

PD-ABM-738

1-1-21

PROMOTING WOMEN IN DEVELOPMENT (PROWID)

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

QUARTER REPORT 2, FY96

January-March 1996

Submitted by:

International Center for Research on Women

To:

**Cate Johnson, Project Officer
Office of Women in Development
USAID**

PROMOTING WOMEN IN DEVELOPMENT (PROWID)
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Through a cooperative agreement with the Office of Women in Development (G/WID) 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) and its partner, The Centre for Development and Population Activities (CEDPA) are conducting a grants program entitled, "Promoting Women in Development" (PROWID). This program aims to: support cutting-edge operations research related to women in development (WID); conduct innovative pilot interventions 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.

Program design meetings and two discussion fora during the first quarter were followed by extensive discussions during the second quarter involving ICRW, CEDPA and G/WID in preparation for the launch of the request for proposals (RFP). In the course of these discussions, the scope of the grants program was expanded from that as defined by the end of December to include the widest possible range of sectoral issues and action-oriented activities relevant to the intent of the grants program. PROWID supports an array of activities across a broad range of themes, with special attention given to leading issues related to women's contributions to economic growth, and their participation in and experience of democracy and governance, especially issues of women's rights. The program will also address: the development of human capital through education and training; issues of women's health and nutrition, with emphasis on reproductive health rights; and the management of the environment and natural resources.

In granting awards, priority will be given to institutions and non-governmental organizations (NGOs) in developing countries and economies in transition in Central and Eastern Europe (CEE) and the Newly Independent States (NIS). Proposals from institutions in developed countries will be considered only if partnered with developing country or CEE/NIS institutions. Organizations with ideas for relevant projects but lacking the clarity or technical capacity to compose a comprehensive proposal may submit brief concept papers for consideration to participate in one of a series of regional proposal development workshops conducted by CEDPA in conjunction with ICRW during the first year of the project.

I. ACCOMPLISHMENTS

A. TECHNICAL

A.1. Program Activities

Request for Proposals (RFP)

During the second quarter, ICRW continued its close collaboration with CEDPA and G/WID at USAID to finalize the request for proposals and launch the grants program. The final approved version of the RFP was issued globally by post beginning 26 March; subsequent issue of the RFP by fax and e-mail will be done in a manner to be fair to those who can only correspond by post and may otherwise suffer from slower communication channels.

The RFP was written as a single document encompassing all activities and themes to be covered by PROWID, whether administered by ICRW or CEDPA. All incoming proposals and concept papers will be directed to ICRW to streamline the submission process; the task of sorting and reviewing the proposals will be shared between ICRW and CEDPA, with specific proposals being assigned to one office or the other according to the

theme of the proposal and the respective areas of expertise of each office. There will be some overlap since some proposals will address crosscutting issues that touch upon more than one theme area.

There are two ways of applying for a grant through the PROWID program. Applicants with well-formed ideas for a project are encouraged to submit a full proposal detailing a project for consideration, following the format provided in the RFP. Those with less certain plans or lower technical capacity to field a full proposal are invited to submit a brief concept paper describing the problem to be addressed and the activities to be developed; after screening by ICRW and CEDPA, a shortlist of finalists will be invited to attend one of the regional workshops planned by CEDPA to receive assistance in finalizing the concept paper as a project proposal for consideration within the broader grants competition. The RFP (see Attachment A) consists of 8 pages and gives an overview of PROWID's goals and objectives while defining the broader need to integrate women into the development process. The RFP is being distributed in English, French and Spanish and provides clear guidelines and formats for the application procedure. Concept papers are due by 20 May; proposals are due postmarked by 22 July. This redefined process replaces the original plan of separate regional solicitations by CEDPA for concept papers feeding into the schedule of workshops.

Women's Initiative in India (WIN)

Subsequent to meetings in Washington and New Delhi, ICRW fielded a strategy development team to work with the USAID mission in New Delhi (3-23 February) to design a women's empowerment strategy for future activities as part of the mission's "Women's Initiative in India" (WIN) program. Mayra Buvinic, Rekha Mehra and Richard Strickland from ICRW worked with a team of Indian consultants including Ranjana Kumari, (Director of the Centre for Social Research (CSR)), Anand Kumar (professor at JNU in New Delhi and affiliated with CSR) and Kamla Nath (CSR). The team held briefings with Linda Morse (Mission Director), Terry Myers (Deputy Director), and other mission staff, as well as representatives from donor organizations and NGOs active on WID matters in India. The team was advised by the mission that the strategy should adopt a national (as opposed to state or regional) perspective, include possible collaboration between governmental institutions and NGOs, and focus on issues of microcredit (especially as related to shelter), violence against women and related rights issues, and women's political participation. The team submitted a draft strategy development report that presented their findings, defined program objectives, outlined the proposed strategic plan with a focus on the three key issue areas, and suggested activities for implementation over the short, medium and long terms. The report was reviewed by the New Delhi mission and is currently being revised in response to questions and comments raised by the mission. Efforts to further the WIN project will continue during the third quarter in close consultation with G/WID

Developing a Strategy for Activities Addressing Female Genital Mutilation (FGM)

Throughout the second quarter, ICRW and CEDPA conducted meetings with G/WID to define a strategy for the conduct of activities addressing female genital mutilation (FGM), in accord with the funding earmarked for such activities. It was agreed that CEDPA will take the lead on this activity given its history of work on reproductive health and sexual health rights, and will oversee approximately 80% of the funds earmarked for FGM under PROWID. In consultation with G/WID, it was agreed that these activities would not have to be part of the competitive grants process, although selected projects would still have to comply with the guideline of the competitive component of the program and serve the broader goals and objectives of PROWID overall.

Working with G/WID, CEDPA staff led by Belkis Giorgis developed a set of recommendations for the focus and implementation of FGM-related activities. Ms. Giorgis noted that traditional approaches by non-African organizations to FGM as a single, discrete issue have produced fragmented, unproductive results which have often been ill-received by African communities. To counter this, she suggested soliciting projects for PROWID which place FGM within the context of gender, sexuality and reproductive health, with emphasis on advocacy activities through African NGOs dealing with reproductive rights. CEDPA hired Tadesse Zenebeworke as a consultant to represent the office at the UNFPA regional meeting on FGM in Addis Ababa (27-29 March), and to prepare a report on the meeting and her recommendations for effective strategies and regional contacts relevant to PROWID activities in this area. Plans were subsequently prepared by CEDPA in consultation with ICRW and G/WID to

identify potential project sites in Kenya, Mali, Burkina Faso, Nigeria and Ethiopia, and CEDPA will work to solicit project proposals from selected organizations in those countries.

Plans for the First Regional Workshop by CEDPA

The first of the regional proposal development workshops to be organized by CEDPA was scheduled to occur during the second quarter. Following extensive and ongoing discussions involving ICRW, CEDPA and G/WID, as well as representatives from USAID's ENI Bureau, the first workshop was postponed. (Please see Attachment C for an explanatory note submitted by CEDPA in their quarterly report to ICRW.) The workshop schedule was revised following the clarification of PROWID guidelines and development of the final RFP. Additionally, the design and content of the ENI workshop was reviewed and revised according to regional needs identified by ENI Bureau staff. Plans are underway to conduct the first workshop (or possibly two sub-regional workshops) in the ENI region during the third quarter.

A.2. Dissemination and Other Activities

Information Bulletin

Following the worldwide release of the RFP in March, ICRW revised the *Information Bulletin* originally issued in the first quarter, to better describe the PROWID grants program following the elaboration of program guidelines in the RFP. The revised bulletin is now in production and will be disseminated in the third quarter to persons and institutions on PROWID's mailing list, including women's NGOs, research and advocacy organizations, donor agencies and private foundations.

Internet and Website

ICRW offices were linked to the internet by the end of March, providing full desktop access to the internet and e-mail facilities at all workstations. This has begun to transform communications and document exchanges between the office and the field, and also has facilitated communication in Washington between ICRW, CEDPA and USAID. The ICRW Home Page on the World Wide Web is in final stages of development and will be put on-line during the third quarter. This will include an informational section on PROWID and allow a large audience around the world to interact electronically with PROWID staff. This will be augmented by PROWID information posted on the existing CEDPA Home Page, periodically updated with the most current information and grant application guidelines.

"Women in Societies in Conflict" Brown Bag Lunch

On 4 March, ICRW hosted a brown bag lunch chaired by Richard Strickland under the auspices of PROWID featuring three speakers addressing the theme, "Women in Societies in Conflict." Approximately 40 people from various NGOs and government offices attended. Maria Roussou, Director of The Diaspora Centre in London, talked about problems women continue to face in Cyprus more than twenty years after the initial conflict which generated large numbers of refugees and internally displaced persons (IDPs). Kathy Cash, an education specialist, talked about her recent visit to Croatia and shared her findings from interviews with refugee and displaced women and children. Roberta Cohen from the Brookings Institution talked about the global issues that relate to women refugees. The three presentations highlighted constraints (economic, political, social) and consequent discrimination endured by women as refugees and IDPs and underscored the importance of recognizing and safeguarding their human rights. The discussion that followed the presentations examined relief efforts, development aid and how activities supported through the PROWID grants program might contribute to improving the status of displaced women and children by placing their special needs and human rights on the agenda of policymakers. (Please see brief notes of the presentations in Attachment B.)

Meetings at IFPRI

On 18-19 March, Richard Strickland (as PROWID Project Director) attended meetings of the External Advisory Committee for IFPRI's new program, "Strengthening Development Policy Through Gender Analysis," also funded through G/WID. This was useful in terms of identifying potential linkages and commonalities across the two programs which may serve to enhance the results of both in a synergistic way.

B. ADMINISTRATIVE

Administrative tasks during the second quarter included continued information exchange between ICRW, CEDPA and G/WID, finalization of the PROWID database and mailing list, identification of potential finalists among the backlog of G/WID unsolicited proposals, and final work developing the Technical Advisory Group (TAG). CEDPA continued its search for a project manager.

PROWID Database and Mailing List

During the quarter, ICRW and CEDPA worked to compile a joint mailing list to use in distributing the RFP targeted to researchers and practitioners likely to respond with proposals or concept papers, and the *Information Bulletin* targeted to decisionmakers, donors and those networking with potential applicants. This includes over 900 entries comprising a variety of organizations and individuals around the world, with information for postal mailing, telephone, fax and e-mail (where available). This database will be periodically updated as people or organizations express interest in PROWID.

Review of Unsolicited Proposals

Seventy unsolicited proposals received by G/WID prior to the start of PROWID were reviewed by PROWID project staff, of which nine were selected as semi-finalists meriting further review. ICRW sent letters to all applicants informing them of the status of their proposals; some were judged to be outside the scope of PROWID altogether, while others (aside from the nine semi-finalists) were encouraged to consider redesigning their proposals to respond specifically to the PROWID RFP. A final review of the nine semi-finalists yielded three proposals to be recommended to G/WID for immediate funding. Additionally, ICRW and CEDPA have been working through the quarter to identify organizations known to them from other ongoing activities which can be encouraged to develop proposals for consideration, in an effort to initiate project activities as soon as possible. Proposals under development by ICRW include one from CENWOR in Sri Lanka addressing the relevance of vocational training to actual employment opportunities for women, and another from the Salvadoran Center for Appropriate Technology promoting appropriate technology in ways responsive to women's income generating capacities and available natural resources. Other such proposals come from CEDPA partner organizations in Nepal (Agroforestry, Basic Health and Cooperatives), India (the Gujarat State Crime Prevention Trust) and Romania (CEDPA field office). In a similar way, CEDPA has been contacting organizations to develop project ideas addressing FGM, such as the Family Planning Association of Kenya and the Comité d'Action pour les Droits de l'Enfant et de la Femme (CADEF) in Mali; this initiative has been expedited by preparation of a French translation of the FGM supplement to the general RFP for distribution to groups in Francophone Africa.

Technical Advisory Group

ICRW and CEDPA worked through the quarter to finalize the list of candidates for the Technical Advisory Group (TAG), comprising experts drawn from a variety of sectors to assist ICRW and CEDPA in proposal selection and provision of technical assistance, if needed. Final recruitment of TAG members and definition of their tasks and timetable will occur during the third quarter.

CEDPA Project Manager

CEDPA has reviewed over 100 résumés to date in their search for a project manager to work on PROWID activities. One candidate was presented to G/WID in January but accepted another offer before completion of the review process, which was complicated by federal government furloughs and the shutdowns associated with the January blizzard. The job description was subsequently revised to emphasize project management experience in addition to microenterprise development. After a second round of recruitment, the position was offered to a second candidate, described by CEDPA as a highly qualified economist with expertise in microfinance with the World Bank and USAID. However, she declined the offer on the grounds that if ICRW took the lead on economic development projects under PROWID, she was unsure of her role at CEDPA within that sector. Further discussions between CEDPA, ICRW and G/WID led to yet another revision of the job description placing new emphasis on human rights, advocacy and civil society. It is expected that the search for a project manager will be concluded in the third quarter.

II. DELAYS IN IMPLEMENTATION

Originally the release of the RFP for research proposals to ICRW was planned for early February, with separate regional solicitations by CEDPA for concept papers from potential workshop participants. As the final draft of the RFP was under review at G/WID, concern was raised over the need to emphasize action and results in all components of the PROWID program in response to Congressional attention focused on USAID programming generally.

As a result, it was agreed that PROWID would emphasize operations research, pilot interventions and advocacy in all projects it supports, whether administered by ICRW or CEDPA. This required a redrafting of the RFP to embrace a more active operations-research framework. At the same time, it was agreed that the RFP should invite proposals addressing all possible sectors with WID implications, thus expanding the range from economic contributions and women's rights to include education and training, reproductive health (especially rights), and environmental concerns.

Discussions concerning the redrafting of the RFP commenced while Richard Strickland was in India on the WIN work, so the revision of the document occurred in earnest only after his return to Washington and subsequent meetings between ICRW, CEDPA and G/WID. The revised RFP, issued about a month later than originally planned, eliminates the need for a separate solicitation mechanism through CEDPA for concept papers. The delay in its issue, however, required postponement of the first regional workshop planned for early April. CEDPA is now working to reschedule that in consultation with ICRW, G/WID and the ENI Bureau at USAID. The delay also postponed the deadline for receipt of project proposals by a month; proposals are now required to be postmarked no later than 22 July. Aside from the continued search for a CEDPA project manager, all other program activities were conducted according to schedule.

III. UPCOMING ACTIVITIES FOR NEXT REPORTING QUARTER

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

- The revised version of the *Information Bulletin* will be produced and mailed out.
- Pending review by G/WID, between one and four projects will be funded and begun, selected from the pool of unsolicited proposals.
- CEDPA will continue to make arrangements for the first regional workshop.

- PROWID staff will finalize the TAG list and recruit members in preparation for the first round of proposal review scheduled later in the summer.
- The two background papers on women's human rights and women's economic contributions prepared for the discussion fora held in the first quarter will be revised and produced as part of the new *Working Papers* series at ICRW.
- The ICRW Home Page on the world wide web will be finalized and put on-line.
- CEDPA will recruit and hire a project manager.
- Work on the India WIN project will continue, with PROWID staff working closely with G/WID and input from the USAID mission in New Delhi.
- The third quarterly report (FY96) will be submitted by end of July 1996.

PROMOTING WOMEN IN DEVELOPMENT (PROWID):**A Grants Competition**

by

**The International Center for Research on Women
and
The Centre for Development and Population Activities**

Women throughout the world play critical roles in their national economies and social development. They grow the majority of food for family consumption, contribute earnings to household welfare, provide most family primary health care, and manage household sanitation and use of natural resources. Consequently, sustainable and equitable development can be achieved only when women's roles in development are supported and strengthened, and improvements are made in their economic, health, social, and legal status. Measurable gains have been made over the last two decades, particularly in the social sphere in women's education and health. Still, women are disproportionately affected by poverty, poor health, low levels of education, and exclusion from economic or civic participation. Therefore there is an urgent need to better integrate women into development policies and programs and to improve women's lives.

Experience from the field demonstrates the gains to be won by strengthening women's technical, political and bargaining abilities and energizing their support networks. Successful community-based nutrition interventions in Latin America, rural service cooperatives in Africa, and innovative micro-credit institutions in Asia that have involved and benefitted women exemplify the ways in which women themselves can identify obstacles, define strategies and take action to improve their lives and their communities. However, gaps remain in the ability of development project designers, implementors, and policymakers to effectively reach and actively engage women in development processes.

To meet this gap, the International Center for Research on Women (ICRW), and its partner, The Centre for Development and Population Activities (CEDPA), are conducting a grants competition through their "Promoting Women in Development" (PROWID) program. PROWID will support innovative pilot interventions, operations research and advocacy conducted by community-based institutions and non-governmental organizations to demonstrate ways in which women can be better involved and can benefit from development interventions across a wide range of sectors. Funded through a cooperative agreement with the Bureau for Global Programs' Office of Women in Development (G/WID) at the United States Agency for International Development (USAID), PROWID seeks to improve the lives of women in developing countries and economies in transition¹ by promoting development that is based on practical insights obtained from innovative field-tested interventions.

PROWID Grants Awards

As a four-year action-oriented program designed to achieve concrete results that improve women's lives, PROWID aims:

¹ "Economies in transition" include the countries of Eastern and Central Europe, and the newly independent states (NIS) of the former Soviet Union.

- to design and implement innovative intervention strategies through pilot projects that demonstrate ways to enhance women's economic, political, health, and social status;
- to support operations research which, for example, tests the relative effectiveness of alternative strategies for reaching a desired outcome, or identifies and remedies a problem which may be limiting anticipated results in ongoing activities, or builds and utilizes new linkages between two institutions to implement an activity that would improve women's lives; and
- to foster advocacy activities which will enhance women's involvement and influence in political, civic and community life, and ensure sustained attention in the long-term to women's issues in development.

PROWID grants will support an array of activities across a broad range of themes, with special attention given to cutting-edge issues related to women's contributions to economic growth and their participation in democracy and governance, especially issues of women's rights. The program also will address: the development of human capital through education and training; issues of women's health and nutrition, with emphasis on reproductive rights; and the management of the environment and natural resources.

The program will support operations research and pilot projects that test and document interventions that enhance women's ability to benefit from emerging economic opportunities, or those that mitigate the costs of economic, political, social or environmental disruptions encountered by women in meeting their economic responsibilities. It also will support projects which build women's human capital and make them more competitive in the labor market, or strengthen their skills to produce and generate income in informal markets. Overall, the program seeks to support activities that are likely to result in measurable improvements in women's economic situation.

Furthermore, the PROWID program seeks to build upon international momentum defining women's rights as human rights. The program will support activities that better define women's legal rights, especially as perceived by women themselves, and address factors that advance or restrict their rights in a wide variety of sectors, e.g., economic, social, health, or political. The program will also support the implementation of advocacy actions which promote women's rights and enhance their civic involvement in decisionmaking and political activity.²

Other activities supported by PROWID grants might assess the results of nonformal education for girls, explore ways to help girls pursue nontraditional disciplines, foster linkages between girls' education and employment, identify and promote best practices in reproductive health care for women, or mitigate the costs of environmental change to women's employment, incomes and health. The range of possible topics for consideration is as wide as the experience of women in development. However, a key factor for any PROWID activities will be the ability to demonstrate results of a given project and measure its impact on women's lives.

Innovative approaches to the proposal design are encouraged, whether attending to linkages across sectors (e.g., between economic contributions and human rights) or focusing an intervention on a specific target group (e.g., adolescents) in order to enhance their actual economic contributions or political participation. There also is room for overlap in the strategies to be adopted, such as combining a pilot intervention with operations research or an advocacy activity.

Choice of Application Processes

There are two ways to apply for a grant through the PROWID program. The choice depends upon the

² Proposals which focus narrowly on human rights monitoring, documentation of rights violations, or description of rights enforcement mechanisms will NOT be considered.

nature of the work proposed and the clarity of its design at the time of application.

Proposals: Applicants with well-formulated project plans and an established implementation strategy may submit a project proposal using guidelines provided in Attachment A. This will identify the need for the project, its goals and objectives, its setting and target population, and methods for its documentation, evaluation and dissemination of findings.

Concept Papers: Applicants with an idea for a project but lacking the design for a specific intervention or activity may apply to participate in a regional proposal development workshop by submitting a brief concept paper using guidelines provided in Attachment B.³ Concept papers will be reviewed by ICRW and CEDPA, and approximately fifteen applicants will be selected for each workshop, at which participants will receive assistance with final preparation of a project proposal which will then be considered under the competitive process for PROWID grants.

Grant Terms

Through this request, ICRW and CEDPA are seeking proposals for activities and intervention strategies which reach women more effectively, and are sustainable and widely replicable. Grants are for pilot interventions, operations research or advocacy activities which will demonstrate results of actions taken and lead to identifiable improvement in women's lives as measured by selected indicators. Grants will range between US \$10,000 and US \$100,000 for periods from six months up to two years.

All applicants should refer to the illustrative budget in Attachment C when preparing their proposals or concept papers. Funds may be requested to cover salaries, honoraria, consulting fees, travel and per diem, costs associated with data collection, analysis, communication and document preparation, audit costs, and substantiated overhead or indirect costs. Justification for budget lines should be given. Applicants are encouraged to use funds provided through PROWID to complement funds from other sources. Information about other sources of support should be included in the application.

Eligibility and Review Criteria

A wide variety of institutions (e.g., university research centers, community development NGOs, women's cooperatives, social advocacy organizations) in developing countries, Eastern and Central Europe and the newly independent states (NIS) of the former Soviet Union, and US-based institutions collaborating with agencies in these countries, will be eligible to apply. If two or more institutions submit a collaborative project proposal, it must include a description of how that collaboration will operate and how activities and tasks associated with project implementation will be divided. Proposals from teams based in developed countries lacking collaboration with developing country or transition economy partners will NOT be considered.

Given PROWID's emphasis upon linking information to action, the program encourages the participation of non-governmental organizations (NGOs) and seeks to foster collaborative efforts between action researchers, program implementors and policy advocates. For instance, if a project proposes to test alternative interventions to enhance women's economic productivity, the proposal might link an NGO providing community-based services with a research institution to assist with the design, implementation and analysis of an action strategy. Likewise, an advocacy group might be linked with a group conducting operations research on a given intervention in order

³ At present, three regional workshops are anticipated during the 1996 fiscal year. These workshops will be organized by CEDPA in collaboration with ICRW. Additional information on specific workshops can be obtained by contacting Julia Masterson at CEDPA, 1717 Massachusetts Avenue, NW, Suite 200, Washington, DC 20036, USA, Tel: 202-667-1142, Fax: 202-332-4496, E-mail: julia@cedpa.org.

to collect information that can serve to advocate for policy change. To promote capacity building and partnerships, the program offers opportunities for grantees to obtain, if needed, informal on-site training and technical assistance from ICRW and CEDPA.

Review and selection of proposed projects will be based on the following criteria: the ability to demonstrate results of the activity; the clarity of the problem statement; appropriateness and feasibility of proposed activities for resolving the stated problem; replicability and relevance of the findings for other countries and regions; qualifications of the team members; and demonstration of how women will be involved in and benefit from the project. All proposed budgets and timelines must comply with the range specified above, and must provide all information requested on the attached outlines and cover page.

Any institution not based in the United States submitting a proposal must be located in a country which has a USAID office or is covered by a USAID regional office. If the latter, the proposal must demonstrate how the findings will have regional relevance. ICRW and CEDPA will seek approval from relevant USAID country offices before awarding any grants.

Application Procedures

1. Respondents to this request for proposals must use ONE of the two attached outlines in preparing their responses. Attachment A outlines the format for a proposal where the project design is already established by the applicant. Attachment B outlines the format for a concept paper where the applicant wishes to be considered for a regional proposal development workshop, as explained above.
2. All proposals and concept papers MUST have a completed cover page. Submit one copy only.
3. Proposals and concept papers may be submitted in English, French or Spanish by mailing to:

Dr. Richard Strickland, PROWID Director
International Center for Research on Women
1717 Massachusetts Avenue, NW -- Suite 302
Washington, DC 20036, USA

By fax (concept papers only): 202-797-0020 (Attention: R. Strickland)
By e-mail: icrw@igc.apc.org (Attention: R. Strickland)

Deadlines

Proposals (Attachment A) sent by mail must be postmarked by **22 July 1996**.
Proposals (Attachment A) sent by e-mail must be received by **22 July 1996**.
Concept papers (Attachment B) must be received (preferably by fax or e-mail) by **20 May 1996**.

For more information:

For general information, please contact Dr. Richard Strickland at ICRW:
Tel: 202-797-0007
Fax: 202-797-0020
E-mail: icrw@igc.apc.org (Attn: R. Strickland)

For information about PROWID regional workshops, please contact Ms. Julia Masterson at CEDPA:
Tel: 202-667-1142
Fax: 202-332-4496
E-mail: julia@cedpa.org

PROMOTING WOMEN IN DEVELOPMENT
-- The PROWID Grants Program --

PROPOSAL OR CONCEPT PAPER COVER PAGE

All proposals **MUST** include this completed cover page, and follow the specified outline whether a proposal (Attachment A) or a concept paper (Attachment B). A proposal should be **NO MORE** than 15 pages, a concept paper no more than 5 pages, and either **MUST** include a 1-page budget (Attachment C) and the current resume of the proposed Principal Investigator or Project Manager. Proposals can be submitted in English, French or Spanish. Concept papers must be received by 20 May 1996. Mailed proposals must be postmarked by 22 July 1996. Proposals sent by e-mail must be received by 22 July 1996.

Send proposal or concept paper to: Dr. Richard Strickland, PROWID Director
International Center for Research on Women
1717 Massachusetts Avenue, NW -- Suite 302
Washington, DC 20036
USA

Fax (concept papers only): 202-797-0020
E-mail: icrw@igc.apc.org (Attn: R. Strickland)

1. Type of Project Activity -- Please check only one:

Proposal for:

- pilot intervention
- operations research
- advocacy activity

Concept paper for:

- pilot intervention
- operations research
- advocacy activity

2. Submitting institution

Name _____

Mailing address _____

Tel.No. _____ Fax No. _____

E-mail address _____

Contact person _____

**PROMOTING WOMEN IN DEVELOPMENT
-- The PROWID Grants Program --**

**Attachment A
Outline for a Project Proposal**

Use NO more than 15 pages

1. Cover page Please complete and attach the cover page provided.

2. Proposal
 - ◆ Need for the proposed activity (include a literature review, summary of current conditions, and any national/international policies/treaties relevant to the activity)
 - ◆ Goal and objectives of the proposed activity
 - ◆ Question to be answered by operations research or proposed intervention
 - ◆ Size and characteristics (e.g., age, gender) of the population targeted for the activity
 - ◆ Protection of human subjects plan, if applicable
 - ◆ Setting (e.g., rural/urban, community/clinic, school-based/nonschool-based)
 - ◆ Intervention or operations research design and outcome indicators
 - ◆ Data collection methods and plan for analyzing outcomes
 - ◆ Relevance of the findings and plan for dissemination
 - ◆ How you plan to demonstrate effects arising from the project or changes made as a result
 - ◆ Sustainability of activity if addressing an ongoing need
 - ◆ Timeline for activities

3. Team members

Provide the names, current positions and responsibilities (e.g., data collection and analysis, working with community groups) for each of the team members engaged in the proposed project, highlighting any relevant experience. Describe collaboration with any partner institutions. Attach a 1-page resume of the principal investigator or project manager.

4. Budget

The budget should reflect the amount of funds needed to accomplish the proposed scope of work in the timeframe anticipated. While it CANNOT exceed U.S. \$100,000, the program seeks a wide range of project sizes and budget amounts. Institutional costs can be included as overhead or indirect costs.

5. Cost Sharing

Cost sharing is welcomed and encouraged. To this end, please indicate how much support will be contributed for the project by your own institution or through other sources, if appropriate.

ONLY PROPOSALS WHICH PROVIDE ALL THE REQUESTED INFORMATION
WILL BE ACCEPTED FOR REVIEW AND CONSIDERATION FOR FUNDING.

MAILED PROPOSALS MUST BE POSTMARKED BY 22 JULY 1996.
PROPOSALS SENT BY ELECTRONIC MAIL MUST BE RECEIVED BY 22 JULY 1996.

PROMOTING WOMEN IN DEVELOPMENT
-- The PROWID Grants Program --

Attachment B
Outline for a Concept Paper

Use NO more than 5 pages

1. Cover page Please complete and attach the cover page provided.

2. Concept Paper
 - ◆ Need for the activity
 - ◆ Goal and objectives of the proposed activity
 - ◆ Description of proposed action -- strategy, target population, activities, evaluation
 - ◆ Define how activity will demonstrate results and impact on women's lives
 - ◆ Timeline for activities

3. Team members

Provide the names, current positions and responsibilities (e.g., data collection and analysis, working with community groups) for each of the team members engaged in the proposed project, highlighting any relevant experience. Describe collaboration with any partner institutions. Attach a 1-page resume of the principal investigator or project manager.

4. Budget

The budget should reflect the amount of funds needed to accomplish the proposed scope of work in the timeframe anticipated. While it CANNOT exceed U.S. \$100,000, the program seeks a wide range of project sizes and budget amounts. Institutional costs can be included as overhead or indirect costs.

5. Cost Sharing

Cost sharing is welcomed and encouraged. To this end, please indicate how much support will be contributed for the project by your own institution or through other sources, if appropriate.

NOTE: All concept papers providing the requested information will be accepted for review and consideration for funding. Selected participants will be invited to attend regional proposal development workshops which will be announced later.

CONCEPT PAPERS MUST BE RECEIVED BY 20 MAY 1996.

FAX OR E-MAIL PREFERRED.

PROMOTING WOMEN IN DEVELOPMENT
-- The PROWID Grants Program --

Attachment C
Illustrative Budget for ALL Proposals and Concept Papers

<u>LINE ITEM</u>	<u>AMOUNT</u> <u>(USD)</u>
Salaries	\$
Honoraria ¹	\$
Consultants	\$
Local transportation	\$
Local per diem	\$
Field supplies	\$
Per diem for field work	\$
Equipment	\$
Communications	\$
Documentation ²	\$
Audit costs	\$
Other Direct Costs	\$
Subtotal	\$
Overhead or Indirect rate	\$
TOTAL	\$

¹ This and other lines may not be appropriate for your research budget. If so, it (they) may be deleted.

² You might include in this line or create another line for any end-of-project dissemination costs (e.g., workshop, publication of articles).

- 14 -

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ATTACHMENT B

The International Center for Research on Women

Brown Bag Lunch

on

Women in Societies in Conflict

March 4, 1996
12:00- 2:00 p.m.

Maria Roussou, a social anthropologist and education specialist who currently directs the Diaspora Center in London, will speak on Cypriot women and the effects of war on family formation, female headship, and household poverty.

Kathleen Cash, an education specialist who presently designs training programs in trauma-related issues and public education projects in Croatia for Project CREATE, will speak on the impact of the conflict in Bosnia on the health of women and children, with particular emphasis on sexual and reproductive health.

Roberta Cohen, a senior adviser for Human Rights of the Refugee Policy Group in Washington, D.C., who recently undertook an evaluation for the UN High Commissioner for Refugees on the status of refugee women, will speak on the commonalities in the experience of women refugees and internally displaced persons.

**In the ICRW conference room
1717 Massachusetts Avenue NW, Suite 302
Washington, D.C.**

Coffee, tea, and sodas provided; bring your own lunch.

13

ICRW work on Dayton Peace Accord Implementation

Jill Merrick, Director of Communications and Public Policy, ICRW, Washington

ICRW has spearheaded efforts among a Working Group on Women's Human Rights who are concerned that women do not appear in the Dayton Peace Accords. The efforts aim to harness the attention of those implementing the Peace Accords at a high level, in the hope that a more gender-sensitive perspective with regard to implementation will take hold. The efforts are highlighted by a letter to Madeleine Albright, the US Ambassador to the UN that points out four focus areas:

- War Crimes Tribunal - The Office of the High Representative has not taken seriously the role of cooperation with the Tribunal, and in fact has suggested the release of some of those indicted by the Tribunal, sending a bad message to potential witnesses, many of whom are women.
- Police - Reports of troops trading their military uniforms for police uniforms are disturbing and raise the possibilities of further rapes, harassment, and violence against women. The police lack gender sensitive training, as do the international forces. There should also be women police officers.
- Refugees - Since women comprise a majority of refugees, there are a number of concerns regarding land tenure issues and protection during repatriation.
- Women's Rights in Reconstruction - Women should be involved in the reconstruction efforts, especially participation in the election process.

Women in Cyprus

Maria Roussou, Director, The Diaspora Center, London

Women are still suffering the effects 22 years after the war in 1974. Roussou has been conducting a longitudinal study that began in 1979. Surveys were taken again in 1989 and 1994 to explore the lives of war widows of persons missing from the war, who are called Penelopes. In the occupied areas of the island, research has been difficult. Roussou has worked mostly with Greek Cypriot women, because of access problems, but has received support from others who interviewed Turkish Cypriot women about their situations.

The research began with an exploration of the historical relations between the sexes in Cyprus and the consequences of the 1974 war for women. The study looked at the wives and fiancées of missing men. The consequences of the war for women were numerous - some had become the heads of their household, but were displaced socio-economically; some were thrown into military camps for quick abortions after being raped or sent overseas. After the war, categories were created for women: refugee women, raped women and Penelopes. These categories perpetuated the ill consequences for women. Women were allowed to re-marry only 7 years after the war had ended.

In the 1980s the book *Caught Up in Conflict* and the article "The Penelopes of Cyprus" discussed how women continued to be unjustly categorized. By keeping open the wounds of war and of these women, politicians could then use the issue of missing persons as a campaign issue. Subsequent surveys found that little had been done to move women forward. By 1994,

some laws had been passed. Women had token representation in the government, but Penelopes were still told to dress and behave a certain way, even 21 years after the war. Roussou calls these women "problem women" because she feels that the view by others of these women as problematic to society has affected their identity. Refugee women, war widows, divorced women have become outcasts.

Women in Croatia and Bosnia

Kathy Cash, Education Specialist, Project CREATE, Croatia

Kathy Cash interviewed over 150 refugee and displaced women and children to discuss the trauma of their situation with the aim of determining how psychosocial interventions can appropriately be undertaken. Cash shared her findings from the interviews.

In the town Rieka, Croatia, the general feeling is that the Bosnians should go back. They can't get apartments. Many of the professional class has been lost. Bosnian women in the professional class are described as concerned only with children, kitchen and bed. In no way was anyone prepared for the destruction of their communities on such a scale. Many social workers interviewed felt that rebuilding was the only possible intervention. Many women in the camps have been involved in black market and illegal activities to earn some money, even though they are not allowed to work. There has been a great loss of life and there are great prejudices against psychologists and psychiatrists.

Refugee "warehousing" has created a difficult situation for most, forcing dependency upon international assistance. Some women have gone to work and have developed their independence, but this has often caused trouble when men return and suggest their wives are prostituting themselves. There is evidence of an increase in domestic violence.

Repatriation is traumatic, especially for the elderly and children. Bosnian and Croatian service providers have experienced secondary trauma through their work.

Across the board, breaking the silence has been the most important activity. Some schools have opened a dialogue of shared experiences that eases the tension. The trauma for children has been particularly great, especially when the relationship with the mother has been destroyed. For many children, their outlook on the future is grim. Many children witnessed atrocities before their eyes. There is a potential for child abuse by depressed parents who were themselves victims of violence and torture.

Teenagers have received the least amount of help. Many Bosnian teenagers weren't allowed in Croatian schools. Teenage boys kept silent because they were afraid they would have to fight. Most teenagers said they had no one to talk to. By far the strongest form of psychosocial support has been discussion, breaking the silence, be it talking or expression through art, songs, etc.

Refugee and Internally Displaced Women

**Roberta Cohen, Guest Fellow & Associate Director, Project on Internal Displacement
The Brookings Institution**

The impact of conflict on women is often forgotten. Seventy-five to eighty percent of the world's 50 million refugees and internally displaced persons are women and their dependent children. Many have had to flee because of civil conflict. Sometimes acts of violence are targeted specifically at women. Many women become widowed by war and are responsible for their households, their children and unaccompanied minors. They have a need to sustain themselves economically and they need access to humanitarian assistance.

Rape is often considered regrettable, but an acceptable part of the lives of women refugees. Cohen visited a Somali camp in Kenya, where in one week 22 women were raped. There were no women leaders or women's committees to discuss the problem. UNHCR sent no female senior protection officers to visit the camps. Action came only when external NGOs wrote to two newspapers and pointed out women's insecurity in the camps and their need for protection. Soon after the stories, security measures were tightened in the camp, women police officers were brought in and women who had been targeted were moved to another location.

Preventing sexual violence and enhancing protection measures means taking care of women's physical security. UNHCR has for a long time considered their protection role as a legal role only. However, in the past few years, it has developed guidelines for protecting women against sexual violence and programs to relocate women at risk. UNHCR has taken practical steps such as increasing the number of women police officers in camps. But women are needed as field staff and as service providers in the high-risk areas. More forceful intercessions are needed by women's groups to donors, the UN and host governments to sensitize them to the problems of women refugees. Internally displaced women are often in a more precarious situation because there is no international organization mandated to provide protection for them.

Camp structures are problematic. In many camps, women are not consulted before food decisions are made. Men take the leadership roles in food allocations. Food is often diverted for other purposes. In Africa, women produce 80% of the food consumed domestically and 15% of exported food, yet have little say in camp food strategies. The consequences for women are serious. In Mexico, food distribution by men has been linked to a higher incidence of malnutrition among women. In Pakistan, men's distribution of food was linked to overall rates of anemia. In Kenya, a 1992 study found high overall death rates were caused by the diversion of food by the elders to the black market or to the fighting in Somalia. Many women are asked to perform sexual favors to obtain their allocated food ration. In Zaire, in 1995 assistance food sold on the open market including vitamin supplements for pregnant refugee women. Refugee and internally displaced women should be placed in charge of food distribution in most if not all cases. WFP and UNHCR should be urged to adopt policies of access and should build on women's experience and involve women in food planning.

There are a number of barriers to refugee women's health care. Health service providers are often male. Refugee women are reluctant to be treated by males in many countries. In Pakistan one study found an abundance of under-utilized women doctors in the Afghani camps. In Bangladesh in 1992, the Centers for Disease Control linked high mortality rates to a lack of

women doctors. Priority should be placed on bringing female medical personnel to refugee settings. There is additionally a lack of reproductive health care. In refugee settings, birth rates and STD rates are often high. UNHCR has recently set aside funds to strengthen reproductive health care to women refugees. Mental health professionals are also lacking.

Finally, refugee women need skills training and income generation activities. Widows who can't rely on extended family systems need income. There is little funding set aside for skills training and income generation activities. Development agencies don't get involved or regard these activities as relief activities. If women can't support themselves and their families, reconstruction efforts are undermined. UNHCR is seeking funds for microenterprise projects. Refugee and internally displaced women learn a great deal in exile that can make their lives better when they return home. Sustained advocacy at the regional, national and international levels is required.

ENI Workshop

According to the Annual Workplan submitted to ICRW and the WID Office, CEDPA was obligated to sponsor a proposal development workshop in the ENI region and issue a request for concept papers to the Asia region during Quarter II. CEDPA planned accordingly and went so far as to write the RFP for advocacy and pilot interventions, prepare a targeted mailing list, and do cost comparisons between capital cities in Eastern Europe, Moscow and elsewhere in the NIS. Budapest, Hungary was selected for its ease of access and relatively low cost. The Hotel Gellert in Budapest was identified, dates were selected for the workshop, and the hotel was tentatively booked for the last week of April 1996.

After making these arrangements, three issues fundamental to the PROWID scope of work arose, and CEDPA was obliged to cancel its hotel reservations and postpone other plans of action until the RFP and ICRW's and CEDPA's respective responsibilities were more clearly defined. Those issues and their consequences are discussed below.

- ICRW and CEDPA were informed that the PROWID focus should encompass not only women's economic contributions and their legal rights, but also women's health and nutrition, training and education, and the environment. This news required more thinking on how the RFP should be designed and distributed, as well as a basic reordering of priorities and responsibilities between CEDPA and ICRW.
- ICRW and CEDPA were informed by the WID Office that pure research should not be a part of the PROWID agenda, but instead, activities including pilot projects, advocacy and "operational research" that emphasize action and measurable results should be the priority grants awarded. This imperative also required more thinking on the part of ICRW and CEDPA as to the responsibilities of each organization relevant to incoming proposals and concept papers and who would award grants and provide overall technical assistance and monitoring.
- Meetings with ENI Bureau representatives in March revealed that money provided to the overall PROWID budget by that regional bureau would have to be spent in Central and Eastern Europe and the Newly Independent States of the former Soviet Union. ENI representatives also questioned the value and efficacy of a single proposal development workshop in such a large and diverse region. It was concluded that budget tracking measures would have to be implemented and the workshop slated for the ENI region would need to be carefully reconsidered to meet bureau and mission needs.

In response to these changes in organizational responsibilities and questions related to the purpose of CEDPA's workshops, it was decided that CEDPA and ICRW would both be responsible for all types of grants awarded, e.g., pilot projects, advocacy activities, and operations research, and that incoming proposals and concept papers would be divided between and reviewed by the two organizations primarily according to sectoral expertise. CEDPA and ICRW also agreed to amend the RFP to include the additional sectors requested by the WID Office. It was decided that one RFP would be sent out to all regions requesting applicants to submit a full proposal, or to submit a concept paper along with a request to attend a proposal development workshop in a particular region. This new system of requesting proposals eliminates the need for CEDPA to send out separate calls for concept papers. It was also

agreed that proposal development workshops will be more flexible in nature and driven by the needs of the applicants and the number of concept papers actually received from each region. If it is perceived that smaller technical assistance meetings held in both the CEE and NIS would be more effective for the ENI region, in place of the originally scheduled workshop, then CEDPA and ICRW will make that determination.