project.

This activity would be designed as a research project for the students in cooperation with ICRISAT researchers in Zimbabwe. Students would develop consultation procedures and meet with the focus groups at least once annually. The process will be monitored by the Project Officer. If successful, it will be extended to national affiliates of the ICRISAT project in other SADCC countries.

2. Consult with ICRISAT researchers to ensure that any farmer trials of improved varieties include both male and female farmers; discuss possibility of small sample survey of male and female farmer fields to identify any agronomic differences that might affect research objectives.
3. Consult with agronomy program research to assess if it addresses both male and female production related activities.

MEANS OF VERIFICATION:

PIR, Research Reports

DATE: December, 1990

WID Objective B: Ensure that project's social science research addresses both male and female needs.

Task:

1. Consultation with the project's social scientist concerning mechanisms for incorporating gender considerations into such research. Mechanisms might include initial surveys, consultation with the agronomy program, and/or cooperation with students working with "focus groups."

MEANS OF VERIFICATION:

Socio-economic research reports

DATE: September, 1990

WID Objective C: Ensure disaggregation of all social science research data by gender

Task: Communicate with ICRISAT social scientist to ensure that all research is gender-disaggregated.

MEANS OF VERIFICATION:

Socio-economic reports on implications of new varieties and hybrids for farmers use and marketing.

DATE: September, 1990

WID Objective D: Target 20% of future in-country project training opportunities for women. (Note: nearly all candidates for long-term training have been identified at this point).

Task:

1. Consultation with the project's training officer to ensure that future reports are disaggregated by gender by discipline and by kind of training;
2. Consultation with training officer to develop strategies to enable meeting target.

MEANS OF VERIFICATION:

Training officer reports

DATE: December, 1991

AGRICULTURAL AND LIVESTOCK DEVELOPMENT/REGIONAL FOOD SECURITY

RESPONSIBLE OFFICER: Douglas Pickett

PACD: 11/91

PURPOSE:

To provide support to the SADCC Food Security Unit to develop food security policies by:

- expanding its research agenda to incorporate household policy information needs as well as regional, national and community information needs;
- developing policy options, particularly as they relate to household findings and research agenda for the future;
- organizing research and annual conferences on food security in Southern Africa; and
- developing a SADCC strategy for food, agriculture, and natural resources.

The project is being carried out under a contract with Michigan State University.

WID Objective A: Gender-disaggregate all data collection and analysis to the extent possible.

WID Objective B: Review criteria for research to ensure that differences in male/female issues of food security are incorporated into the research agenda.

WID Objective C: Incorporate gender considerations into development of SADCC strategy for food, agriculture and natural resources.

Task:

Work with Michigan State University, University of Zimbabwe project personnel and the Food Security Technical and Advisory Unit, Ministry of Lands, Agriculture, and Rural Resettlement to:

- inform researchers about the importance of gender-disaggregated data;
- include as part of the review of research proposals and papers need to disaggregate data by gender;
- incorporate gender considerations into project workshops, articles, and other information dissemination efforts;

- explore the need to widen the distribution of information about research grants available to ensure female researchers are informed,
- target 30% of any training opportunities offered for female scientists (Africa Bureau target).

Discussions on many of these issues were initiated during the WID consultancy with the Michigan State University staff member. He was totally supportive of the need to incorporate gender issues into project work.

MEANS OF VERIFICATION:

IR, Research papers, workshop agenda, etc.

DATE: December, 1990

SOUTHERN AFRICA CENTER FOR COOPERATION IN AGRICULTURAL RESEARCH
(SACCAR)

RESPONSIBLE OFFICER: Douglas Pickett

PACD: 4/90

PROJECT PURPOSE:

To establish an institution which serves as a focal point for cooperation in the region and coordination of activities in agricultural research and education among SADC members. Major activities include:

- promoting cooperation in agricultural research,
- workshops and training,
- documentation and and publications, and
- career development and special studies.

USAID's assistance to SACCAR is managed by USAID/Botswana; therefore WID Action Plan steps for this project will begin with consultation with USAID/Botswana. Specific activities may be revised in the process of consultation between USAID/Zimbabwe, USAID/Botswana, and SACCAR.

WID Objective A: Increase disaggregation of data in research

Task:

1. Consult with USAID/Botswana agricultural officer and SACCAR Director about the need and strategies for "promotion" of gender-disaggregated data;
2. Review SACCAR systems and procedures to identify areas where gender considerations might strengthen the program, including:
 - incorporating need for gender-disaggregated data in any scopes of work for SACCAR funded consultancies or studies;
 - identifying if both males and females have access to information about research grants;
 - incorporating need for gender-disaggregated data into CTC research proposal review process; and

- incorporating gender issues its workshops and publications.
3. Develop plan for disseminating information about gender issues in agriculture, especially the need for disaggregating data.

MEANS OF VERIFICATION:

PIR's, Research Papers, Workshop Reports

DATE: June, 1990

WID Objective B: Disaggregate training needs assessment by gender

SACCAR plans to develop a blueprint for training in agriculture for the SADCC region, beginning with a review of existing assessments of the region's training needs. A committee has been appointed to produce a draft blueprint by April, 1990.

Task:

1. Begin initial consultation with USAID/Botswana and SACCAR Director concerning disaggregated data. Identify constraints to doing so and if additional resources are needed.
2. Work with SACCAR to ensure that gender considerations are included effectively in the development of the training blueprint. Aspects of the training needs assessment which would be strengthened by disaggregated data and analysis include:
 - assessment of number of male/female extension agents and targets for increasing number of female agents, scientists by discipline, and agribusiness personnel;
 - assessment of gender-based differences in training needs (e.g., do women and men face same situation in being informed about training opportunities, selection for training, application procedures, appropriateness of training opportunities for their situations);
 - where numbers of females are deemed insufficient, design of strategies to overcome constraints;
 - incorporating gender issues into the training content, where applicable; for example, incorporating into extension methods courses potential methods for reaching both male and female farmers.

3. Consider options for implementing incorporation of gender issues into the SACCAR program. These include:
- using existing SACCAR and Regional USAID resources;
 - accessing PPC/WID matching funds to hire consultant to work with USAID and SACCAR;
 - including in AFWID Southern Africa regional representative's scope of work the responsibility for assistance to with SACCAR on these issues; or
 - some combination of above.

MEANS OF VERIFICATION:

SACCAR Reports, scope of work, PIR

DATE: September, 1990

ZIMBABWE HEARTWATER RESEARCH

RESPONSIBLE OFFICER: - Douglas Pickett

PACD: 8/92

PROJECT PURPOSE:

To increase the incomes of livestock owners though increasing the lifespan of SADCC region cattle and wildlife currently threatened by ticks which cause heartwater disease in cattle, sheep, goats and wildlife ruminants. The University of Florida working with institutes in Zimbabwe will develop an effective, safe vaccine against heartwater disease.

WID OBJECTIVE/ACTION:

Women will play little or no role during the vaccine development phase. However, women herders and owners are increasing in numbers and thus have the potential to benefit from this project's output. Women should therefore be targetted for project activities.

Task:

1. USAID Responsible Officer will work with Zimbabwe and SADCC authorities to ensure women are trained to handle the vaccine and administer its distribution.
2. USAID will also discuss with Zimbabwe's extension personnel the importance of distributing information about the vaccine to women when the vaccine is about to be distributed.

MEANS OF VERIFICATION:

Final Project/Contract Evaluation

Site visits to training program for vaccine management

DATE: TBD

NEW PROJECTS

NATURAL RESOURCES MANAGEMENT PROJECT

RESPONSIBLE OFFICER: Joshua G. Mushauri

PACD: 8/95

PURPOSE:

To improve the social and economic well-being of residents of target rural communities by implementing sustainable community-based wildlife conservation and utilization programs.

This project will be managed and coordinated in Zimbabwe. Project activities will take place in Zimbabwe, Zambia and Botswana. The SADCC sector coordinating unit in Malawi will coordinate information dissemination.

ZIMBABWE

The Zimbabwe component will be carried out in cooperation with ZimTrust, a nongovernmental organization, and the University of Zimbabwe's Centre for Applied Social Sciences. (CASS)

WID Objective A: In detailed project workplan, describe in explicit terms resources for Women's Facilitator to carry out her work.

The facilitator position in Zimbabwe is key to successful incorporation of women into this program. She will be responsible for a wide geographical area and a broad range of activities. The facilitator will need access to resources to carry out her job successfully. These include:

- transport;
- access to training; many skills (enterprise feasibility and marketing surveys, technology transfer, problem solving, communication with local and broader government bodies, etc.) will be required for this job, and it is unlikely they can be found in one individual.

Further, much will depend on support from other team members. Therefore, it is recommended that these issues be explicitly addressed in the detailed workplan.

WID Objective B: Include in monitoring plan household level assessment (disaggregated by gender) after two years.

To track implementation of the women's component, it is recommended that the monitoring plan include household level measurements after two years to assess progress toward objectives. Further, it is recommended that the detailed workplan include specific decision points when any necessary changes can be made.

Task:

1. USAID consult with Implementing Committee, particularly Zimtrust and CASS to build in the actions outlined above.
2. As detailed workplan developed and gender issues surface, consider accessing PPC/WID resources to assist in training or technical assistance.

MEANS OF VERIFICATION:

Contracts, detailed workplans, monitoring schedule

DATE: June, 1990

BOTSWANA

The Botswana component will be implemented by a facilitating contractor not yet identified.

WID Objective A: Design monitoring system so that women's contribution and access to resources in new land use plans can be carefully tracked.

Four land use plans will be developed through this project. It is acknowledged in the project paper that women have little direct access to district government officials. It will be important to monitor the process of plan development to ensure that both male and female viewpoints are considered; that is, if restrictions on land use are made, they will take into account income-generating and or food provisioning activities of both men and women.

The project calls for considerable applied socio-economic research. At the point of the development of the specific research agenda, if the process and/or content of incorporating gender issues into the research are unclear, the project team will consider application for technical assistance from PPC/WID.

WID Objective B: Include responsibility for working with women's organizations in facilitating contractors' contract.

Task:

1. USAID/Zimbabwe will consult with USAID/Botswana concerning these issues.

MEANS OF VERIFICATION:

Facilitating contractor's contract, PIR

DATE: December, 1990

ZAMBIA

The project in Zambia will be handled under a cooperative agreement with World Wildlife Fund (WWF), which will be responsible for training; procurement; providing a long-term project manager; and short-term technical assistance for baseline studies, administration, and financial monitoring.

WID Objective A: Ensure World Wildlife Fund staff are aware of the importance of considering gender issues in project implementation.

Because gender issues will be handled indirectly in this component, World Wildlife Fund staff either need experience or training in these concerns.

Also, this project has potential for increasing women's economic productivity through the development of small scale enterprises and wildlife utilization. Gender sensitive consultants and employees under WWF will be necessary to help achieve these goals.

WID Objective B: Amend the current job description for the Community Development Officer to include explicitly the responsibility of working with women's organizations; include also mechanisms for monitoring activity with women's organizations.

Task:

1. USAID Zimbabwe will consult with the Government of Zambia and World Wildlife Funding concerning these issues.

MEANS OF VERIFICATION:

Gender disaggregate data in all socio-economic studies; detailed workplans, baseline studies; PIRs, evaluations, site visits.

DATE: June, 1990

MALAWI:

Overview

The SADCC/Malawi component involves project coordination, monitoring and evaluation through the Sector Coordinating Unit for Forestry, Fishers, and Wildlife of SADCC.

WID Objective A: Include in Project Advisor's job description explicit requirement for sex-disaggregated data, as well as the incorporation of gender issues related to natural resource management in planned workshops, and in other information and coordinating publications.

WID Objective B: Include in the Malawi component detailed workplan an explicit description of gender issues will be incorporated into project-funded activities.

Task:

USAID/Zimbabwe to consult with the SADCC Sector Coordinating Unit about these issues.

MEANS OF VERIFICATION:

Job description, detailed workplan

DATE: September, 1990

GENERAL COMMENTS AND RECOMMENDATIONS: OVERALL PROJECT

Consideration of gender roles and responsibilities was a significant part in the development of this pioneer project. A few concerns remain, however, about potential impediments to achieving these objectives and how such constraints might be overcome.

1. Coordination of Project Components

Evaluations of projects with similar objectives suggest there is a risk that the women's components of this project will be isolated from the mainstream activities. Therefore, it is key that in the detailed workplans, linkages between the women's components and other project elements be very explicitly addressed (e.g., mechanisms for factoring in survey results, recommendations, communication patterns; etc.)

2. Access to Decision Making Process in Land Use Plans

One of the outputs of the project will be district level land use plans, developed by district councils with project staff input. The project document makes clear that at present women are underrepresented at the district government level. Individual country components address this issue by hiring a facilitator or working through community development extension workers and non-governmental organization staff to strengthen the communication between women's groups and district councils.

The risk is that district councils may discount women's economic utilization of forest resources and, in developing resource utilization plans, design regulations that restrict access to these resources.

Given the long-term implications of such plans, it is recommended therefore that this process be very closely monitored and that easily captured benchmarks be designed to identify if this is happening early in the land use plan development process.

In a related matter, the description of anticipated baseline studies specifically mentions several to be disaggregated by gender. While it is understood among current project-related personnel that all socio-economic studies will be disaggregated by gender (if gender is a factor in the situation to be examined or affected by the project), it is recommended that this be explicitly stated in detailed project workplans.

3. Resources for Community Development Activities

The project covers a wide geographical area in each participating country, and all community development-related staff will require training materials, transport, and other resources to do their jobs well. As detailed work plans and budgets are drawn, it will be important to compare closely resources for this staff with anticipated outcomes. Because this project will be a model for working with communities -- both male and female members -- in natural resource management, it is important that sufficient resources be provided for the community-related activities to succeed.

4. Training in Gender Considerations

As a mechanism to address the issues above, and given the very explicit concern with incorporating women's use of natural resources into this project, it is recommended that a workshop in gender issues be provided in the initial implementation period. The workshop would be conducted at a national or regional level, depending on financial resources available.

In light of the differences between country programs, it would be preferable to have country-specific workshops, with a team travelling from one country to another for a 1 1/2 -2 day workshop. Participants would include all project staff and related personnel: facilitators, contractors, NGO representatives, project oversight/implementation committee members and other appropriate government officials, and USAID personnel who have not already attended a WID workshop. This workshop would focus specifically on gender issues in natural resource management in the participating country.

EXPORT ENTERPRISE SUPPORT PROJECT

Responsible Officer: Brad Wallach

PURPOSE:

The project is a regional initiative to simulate exports within Southern Africa and to broader markets overseas. The project will support private sector exporters through a mix of technical assistance and training while at the same time strengthening the capacity of business organizations and governments to engage in constructive policy dialogue.

PROJECT STATUS:

The Concept Paper presented to Washington has been accepted as a PID. A project design team will begin work in January/February, 1990.

WID OBJECTIVE/ACTION:

To incorporate gender concerns into the project. A consultant will be hired to participate as a team member in the project design, with the specific responsibility for gender issues. A draft scope of work for the consultant is attached.

MEANS OF VERIFICATION:

Above mentioned gender considerations are adequately addressed in project design.

DATE: September, 1990

SCOPE OF WORK

GENDER ISSUES IN EXPORT ENTERPRISE SUPPORT PROJECT

This scope of work describes specific responsibilities for the Consultant in Gender Issues who will participate in the design of the Export Enterprise Support project. It supplements and follows the outline of the team Statement of Work.

General Objective

The Consultant will be responsible for the incorporation of gender considerations into the development of the Export Enterprise Support Project design.

Level of Effort

The Consultant will begin with a review of briefing documents on gender issues in the private sector prepared by PPC/WID to ensure awareness of understanding of emerging issues in this field. The Consultant will also participate in an orientation by appropriate PPC/WID staff to review consultancy approach and activities. Two days will be required for these preparatory activities.

The Consultant will participate in the strategic planning workshop to be held in Harare, February 5-9, 1990, and will participate in project design activities described below for two weeks below in each of the proposed participating countries: Zimbabwe, Botswana, Lesotho, Malawi, and Swaziland.

The Consultant will also participate for one week in the USAID/Zimbabwe and regional staff consultations in Harare, scheduled following the Lesotho design; an additional three days to participate in final project review may be desirable. The decision about participation in final project review will be made by the Zimbabwe PDO, in consultation with the Team Leader and the Consultant at the beginning of the second phase of Project Paper design.

A maximum of 78 workdays and requisite travel days will be required for these activities.

Qualifications

The Consultant must have professional experience in incorporating gender considerations into private sector development programs, as well as extensive experience in export promotion, export finance, marketing, institution building, training, policy analysis and other related disciplines.

Responsibilities

The Consultant will follow the basic analysis and design methodology of the Project Design team for both regional and country-level activities. Specific responsibilities include but are not limited to:

Technical Analysis

1. Overview of participation of women in current export enterprises as owners, managers, and other employee categories; identification of sectors and subsectors of formal economy where females are most active and which offer greatest potential for export promotion;

Preliminary assessment of participation of females in informal sector activities and analysis of export potential of these activities.

2. Identification of how the administrative, legal, regulatory and policy environment for external trade presents different constraints for males and females, directly or indirectly, to increased export activity (e.g., access to credit, licensing requirements, access to foreign exchange).
3. Description of women's participation in sectors targeted for export promotion activities, including analyses of:
 - how proposed project activities will assist female entrepreneurs in targeted sectors;
 - how differences in male/female-owned businesses will be factored into policy analysis; for example, female entrepreneurs in the region appear to be most frequently found in micro-enterprises producing school uniforms, sweaters (jerseys), leather clothing, crafts, and processed foods. Large scale manufacturing enterprises resulting from a successful EES project are likely to compete with these small businesses, within and among participating countries.

The technical analysis should include a discussion of how this aspect of competition and similar issues can be incorporated into the policy research agenda/analytical framework at national and SADCC regional levels. This is to ensure that decisions are made with a complete understanding of relevant trade-offs and potential impact.

potential job opportunities for women.

4. If women are not represented (or are under-represented), in targeted sections, analysis of how sectors were chosen and potential impact on development of female-owned export oriented enterprises and increasing women's economic productivity.
5. Review of existing and anticipated government, private sector, PVO/NGO or donor-funded initiatives to stimulate female participation in export promotion (see additional comments in Appendix A).
6. Analysis of sustainability of proposed project strategies for increasing female participation in export promotion activities, including skill base in management and marketing, and recurrent cost implications.

Financial Analysis

1. Review of intra-household differences in incomes and expenditures; analysis of women's and men's financial ability to participate in project.

Economic Analysis

1. Specify costs and benefits for female entrepreneurs and women who might obtain jobs resulting from project interventions in terms of opportunity costs of labor, access to productive resources, status, and ability to meet family expenses.

Social Soundness Analysis

1. Assessment of whether project inputs are appropriate, according to the social and economic organization of activities (e.g., large numbers of female-headed households, in rural and urban areas; opportunities for female entrepreneurs in informal sector, where women are primarily located, to benefit from project resources, directly or indirectly).
2. Assessment of the suitability for female entrepreneurs of the proposed interventions within the political and organizational context of the host government and private sector; implications of project intervention vis a vis women for project success (e.g., will incorporating women into the project contribute to achievement of its purposes and overall goal of increased exports?)
3. Analysis to determine if proposed mechanisms for providing technical assistance (e.g., Business Councils, small business development units, etc.) and focus on export manufacturing may inadvertently present prerequisites for participation that exclude female entrepreneurs.
4. Analysis of impact of project interventions on women's income, expenditure patterns, and other productive resources.
5. Discussion of extent to which potential female beneficiaries have participated in project development; and analysis of how mechanisms used to obtain such participation can be drawn upon for regular feedback from women into the EES project implementation process.

Institutional/Administrative Analysis

1. Analysis of how existing Business Councils or other trade/professional associations provide services to and present female entrepreneurs; identification of such associations, if any, that work specifically with women (e.g., local business councils for women emerging in Harare and Bulawayo); potential of Business Councils and related organizations to promote expansion of female enterprises into export manufacture and promotion through the EES project, including program administration and monitoring.
2. Analysis of outreach to and understanding of female entrepreneurs among host-country government units and SADCC coordination units receiving project-funded technical assistance (e.g., services provided, sex-disaggregated data collection and analysis, inclusion in research and policy studies, etc.); assessment of additional training required among current personnel in research, policy analysis or other areas to ensure incorporation of gender considerations.

3. Discussion of implications of regional aspect of USAID/Zimbabwe program, and SADCC policies and structure, for implementation of strategies to promote female involvement in export promotion activities.
4. Assessment of potential strategies for increased participation of women in national and SADCC regional institutions involved in export promotion.

Training Requirements

Provide information and analysis, as appropriate, for discussion of training requirements for project-funded sub-component activities and planned interventions.

Monitoring and Evaluation

Recommendations for monitoring and evaluation strategies, as well as specific benchmarks, using as a baseline data collected during the project design process, to assess female participation in project-funded activities and project impact.

Cost-Estimates

Develop cost estimates for training and other initiatives related to incorporating women into project-funded activities.

Other

The WID Specialist will indicate where data have been insufficient and recommend areas areas of further study during project implementation.

APPENDIX A

Donor Coordination -- Other Activities

1. International Trade Center

ITC has received financing from UNIFEM for a preparatory phase project of assistance that will draw up a strategy for trade development and promotion for women entrepreneurs and women's co-operatives. ITC is involved in a number of activities related to trade promotion in the SADCC region; it has received a request from the SADCC Industry and Trade Coordination Division to help establish an export financing revolving fund for all SADCC region.

The preparatory phase project will involve an assessment of female entrepreneurs and cooperatives in export-oriented businesses, constraints to increasing participation, and opportunities for future growth. Strategies and an implementation plan for increasing such participation will be designed and implemented in three phases (see attached paper.) It will be important to coordinate the A.I.D. consultancy with planned ITC activities to ensure non-duplication of effort.

2. Other

- a. A report on Zimbabwe Women in Development Entrepreneurship Project Identification Mission, prepared by Universalia for the Canadian International Development Agency (CIDA) listed the following donor-related activities in Zimbabwe (see attached report):

UNIDO: is investigating how it can provide support to women entrepreneurs, especially in the manufacturing sector;

UNDP is exploring ways to support women in business and is working with UNIFEM, (Harare regional office) especially in the food processing sector;

World Bank has nearly completed a survey of 200 informal sector businesses owned by women, which has assess their greatest needs and constraints.

- b. USAID/Botswana will initiate activity on a private sector development project in 1990. Under an agreement with PPC/WID, two consultants will explore gender issues for the PID in January, 1990. Close cooperation between the consultants for that project and the EES project will be important to avoid duplication.

TRANSPORTATION PROJECTS

Transportation projects -- railroads and roads -- figure very heavily in the USAID/Zimbabwe regional program. Unfortunately, the Mission responsible officer was away on leave during the time of the WID consultancy. Interviews were held with the Transportation Economist, who was supportive of the concept of gender considerations in the project. However, in the absence of the responsible officer, we were unable to make definitive commitments related to the transportation projects.

Further, it would seem unrealistic to make decisions about regionally funded projects that are managed in other countries without discussions of the project managers in the host country. Therefore, what follows represents specific recommendations concerning the Regional Transportation Development II (Kafue-Lusaka Road Rehabilitation) Project, which is in final stages of approval, and general recommendations for other transportation projects.

REGIONAL TRANSPORTATION DEVELOPMENT II: KAFUE-LUSAKA ROAD REHABILITATION

RESPONSIBLE OFFICER: E. Rojas, B. Mutiti

PURPOSE:

This project will finance the reconstruction and rehabilitation of 49.4 kilometers of road between the Kafue River bridge and the city of Lusaka. The project will be implemented primarily through a host-country contract between the Government of the Republic of Zambia and a construction contractor.

Other components include training for the Zambia Department of Roads personnel and provision of equipment to help ensure post-project maintenance of the rehabilitated road.

WID Objective: Ensure follow-up on activities to incorporate women into the project specified in project paper.

Recommended Tasks

The Project Officer should contact the USAID/Lusaka project officer to discuss:

- incorporating in the construction contract the target of 20% of construction jobs for women;

- working with the Zambia's Ministry of Roads to ensure that 20% of road maintenance jobs funded by USAID should be allocated to women;
- developing compensation schemes for relocated families that provide in-kind vs. cash compensation.

MEANS OF VERIFICATION:

Project implementation review, construction contract

DATE: December 1990

OTHER REGIONAL TRANSPORTATION PROJECTS: EXISTING AND NEW

RESPONSIBLE OFFICERS: E. Rojas, B. Mutiti

PROJECT ACTIVITIES:

The SARP regional transportation projects involve a variety of components that will contribute to improved distribution of goods and services to, from, and through the SADCC member countries. Project funded activities include equipment manufacturing and refurbishing, commodities, and training at all levels of the industry, from manufacturing skills to top management. Little or no actual construction of railroad lines is involved.

Recommended WID Objective A: Increase the number of women in transportation project-funded jobs.

In many parts of Southern Africa, women are involved on a self-help basis in infrastructure development -- roads included -- in times of drought or other disaster situations. However, they are frequently not considered as part of the labor pool for such construction jobs in more normal times. Women are occasionally hired when men are not available, and a contractor interviewed on a road project indicated that he was pleased with the performance of his female employees.

The percentage of female headed households in the region is high overall, more than 60% in some areas. Access to employment is critical to their being able to sustain families. Further, WID legislation passed in 1988 calls for participation of women in projects and programs in proportion to their representation in the sector or the population at large, whichever is greater.

Therefore, it is recommended that all new projects and existing projects, to the extent possible, target specific numbers of jobs for women.

Recommended WID Objective B: Increase the number of women in transportation project training programs.

Existing transportation projects provide opportunities for training in technical areas (railroad/car maintenance), accounting, management, and other support functions. In some of these areas, accounting, computer skills, auditing for example, women may be employed. Further, women may have skills appropriate for "non-traditional" jobs that could be upgraded to increase their employability. However, in project documents, there is no mention of women in proposed training strategies. This can be facilitated by developing the skills profile described below.

Recommended WID Objective C: Develop a profile of skill availability and training needs among women for A.I.D.-funded transportation projects.

The Africa Bureau target for women in training programs is 30%. Establishing targets for women's participation in SARP transportation training programs would be difficult because of the diversity of skills needed and available among the member countries. Further, the data base is uneven at best. A quick review of documents available on skill supply and demand and training supply and demand revealed virtually no data disaggregated by gender.

Because the transportation program represents such a large proportion of the SARP budget, and given the financial responsibilities of the large number of female-headed households, it is recommended that a profile be developed of women's skills available and training needs, as well as institutions able to provide training to women.

As noted earlier, profiles of training needs and skill availability have been developed; however, they provide little information on women. The proposed profile should include information related both to office and non-traditional jobs. (As noted earlier, women often perform "non-traditional" jobs on a volunteer basis.)

The proposed profile will provide the information necessary to develop specific targets for training males and females in the transportation projects. It should include an assessment of the number of trained males and females in job areas relevant to USAID programs, assessment of numbers of males and females with qualifications to participate in USAID training programs and ultimately be qualified for jobs developed within USAID transportation programs, and recommendations for more fully incorporating women into the training programs.

Recommended Tasks for Implementing WID-Objectives

- a. USAID/Zimbabwe transport project officers to consult with colleagues in other USAID's in SADCC region about incorporating more females into transportation project training.
- b. Identify existing skill assessment and training needs studies throughout the region in relevant areas. Identify gender-disaggregated data on personnel availability in relation to program personnel needs and training opportunities.

- c. If insufficient information exists, commission a small survey for each country where data are lacking.
- d. Develop the profile with recommendations for action.

The proposed profile could be developed using one (or more) of several funding mechanisms available: existing project funds available for consultants or studies, matching funds from PPC/WID, or other Mission funds.

VI. Systems and Procedures: Recommendations

The following are recommended systems and procedures to be established.

- A. Establish a Mission WID Committee responsible for both bi-lateral and regional program implementation and monitoring of the WID Action Plan. The Committee should include representatives of all offices and be chaired by a high level officer in the Mission, such as the Program Officer or Deputy Director.
- B. Write a WID Mission Order incorporating the following:
- disaggregation of data in all new research, evaluations, and project design and implementation documents, including project agreements; on existing projects obtain gender-disaggregated data where possible;
 - inclusion in scopes of work responsibility for addressing gender considerations;
 - use of gender distinctions in terminology as appropriate to further define project beneficiaries;
 - on Project Implementation Reviews, disaggregation of data by gender on participant training; also including a brief statement on WID Action Plan activities undertaken during the PIR period;
 - for all new projects, where women will be affected or are involved in project-related activities, specific targets for involvement or assessing impact;
 - for all new projects, monitoring and evaluation systems that disaggregate information by gender; and
 - in regional project design, review of PID's and PP's by host USAID WID committee.

- C. Establish an informal SADCC regional USAID WID network to:
- develop regional data base for project/program design and policy dialogue; initially, this would simply be organizing a list of data sets available in each Mission that is disaggregated by gender; to be housed in Zimbabwe (as SARP host mission), with AFWID representative, or Botswana (as SADCC coordinating unit host);
 - distribute information on new project designs, evaluations that discuss gender; this could be especially crucial for transportation projects, for which a SADCC region information base could be helpful;
 - work with AFWID representative;
 - identify additional training needs.

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SOUTHERN AFRICA REGIONAL PROJECTS

Project	WID Action	Specific Tasks	R.O.*	Date
Regional Transportation Development II/Kafue-Lusaka Road Rehabilitation	Consideration of construction and maintenance work for women plus payment in kind for families displaced by the road.	Responsible Officer should contact USAID/Lusaka project officer to discuss: - Incorporating 20% jobs for females in construction contract. - Working with Zambian officials to allot a percentage of road maintenance jobs funded through USAID to women. - In-kind vs. cash compensation schemes.	E Rojas and B Mutiti	9/90
SARP Regional Transportation Projects	Integration of women into the transport labor force and training component.	- Zimbabwean project officers should discuss with other concerned USAIDs incorporating more female workers. If information lacking, commission a small survey to develop a profile with recommendations for action. - Set training targets for females in traditional e.g. accounting and non-traditional, repair and maintenance of equipment.	E Rojas and B Mutiti	12/90

Project	WID Action	Specific Tasks	R.O.*	Date
Agriculture and Livestock Development/Regional Food Security #690-0207 US Funding \$3,371,000	To ensure that gender considerations are a key element in the research, analysis and recommendations under this project.	Work with Michigan State University, the University of Zimbabwe and the Ministry of Lands to: <ul style="list-style-type: none"> - Review research criteria to ensure that differences in gender in food security issues are incorporated into the protocols. - Incorporate gender considerations into the development of SADCC strategy for food, agriculture and natural resources. - Disaggregate all data collection and analysis by sex, to extent possible. - Incorporate gender considerations into workshops, publications and other dissemination efforts. - Target 30% of training opportunities for female scientists. 	ADO/ Doug Pickett	12-90
Southern Africa Center for Cooperation in Agricultural Research (SACCAR) #690-0225 US Funding \$1,500,000	To obtain useful data for increasing the productivity of female farmers by gender.	USAID/Zimbabwe contact USAID/Botswana to discuss: <ul style="list-style-type: none"> - Increasing sex disaggregated data by 30 percent. - Incorporating gender issues into workshops and publications. - Developing a plan for disseminating information about gender issues in agriculture and the need for disaggregated data. 	ADO/ Doug Pickett	6-90
				9-90

Project	WID Action	Specific Tasks	R.O.*	Date
SACCAR (continued)	To increase the number of females trained in various agriculture disciplines.	USAID/Zimbabwe consult with SACCAR and USAID/Botswana about ways to: - Identify constraints to disaggregating data by sex for extension agents, scientists by discipline and agribusiness personnel. - Design strategies to overcome constraints - Incorporate gender concerns into agricultural curriculum.	ADO Doug Pickett	6-90
				9-90
Sorghum-Millet Research and Training #690-0224 US Funding \$29,950,000	To incorporate gender considerations into project research, especially those relating to production techniques and end use.	R.O. will consult with ICRISAT and University of Zimbabwe staff to: - Develop systematic consultation between project researchers and female farmers. - Ensure farmer trials on improved varieties include male and female farmers. Explore possible small survey to identify differences which might affect objectives. - Ensure disaggregation of all social science research data and analysis by gender. - Ensure project's social science research addresses both male and female needs. - Target future project training to meet Africa Bureau's 30% females.	Doug Pickett	12-90
				9-90
				9-90

Project	WID Action	Specific Tasks	R.O.*	Date
Natural Resources Management #690-0251 US Funding \$19,530,000	<u>Overall WID Action:</u> To ensure that women's concerns are factored in all project elements, including land use planning.	<u>Overall Project Tasks:</u> - Protect women's historic use of the forest resources (herbs, insects, etc). - Spell out gender disaggregated data in all workplans. - Hold workshop on gender issues in the initial implementation period at the national or regional level for all project staff.	Joshua Mushavri	6-90
	<u>Zimbabwe Specific:</u> To ensure that Project's facilitator for women's affairs has resources needed to achieve objectives.	<u>Zimbabwe Specific:</u> USAID to consult with Implementing Committee, particularly Zimtrust and CASS, to build in requirements for facilitator as follows: - Transport. - Access to training (enterprise feasibility, marketing surveys, technology transfer, problem solving, communication skills with government entities). - Assistance in developing work plan.*		6-90
		* PPC/WID may be able to assist with the latter or with tasks laid out in the work plan.		

Project	WID Action	Specific Tasks	R.O.*	Date
Natural Resources Management (continued)	<p><u>Botswana Specific:</u> To see that goals to benefit women are met, particularly in land use planning where women are not directly involved even at the lowest level of government.</p>	<p><u>Botswana Specific:</u> USAID/Zimbabwe consult with USAID/Botswana to:</p> <ul style="list-style-type: none"> - Monitor development of land use plans to ensure that both male and female points of view are fully considered. - Request technical assistance if necessary to carry out the considerable socio-economic research to ensure the inclusion of gender factors. - Spell out explicitly in the facilitating contract the liaison role with women's organizations. 		12-90
	<p><u>Zambia Specific:</u> To protect women's traditional access to forest resources and to increase their involvement in the new resources to be developed under the project, e.g. smoking meat from culled game.</p>	<p><u>Zambia Specific:</u> USAID/Zimbabwe to consult with USAID/Zambia to ensure that:</p> <ul style="list-style-type: none"> - Cooperative agreement with World Wildlife Fund builds in protective factors for women's increased productivity.* - All staff is trained to be gender sensitive. - Responsibilities for women's concerns are clearly spelled out in the job description of the Community Development Officer. 		6-90

* GENESYS staff prepared to meet with World Wildlife Fund to discuss these key issues in further detail.

Project	WID Action	Specific Tasks	R.O.*	Date
Natural Resources Management (continued)	<u>Malawi Specific:</u> To incorporate gender concerns in all reports, information, workshops, publications and most importantly in the detailed annual workplan.	<u>Malawi Specific:</u> USAID/Zimbabwe consult with USAID/Malawi to ensure that Project Advisors job description call for: - Sex-disaggregated data. - Incorporation of gender issues into workshops, publications and the detailed annual workplan.		9-90

* R.O.= Responsible Officer