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# TECHNICAL ASSISTANCE FOR GENDER ANALYSIS IN STRATEGIC DEVELOPMENT PROJECTS

**FINAL REPORT**  
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INFORMATION RESOURCE CENTER  
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**A COOPERATIVE PROJECT OF:**



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## **CID/WID COOPERATIVE AGREEMENT**

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### **PROJECT PURPOSE AND OBJECTIVES**

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The WID IV project "Technical Assistance for Gender Analysis" in Strategic Development Projects" began September 30, 1991. It expanded on CID's previous experience in Women in Development and emphasized the importance of actively involving both USAID missions and other AID units in integrating women into the development effort.

The purpose of this Cooperative Agreement was to work directly and collaboratively with USAID Missions in technical areas of special interest to the developing countries, stressing long term research and institutional development. Through CID/WID's university linkages, the research program investigated critical aspects of four major areas:

- 1) general status of women related to education;
- 2) community awareness of women's legal rights;
- 3) professional development in agriculture and natural resources/ environment; and
- 4) women as entrepreneurs.

The overall project objectives were:

- to strengthen USAID Mission capacity to provide applied gender analysis and implementation strategies to their programs;
- to provide key sector gender analyses and syntheses of findings that specifically address policy issues to Missions regionally and cross-regionally;

- to contribute to the sustainability of progress in integrating gender analysis into development projects; and
- and to develop institutional capacity and models for integration of gender analysis and gender-specific objectives in research design, USAID project and program design, implementation and evaluation.

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### **MEETING PROJECT OBJECTIVES**

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**Objective 1: To strengthen USAID Mission capacity to provide applied gender analysis and implementation strategies to their programs.**

CID/WID, working with host-country groups and with USAID Mission personnel, met this objective in the following ways:

- Botswana--development and delivery of business training programs;
- Kenya--provision of workshops and development of research papers on women in agriculture as entrepreneurs;

- Tunisia--assistance to a local Tunisian NGO to create a detailed data base on the current status of gender roles in Tunisia;

- Near East--provision of funding research and identification of key issues needing improvement in areas of Women and the Law; and

- Peru--direct training of USAID staff and Peruvian counterparts on integrating gender into development projects and programs.

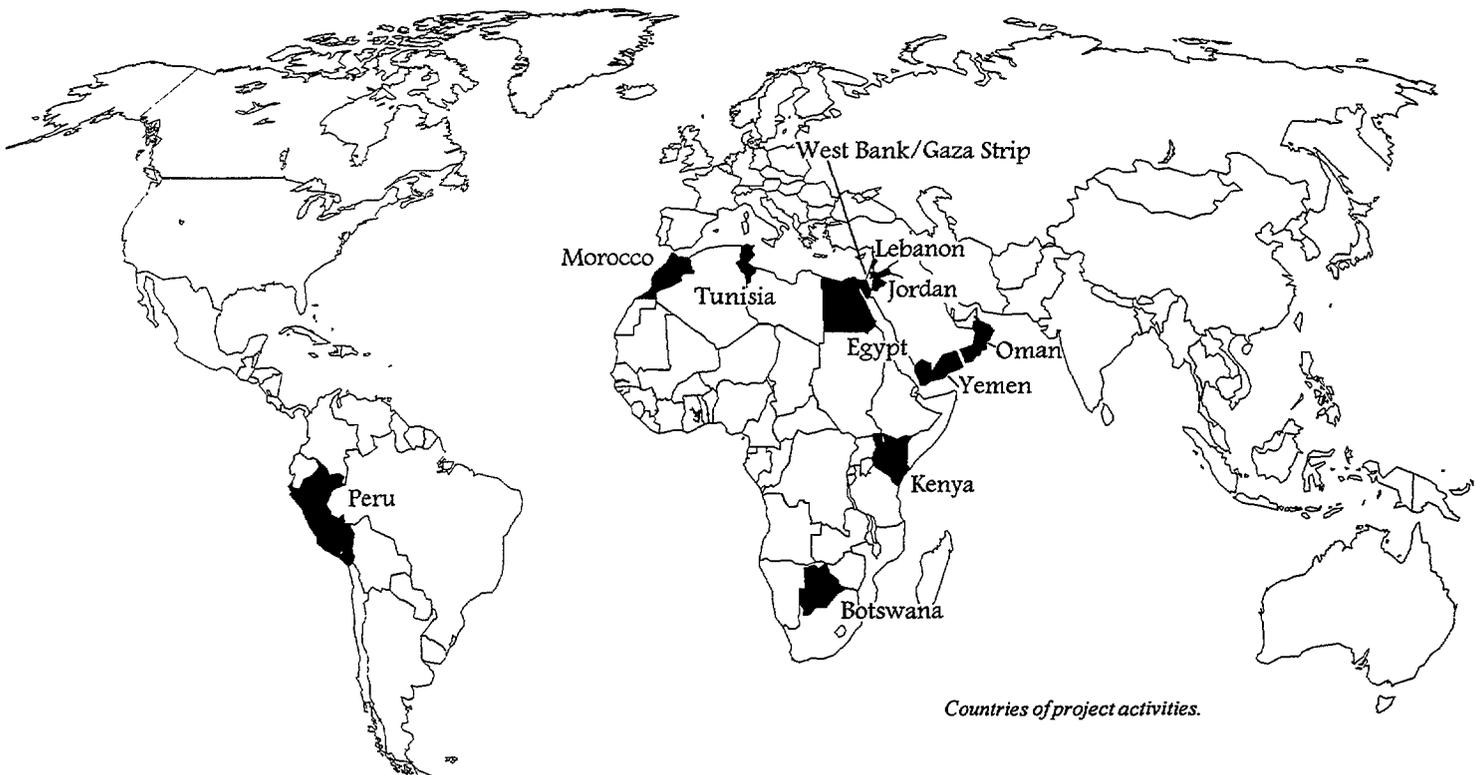
**Objective 2: To provide key sector gender analyses and syntheses of findings that specifically address policy issues to Missions regionally and cross-regionally.**

CID/WID identified key sector gender analyses and syntheses of findings affecting policy in the areas of:

### **Entrepreneurship**

- Botswana--project activities focused on two major areas: organizational planning; and networking and skill enhancement for small businesswomen.

- Kenya--the project trained female college students at Egerton University in entrepreneurship related to agriculture.



*Countries of project activities.*

### **Data collection and analysis in the sectors of education, employment and politics**

- Kenya--workshop and teaching materials were developed for career development and business training for female students.

- Tunisia--CID/WID assisted in the development of methods for gender analysis of the status of women. These included opinion polls dealing with women's opportunities in education, employment and politics, as well as a separate study of the portrayal of women in the media and extensive bibliographic searches.

- Near East--with the Near East Bureau of AID, CID/WID developed a project design for the study of Women and the Law in Morocco, Tunisia, Egypt and Yemen that resulted in reports synthesizing considerable data, and the development of strategies for improving women's legal status in eight Near Eastern countries.

- Peru--workshop participants in the gender training sessions were greatly interested in data collection

and analysis in the four sectors covered by the training--health, micro-enterprise, rural development, and democracy. Each workshop dealt with gender issues in data analysis and emphasized the need for gender disaggregation in data collection and the importance of baseline data for establishing women's current situation.

**Objective 3: To contribute to the sustainability of progress in integrating gender analysis into development projects.**

Toward this objective, CID/WID worked with the following host country organizations in each of its project activities:

- Kenya--faculty and staff at Egerton University;
- Tunisia--the Union National des Femmes Tunisiennes (UNFT);
- Botswana--the Women in Business Association (WIBA), the Women's Finance House (WFHB), and the Brigades Development Center (BRIDEC);

The Project was designed with a matching funds mechanism that required all activities outside the core management account to be funded by USAID Missions with matching funds to be provided by the AID/Washington Women in Development Office. The Project consisted of five activities.

- Near East--UNFT (Tunisia), professional women and NGOs from Egypt, Morocco, Tunisia, Yemen, Jordan, Lebanon, Oman, and West Bank and Gaza. At the conference on Women and Law in the Near East, approximately 18 government agencies, parliamentary bodies, and non-governmental organizations were represented by the 57 participants.

- Peru--participants in the gender training represent nearly 20 NGOs and Peruvian government agencies.

**Objective 4: To develop institutional capacity and models for integration of gender analysis and gender-specific objectives in design, implementation, and evaluation of development interventions.**

CID/WID worked with USAID Offices and NGOs to design effective gender-focused programming in the following activities:

- Tunisia--research design for survey on the status of women.

- Near East--design of scopes of work for host country experts to research the legal status of women.

- Kenya--design of career development workshops and assistance in establishing student run businesses on campus.

- Botswana--design of systems to assist women's business associations develop strategies for membership, growth, and activism.

- Peru--at the institutional level, gender training dealt specifically with integration of gender analysis in all phases of development activities, from design to evaluation.

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## **RESULTS**

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Under this Cooperative Agreement, National Counterparts provided a link to gender related research and information from a wide variety of sources. Their insights into national perspectives concerning policies, local infrastructure, and social and cultural issues invaluable to the final products referred to in this report.

The CID Executive Office was responsible for overall management and prime contract administration and coordination; project management support including recruiting, communications, monitoring and evaluation; subcontract administration; and financial management including funds control, accounting, insurance administration, reporting and auditing.

CID's work with host country counterparts representing national organizations has resulted in an expanded knowledge base both in research and training in areas of gender and development. This knowledge base can be drawn upon by students and professionals in a variety of fields including education, business, and law.

Through working with host country professionals and development agencies has increased the number of experienced international gender specialists capable of conducting gender analysis. For example, the CID/WID Researcher worked with UNFT in Tunisia to design a survey instrument and select a sample population for the opinion poll. In consultation with the CID/WID Researcher, UNFT staff designed and tested the survey instrument, conducted the survey, and analyzed the data. Members of WIBA in Botswana worked with the CID/WID Researcher to design computer systems they now use to publicize the organization, track membership, and maintain their accounting system. Ensuring that host country counterparts are capable

of integrating gender concerns and analysis into development projects is an important part of the process of increasing sustainability of economic development.

CID/WID project outputs are listed at the end of this report. They include training and career development modules, research findings, and conference proceedings. These products contribute research based findings relevant to policy planning, syntheses, and overviews of key issues to women in the areas of business and entrepreneurship; education; the media in shaping views of women and their opportunities; and legal aspects of women's work, education, and opportunities for political action.

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## **PROJECT MANAGEMENT AND ADMINISTRATION**

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CID/WID worked closely with the G/WID Office of AID Washington to design specific scopes of work for the various activities executed. In the case of the Near East activity, CID/WID collaborated with the Near East Bureau as well as with the

Missions or Offices of USAID in eight countries. The G/WID Office selected the countries for Project activities, and close consultation between CID/WID and G/WID resulted in the final scopes of work for all activities.

As a member of CID, the University of Arizona (UA) served in the role of Lead University for the Project, providing technical leadership, administrative services, facilities, and equipment. Helen Henderson of the Bureau of Applied Research in Anthropology served as Project Director, providing administrative and technical leadership, and ensuring logistical support services to meet the obligations of the Cooperative Agreement. A regular faculty or staff member from each of the CID member Universities served as CID/WID Campus Coordinators. They participated in the project management process, serving on the CID/WID Advisory Board, recruiting, selecting and providing orientation for candidates in project activities.

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## **CID/WID CAMPUS COORDINATORS**

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Helen Henderson, University of Arizona

Dorothy Wills, Saeeda Wali-Mohammed,  
California State Polytechnic University,  
Pomona

Alicia Cook, Martha Denney, Colorado  
State University

Harold McArthur, Linda Hamilton,  
University of Hawaii, Manoa

Doris Williams, University of Idaho

Jill Belsky, University of Montana

Ida Baca, New Mexico State University

Revathi Balakrishnan, Rochelle Rainey,  
Kathy Knott, Oregon State University

Carolyn Ater, Samina Khan, Texas Tech  
University

Pamela Riley, Utah State University

Nancy Horn, Jan Noel, Washington  
State University

Janet Clark, University of Wyoming

**CID/WID KENYA ACTIVITY**  
**March 1992 through August 1992**  
**CAREER DEVELOPMENT:**  
**WOMEN IN AGRICULTURE AS ENTREPRENEURS**

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**ACTIVITY BACKGROUND**

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Creating greater career awareness among university female students in Africa is essential for producing a cadre of professionals able to sustain the goals of "women in development" in agriculture. Career advising and counseling will play an increasingly important role on university campuses as the Kenyan government places a greater emphasis on higher education.

Through this activity, CID/WID Researchers worked with University personnel to heighten the professional capacities of Egerton graduates, who will be involved with efforts to improve agricultural production and the conditions of production in Kenya, where women make up the majority of the subsistence farmers and have a growing role in the cash crop sector.

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**ACTIVITY PURPOSE**

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- To retain women students in degree programs at Egerton University.
- To increase student awareness of non-traditional career opportunities for women in agriculture.
- To create a more favorable campus environment for women students.
- To provide programs for women students that can serve as models for agricultural universities throughout Africa.

## OBJECTIVES

- Assess faculty attitudes and activities related to career advising and faculty views regarding gender roles at the University and in Kenyan society.

- Provide a forum for discussion of women students' experiences and needs.

- Improve self-esteem of women students in a male-dominated field.

- Provide access to career information through support networks and written materials.



*Newly opened Women Centre at Egerton University: (left to right) Student member of the Womens Students Association; Martha Denney, CID/WID consultant; Elizabeth Adongo, Chair, WSA; and Judy Mckenna, CID/WID consultant.*

- Build connections between students and successful women entrepreneurs.
- Cultivate realistic concepts of business development on the part of women students.
- Refine and enhance the exercises and materials used in workshops and seminars provided by Egerton University and the Women's Center.
- Increase communications between faculty and students regarding career advising, entrepreneurship education, and the role of the Women's Center at Egerton.

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## **METHODS AND ACTIVITIES**

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- Conduct surveys of faculty and students.
- Hold career awareness seminars for students and faculty.
- Develop guidebooks to accompany seminars.
- Conduct a seminar on “Women as Entrepreneurs” for women students.
- Participating students, faculty, and facilitators evaluate workshops, seminars and relevant materials.
- Hold follow-up seminars focused on improving communication at the University and meeting student needs.

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## **ACHIEVEMENTS/LESSONS LEARNED**

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Women students participated in design and implementation of the faculty survey. Survey findings include:

- career advising is irregular and unstructured;
- up to one-quarter of faculty never engage in career advising with women students;
- most faculty support the idea that women can and do enter professional careers as well as have families;
- most faculty support establishment of the Women’s Center;
- faculty see a need for gender issues to be addressed in order to conduct successful rural development programs;
- faculty agree that better decisions result when women and men participate in the decision-making process; and
- most faculty think women students lack women role models for entrepreneurship.

Any effective program dealing with students on campus has to be built on students' expressed needs; therefore CID/WID Researchers assisted the Egerton University Women's Association in surveying women students about their needs and their perceptions of problems on campus. The identified needs included:

- career counseling services;
- personal counseling and family planning services;
- economic advancement services; and
- services related to personal safety.

Because student input and idea exchanges are important to the success of the career development program, thirty women students were invited to attend two career awareness seminars in which they were able to:

- discuss their academic programs;
- review the education process at Egerton and their prospects for the future;
- evaluate career development materials available at Egerton; and
- develop ideas for future workshops.



*Student participants in the seminar on women as entrepreneurs.*

Thirty-three women students, four Egerton faculty members, and two Kenyan businesswomen attended a workshop on “Women as Entrepreneurs”, which:

- provided students with information on career development techniques and opportunities in their fields;
- included interactive and experiential exercises for students to help develop business and entrepreneurial skills;
- began building networks between women students and Kenyan women professionals;
- introduced students to the realities of job searches and requirements for starting new businesses; and
- facilitated development of an on-campus entrepreneurship project with student participants.

Participants evaluated the workshop and the career awareness and development materials produced for this Activity. Overall comments were positive. Suggestions for improvement included:

- more time was needed in general so students could ask questions and more fully explore the issues;
- more time was needed to cover proposal writing for financing business projects; and
- further discussion on networking is needed.

Participants held two follow-up seminars with students, faculty, and administrators to discuss entrepreneurship and meeting the needs of the Women’s Center.

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### **ACTIVITY PARTICIPANTS**

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Work was conducted by Rose Mwonya of Egerton University, Alicia Cook, Martha Denney, and Judy McKenna of Colorado State University, and other supporting personnel, with the participation of women students and interested faculty at Egerton University.

# **CID/WID BOTSWANA ACTIVITY**

## **January 1993 to June 1993**

### **BOTSWANA WORKFORCE AND SKILLS TRAINING**

### **TECHNICAL CONSULTANCY**

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#### **ACTIVITY BACKGROUND**

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Three organizations dedicated to training women in business and finance skills and to women's entrepreneurship were targeted by USAID/Botswana to receive technical assistance in stabilizing their operations and procedures and in setting up dependable outreach services. The Women's Finance House/Botswana (WFHB), Women in Business Association (WIBA), and Brigades Development Center (BRIDEC) are relatively new and therefore can benefit from short-term technical assistance in establishing a firm foundation for their continuing activities.

WFHB trains economically disadvantaged women in business skills and assists them in setting up business enterprises. WFHB's activities are expanding to include credit services. The aims of WIBA are to represent businesswomen to the government and other institutions, to develop networks, and to train women in enterprise development. BRIDEC is a part of the Ministry of Education. The Brigades are community-owned and operated under the aegis of the Ministry of Education, and provide vocational training and production projects.



*Sophie Thabeng, Agricultural Demonstrator (right), and businesswoman in Botswana.*

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## **ACTIVITY PURPOSE**

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The goals of WFHB, WIBA, and the Brigades are to provide training, information, and support to Botswana women entrepreneurs. To support these goals, the CID/WID project sent a Technical Advisor (TA) to Botswana to:

- assist WFHB, WIBA, and the Brigades to strengthen their operations and establish outreach services to non-members; and
- aid the organizations in developing long-range funding and action plans.

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## **OBJECTIVES**

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To Develop action plans for three- to six-month periods for WFHB and WIBA, and a one year plan for the Brigades. These plans included:

- A strategy for financial sustainability for WFHB; identification of funding opportunities for a credit program for WIBA members and for expansion of Brigades activities.
- Outreach activities to increase membership of WFHB and WIBA, and arrangements for the Annual General Meeting for WIBA.
- Methods the Brigades can explore for obtaining equipment and materials, and advice on start up operations for Brigades activities.

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## **METHODS AND ACTIVITIES**

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The CID/WID Technical Assistant worked with the staff of each of the three organizations and provided the following assistance:

- After conducting a needs assessment with the staff of WFHB, the CID/WID TA developed and conducted a computer workshop to teach basic and advanced computer skills for bookkeeping and membership activities.
- The CID/WID TA helped gather materials and implement a card catalogue index system for a resource library which had been initiated by WFHB staff.

- To advertise WIBA to women in business in Botswana and begin an outreach program, the CID/WID TA drafted the first WIBA Newsletter. For the purpose of activating members in support of WIBA activities, the CID/WID TA developed a phone tree.
- The CID/WID TA developed a computerized membership database for WIBA and drafted a membership form. She also wrote a manual for running the computer program for the database.
- The Brigade Coordinators, the CID/WID TA, and Peace Corps/Botswana personnel wrote and submitted a proposal to USAID to increase the training capacity of the Business Skills Unit at one Brigade Center and establish pilot Small Business Resource Centers at two Brigade Centers. The proposal includes new training courses in business management, computers and office equipment.

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## ACHIEVEMENTS/RECOMMENDATIONS

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The staff of WFHB were trained in the use of computer programs for accounting, outreach activities, and general office correspondence. WFHB now has a computerized accounting system for financial management, which was important in facilitating an audit of the organization performed in May 1993.

WFHB's library is established and will serve as an important resource for women in Botswana interested in business.

WIBA's membership database is computerized, and its first newsletter has been distributed. A core group of dedicated women is actively involved with WIBA. The CID/WID TA recommends that WIBA and WFHB work together to create a larger network of women in business to increase the visibility of both organizations.



*Standing from left to right: Tebogo Nkwe, WIBA Coordinator; Carolina Wilson, WIBA Secretary; Ore Masire, BOCCIM Representative; Rochelle Rainey, CID/WID TA; Carol Culler, USAID Representative. Seated, left to right: Eunice Radebe, WIBA President; Fuzi Liphoko, WIBA Past President; Chigedze Chinyepe, WIBA Treasurer.*

The phone tree is a new tool for WIBA, whose leadership is concerned about national legislation concerning women. The phone tree permits the group to spread information and plans efficiently, allowing all members to be quickly contacted and mobilized.

The proposal submitted to USAID by BRIDEC includes activities targeted to all small business owners and potential owners. If funded, the project will increase the training capacity of the Business Skills Unit at Tswelelopele Brigade in Ramotswa. Training will include computer skills and other basic business proficiencies. The proposal also includes establishment of two Small Business Resource Centers in Gaborone and Ramotswa.

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### **ACTIVITY PARTICIPANTS**

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Rochelle Rainey of Oregon State University served as the CID/WID Technical Advisor. She worked with personnel and members of WFHB, WIBA, BRIDEC, the local organizations and USAID/Botswana.

# **CID/WID TUNISIA ACTIVITY 1993-1994 ROLE AND STATUS OF WOMEN IN TUNISIAN SOCIETY**

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## **ACTIVITY BACKGROUND**

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In the early 1980s the *Union National des Femmes Tunisiennes* (UNFT) completed a survey on the role and status of women in Tunisian society. In the 1990s, UNFT requested assistance through USAID to amplify and update the survey and to analyze how the role and status of women have evolved over the past decade.

UNFT was founded shortly after Tunisian independence in 1956 as the official national women's association and is a private, non-profit organization. Its purpose is to promote the status of Tunisian women in a variety of domains: cultural, scientific, social, economic, political, and legal. To this end, the organization sponsors a number of activities, including regional and local development initiatives, national, regional and international conferences and colloquia, and studies focused on women's issues.



*CID/WID Consultant Beverly Seckinger (left)  
with UNFT staffer Radhia Knani.*

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## **ACTIVITY PURPOSE**

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UNFT commissioned the study in order to generate a current assessment and comparison of the actual and perceived social and legal status of Tunisian women. The results of the study are meant to serve both as a reference for researchers pursuing this topic and as a basis for policy initiatives.

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## **OBJECTIVES**

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- Conduct an opinion poll of adult female and male Tunisians to update and measure changes since a 1981 study of women's status and roles.
- Survey and analyze the representation of women in several leading newspapers in Tunisia and textbooks in primary schools.
- Produce a comprehensive bibliography of books and documents related to women's roles and status in Tunisia available in libraries and other sources in Tunisia and the United States.

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## **METHODS AND ACTIVITIES**

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- The CID/WID Consultant, Beverly Seckinger of the University of Arizona, served as advisor to the UNFT in the above activities. She travelled twice to Tunisia to assist UNFT and monitor progress on the Activity.
- The Consultant performed a computer search of U.S. libraries to obtain the most complete listing possible of works available in this country on women in Tunisia.
- The questionnaire for the opinion poll, drafted by UNFT, was pre-tested and refined by the CID/WID Consultant working with UNFT staff. The Consultant and the research team designed the sampling frame to ensure the most representative sample possible.
- During Seckinger's first visit (6/22/93-7/13/93) work plans were drawn up detailing steps of each phase of the Activity to be carried out before the second visit.
- Seckinger served as liaison between UNFT and other international research groups in Tunisia.
- UNFT personnel performed the opinion poll and media content analysis. They gathered bibliographical material to add to the U.S. sources and to begin building a data base of materials on women in Tunisia.

- During Seckinger's second visit (3/25/94-4/6/94) she assisted UNFT research teams in preparing final Activity reports; participated in a seminar to discuss the data and findings from the opinion poll and media analysis; and helped UNFT plan a conference for summer 1994 to present findings to the Tunisian government.

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## ACHIEVEMENTS AND RECOMMENDATIONS

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- The opinion poll found a general recognition of women's right to education and to work outside the domestic sphere, and the principle of equal pay for equal work. Three quarters of respondents said that women were capable of occupying decision-making positions in the work places and that women had the right to participate in the political life of the country; however, 45 percent said they prefer male over female managers and bosses. Political reforms established in Tunisia since independence have contributed to improvements in the status of women and their quality of life.

- Analysis of leading newspapers indicated that the space devoted to women's issues has more than doubled since a previous study in 1981; however, the increase is from less than one percent to slightly over two percent, which indicates the amount of work that has yet to be done to address this misrepresentation. Most of the articles dealing with women were of a sensationalistic nature; few dealt with women's economic issues, and fewer still dealt with women in science and technology. On a positive note, women were represented in modern social roles (e.g. citizens, politicians and artists) more often than in traditional roles (e.g. housewives and mothers). Also, the number of female journalists in the Tunisian print media had grown, as had the number of female readers of newspapers. These trends should lead to more extensive and positive media coverage of women's issues in the future.



*From left to right: Jim Graham,  
USAID/Tunisia Mission Director;  
Faiza Kefi, President UNFT;  
Radhia Riza, Vice-president, UNFT.*

- The Bibliography includes references from many sources and of many types, and is an expandable, flexible research tool for use by both academics and policy makers. The data base covers Women in Tunisian Society and has been divided into two sub-groups: Normative Status (as expressed by law) and Social Reality; subcategories include law, education, health, family life, work, and public life. The bibliography includes books, articles in academic and popular journals, theses and dissertations, legislative texts, and reports of studies conducted by academic, government, and non-governmental organizations. It covers the period 1980 to 1993.
- CID/WID, USAID/Tunisia and UNFT have established cordial working relations; UNFT and USAID/Tunisia continued to collaborate with the CID/WID project on the design of the conference on Women, Law and Development in the Near East.

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### **ACTIVITY PARTICIPANTS**

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Beverly Seckinger of the University of Arizona served as the CID/WID Consultant. She worked with Faiza Kefi, President of UNFT; Radhia Riza, Project Coordinator for UNFT; M. Arbi Azzouz, Supervisor of Opinion Poll; Radhia Knani, Supervisor of Bibliography; H.B. Jaballah, Supervisor of School Textbook Analysis; M. Hmila, Supervisor of Newspaper Analysis; and Mohamed Ali Hassairi, USAID/Tunisia Program Officer.

## **CID/WID NEAR EAST ACTIVITY**

### **September 1993 through February 1995 WOMEN AND THE LAW IN THE NEAR EAST: LEGAL AND REGULATORY CONSTRAINTS TO WOMEN'S PARTICIPATION IN DEVELOPMENT**

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#### **ACTIVITY BACKGROUND**

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The constraints to women's participation in and benefits from development activities are both legal and customary. Women's legal status is not necessarily the main obstacle to their participation in social, economic, and political systems in Near Eastern countries. In most instances, de facto, rather than de jure, discrimination against women in education, employment and other matters is the main problem. For instance, despite rights to inherit and own property in their own right, and to sign legal documents, women are often deprived of their property rights and not able to enter into contractual agreements without the consent of a male family member. Some laws discriminate against women, limiting their access to resources.

This activity was designed to assess the extent to which laws affect women, specifically how they assist or constrain women's participation in and benefits from development activities.



*Asma Al Basha ( at left), Yemen; Ferial Sulaili (second from left), USAID/Yemen; and other conference participants.*

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## **ACTIVITY PURPOSE**

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- To increase knowledge and understanding of women's legal status in the Near East region through research on women's lives in Egypt, Jordan, Lebanon, Morocco, Oman, Tunisia, West Bank and Gaza, and Yemen.
- To bring together women scholars and activists from countries in the Near East to compare the contemporary situation of women and develop strategies for improving women's access to development in their countries.
- To disseminate information on the legal status of women and on organizations involved in research, education, and activism related to women's legal status in each of the countries involved in the activity.

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## **ACTIVITY OBJECTIVES**

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- Examine the laws affecting women in selected Near Eastern countries.
- Highlight the legal challenges facing Near Eastern women as compared to men.
- Disseminate information about women's legal rights, and enhance women's awareness through distribution of research findings in Arabic.
- Achieve better understanding of legal and other constraints on Near Eastern women's participation in socio-economic and political development.
- Identify the various organizations--indigenous and foreign--addressing women's legal status in the Near Eastern region.
- Promote networking among women's NGOs and legal experts to advocate for legal reforms and for implementation of existing legal rights that are undermined by customary law or traditional practices.

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## METHODS AND ACTIVITIES

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Researchers from Egypt, Morocco, Tunisia, and Yemen prepared research reports containing:

- an evaluation of the laws and enforcement processes affecting women in the family, education, economy and political systems of their countries; and
- a survey of organizations involved in research, education, or activism related to women's legal status in the Near East.

An international conference was held in Tunis, Tunisia, December 14 through 17, 1994 to promote dialogue and to disseminate research findings among professional women and NGOs from Egypt, Morocco, Tunisia, Yemen, Jordan, Lebanon, Oman, and West Bank/Gaza.



*Conference participants (l to r): Farida Bennani, Morocco; Sawzan El Messiri, Egypt; Khedija El Madani, Tunisia.*

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## ACHIEVEMENTS/LESSONS LEARNED

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The research reports from Egypt, Morocco, Tunisia, and Yemen reveal more similarities than differences. Findings include:

- while all four countries acknowledge the principle of equality in their constitutions, their laws often discriminate on the basis of gender;

- female illiteracy is high in all four countries, especially in rural areas where at least half the people live and where male illiteracy is also high;
- the strength of traditional gender roles in society maintains discrimination against women in employment, even where no legal obstacles to their participation in the labor force exist;
- laws in all four countries provide for maternity leave; however, they are applied mainly in formal economic sectors, especially in public service;
- obedience laws exist in Egypt and Morocco, where women require their father's or husband's permission to travel and work. A Presidential Decree in Yemen removed a husband's right to control his wife's work, but no enforcement measures were implemented. Tunisia struck down its obedience laws in 1993.
- most of the rules of marriage and divorce are left to the different religious communities and their courts; variations are seen between the four countries, but Tunisia has the most egalitarian personal status law;
- in all four countries women's participation in political activities has increased, although women remain underrepresented in politics, reflecting their relative absence in various spheres of civic society;
- organizations dedicated to working on women's legal rights increased in number in the 1980s in all four countries. Most appear to have precarious funding and depend mainly on outside resources, especially international donors; and
- women, especially those with limited education, tend to be ignorant of their rights. Programs to educate them are needed.

The conference brought together 35 participants from eight countries, representatives from the CID/WID project, UNFT, USAID/ Tunisia, USAID/ Yemen, and the conference coordinating team based in Tunis, for a total of 57 attendees. Conference outcomes included:

- The delegations from Egypt, Morocco, Tunisia, and Yemen discussed the research report prior to the conference, and each report was sent to one of the other four countries for further discussion and comparison. Egypt was paired with Oman, Morocco with Lebanon, Tunisia with the West Bank and Gaza, and Yemen with Jordan. This organizational structure was maintained for roundtable discussions at the conference.

- A committee of representatives from each country used recommendations from the conference to draw up the "Tunis Declaration," which will be presented at the 1995 International Women's Conference in Beijing by a Near East Region delegation.

- Participants concluded that, regarding women's access to development, the law spans an array of social, economic, and political dimensions that go beyond constitutional and legislative change.

- Social and political will for improving the legal situation of women in the region is generally absent, although this varies by country.

- Structural changes in education, employment, and health of women and children are necessary, but require efforts at governmental and non-governmental levels.

- Organizations concerned with women in development should be supported through more research, more resources, and efforts to build networks of study, training, and action.



*Publicity poster for conference.*

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## **ACTIVITY PARTICIPANTS**

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Anna Wurth, American Institute of Yemeni Studies, CID/WID Researcher; Amal Kwar, Utah State University, CID/WID Researcher, editor and translator; Laura Rice, Oregon State University, CID/WID Senior Technical Specialist, conference coordinator; Annette Sherry, Oregon State University, CID/WID Researcher, conference assistant; Karim Hamdy, KRM International, planning consultant. Nagat El-Sanabary, Near East Bureau of USAID, Faiza Kefi, President, and Radhia Riza, Vice President of the National Union of Tunisian Women (UNFT). Research reports were prepared by Sawsan El Messiri, Social Anthropologist, Egypt; Farida Bennani, Law Professor, Morocco; Khedija El Madani, President of the Tunisian Association of Women Jurists, Tunisia; Asma Al-Basha, General Director for Legal Affairs, Ministry of Planning & Development, Yemen. The conference planning effort was supported by USAID Missions in Egypt, Morocco, Tunisia, Yemen, Jordan, Lebanon, Oman, and West Bank and Gaza.

## **CID/WID PERU ACTIVITY**

### **November 1994 through January 1995**

### **TRAINING IN GENDER ISSUES**

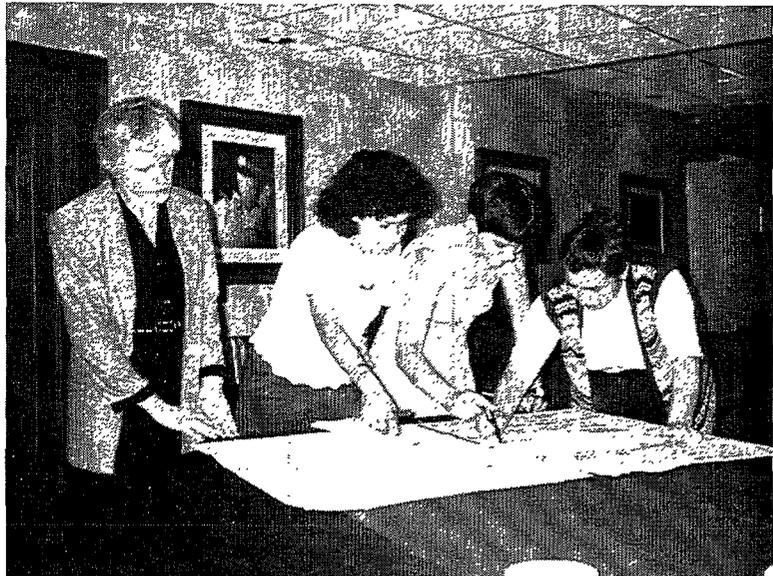
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#### **ACTIVITY BACKGROUND**

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In April 1989, the USAID/Peru Mission developed a WID Action Plan for institutionalizing gender considerations into all facets of Mission project, program, and support services. Training for USAID/Peru staff was held in 1989 with a follow-on activity in 1990. These actions were intended to increase the understanding of USAID/Peru staff and Peruvian counterparts of the underlying rationales for integrating women into development activities in all projects. They provided training in techniques for collecting gender-disaggregated data, and incorporating gender issues into project-level design, implementation and evaluation.

At the time of the 1994 request for gender training, USAID/Peru had authorized several new projects and was in the design phase of several other projects. The Mission's WID strategy recognizes that gender roles constitute a key variable in the socio-economic situation in Peru, and are decisive in the success or failure of development plans and activities. In order to take advantage of the start up phase of the new projects, and with the idea that it is appropriate to include issues of gender and women's participation from the very beginning of the process, the Mission proposed to sponsor the gender training for current staff and Peruvian counterparts.



*Trainer Marsha W. Slater with participants in workshop on Democracy.*

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## **ACTIVITY PURPOSE**

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The purpose of this activity was to provide participants, including USAID staff, representatives from the Peruvian government, NGO implementing agencies, and contractors, with the knowledge and skills needed to identify and address gender issues within USAID/Peru's projects and programs. The Mission requested the training in order to make advances toward the institutionalization of gender analysis within USAID/Peru planning, and to work toward maximization of program and project success through consideration of the roles of women in development assistance.

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## **ACTIVITY OBJECTIVES**

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- Understand the context and framework of USAID's WID policy and the evolution of WID's approach to supporting development work.
- Understand the basic requirements for incorporating gender considerations in development work, and understand the types of gender-disaggregated data USAID is required to report.
- Gain skills in identifying and analyzing sector and project-specific gender issues and know basic techniques for the collection and interpretation of gender-disaggregated data.
- Develop the capacity to apply such gender analysis skills within the context of specific project or program design, implementation and monitoring and evaluation requirements, procedures and actions.
- Strengthen the ability of the WID Officer and the WID Committee to institutionalize gender considerations within the Mission, and to support and monitor implementation of the plans of action formulated during participant training.

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## METHODS AND ACTIVITIES

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In November 1994, CID/WID representative Ellen Hansen (University of Arizona) and Anne-Marie Urban, Latin America and Caribbean Advisor for G/WID traveled to Lima, Peru, to perform a needs assessment for the gender training. They gathered information on existing and planned activities, and met with USAID staff and Peruvian counterparts to determine the current level of awareness regarding gender issues. The assessment provided an opportunity to discuss the format and content of the training, as well as plan the logistics for the training.

In January 1995, a training team consisting of Hansen and Urban as co-facilitators, Donald E. Spears as team leader, and Marsha W. Slater as trainer, traveled to Lima to carry out the workshops.

Activities began with a plenary session, in which the U.S. Ambassador to Peru, the USAID/Peru Mission Director, the Peruvian Vice-Minister of Justice, and Spears addressed the importance of gender issues to development and to the current socio-economic situation of Peru. This was followed by a panel discussion, in which four Peruvian experts in health, rural development, microenterprise, and democracy addressed gender issues specific to Peru within those four sectors. In the afternoon of the opening day, a mini-workshop was held for USAID staff and Peruvian counterparts who were not enrolled in the gender training workshops. The mini-workshop addressed the techniques of gender analysis to be covered in more detail in the longer training workshops, and was attended by thirty participants.



*Plenary session speakers (l to r): Donald E. Spears, CID; Alvin Adams, U.S. Ambassador to Peru; Miriam Schenone, Vice Minister of Justice, Peru; Miriam Choy, USAID/Peru WID Officer; George Wachtenheim, USAID/Peru Mission Director.*

Four sectoral workshops of two days each were held, each facilitated by a training team of Spears/Hansen and Slater/Urban. The workshops were each attended by 14 to 17 USAID staff and Peruvian counterparts, who work in many of the different programs and projects in the four sectors addressed by the panelists in the opening session. The workshops utilized a contextual analysis framework to explore issues of women's participation in development projects in the various sectors. The contextual analysis was applied to specific projects chosen by participants in small group work.

The Mission's WID Committee was restructured and revitalized through the training. The six-member committee and Urban held a working meeting to review the outcomes of the training sessions, discuss materials and tools for gender analysis available to the Mission, and decide on the next steps to increase the integration of gender issues into the daily work of the Mission and its counterparts in Peru.

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## **ACHIEVEMENTS/LESSONS LEARNED**

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- In Workshop evaluations, most participants stated that the contextual analysis framework would be helpful to them in thinking about how to incorporate gender issues into project and program planning, implementation, monitoring, and evaluation.
- Participants also stated that they gained an increased understanding and appreciation of the importance of gender to development projects.
- Participants were interested in following up the workshops with further activities that would include practicing the principles learned.
- The plenary session provided local context for the concepts and skills introduced in the workshops.
- The workshops provided momentum and enthusiasm for establishing the new WID Committee and evaluating the place of gender analysis in the goals and activities of the Mission.
- The sectoral focus in the two-day workshops encouraged effective small group work on specific projects and important exchanges between participants, some of whom had never met before.

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## **ACTIVITY PARTICIPANTS**

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The training team consisted of Team Leader/Trainer Donald E. Spears (CID), Trainer Marsha W. Slater (CID), and Facilitators Anne-Marie Urban (G/WID) and Ellen Hansen (CID). USAID/Peru WID Officer Miriam Choy coordinated workshop planning in Lima. Participants represented the Technical Offices and the Office of Program and Project Development of USAID/Peru, various Peruvian and international NGOs, and ministries of the Government of Peru.

## PROJECT OUTPUTS

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### **CID/WID Kenya Activity**

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*Development and Implementation of a Workshop Module with a Focus on Women in Agriculture as Entrepreneurs.*

Final Research Report by Martha Denney.

*Entrepreneurship, An Introduction to Starting Your Own Business: A Personal Guidebook.* By Judy McKenna and Rose Mwonya.

*Entrepreneurship, An Introduction to Starting Your Own Business: Resources Available in Kenya.* By Judy McKenna and Rose Mwonya.

*Entrepreneurship, An Introduction to Starting Your Own Business: A Workshop Guide for Trainers.* By Judy McKenna and Rose Mwonya.

*Career Development Project-Kenya.* Final Activity Report, by Alicia Cook.

Trip Report, by Martha Denney.

Trip Report, by Judy McKenna.

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### **CID/WID Botswana Activity**

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All documents prepared by Rochelle Rainey:

*Final Research Report: Botswana Workforce and Skills Training Technical Consultancy;*

WFHB Business Resource Library Database;

### WIBA Membership Database

WIBA Membership Application Form  
 Draft WIBA Newsletter  
 WIBA Phone Tree  
*Updating WIBA Membership List, Manual;*

Support for Small Businesses and Business Skills Training  
 Proposal submitted to USAID/Botswana, prepared with  
 BRIDEC and Peace Corps personnel;

Trip Report.

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### **CID/WID Tunisia Activity**

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*Final Research Report: Role and Status of Women in Tunisian Society,*  
 prepared by Beverly Seckinger.

Trip Report, by Beverly Seckinger.

Trip Report, by Helen Henderson.

*L'Image de la Femme dans la Société Tunisienne (The Image of women in  
 Tunisian Society),* prepared by UNFT.

Volume A - Enquête (Survey)

Volume B - Femmes et Médias (Women in the Media)

Volume C - Approche Bibliographique (Bibliography)

*Enquête sur le Rôle et le Statut de la Femme dans la Société Tunisienne;  
 Annexes Statistiques (Survey on the Role and Status of women in Tun-  
 isian Society; Statistical Annex),* prepared by UNFT.

*Annexe, Approche Bibliographique, Liste des Références (Annex, Bibliog-  
 raphy, List of References),* prepared by UNFT.

*Journée d'étude sur le Rôle et le Statut de la Femme dans la Société  
 Tunisienne (Workshop on the Role and Status of Women in Tunisian  
 Society),* prepared by UNFT.

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**CID/WID Near East Activity**

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*Women, Law, and Development in the Near East: Summary Report on Egypt, Morocco, Tunisia, and Yemen*, by Amal Kawar, December 1994. In English and Arabic.

*The Tunis Declaration*, by Conference Participants. In English and Arabic (translated by Amal Kawar).

*Women, Law, and Development in the Near East: Legal and Regulatory Constraints to Women's Participation in Development (Morocco)*, by Professor Farida Bennani. December 1994. In English and Arabic (translated by A. Karim Hamdy).

*Research on Women, Law and Development in Egypt*, by Sawsan El-Messiri. December 1994. In English and Arabic.

*Women, Law and Development in Tunisia*, by Khadija Madani. December 1994. In English and Arabic (translated by A. Karim Hamdy).

*Women and the Law in the Near East: Legal and Regulatory Constraints to Women's Participation in Development: Republic of Yemen*, by Asma Yahya Basha. December 1994. In English and Arabic (translated by A. Karim Hamdy).

*General Report on the Proceedings of the Conference*, by Sarra Chaabouni, UNFT. In English and Arabic (translated by A. Karim Hamdy).

*The Tunis Declaration*. Prepared by conference participants. In English and Arabic (translated by Amal Kawar).

*The Legal Status of Women in Yemen*, by Anna Wurth. March 1994.

*Research Report*, by Amal Kawar. December 1994. In English and Arabic (translated by Nahida Jabur).

*Research Report*, by Laura Rice. January 1995.

Trip Reports, by Helen Henderson, Amal Kawar, Kelly Roemer, Annette Sherry.

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**CID/WID Peru Activity**

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*Training in Gender Issues, Final Report*, prepared by Team Leader/Trainer Donald E. Spears, and Training Team, Anne-Marie Urban, Ellen Hansen, Marsha W. Slater.

Trip Report, by Anne-Marie Urban and Ellen Hansen.

*Integración del Género en Programas y Proyectos de Desarrollo. Un Taller para USAID/Perú y Agencias Colaborativas*, training workbook prepared by Team Leader/Trainer Donald E. Spears, and Training Team, Anne-Marie Urban, Ellen Hansen, Marsha W. Slater.

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## **PROJECT PERSONNEL**

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The following personnel from the University of Arizona and the Consortium for International Development Executive Office provided management oversight for this project:

Helen Henderson, Director, UA  
Ellen Hansen, Project Assistant, UA  
Judy Voss, Project Secretary, UA

Jean Kearns, CID Executive Director  
Kelly Roemer, Project Management Specialist, CID  
Julie Harris, Project Management Specialist, CID

Report design and layout by Brian Fulfroost, University of Arizona