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PROMOTING WOMEN IN DEVELOPMENT THROUGH  
ADVOCACY AND RESEARCH (PROWID)

Cooperative Agreement No. FAO-0100-A-00-5030-00

QUARTER REPORT 1, FY96

October-December 1995

Submitted by:

International Center for Research on Women

To:

Rosella Marshall, Grant Officer  
Office of Procurement  
USAID/M/OP/A/FAO

Through a cooperative agreement with the Office of Women in Development (WID Office) at the United States Agency for International Development (USAID) under Award No. FAO-0100-A-00-5030-00, the International Center for Research on Women (ICRW) is conducting a research grants program entitled, "Promoting Women in Development through Advocacy and Research" (PROWID). The grants program aims to: support cutting-edge research related to women in development (WID); conduct innovative pilot interventions and operations research to determine ways to enhance women's economic, political and social status in a changing global context; and promote advocacy that draws policy attention to and continues to sustain focus on women in development. The program will generate a substantial body of WID knowledge across sectors, test practical strategies that can be replicated, and build a supportive, influential and knowledgeable constituency that will work to improve women's lives in the twenty-first century.

The grants program includes three competitive components: grants to support field-based research; grants for pilot intervention and advocacy activities; and small supplemental grants. ICRW will manage the research grants and small supplemental grants. ICRW has subcontracted with The Centre for Development and Population Activities (CEDPA) to manage the pilot intervention and advocacy grants. Projects selected for funding will address one of the PROWID theme areas including women's economic contribution and status, and women's human and legal rights. Proposals addressing the inherent dynamic between these themes will also be encouraged.

An official request for proposals (RFP) will be distributed globally to solicit grant proposal submissions. The RFP for research grants is scheduled for release in early 1996 and high priority will be accorded to research institutions in developing countries and economies in transition in East and Central Europe (ECE) and the Newly Independent States (NIS).. Proposals from institutions in developed countries will be considered only if partner with developing country or ECE/NIS institutions. Proposals for grants supporting pilot interventions and advocacy will be generated through a series of regional proposal development workshops conducted by CEDPA during the first year of the project; additionally, proposals drawing upon ongoing activities will be encouraged from institutions with which CEDPA already has program links. Discussions with CEDPA staff through the first quarter have sought to define relevant issues, approaches and sites for these workshops.

## I. ACCOMPLISHMENTS

### A. TECHNICAL

During the first quarter, ICRW worked closely with CEDPA and the WID Office at USAID to lay the initial groundwork for launching the grants program. This included a series of meetings during which consensus was established concerning the working relationship and areas of program focus involving the three offices within the context of PROWID. During this period, ICRW worked with CEDPA to successfully negotiate and finalize the subagreement governing CEDPA's activities as subgrantee.

ICRW began work to develop a research agenda in conjunction with CEDPA and with the guidance of the WID Office. Recognizing the constraints imposed by the actual amount of obligated funds at the project's outset and the need to define priorities in order to maximize the impact of the project, it was jointly decided to focus initially on the two theme areas of women's economic participation and women's human and legal rights. This does not preclude other theme areas within the scope of WID issues, pending future funding for the project. It was emphasized by the WID Office that while the project maintains a global orientation, there should be concerted attention given to economies in transition in East and Central Europe, including the newly independent states (NIS) of the former Soviet Union.

### ***Discussion Fora***

ICRW, working in conjunction with CEDPA and advised by the WID Office, designed and convened two day-and-a-half discussion fora during December; meeting agendas and participant lists for the two fora are attached. Technical experts and USAID regional representatives were invited to these discussion fora to identify current issues, research gaps and regional needs relevant to the PROWID theme areas. The fora were designed to present state-of-the-art thinking on the issues and exchange ideas on how the grants program might be best designed to address regional needs as identified by USAID field missions.

For each forum, the first day was devoted to technical and regional presentations; the following morning was devoted to programmatic discussions involving project staff from ICRW and CEDPA and members of the WID Office, seeking to incorporate information from the forum discussions into the design of the grants program. In preparation for these meetings, ICRW wrote two background papers, described below..

The first discussion forum on December 4, 1995 addressed issues of women's human and legal rights. The discussion highlighted various levels at which women's rights are violated, ranging from international to national and local spheres, as well as within the household. Specific attention was given to rights associated with women's labor and employment, their sexual and reproductive health, and their access to and control of property and productive assets. The second discussion forum on December 11, 1995 examined women's economic contributions and status. Presentations and discussions were focused upon the experiences and status of women in economies in transition, the consequences for women of globalization and increased international trade, and the roles and contributions of women in agriculture and environmental management. The presentations, discussions, notes and background papers generated through these discussion fora have helped to clarify the research agenda for the project and develop the request for proposals (RFP).

### ***Background Papers and Other Dissemination Activities***

During the first quarter, ICRW staff drafted two background papers in conjunction with the December discussion fora. One background paper entitled "Promoting and Protecting Women's Human Rights through Development: Building a New Paradigm" reviewed the dichotomy between public and private rights, the "generations" of human rights, operationalization of women's human rights, and the challenges for research through PROWID. The second paper entitled "Issues and Observations on Women's Economic Participation in Transition and Developing Economies" summarized the literature and drew together the common threads in the study of women in development, including issues of environment, globalization and economic transition. Once finalized, the two papers will be available through project staff to foster discussion and forward thinking on the issues to be addressed through PROWID activities.

Additionally, ICRW produced a short "Information Bulletin" summarizing the objectives and components of PROWID (copy attached). This bulletin was distributed to all participants at the December discussion fora and is available through ICRW for wider circulation upon request. It serves to disseminate information about the grants program in advance of the more complete request for proposals to be issued in the second quarter.

During the first quarter, plans were made for the design and maintenance of a home page on the World Wide Web. This will provide an electronic channel for the dissemination of information about PROWID, reach a wider target audience in the request for proposals, and insure a broad network for the distribution of interim information and project findings. ICRW plans to have the home page in place sometime during the second quarter.

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## ***Strategy for a WID Project in India***

ICRW followed up in this quarter on USAID/India's interest in developing a strategy to strengthen capacity among Indian NGOs to address WID issues. USAID/India had spent several months developing ideas for a Women's Initiative (WIN) Project and by October 1995 was ready to develop a more formal strategy and a memorandum of understanding toward a possible OYB transfer to the WID Office to permit implementation of an NGO support project through the PROWID agreement. On a visit to India in October 1995, Rekha Mehra of ICRW's staff met with Heather Goldman and Jayanthi Rajagopal of USAID/India to discuss the possibility of ICRW fielding a WIN strategy development team in December. Based on subsequent discussions, the dates for the strategy development exercise were scheduled for the end of January 1996. ICRW prepared a program description for this activity and submitted it along with the résumés of potential team members, including Mayra Buvinic, Rekha Mehra, and Richard Strickland, to USAID/India. The WIN strategy development team will visit India during the second quarter.

## **B. ADMINISTRATION**

The major administrative tasks during the quarter included negotiating the ICRW-CEDPA subagreement, writing the project's first annual work plan, reviewing unsolicited proposals received by the WID Office, identifying potential members of the project's technical advisory group, and constructing a mailing list. Progress was also made in the identification and assignment of relevant project staff drawn primarily from the existing staff at ICRW and CEDPA, and in filling the position of Project Manager at CEDPA.

### ***ICRW-CEDPA Subagreement***

ICRW negotiated the subagreement with CEDPA as its subcontractor, incorporating the terms and scope of work as specified in the original proposal. The subagreement addresses procedures for technical and financial reporting and the tasks to be conducted by CEDPA toward realization of the scope of work for PROWID.

### ***First Annual Work Plan***

ICRW, in collaboration with CEDPA and the WID Office, constructed a detailed work plan and timeline of activities for the first year (FY96) of the PROWID program (copy attached). The next annual work plan for FY 97 will be submitted shortly before the end of the current fiscal year.

### ***Initial Review of Proposals (Unsolicited)***

ICRW received and reviewed 70 unsolicited research proposals which had been submitted to the WID Office in the last 1-2 years. All proposals were filed and a system to review and evaluate the proposals was established. Initial screening had been completed by the end of the quarter, from which only nine remain as potential contenders for the current scope of competitive awards through PROWID. Appropriate follow-up with suitable proposals will be conducted in conjunction with other incoming proposals as part of the overall grants competition. Letters to all the others will be sent early in the second quarter to advise them of the outcome of their submission.

### ***Initial Steps to Form the Project's Technical Advisory Group***

ICRW and CEDPA began to identify preliminary candidates for the technical advisory group (TAG) drawn from leading experts in the fields of women's human rights and economic contributions. TAG members will assist ICRW and CEDPA in proposal selection and, if needed, in technically

monitoring grantee projects. Identification and recruitment of specific TAG members will be a high-priority activity of the second quarter.

### ***Developing a PROWID Mailing List***

ICRW and CEDPA began to draw up an integrated mailing list to insure that both offices include appropriate organizations and contact individuals in the process of issuing requests for proposals and soliciting submissions. CEDPA's list will be augmented by names contributed by its five field offices. The finalization of the mailing list will be another high-priority activity early in the second quarter.

### ***Project Staffing***

For PROWID activities, ICRW designated Richard Strickland, a socioeconomist, as full-time Project Director and drew part-time upon current staff including Charlotte Johnson-Welch (a staff project manager), Daniel Whelan (program associate/human rights), Annelies Drost-Maasry (program associate/economics), a research assistant and a secretary; technical assistance as needed was provided by other staff including Sarah Gammage (an economist). Additionally, supervision and technical guidance were provided by senior staff at ICRW, including Mayra Buvinic (President) and Rekha Mehra (Director, Economic Analysis Division), both of whom will continue to provide such support to PROWID. CEDPA conducted a search for a candidate to fill its project manager position, hoping to hire someone by January 1996; Mary Luke (Vice President, Field Programs) supervised CEDPA's activities in the interim, assisted by Julia Masterson (project coordinator), Sarah Craven (an advocacy specialist) and administrative support personnel drawn from CEDPA staff to work on PROWID part-time.

## **II. DELAYS IN IMPLEMENTATION**

No significant delays were experienced in the activities for the quarter. It was a period of intense planning and activity as the initial pieces of the program were set into place. While the December discussion fora were generally judged to be successful and productive, they occurred within a very short period of planning and design, imposing constraints on staff and on the availability of invited speakers which might have been alleviated with a little more time allowed.

## **III. UPCOMING ACTIVITIES NEXT REPORTING QUARTER**

During the next quarter, ICRW and CEDPA will work toward the following projected activities:

- ICRW will issue the request for proposals for research grants and supplemental grants, anticipated for early February 1996.
- ICRW and CEDPA will coordinate a master mailing list for issuance of RFPs and program information.
- ICRW and CEDPA will identify and recruit the technical advisory group (TAG) members. Much of the identification of potential members was achieved in the first quarter in preparation of the of invitees and participants for the December discussion fora.
- CEDPA will hire a project manager for its portion of the PROWID activities.
- CEDPA will plan for the regional proposal development workshops, with emphasis on the first one to be held in a location somewhere in ECE/NIS. Planning will include identification and invitation of potential workshop participants.

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- An ICRW team is scheduled to visit India February 5-23 to develop a strategy for the WIN Project. Based on this visit, a strategy report and a memorandum of understanding will be developed for an OYB transfer to G/WID.
- ICRW will establish a site on the World Wide Web and develop a home page to include information about PROWID and the grants application process.
- The second quarterly report (FY 96) will be submitted by end of April 1996.

PROMOTING WOMEN IN DEVELOPMENT  
THROUGH ADVOCACY AND RESEARCH (PROWID)

*Setting an Agenda for Women's Human and Legal Rights*

December 4, 1995

Conference Room  
International Center for Research on Women  
1717 Massachusetts Ave., NW, Suite 302  
Washington, DC

**Monday, December 4**

9:00-9:30 **Welcome and Opening Remarks**

*Rekha Mehra*, Director, Economic Analysis Division, ICRW  
*Cate Johnson*, G/WID, USAID  
*Richard Strickland*, Project Director, ICRW

Technical Discussion—*Sally Yudelman*, Senior Fellow, ICRW. Moderator:

9:30-10:00 **Women's Human and Legal Rights: An Overview**

*Donna Sullivan*, International Human Rights Law Group

10:00-10:30 **The Labor Rights of Women**

*Marge Schuler and Rebecca Sewall*, Institute for Women,  
Law and Development

10:30-10:45 **BREAK**

Technical Discussion—*Daniel Whelan*, Program Associate, ICRW, Moderator

10:45-11:15 **Sexual Rights and Sexual Health**

*Nahid Toubia*, Rainbo  
*Sofia Gruskin*, François-Xavier Bagnoud Center for Health  
and Human Rights

11:15-11:45 **Securing Women's Rights at the Community-Level**

*Susan Deller Ross*, Georgetown University

11:45-12:30 **Discussion and Wrap-Up**—Sally Yudelman

12:30-1:00 **LUNCH**

*International Center for Research on Women*

1717 Massachusetts Ave. N.W., Suite 302 ■ Washington, DC 20036 USA ■ Telephone: 202-797-0007 ■ Fax: 202-797-0020 ■ e-mail: icrw@igc.apc.org

Monday, December 4, 1995

- 1:00-2:15      **USAID Regional Strategies**—*Cate Johnson*, USAID, Moderator  
*Melissa Brown*, Democracy and Governance  
*Kay Harris*, Europe/Newly Independent Region  
*Kathie Keel and Doris Martin*, Africa Region  
*Arthur Silver and Rebecca Jennings*, Asia/Near East Region  
*Pat Martin and Sharon Isralow*, LAC Region
- 2:15-2:30      **BREAK**
- 2:30-3:45      **The ICRW Grants Program: Addressing Regional Research Needs**  
*Daniel Whelan*, ICRW, Moderator  
**Discussants:**  
*Rekha Mehra and Richard Strickland*, ICRW  
*Mary Luke*, CEDPA
- 3:45-4:00      **Wrap-Up**  
*Charlotte Johnson-Welch*, Project Manager, ICRW

Tuesday, December 5

9:00-10:30 **Developing a Grants Program**

**Moderators:** *Charlotte Johnson-Welch, ICRW*  
*Sarah Craven, CEDPA*

- ◆ Research Areas
- ◆ Advocacy and Pilot Intervention Areas and Workshops
- ◆ Indicators for Evaluation

10:30-10:45 **BREAK**

10:45-11:45 **Continued Discussion**

- ◆ Selection Criteria
- ◆ Institutional Applicants—Type, Location
- ◆ Award Process and Role of the Technical Advisory Group (TAG)

11:45-12:00 **Closing Remarks**

*Cate Johnson, USAID*  
*Richard Strickland, ICRW*

**PROWID Discussion Forum  
Women's Human and Legal Rights  
ICRW Conference Room**

4 December 1995

Invited Participants

**TECHNICAL ADVISORS**

**Susan Deller Ross**  
Sex Discrimination Clinic  
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Washington, DC 20036-1701

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**Donna Sullivan**  
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**USAID Participants:**

Melissa Brown, DG  
Kay Harris, ENI  
Sharon Isralow, LAC  
Rebecca Jennings, ANE  
Cate Johnson, WID  
Kathie Keel, AFR  
Doris Martin, AFR  
Pat Martin, LAC  
Arthur Silver, ANE

**CEDPA Participants:**

Algresia Akwi-Ogojo, Intern UNFPA Project  
Sarah Craven, Advocacy Specialist  
Peggy Curtin, President (Invited)  
Kate Engustlan, Project Coordinator (Romania)  
Belkis Giorgis, Director, Adolescence and Gender Project for Sub-saharan Africa  
Mary Luke, Vice President, Field Programs  
Julia Masterson, Project Coordinator  
Achieng Ngwana, Consultant

**ICRW Participants:**

Mayra Buvinic, President (traveling)  
Annalies Drost-Maasry, Program Associate  
Geeta Rao Gupta, Vice President (traveling)  
Charlotte Johnson-Welch, Project Manager  
Rekha Mehra, Director, Economic Analysis Division  
Jill Merrick, Director, Communications and Public Policy Division  
Richard Strickland, Project Director (PROWID)  
Daniel Whelan, Program Associate  
Sally Yudelman, Senior Fellow

**PROMOTING WOMEN IN DEVELOPMENT  
THROUGH ADVOCACY AND RESEARCH (PROWID)**

*Setting an Agenda for Improving Women's Economic Status*

December 11, 1995

Conference Room  
International Center for Research on Women

**Monday, December 11, 1995**

8:30-8:45            **Coffee**

8:45-9:00           **Welcome**

*Geeta Rao Gupta, Vice President, ICRW*  
*Cate Johnson, G/WID, USAID*

9:00-9:15

**The PROWID Grants Program**

*Richard Strickland, PROWID Program Director, ICRW*  
*Mary Luke, Vice President, Field Programs, CEDPA*

**Presentation of Technical Issues**

*Rekha Mehra, Director, Economic Analysis Division, ICRW Moderator*

9:15-10:15

**Women, Adjustment and Economies in Transition**

*Mark Blackden, The World Bank*  
*Louise Fox, The World Bank*  
*Monica Fong, The World Bank*

10:15-11:15

**Women, Globalization and Manufacturing**

*Nona Grandea, The North-South Institute*  
*Gay Young, The American University*

11:15-11:30

**Break**

11:30-12:15

**Women, Agriculture and Environment**

*Lynn Brown, International Food Policy Research Institute*  
*Goetz Schreiber, The World Bank*  
*Lori Ann Thrupp, World Resources Institute*

12:15-1:00

**Questions and Discussion -- Rekha Mehra, Moderator, ICRW**

1:00-1:45

**Lunch**

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**PROWID Discussion Forum  
Women's Human and Legal Rights  
ICRW Conference Room**

December 11, 1995

Invited Participants

**TECHNICAL ADVISORS**

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**Monica Fong**  
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**USAID Participants:**

Rita Aggarwal, AFR  
John Becker, LAC  
Aleksandra Braginski, ENI  
Monique Cohen, G/EG/MD  
Cate Johnson, WID  
John Magistro, AFR  
Jerre Manarolla, ANE  
Pat Martin, LAC

**CEDPA Participants:**

Sarah Craven, Advocacy Specialist  
Peggy Curlin, President (Invited)  
Mary Luke, Vice President, Field Programs  
Julia Masterson, Project Coordinator

**ICRW Participants:**

Mayra Buvinic, President  
Annelies Drost-Maasry, Program Associate  
Sarah Gammage, Economist  
Geeta Rao Gupta, Vice President  
Charlotte Johnson-Welch, Project Manager  
Rekha Mehra, Director, Economic Analysis Division  
Jill Merrick, Director, Communications and Public Policy Division  
Richard Strickland, Project Director (PROWID)  
Daniel Whelan, Program Associate

## PROMOTING WOMEN IN DEVELOPMENT THROUGH ADVOCACY AND RESEARCH (PROWID)

### *A Grants Program*

The International Center for Research on Women (ICRW), and its subcontractor, the Center for Development and Population Activities (CEDPA), are pleased to announce a new grants program, "Promoting Women in Development through Advocacy and Research" (PROWID). PROWID will support research, pilot interventions and advocacy actions that promote and advance women's full participation in the development process. Funded by the Office of Women in Development at the United States Agency for International Development (USAID), PROWID seeks to improve the lives of poor women in developing countries by promoting changes in development policy and practice that are based on sound research and on high-quality practical insights obtained from innovative field-tested interventions.

PROWID is motivated by the recognition that despite recent significant gains in the health and educational status of women worldwide, most women's lives continue to be shaped by disproportionately high poverty rates, unequal access to financial and productive resources, and lingering inequities in the formulation and implementation of policy. Therefore, there is great need to document, analyze, and support women's economic contributions, their capacity to exploit development opportunities, and their roles in economic growth and political participation at the local, national, regional, and global levels. Additionally, advocacy initiatives and pilot interventions are needed to explore, test and evaluate field-based actions that will better integrate women's needs into development projects and operationalize gender-responsive strategies.

PROWID aims, over a four-year period: to generate a substantial body of knowledge on women, across sectors and regions; to test practical pilot intervention strategies that can be replicated widely; and, through advocacy activities, to build a supportive, influential and knowledgeable constituency of and for women that will form a solid basis for improving women's lives.

The objectives of PROWID are:

- ◆ to foster and support sound research on cutting edge issues related to women in development;
- ◆ to test innovative intervention strategies through pilot projects, and to conduct operations research to determine ways to enhance women's economic, political, and social status in a changing global context;
- ◆ to support advocacy programs that will lead to policies that enhance women's contributions to the development process, and to ensure sustained attention in the long-term to women's issues in development.

To meet these objectives, PROWID will support research, pilot projects, and advocacy programs in several broad areas, with initial focus on (1) women's economic participation and (2) women's human and legal rights. The program has three components:

- ◆ **Research grants** designed to build a comprehensive body of WID knowledge and experience around a variety of themes and across sectors, and in both developing countries and the transitional economies.
- ◆ **Pilot intervention and advocacy grants** intended to test and document innovative program approaches integrating WID into projects in a variety of sectors and subsectors. Pilot interventions may be components of on-going or newly designed projects.
- ◆ **Supplemental grants** designed to enable applicants to seize promising opportunities to augment on-going research, advocacy and project interventions that promote the PROWID agenda.

Developing country and US-based institutions will be eligible to apply for each type of grant. Awards will be made on a competitive basis. In some cases, proposals will be generated through regional proposal development workshops conducted during the first year of the program as part of the competitive awards process.

To enhance the policymaking process, and to enable the wider development community worldwide to benefit from and apply the lessons learned, PROWID will also facilitate on-going dialogue on WID issues and will widely disseminate the findings of this program. A number of targeted vehicles will be utilized for effective communication, including:

- an on-going seminar series,
- high level policy meetings,
- information bulletins and policy briefs,
- a compendium of best practices in WID,
- an interactive Home Page on the World Wide Web.

Requests for proposals will be issued in early 1996. You may contact Richard Strickland for more information at tel: (202)797-0007, fax: (202)797-0020, e-mail: [icrw@igc.apc.org](mailto:icrw@igc.apc.org).

December 1995

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December 1995

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**PROWID Quarterly Progress Report I**  
**FY 1996**

★ Submitted by: The Centre for Development and Population Activities (to I.C.R.W.)

The first quarter of FY 1996, representing the start-up phase of PROWID, was marked by several administrative and technical accomplishments of The Centre for Development and Population Activities (CEDPA). These accomplishments include: negotiating a subagreement with ICRW; developing a workplan for Year I of the project; meetings to shape the project's major issues and themes; developing contact lists for project announcements; and fulfilling personnel requirements.

**Subagreement**

During the first months after the PROWID grant was awarded, CEDPA and ICRW held a series of meetings to reach a consensus on the financial and administrative operations of the project. Initially, a letter of intent specifying that ICRW would cover operating expenditures through January 15, 1996 was signed with the understanding that the official subagreement and its terms would be negotiated during that time. The subagreement was finalized, signed and went into effect on January 16, 1996.

**Year I Workplan**

CEDPA and ICRW have submitted with this first quarterly progress report a comprehensive workplan for the project activities of Year I. The workplan includes both a timeline and a narrative briefly describing the scheduled activities, their objectives and how the activities are projected to accomplish the overall goals of PROWID.

**Issues Meetings**

ICRW and CEDPA met several times during the months of October-December to discuss the areas of women's development to be addressed by PROWID research, pilot project and advocacy grants. The overarching theme areas of women's legal rights and women's economic participation, as well as the myriad "sub-theme" areas that might fall under these broad topics of women's empowerment, were addressed.

To better inform ICRW and CEDPA of the issues and possible projects most relevant to the theme areas, technical experts in the fields of women's economic participation and legal rights were invited to participate in Issues Meetings that took place December 4-5 and December 11-12, 1995. These experts clarified for the audience what areas of development have been adequately funded in the past and what new or emerging areas might be most productive to pursue. USAID officials were also invited to provide insights into what issues were of most interest to the regions they represent.

One of the major conclusions of these 1 1/2 day meetings was that a unique niche for PROWID would be to fund projects that endeavor to address issues that are "cross-cutting" -- in other words, fund projects that look simultaneously at aspects of both economic empowerment and women's legal rights. An effort to select research, pilot and advocacy projects that complement and inform one another was also cited as the most efficient use of PROWID funds.

### Contact Lists

Efforts were made during the first quarter to compile lists of organizations that would be likely candidates to apply for PROWID grants. In this manner, PROWID will be able to inform a wide range of NGOs that have the institutional capacity to implement pilot and advocacy projects of the new grants opportunity.

CEDPA has an extensive network of participants from its past *Women in Management* and *Institution Building* workshops. To supplement this list, however, CEDPA has contacted its five field offices to have them compile lists of potential organizations in their regions of the world. In addition, ICRW, USAID offices and those technical experts participating in the December Issues Meetings will be consulted as to their contacts and the organizations with whom they work.

### Personnel

CEDPA spent the months of November and December advertising for and interviewing candidates for its project manager position. Given its current staff expertise and that of ICRW staff, CEDPA has attempted to hire someone with skills that are complementary yet fill any gaps in technical expertise that may exist. The project manager position will be filled in mid-January subject to USAID approval. Attached to this report are job descriptions of the three positions responsible to the PROWID project at least 25% of the time.

PROWID: FY 96 TIMELINE

Activity	Quarter I			Quarter II			Quarter III			Quarter IV		
	Oct-95	Nov-95	Dec-95	Jan-96	Feb-96	Mar-96	Apr-96	May-96	Jun-96	Jul-96	Aug-96	Sep-96
USAID Circular Cable	X											
Develop Workplan and Negotiate Subagreement	X	X	X									
Develop Mailing Lists for Announcements and RFPs		X	X	X								
Design and Disseminate Competitive Grants General Announcement				X	X							
Establish Home Page on Worldwide Web				X	X	X						
CEDPA Interviews for Personnel			X									
Discussion Forum on Legal Rights			4,5-Dec									
Discussion Forum on Economic Participation			11,12-Dec									
Identify TAG members			X	X								
Annual Work Plan and Budget to USAID				X								
CEDPA QR, Financial Report and Workplan to ICRW - QR to USAID				X								
Hire Appropriate Staff				X								
Distribute Requests for Applications for ENI Pilot/Advocacy Grants					X							
Invite Tag Members to Participate					X							
Distribute RFP for Research Activities					X							
Award Non-competitive Grants as Appropriate					X	X						
ENI Applications due to CEDPA						1-Mar						
Plan ENI Proposal Workshop					X	X						

PROWID: FY 96 TIMELINE

Activity	Quarter											
	Quarter I			Quarter II			Quarter III			Quarter IV		
	Oct-95	Nov-95	Dec-95	Jan-96	Feb-96	Mar-96	Apr-96	May-96	Jun-96	Jul-96	Aug-96	Sep-96
ENI Applications Reviewed and Selected by ICRW/CEDPA						X						
ENI Proposal Workshop						31-Mar						
Distribute Asia Region Request for Concept Papers						31-Mar						
CEDPA QR 2 (Financial and Activity) to ICRW, QR to USAID							X					
ENI Proposals Reviewed and Selected by ICRW, CEDPA and TAG							X	X				
Distribute Request for Africa Concept Papers							30-Apr					
Deadline for Responses to Research RFP									X			
Asia Concept Papers Due to CEDPA/ICRW								7-May				
Internal Review of Asia Concept Papers								X	X			
Plan Asia Proposal Workshop								X	X			
ENI Pilot Project Grants Awarded (CEDPA)										1-Jun		
Begin Ongoing Technical Assistance and Monitoring of ENI Projects									X	X	X	X
Internal Review of Research Proposals										X		
Africa Concept Papers due to CEDPA and ICRW										15-Jun		
Asia Proposal Workshop								31-May				
Internal Review of Africa Concept Papers									X	X		
Plan Africa Proposal Workshop									X	X		
CEDPA QR 3, Financial and Activity Reports to ICRW, QR to USAID											X	

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**PROWID: FY 96 TIMELINE**

Activity	Quarter I			Quarter II			Quarter III			Quarter IV		
	Oct-95	Nov-95	Dec-95	Jan-96	Feb-96	Mar-96	Apr-96	May-96	Jun-96	Jul-96	Aug-96	Sep-96
	Short List of Research Proposals Reviewed by TAGs											
Asia Proposals Reviewed and Selected by ICRW, CEDPA and TAG											X	
Africa Proposal Workshop										1-Jul		
Award of Research Grants												X
Asia Pilot Projects Awarded											1-Aug	
Begin Ongoing Technical Assistance and Monitoring of Asia Projects											X	X
Africa Proposals Reviewed and Selected by ICRW, CEDPA and TAG											X	
Africa Pilot Projects Awarded												1-Sep
Begin Ongoing Technical Assistance and Monitoring of Africa Projects												X

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