

PD-ABN-066

WOMEN IN DEVELOPMENT ACTION PLAN

USAID/MALAWI

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I. ACTION PLAN OVERVIEW

This WID Action Plan has been prepared as an annex to USAID/Malawi's 1995-2000 Country Program Strategic Plan (CPSP). It was developed in order to assist the Mission to identify actions for improving WID performance within current programs/projects. It also compliments and enhances the CPSP's integration of gender considerations.

Given the poor statistics on the status of women in Malawi, the Mission has identified a gender focus on women and girls. The Mission recognizes that the exclusion of women/girls from mainstream participation in Malawi's economic and social development is an obstacle to the country's overall development. As such, the Mission's intent is to increase women's access to resources, development opportunities, and avenues of expression to raise women to a more balanced level with men.

This plan has two components:

- * background information on the status of women in Malawi; this section describes both the political and economic context for this WID Action Plan and also the gender issues affecting women's participation in and benefits from national development activities; and
- * project-by-project review of Mission projects. Each project review documents progress to date and suggests ways to build upon achievements to sustain WID performance in an integrated and systematic fashion from the design to the final evaluation. Recommended actions will also enhance overall program/project success by taking gender-related factors into account. Project Officers and the WID Officer will use the project reviews as a planning tool to design next steps and to monitor progress on an ongoing basis. The WID Officer, Ms. Stephanie Funk, has responsibility for overseeing the WID portfolio as a whole and ensuring that the mission takes women into consideration throughout the design, implementation, and evaluation of all programs and projects. The individual Project Officers are responsible for the implementation of WID activities within their specific projects.

Projects reviewed include:

1. Agricultural Sector Assistance Program Support Project and Agricultural Sector Assistance Program (ASAP) (NPA: 612-0239; Project 612-0235)
2. Services for Health, Agriculture, Rural and Enterprise Development Project (SHARED) (612-0232)
3. Human Resources and Institutional Development Project (HRID) (612-0230)

4. Girls' Attainment in Basic Literacy and Education Program (GABLE) (NPA: 612-0240; Project 612-0237)
5. Promoting Health Intervention for Child Survival Project (PHICS) (612-0231)
6. Support to AIDS and Family Health Project (STAFH) (612-0238)
7. Malawi Railways Restructuring Program (690-0277.12)
8. Democratic and Civic Institution Development Project (DECIDE) (612-0243)
9. African Training for Leadership and Advanced Skills Project (ATLAS) (698-0475)
10. Human Resources Development Assistance Project (HRDA) (698-0453)

II. STATUS OF WOMEN IN MALAWI

A. Political and Economic Context

In May, 1994, Malawi elected its first democratic government following 30 years of one party rule under president-for-life, Dr. Hastings Kamuzu Banda. Political unrest initially surfaced in 1992, when Malawians began to question the political repression and economic inequalities of the Banda regime. A key factor in this process was a pastoral letter issued by the Catholic Bishops in March, 1992 which boldly called for improvements in the human rights situation. In May, 1992, donors suspended non-humanitarian aid to Malawi until "a more open and transparent political system was in operation and the deplorable human rights situation improved significantly." With support from the church and emerging opposition groups, the Malawian people began a series of unprecedented strikes and political demonstrations that continued through the year.

Internal and external pressure mounted, and finally President Banda announced a referendum to determine whether the country would remain a one-party state or be replaced by a pluralistic system. The referendum was held in June, 1993; Malawians voted overwhelmingly for a multi-party system of democracy. By the end of June, there were seven registered political parties. The opposition parties became part of two transitional bodies which paralleled the parliament and the cabinet. Legislative and constitutional changes were drafted to facilitate the multi-party elections which took place in May, 1994, and to protect basic human rights. In general, the human rights climate has improved significantly since the June 1993 Referendum. These

significantly since the June 1993 Referendum. These improvements have strengthened respect for the individual, civil liberties and political rights.

At the same time that political strides are being made, the Malawian economy continues to stagnate. This is due largely to a severe drought in 1992/93, the perception by the private sector of a potentially risky political transition, a substantial wage increase in both the public and private sectors following labor unrest, and the impact of donor withholding balance of payments support. With a severe decline in foreign exchange reserves, Malawi's per capita gross domestic product (GDP) remains among the lowest in the world. Malawi continues to face a significant external financing gap, low foreign exchange reserves, and a marked increase in inflation.

At the people level, the situation remains alarming. While Malawi's per capita GDP is among the lowest internationally, its infant and child mortality rates are among the highest. And while its population growth rate is among the highest in the world, per capita food production and consumption are falling, exacerbating already widespread malnutrition. Until the recent elimination of school fees, a declining proportion of primary school age children were enrolled in school; and there are insufficient job opportunities for the increasing number of rural Malawians who cannot be productively employed on their shrinking farm plots. In addition, AIDS is rapidly becoming a leading cause of death for children under five as it has already become for young adults: nearly 13% of the adult population is HIV positive.

B. Gender Issues

Women make up more than 52% of the country's total population. However, national statistics demonstrate that women are disadvantaged compared with men in virtually every social and economic sector. Women have significantly lower levels of literacy, education, political representation, formal and non-traditional employment opportunities, and access to resources to increase agricultural productivity. Female headed households represent approximately 30% of the population but are disproportionately represented in the bottom 25% of the income distribution. In a country where 85% of the total population is rural, 70% of the rural female population are full-time farmers. Studies have shown that women typically work more hours than men to complete the same farm tasks because they rarely have the improved tools and equipment used by men. Furthermore, women have limited access to agricultural extension services, training, and credit.

Although formal sector employment in Malawi is limited, women's participation in this sector is particularly constrained. Women work primarily in a narrow range of occupations such as nursing, teaching, sales and secretarial positions. Overall, women make up less than 5% of the administrative and managerial cadres. In 1994, only 190 Ministry of Agriculture extension workers were female, compared to 2,000 male extension workers. Similarly, only 9 women occupied middle management/decision making posts, representing 1% of the total women in the Ministry. In 1994 in the Ministry of Women and Children Affairs and Community Services (MOWCACs), only 175 of the total 800 Community Development and Social Welfare Assistants were female.

With regard to education, women and girls face a number of economic and social constraints which hamper their educational attainment. Only 9% of females have more than four years of schooling, and female literacy is approximately 35%, while male literacy is estimated at 60% for the 15-45 age group. Girls typically drop out of school more frequently than boys, so that in the last year of primary school, only 25% of all students are girls. While significant gains have been realized in girls' education in the past few years, large gaps remain between girls' and boys' enrollment, persistence, and achievement. In 1992/93, for example, 73% of boys passed the Primary School Leaving Examination compared to 56% of girls.

In the political arena, there are only two women in Cabinet positions, and 5% of the members of Local Councils are women. The recent transition to a multi-party system, however, may provide new opportunities for women to increase their political voice.

Malawi's women also face significant health challenges. Most notably, Malawi has among the highest fertility and maternal mortality rates in Africa. A Malawian woman of reproductive age averages 6.7 births, yet only 7% use modern contraceptive methods. AIDS has also become a significant threat, and females in the 20-24 age bracket are almost twice as likely to be HIV positive. Further, data from a 1993 study of the economic impact of malaria raise the possibility that incidence of malaria may be significantly higher among adult women than among men.

III. PROJECT BY PROJECT DESCRIPTION

PROJECT: AGRICULTURAL SECTOR ASSISTANCE PROGRAM II (ASAP II)

612-0239

612-0235

PROJECT OFFICER: Kurt Rockeman

PACD: 9/30/98

PURPOSE: To increase smallholder access to agricultural inputs, output markets, cash crop production alternatives and labor market information.

WID FOCUS: The smallholder burley program under ASAP is specifically intended to target farmers with less than 1.5 hectares of land and female-headed households. This is reflected in ASAP II's two themes: 1) increasing equity and efficiency through liberalizing input markets; and 2) increasing equity and efficiency through expanding market competitiveness and institutional reform.

PROGRESS TO DATE: ASAP I

Deliberate efforts have been made to ensure that female headed households are registered as burley growers in their own right. In the first season of the program, 10% of all smallholder burley club members were women; in 1993/94, two years later, this number had increased to 15%. In fact, between 1992/93 and 1993/94, the number of women farmers participating in smallholder burley tobacco production increased by 29% from 3,663 to 4,710. The number of men farmers increased by 3%, from 25,284 to 26,159 in the same time period.

In March, 1993, the Mid-Term Evaluation included an assessment of gender equity in burley production. One outcome of this assessment was a study conducted by the Ministry of Agriculture's Women's Programme Section to profile women in burley clubs in order to better understand their constraints to and opportunities in joining and participating in these clubs. The study provided a mechanism for the Women's Programme Section to orient both male and female extension workers on women's participation in burley production. As a result, 1) Field Assistants (FA's) who are all male and work primarily with male farmers, received additional information and encouragement to register women in burley clubs; and 2) Farm Home Assistants (FHA's), who are all female and have traditionally focused on home economics, had the opportunity to work with women in their agricultural roles. Data from the study have been collected and are now being analyzed.

NEXT STEPS/RECOMMENDED ACTIONS: ASAP PHASE II

1. ASAP II includes three policy elements related to equity in burley (and hybrid maize) production: 1) the GOM will design and implement a plan for eliminating existing laws and administrative practices which allow discrimination on the basis of gender or ethnic background; 2) the GOM will review entities which have operations in the agricultural sector to determine how and to what extent they promote or restrain smallholder economic growth and equity; based on the results of this review, an action plan to remove identified constraints will be developed and implemented. This will include gender-based constraints; and 3) as part of the conditionality, the GOM is required to increase the proportion of burley tobacco quotas allocated to women (especially female headed households).
2. Approximately one third of participating farmers in the ASAP Agroforestry Pilot Project are female. The project will review data on technology adoption from a random sample of farmers to identify differences in technology adoption among male and female farmers. The data was collected as part of the project's monitoring and evaluation system.
3. Agricultural Cooperative Development International (ACDI), the contracting firm charged with strengthening burley clubs, will conduct a survey to assess constraints to and opportunities for increasing women's participation in burley clubs. This survey will be part of a larger assessment of factors affecting successful burley club performance and will build on earlier work in this area, including the previously mentioned Ministry of Agriculture survey of women's participation in burley. Discussions are also underway with a women's NGO to use their organizational network to increase the number of women in women-only burley clubs.
4. ASAP will develop an indicator to measure success of strategies to increase gender equity in relevant agricultural policies and organizational practices. Preliminary discussions suggest the indicator will reflect women's participation in burley clubs.

MEANS OF VERIFICATION: Project reports, SOW for burley club survey, PIR, API.

TIMETABLE: December, 1994 through the end of the project.

PROJECT: SERVICES FOR HEALTH, AGRICULTURE, RURAL AND
ENTERPRISE DEVELOPMENT (SHARED)
612-0232

PROJECT OFFICER: Margaret Sarhan

PACD: 8/31/99

PURPOSE: To expand the amount and increase the impact of development activities of PVOs/NGOs in Malawi in the key areas of agriculture, off-farm employment and health; and to strengthen the capacity of Malawi NGOs to provide services with positive impact in these sectors.

WID FOCUS: The SHARED Project has a primary focus on benefitting women, particularly rural women, and on the elimination of gender-specific constraints to equity in Malawi's economic development. Benefits for women from strengthening NGO participation in national development are especially significant, because the NGO sector offers women opportunities not formerly available to them through government or private enterprise. Community-based organizations offer vehicles where women directors and implementors can contribute to national development, and women participants and beneficiaries can address and improve their own conditions.

PROGRESS TO DATE:

Within the last few years, a large number of women have become involved in and empowered by NGOs which are assisted by SHARED.

- * Grassroots and women's groups generally have little experience and expertise in planning, administration and monitoring; through SHARED, they gain crucial organizational skills. SHARED has supported the establishment of new women's organizations and new initiatives of existing women's organizations. As of April, 1994, approximately 30% of sub-grant funds were allocated to projects specifically targeting women.
- * The project reporting system incorporates a methodology that collects and compiles gender disaggregated data gathered under each subgrant. Female beneficiaries and participants represented 48% of all participants in SHARED-funded NGO activities in 1993 and 1994.

- * The project provides incentives for organizations to consider gender issues. Criteria for evaluating NGOs which compete for subgrants include a focus on expanding female participation; they also require implementation plans to include gender-disaggregated data for monitoring, evaluating, and reporting on subgrant progress and impact.
- * The project received a \$50,000 OYB transfer from the Office of Women in Development that is being used to fund women focused NGOs and training activities for women from various NGOs supported through SHARED.

NEXT STEPS/RECOMMENDED ACTIONS:

The SHARED evaluation, currently in process, reflects the seriousness with which gender issues are taken. It will assess the extent to which sub-grantees collect gender-disaggregated data and the gender-distribution of sub-grantee activities. Based upon the findings of that evaluation, steps to further incorporate gender considerations into the project will be explored.

MEANS OF VERIFICATION: Evaluation Report

TIMETABLE/DATE: November 1994 - April, 1995.

PROJECT: HUMAN RESOURCES AND INSTITUTIONAL DEVELOPMENT

PROJECT OFFICER: Chris Kaliu

PACD: 9/30/95

PURPOSE: 1) To strengthen, broaden and improve the efficiency of Malawi's post-secondary degree and non-degree training institutional capacity to supply the public and private sectors with critically needed and experienced professional, technical, managerial and administrative human resources; and 2) to improve the efficiency and overall effectiveness of existing professional, technical, managerial and administrative human resources employed in the public and private sectors.

WID FOCUS: As part of the broad focus of this project, HRID increases opportunities for women to pursue higher education; at present, only 1% of female pupils from the original primary school cohort enter at the university level. HRID also expands the arena for women's participation by encouraging women to move into sectors previously dominated by men.

PROGRESS TO DATE:

- * A Women's Registrar was established at the University of Malawi to recruit female students for non-traditional programs.
- * Chancellor College instituted a Masters Degree Program in Sociology concentrating on Women in Development. To date, seven women have completed graduate studies in this program through USAID funding. The University has stated its commitment to continuing the program after USAID funding is completed.
- * Two Research Fellows placed at the Center for Social Research specialize in research on women's issues in health and education. Their research has resulted in a wealth of Malawi-specific research on women which has informed the university and the Mission's ongoing work in these sectors.
- * The University of Malawi has five constituent colleges: Chancellor College, the Polytechnic, Bunda College of Agriculture, Kamuzu College of Nursing, and the Medical School. The HRID women's scholarship program provides scholarship support for 75 women a year at the University of Malawi. As of August, 1994, a total of 347 HRID scholarships had been awarded to women; of this, 18 were graduate scholarships and 329 were undergraduate. In 1994-95, scholarship recipients are studying in such non-traditional fields as transport economics, agricultural economics, and advanced executive management.

During the period 1987-1994, overall female enrollment in

Chancellor College nearly doubled; in the process, the percentage of female students climbed from 17% to 24%. At Bunda College of Agriculture, female enrollment has increased from 14% to 21%. At the Polytechnic, the percentage of female to total enrollment remains at 10%, though actual enrollment of women has more than doubled during this period. Increases in women's enrollment at the Polytechnic were greatest in the fields of engineering, accounting and business administration.

The University hopes to achieve a goal of 30% for female enrollment in this year's incoming class. To facilitate achieving this goal, they have established different cutoff scores for men and women, and women will compete among women for the 30% set aside for female enrollment.

Twenty nine women graduates of the scholarship program who have entered nontraditional fields and 23 of their supervisors were interviewed in August 1994. Interviews were carried out as part of a preliminary assessment of HRID's outcomes and impact. The results were encouraging; for example, 23 women said they encountered no gender-based barriers or discrimination when seeking employment, and 20 said they experienced no gender-based discrimination in their current organization. Eighteen of their supervisors specifically indicated they would favor recruiting more women. None said they would not recruit women in the future.

- * A women's dormitory has been constructed housing 56 women at Chancellor College. Preliminary discussions are underway with the University regarding the construction of another women's dormitory at the Polytechnic.
- * HRID provides assistance to the National Commission on Women in Development; accomplishments through this support include 1) the development in 1993 of a National Policy and Plan of Action on Women in Development. This policy is being incorporated into Malawi's national Development Policy (DEVPOL); 2) week-long workshops of NCWID Desk Officers in 1993 and 1994 to develop annual workplans for their gender-related activities; 3) follow-on briefing seminars for policy makers in 1993 and 1994 during which Desk Officer workplans were confirmed; 4) a workshop which reviewed and edited the first draft of the national report on the "Status of Women in Malawi" for the 4th World Development Conference on Women; 5) a briefing in 1994 for State Ministers and Deputy Ministers on the status of women in Malawi and the National Report to the United Nations Fourth World Conference on Women; and 6) funding for an NCWID delegation to attend the Dakar Preparatory Conference for the fourth World Conference on Women to be held in Beijing in September, 1995.
- * 21 women benefitted from U.S. training; 2 received their

PhD's, 15 received Masters degrees, and 4 completed certificate programs.

NEXT STEPS/RECOMMENDED ACTIONS:

Selected activities funded through HRID will be incorporated into the Mission's planned training project, including support for institutional development of the National Commission on Women in Development and scholarships for women in nontraditional fields.

MEANS OF VERIFICATION: CPSP, Project reports

TIMETABLE/DATE: January, 1994 - September 30, 1995.

PROJECT: GIRLS ATTAINMENT IN BASIC LITERACY AND EDUCATION II
(GABLE II) Program No. 612-0240; Project 612-0237

PROJECT OFFICER: Shobna Chakravarti

PACD: 9/30/98

PURPOSE: To increase girls' attainment in basic education.

WID FOCUS: The GABLE Program aims to increase girls' access, persistence, and completion in primary education. Only 9% of females in Malawi have more than 4 years of schooling. Girls typically drop out of school much more frequently than boys so that in the last year, only 25% of all students are girls. Female literacy is approximately 35% while male literacy is about 60% for the 15-45 age group. The recently-signed program amendment entitled GABLE II has three supporting objectives of 1) increasing financial resources to the education sector in general, and to primary education in particular; 2) improving quality, availability and efficiency; and 3) improving the relevance of primary education for girls.

PROGRESS TO DATE: GABLE I

Enrollment: girls entering primary school as a share of all admissions increased from 46% in 1980-81 to 51% in 1992-93. In 1992-93 for the first time ever, girls' net enrollment outnumbered boys at 60% and 57% respectively.

Persistence: the number of girls who persisted through primary school to enter Standard 8 increased from 30% in 1988/89 to 38% in 1992/93.

Fee Waivers: One of GABLE's interventions to assist girls in persisting through the primary system was the provision of school fee waivers for non-repeating girls from standards 2 through 8. During the 1992/93 school year, over 400,000 girls benefitted from these waivers. During the 1993/94 school year, that number exceeded half a million. School fees ranged from between MK 3.5 (\$0.85) and MK 7.5 (\$1.70) per year per student, but even this small amount was enough to discourage parents who earn less than \$200/year from sending their girls to school.

Social Mobilization Campaign (SMC): the SMC, which promotes the importance of girls' education among pupils, parents and communities has been launched with the following activities: 1) The University of Malawi Center for Social Research conducted a survey in Machinga District to assess knowledge, attitudes and practices related to girls' education. A report of their findings has been published; 2) The Theater for Development has written and presented plays promoting girls' education in 12 villages in Machinga District. A written report of their experience is available; 3) The findings of both the KAP Survey and the TFD Report were widely disseminated at a briefing for policy makers; and 4) Messages

on the importance of educating girls for local, regional, and national distribution are now being developed with the Ministry of Women and Children Affairs, Community Services and Social Welfare.

Gender Appropriate Curriculum Unit: The Gender Lecturer at the Malawi Institute of Education participated in the design, pilot testing and revision of gender-appropriate instructional materials for primary schools. Supplementary teaching materials and teaching notes have been designed and disseminated for Standards 1 and 2; the curriculum revision for Standard 3 is in publication; and the revised curriculum for Standard 4 has been pilot tested. These new educational materials incorporate positive messages about girls' and women's roles in society and school. Portraying women as household decision-makers and professionals in schoolbooks helps to keep girls in school by building public understanding of the positive benefits and impacts of educating girls.

Teacher training: the Gender Lecturer has also participated in primary school teacher training on gender issues and worked with other donors to ensure gender sensitivity in their education activities, including a GTZ science education project, a UNFPA Population Education Project training workshop, and a UNICEF-funded child survival training curriculum for community school teachers.

Case Study: a case study for use in Teacher Training Colleges on handling classroom situations in a gender sensitive manner has been developed. It will help to ensure equal learning opportunities for boys and girls.

Pregnancy and Other Policies on Girls' Education: In May, 1993, the Malawi Institute of Education/Gender Appropriate Curriculum Unit and the Ministry of Education and Culture (MOEC) in collaboration with USAID sponsored a 3-day workshop on Policies on Girls Education. The workshop included participants representing six sections of the MOEC, the University of Malawi, Chitukuko cha Amayi M'Malawi (a national women's organization), and the Economic Planning and Development Division. Observers from USAID and UNICEF also attended. At the workshop, participants developed policy proposals on girls' education and a plan of action for the implementation of the policies. One outcome of this workshop was the establishment of a Task Force to review the MOEC policy on pregnancy. The Task Force effectively lobbied the Ministry for a change in the pregnancy policy; in December, 1993, the GOM issued a clarifying circular which stipulates that girls may apply for re-admission to school after one pregnancy.

NEXT STEPS/RECOMMENDED ACTIONS: GABLE II

1. Gender Appropriate Curriculum Unit: the Ministry of Education, Science and Technology (MOEST) will complete an action plan for the Gender Appropriate Curriculum Unit which continues much of the work initiated under GABLE I. Specifically, the plan will 1) incorporate the gender-sensitive case study completed under GABLE I into the Teacher Training Center (TTC) curriculum; 2) schedule in-service gender training of teachers who have not benefitted from the revised TTC curriculum; 3) expand the roles of the Assistant Regional Educational Officers (AREO) for Girls Education to include in-service training activities; and 4) incorporate gender sensitization into the Standard 5 through 8 curricula.

Also, the Gender Appropriate Curriculum Unit will be separated into two program components, one for teacher training and another for curriculum development. Two additional staff members will be recruited: one will supervise the training component for the TTCs and teachers, and the other will be an administrative assistant to assist the Unit in its increasing responsibilities. Finally, the Gender Lecturer will be sponsored to attain a masters degree in the United States. Her departure will be timed so that there will be approximately one year of overlap with the new staff members responsible for teacher training. Additionally, before she departs a suitable replacement will be identified for her position.

2. Policy on Pregnancy: Informal discussions suggest that information about the pregnancy policy has not been widely disseminated at the community level. Project staff will work with MOEST headquarters to promote and monitor wider distribution of information about the policy on pregnancy to parents and teachers.
3. Uniform Policy: Under GABLE I, the MOEST suspended the uniform policy, although it was not widely enforced. Under GABLE II, the MOEST will disseminate information on the policy suspending the uniform requirement. Uniforms for girls cost as much as 90 kwacha, significantly more than the cost of a shirt for boys and a considerable constraint to girls' enrollment.
4. Scholarships for Secondary School Girls: with the elimination of primary school fees, the GABLE I school fee waiver program for non-repeating girls is no longer viable. Evaluation of the school fee waiver program indicated that aside from the financial incentive school fee waivers provided for girls, it also provided an incentive for girls to do well and persist through the system. In order to continue the incentive, a scholarship program for eligible secondary school girls will be established. Selection criteria will be

established to target girls on the basis of need and merit. This nationwide scholarship program for secondary school girls will utilize funds equal to or greater than the amount formerly designated for the waiver program.

5. Community Primary Schools: a program to establish community primary schools for Standards 1 through 4 will be developed. Locations for such schools will be villages where large numbers of children are kept from school by distance. Since girls in particular are affected adversely by distance, community schools will make special efforts to serve equal numbers of girls and boys. To serve as examples of educational attainment for girls, qualified female teachers will be recruited for these gender-balanced schools.
6. Gender Streaming: a study conducted by the Center for Social Research on streaming boys and girls at the secondary level into separate classes indicated a marked improvement in both their scores. Female pass rates on the Junior Certificate Exam went from just over 20% in 1981 to over 80% between 1988 and 1991. Male pass rates also increased from approximately 70% to 100% respectively. In line with these findings, GABLE II is financing a pilot project on gender streaming in math classes to test the effects of gender streaming at the primary level. By 1996, the MOEST will examine the findings of the streaming pilot, and if achievement scores have increased, will develop a plan for appropriate nationwide implementation.

MEANS OF VERIFICATION: Project reports, API, PIR,

TIMETABLE/DATE: October 1994 - 1998.

PROJECT: PROMOTING HEALTH INTERVENTIONS FOR CHILD SURVIVAL
(PHICS)
612-0231

PROJECT OFFICER: Kenneth Sklaw

PACD: 6/30/97

PURPOSE: To increase the institutional capacity of the Ministry of Health and the Ministry of Works to deliver and sustain health and child survival services, and to increase the supply and utilization of their services at the community and family level.

WID FOCUS: The health component of the PHICS project is directed at improving women's knowledge and skills as primary caretakers of children. Women are targeted for most of the child survival messages because of their child rearing responsibilities. In the safe water component, PHICS works with women's village committees as a vehicle for constructing and managing water systems.

PROGRESS TO DATE:

- * Increased numbers of women Health Surveillance Assistants (HSAs) will translate into increased outreach to mothers who feel more comfortable discussing sensitive health issues with other women. With this in mind, PHICS has made a concerted effort in the last year to ensure that 33% of the HSAs are women. The Central Region HSA Training Center has exceeded that target: nearly half of its trainees are female. Some District Health Officers have included a statement which explicitly encourages women to apply in recruitment advertisements.
- * As beneficiaries of the water and sanitation component, women are reported to have saved time and energy used to carry water from traditional sources; they also have access to increased quantities of water. Over 80% of membership of some water committees established through the project are women. Women actively participate in the Village Health Committees, sometimes as chairperson, and through their membership have received training in basic health, hygiene and sanitation measures. Anecdotal information suggests that PVOs are setting targets to increase women's participation in village water supply activities under this project.
- * 29% of long-term training participants funded through this project have been female. Five of the seven women participants entered health programs and two entered business/management.

NEXT STEPS/RECOMMENDED ACTIONS:

1. Achievement of the target for training female HSAs varies by region. Although the Central Region has exceeded its target for training female HSAs, Regional Training Centers in the North and South are training very few or no women as HSAs. In the South, this has occurred because of a shortage of residential facilities. Although there are two dormitories, one is used by tutors. The Project Manager will initiate steps to increase the number of females trained in the South and North by instituting sufficient female-only training cycles. Steps to be taken include: 1) contact with the National HSA Training Coordinator; 2) developing a plan for female-only training; 3) contact with District Health Officers who carry out actual recruitment.
2. The Project will initiate discussions about gender sensitizing the HSA curriculum with HSA Sub Task Force for Curriculum Revision. The Malawi Institute of Education Gender Appropriate Curriculum Unit will be used as a resource.
3. Gender differences in HSA experiences and perceptions of training, scope of work, job requirements, supervision, and other aspects of the HSA position will be examined in the planned follow-on study to the 1993 HSA Assessment.
4. Under the proposed refocusing of PHICS, U.S. PVOs will be funded to form partnerships with Health Delivery Area (HDA) management offices. The Invitation for Application (IFA) to PVOs will include gender considerations in the description of PVO activities; it may also include as a criterion for selection a demonstrated capacity to reach women as participants, beneficiaries and staff.

MEANS OF VERIFICATION: PIR, IFA, Project Reports, Curriculum Document.

TIMETABLE/DATE: November, 1994 - December, 1995.

PROJECT: SUPPORT TO AIDS AND FAMILY HEALTH PROJECT (STAFH)
612-0238

PROJECT OFFICER: Laura Kearns

PACD: 9/30/98

PURPOSE: To increase the contraceptive prevalence rate and to promote behavioral change to reduce the prevalence of HIV/AIDS/STDs.

WID FOCUS: AIDS affects women in Malawi at approximately the same rate as it does men. However, in the 20-24 age bracket, females are almost twice as likely as males to be HIV positive. This project will address issues of HIV/AIDS/STD transmission as well as family planning. For HIV/AIDS/STD, it targets high risk groups: youth (both males and females), employed men (who have discretionary income) and bargirls.

PROGRESS TO DATE:

The contractor's project implementation team has recently arrived and will complete its detailed workplan by the end of calendar year 1994. To bridge the gap between project approval and contractor arrival, a variety of activities were undertaken related to AIDS prevention. Many of these were designed to improve women's access both to information about the epidemic and also to the means of preventing the spread of HIV infection. Activities to date include:

- * Training of women in the work place about AIDS prevention;
- * Training of women at the Women's Training Center in AIDS prevention and control;
- * Research on the acceptability of the female condom to commercial sex workers in Salima District; and
- * The introduction of the AIDS curriculum at the primary level to ensure the greatest opportunity for girls as well as boys to learn about AIDS.

NEXT STEPS/RECOMMENDED ACTIONS:

The contractor will:

1. Prepare a brief description, to be appended to the detailed workplan, of specific activities within each relevant project strategy to ensure that project messages, delivery systems, promotion strategies and other project features are gender appropriate;
2. The Management Information System (MIS) will be developed with a capacity to collect and organize information disaggregated by gender.

PROJECT: MALAWI RAILWAYS RESTRUCTURING PROGRAM
690-0277.12

PROJECT OFFICER: William Brands

PACD:

PURPOSE: To reduce surface transport costs on smallholder inputs and export crops through increased railway efficiency and reliability and resulting intermodal transport competitiveness.

WID FOCUS: Privatization of Malawi Railways (UK) Ltd. will result in the retrenchment of approximately 1,000 staff, who will be assisted by a program of services including counseling, retraining and severance pay. About 40-50 of the current 2,100 employees are female: three work in a machine shop; the remainder are employed in clinical facilities and in child care. It is likely that most of these female employees will be able to be placed in new jobs. However, the female spouses of the male employees will also experience considerable impact from the retrenchment.

NEXT STEPS/RECOMMENDED ACTIONS:

1. The Counselling Unit working with retrenched workers will be encouraged to refine the program of support to include the following activities prior to the layoffs:
 - a. Separate focus groups for workers and for spouses. Women spouses, although severely affected by the loss of income, may have little influence on how the severance pay will be used. Through focus groups of spouses, the Counselling Unit will be able to identify gender-specific concerns about the layoffs. They may also identify new ways of addressing these concerns. For example, alternative forms of severance pay such as partial payments in kind of food and supplies might be useful.
 - b. Counseling sessions that include the spouse as well as the retrenched employee.
 - c. Male- and female-only focus groups of previously retrenched employees to identify problems they experienced and suggestions on counseling, retraining, severance pay, etc. (Consider allowances or slight remuneration for their time.)
2. The Counselling Unit will be encouraged to participate in gender sensitization training that will enable them to be conversant with special constraints experienced by the wives of retrenched employees.
3. Scopes of work for project evaluation will include assessment of differential impact of retrenchment on men

and women employees and spouses. This evaluation might take the form of:

- focus groups as in "c" above
 - use of "sentinel sites" to monitor people level impacts in villages to which multiple employees have returned, and/or villages of closed passenger train stations. These villages/employees and their families would be followed over a 1-2 year period.
4. In project-related documents, estimates and actual numbers of male and female workers retrenched will be disaggregated by gender.
 5. Project documents will include explicit reference to both male and female employees in retraining, severance, contacts for new jobs.

MEANS OF VERIFICATION: Project reports, SOW for project evaluation, PIR.

TIMETABLE: December, 1994 through the end of the project.

PROJECT: DEMOCRATIC AND CIVIC INSTITUTION DEVELOPMENT
(DECIDE)

612-0243

PROJECT OFFICER: Andrew Sisson

PACD: 9/30/98

PURPOSE: To establish and consolidate democratic and civic institutions in Malawi.

WID FOCUS: The DECIDE project has a focus on ensuring equal access and opportunity for women in the new Malawi. As DECIDE supports the establishment of civic institutions, these institutions will be judged by their inclusiveness and representativeness in gender terms.

PROGRESS TO DATE:

The project is being implemented by the National Democratic Institute (NDI) and International Foundation for Electoral Systems (IFES).

Pre-Election Activities:

- * At NDI's "All Party Conference", a session was organized for women representatives from the seven political parties. At that session, the women identified the five most important issues which affect their lives. It was the first time that women from all parties came together and spoke with one voice. Given the force of their argument, the issues they identified were endorsed by all seven political parties.
- * Voter education outreach efforts targeted women's organizations with branches/units in rural areas.
- * Separate pre-election focus groups were conducted with women and men. They indicated that women had less information than men about the election and issues. Political parties were informed of this finding. Evidence suggests that parties then made an effort to target women voters, who represent 52% of the population, in their campaigns.
- * USAID funded the publication of the book, Women and the Law in Malawi, by the National Commission on Women in Development (NCWID) through the 116(e) Human Rights Fund. This book outlines the laws which affect women in Malawi and recommends reforms to those laws which appear to be discriminatory against them. It also recommends enhancement of those laws which protect women's rights. A second 116(e) grant provided to the NCWID will train trainers about the book and enable wider dissemination of information about women and the law throughout the country.

- * USAID worked with the NCWID Chairperson to develop recommendations for her presentation at the Constitutional Conference. The first draft of the Constitution did a commendable job of incorporating women's rights, but many thought it could go further. USAID helped mobilize the various women's organizations to alert them to the situation. As a result of their pressure, the Constitution now includes a separate section for women's rights in the Bill of Rights which prohibits discrimination on the basis of gender. The Constitution also calls for equal representation of men and women in the upper house of the National Assembly.

Post-Election:

- * A second set of focus groups in the post-election era was also held. These groups revealed significant differences between men's and women's views of democracy. Some women in the focus groups expressed the belief that democracy will bring them equality and they are waiting for it; others indicated they are concerned about change. This information will be disseminated at the NDI Conference for Parliamentarians in December, 1994.
- * In July, 1994, the National Commission on Women in Development (NCWID) sponsored a highly successful briefing for parliamentarians on women in development. The purpose of the meeting was to introduce the NCWID and highlight its achievements, to give a general overview of gender in development, to inform the group about the U.N. Fourth World Conference on Women and the Dakar preparatory conference, and to highlight the National Report on the Status of Women in Malawi. Parliamentarians were surprised by the statistics on women and pledged financial support for the Commission to carry on its role.
- * NDI funded a woman representative from each of Malawi's three major political parties and two other prominent women involved in democracy and governance activities to visit Botswana during its elections, and to meet with representatives of a women's wing of a political party there.
- * USAID continues to network among and support women's groups as they strive to build their organizations and political influence.

NEXT STEPS/RECOMMENDED ACTIONS:

1. NDI will co-sponsor a two-day seminar for Malawian women members of political parties and civic organization. This seminar, which will provide a forum for information sharing and networking, is designed to strengthen collective action among women leaders and groups.
2. NDI training for NGOs on how to lobby Parliament for their causes will include sessions/consultations on methods of building collaboration. Women's NGOs will be specifically targeted for support and assistance in this area so that they speak with a common voice on key issues.
3. DECIDE will nurture and strengthen a limited number of non-governmental civic institutions committed to democracy-building. Criteria for selection of sub-grants to NGOs in DECIDE include a requirement that the potential grantee demonstrate breadth of membership with particular reference to equal participation of and/or benefits to both men and women. The project will also support NGOs which give attention to women's rights as a human right.
4. Prior to the February, 1995 Constitutional Conference, NDI will work with women's nongovernmental organizations and women lawyers to prepare a strategy to ensure that women's rights, currently in the draft Constitution, are retained in the final version.
5. The National Commission on Women in Development (NCWID) will conduct four seminars at the national level for decision makers, extension workers, and local leaders to disseminate information on women's rights under current laws. Funded by the 116(e) Human Rights Fund, these seminars are a follow up to publication of the book Women and the Law in Malawi. Participants at these seminars will be charged with disseminating information to people with whom they work through seminars at the district level. Additional funding will be sought to develop and distribute a pamphlet on provisions affecting women's rights in the new Constitution.
6. The DECIDE mid-project assessment and end of project evaluation will examine progress in achieving gender equity in all project activities.

MEANS OF VERIFICATION: Project reports, PIRs, API.

TIMETABLE/DATE: December 1994 - end of project.

PROJECT: AFRICAN TRAINING FOR LEADERSHIP AND ADVANCED
SKILLS (ATLAS) 698-0475

PROJECT OFFICER: Bill Mvalo

PACD: 5/31/06

PURPOSE: To strengthen leadership and technical abilities and enhance professional performance of individuals serving in African public and private sector entities: universities, research centers and other key development institutions.

WID FOCUS: This project has an explicit goal of increasing the capacity among women to fill leadership and non-traditional roles. ATLAS' target for female participation is 30%; it also allows for the waiver of project guidelines to allow training for women in non-traditional fields.

PROGRESS TO DATE:

USAID/Malawi completed its first cycle of recruitment for ATLAS in 1994.

- * In that recruitment, Malawi exceeded the 30% target for women's participation by using creative methods of information dissemination about the program. Candidates were sought both within and outside normal government channels. Advertisements were placed in national newspapers and included an explicit statement that women were encouraged to apply.
- * The field of specialization for 1994 was engineering: of the eight candidates selected, three were women. Two were in electrical engineering and one was in civil engineering.

NEXT STEPS/RECOMMENDATIONS:

The second cycle of recruitment is in process, and fourteen candidates have been shortlisted. The field of specialty for 1995 is agriculture. Of the fourteen candidates, four are female: two in water and soils, one in agricultural processing and storage, and another in agricultural policy.

PROJECT: HUMAN RESOURCES DEVELOPMENT ASSISTANCE
(HRDA) 698-0453

PROJECT OFFICER: Bill Mvalo

PACD: 9/30/95

PURPOSE: To strengthen the Government of Malawi's ability to implement its development programs and also to strengthen the private sector's capacity to contribute to Malawi's economic growth through short-term training programs.

WID FOCUS: HRDA has an explicit focus on increasing the participation of women in African development. It has an overall target of 35% female participation and a 55% target for female participants in private sector training.

PROGRESS TO DATE:

To date, 28% of participants from the public sector completing their training have been female, while 35% of participants from the private sector are female.

NEXT STEPS/RECOMMENDED ACTIONS:

Special efforts will be made during the next recruitment to attract more female candidates. This will include:

1. Including in newspaper advertisements and notices to employers an explicit statement that women are encouraged to apply.
2. HRDA will convene a National Training Needs Assessment Conference of representatives of government, nongovernmental and parastatal organizations in January, 1995. HRID, which will coordinate the conference, will be requested to encourage participation of female representatives. Also, the needs assessment process will include a mechanism to disaggregate male and female training needs.

MEANS OF VERIFICATION: Conference reports, copy of newspapers advertisements.

TIMETABLE/DATE: November, 1994 - January, 1995