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9. ABSTRACT

In response to a Congressional mandate expressed in a 1973 amendment to the foreign assistance Act, AID has been giving particular attention to programs that tend to integrate women into the national economies of foreign countries, so as to improve their status and assist the total development effort. The Agency has made some notable progress in implementing the Congressional mandate. However, much has to be done in both policy and implementation lines if the Agency is to provide adequate guidance and if field offices are to respond more vigorously. New lines of communication must be sought, awareness within local governments must be developed, and interests in project success must be extended beyond material components.

Sensitizing needs to be continued at the higher levels of AID administration, and intensified at the technical and program levels. Mechanisms need to be developed for more effectively monitoring, reporting, and evaluating Women in Development activities. There is also a need for development of sector guidelines for design and revision of projects.

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WOMEN
in
DEVELOPMENT
PROGRESS
REPORT

to

Members of the Senior
Operations Group

June 17, 1976

Agency for International Development
Department of State
Washington, D.C.

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PART I

I. INTRODUCTION

The purpose of this paper is the annual progress presentation to the members of the Agency's Senior Operations Group (SOG) from the Office of the Coordinator for Women in Development (A/AID/WID). The progress report covers the period from March 10, 1975 to June 17, 1976.

In its objectives, the report responds to the Agency's need to assess its yearly response to the Congressional mandate on "Women in Development" in terms of where we were, where we are now, and where we are going.

This paper will briefly discuss "Women in Development" (WID) history, Congressional sentiment, and the Agency's response to the mandate. It will also dwell in some detail on AID's present WID profile in terms of the impact (internal and external) which the Agency's actions had in responding to the Congressional mandate.

II. WOMEN IN DEVELOPMENT BACKGROUND

General

In fostering Congressional sentiment and concern, the Senate accepted an amendment to the 1973 foreign assistance bill proposed by Senator Charles H. Percy. The amendment requires that the U.S. bilateral development assistance programs be administered as follows:

"Sections 103 to 107 of the Act, be administered so as to give particular attention to those programs, projects and activities which tend to integrate women into the national economies of foreign countries, thus improving their status and assisting the total development effort."¹

In short, the Percy Amendment announces a U.S. position of providing assistance to the integration of the functional capability of women in development.

In response to the Congressional mandate, the Agency for International Development (AID) issued Policy Determination-60 (Annex A), directing the Bureau for Program and Policy Coordination (PPC) and other central and regional bureaus and field missions to institutionalize a conscious concern for women in development. Also, pursuant to the recommendations of the "Percy Amendment Working Committee," the Agency established the Office of the Coordinator for Women in Development, charging it with the responsibility for implementing the policy concepts as expressed in Policy Determination-60 and giving it the authority to plan and execute supporting activities in coordination with Geographic Bureaus and Offices.

¹ The International Development and Food Assistance Act of 1975 strikes out "Sections 103 to 107" and inserts in lieu thereof "Part I."

III. AGENCY'S PRESENT WID PROFILE (Status of Agency's implementation of established policy on "Women in Development")

A. GENERAL ASSESSMENT

A brief reassessment of the original conclusions, as reflected in SOG presentations of March 10, 1975, vis-a-vis the present status of the Agency's response to the Congressional mandate indicates little change in fundamental concerns regarding "Women in Development." The problems have not changed. The effort to sensitize the Agency bore some "affirmative action" successes at the policy and decision making levels.² However, generally speaking, the effort fell short in creating, at the program design and development levels³ that type of professional sensitivity

² Regional Bureaus' and Offices' numerous guidelines to the field.

³ Early review of project documentation by WID staff who are members of the Bureaus' review committees reflects that only 10-15% of development assistance projects are designed to include a thread through the document which examines the impact of the project on women in terms of benefit and involvement. The goal is to design each project in such a manner as to provide measurable indicators which could be used to evaluate the impact of the project. If the impact of the project is not beneficial, then why isn't it? If it is beneficial, then how? If it does not serve to involve women, then what is constraining it? If it serves to involve women, then how? Most projects are silent on this point.

which is necessary for development of a project so that it responds to the Congressional mandate in a most meaningful manner.

The above assessment should not be regarded in absolute terms; rather, it should be viewed in terms of where the Agency was, where it is now, and where it is going. Much has been accomplished. The program responses are beginning to be more creative, but most fall into the traditional patterns of project development:

- promotion of women's organizations
- sponsorship of women for home economics training in the U.S.
- funding of special research
- expansion of "traditional" programs impacting on women (health, population, nutrition)
- promotion of education/training to provide literacy, nutrition information and crafts production; and furthering of women's employment in health-related and educational fields.

The newer approaches to "Women in Development" are beginning to surface as missions become more sensitive to the potentials of involving women in the design and conduct of projects.⁴

⁴ Exemplified by two population analysis reports, PPC who have identified many women, and reports prepared on Ghana, Nicaragua and Upper Volta.

B. OFFICE OF THE COORDINATOR FOR WOMEN IN DEVELOPMENT

The past year's activities of the office sharply differ from those reported in the previous SOG presentation of March 10, 1975, namely because by May 1975, the office was fully and finally staffed.

The broad scope of the Coordinator's responsibilities was to provide a focal point for the Agency's field missions and AID/W staff for information and guidance. In responding to this broad scope of responsibilities, the office focused its activities on:

1. Institutionalization of concern for women in AID's development process

As a first priority in this area, the office planned and executed a conference on "Women in Development." Also, WID staff members were made part of and participated in the program review process of the Bureaus/Missions to evaluate their progress and suggest improvements where requested. Additionally, WID staff members made field visits to discuss and assist missions in the area of "Women in Development."

2. Encouragement of institutionalization of concern for women on the part of other donor countries as well as multilateral organizations

This concern, when appropriate, was addressed during reviews and field visits. Additionally, primarily as a result of International Women's Year conference (IWY) held in Mexico City and the Women in Development Conference held in AID/W, the office found itself deeply involved with outside foundations, institutions, private as well as international organizations, with whom the office maintained a close working relationship, serving in the capacity of a catalyst, sharing the Agency's experience and expertise. It seems that this Agency, more than anyone else, has recognized that "Women in Development" is a real developmental concern and AID is the front runner in addressing the concern vigorously and systematically with some notable success.

3. Undertaking of actions to illuminate the role of women

The office has made a concerted effort in this area to impact on Bureaus/Missions and assure that they are developing a sufficient data base from which to integrate the role of women into projects.⁹

⁹ In May 1975, WID collaborated with PHA to sponsor a workshop on Women in Development, inviting 17 representatives from 12 voluntary agencies, universities and special development groups to meet with AID/W bureau and office executives.

—During October 1975, WID sponsored a seminar of AID field and Washington staff, as well as participants from other international organizations, to review AID programs and identify issues and directions in implementing the Congressional mandate on integrating women into the development process. The report on the conference has been published and distributed to all AID missions, bureaus, conference participants and interested parties.

—WID helped arrange and conduct a special day-long session in Paris, October 1975, on Women in Development for members of the Development Assistance Committee.

—Grants were provided to the National Council of Negro Women and the American Association for the Advancement of Science to conduct two seminar/workshops as adjuncts to the International Women's Year Conference held in Mexico City in June 1975.

—Funding has been approved for "A Preliminary Study in Three Countries" to develop a low-cost methodology to gather missing data on rural women in order that the missions can knowledgeably plan for their further integration into the development process.

—Funds have been made available to USAID/Peru for a study of campesina women to be undertaken by a Peruvian research organization, the Centro de Estudios de Poblacion y Desarrollo (CEPD).

—A grant was provided to the International Center for Research on Women in support of a "Women in Development" Conference held in Wellesley College.

4. *Provide assistance and support to local women's organizations*

Last year's efforts in this area are substantial, covering both U.S. and LDC women's organizations.⁶

5. *Influence other donors and private agencies to emphasize the role of women in their assistance programs*

The Agency, in responding to Section 305, International Development and Food Assistance Act of 1975, is working with the World Bank, OECD, UNDP, UNESCO, Australia and the Voluntary Advisory Committee. The main effort could be identified as directed to:

a. Private Voluntary Agencies

(1) The AID Advisory Committee on Voluntary Foreign Aid passed a resolution in the spring of 1975 which paralleled the Congressional directives and emphasized sectoral interests. This was furthered by a meeting in the fall of 1975, following International Women's Year Conference in Mexico, in which the Advisory Committee gave special support to the list of "criteria" drawn up by members of the counterpart American Council of Voluntary Agencies for Foreign Service, Inc. (ACVAFS) sub-committee on Women in Development.

⁶Funds were provided to assist the First National Congress of the Paraguayan Women to finance a study on the role of women in Paraguay.

- A grant was provided to the Hemispheric Congress for Women, 1976, Inc., a non-profit corporation registered in the State of Florida and a sub-committee of the U.S. Committee of Cooperation, Inter-American Commission of Women (IACW) in support of the developmental objectives to be served by the Congress in terms of promoting the participation of Latin American women in national development.

Funds were made available to USAID Korea in support of two projects: (a) a \$35,000 grant to the Korean Education Development Institute to examine the nature and extent of sex bias in Korea and to initiate a compensatory education program to combat this bias; and (b) a \$50,000 grant to Ewha Women's University to create a women's studies curriculum, improve the communication systems concerning women's problems in education, and develop an outreach program for women in urban and rural areas.

(2) The ACVAFS sub-committee, using the precedent "criteria" finalized a booklet entitled "Criteria for Evaluation of Development Projects Involving Women," which was published in December 1975 by the AID-supported Technical Assistance Information Clearing House (TAICH) in conjunction with the American Council. This is perhaps the first time the Council has issued a document of this kind, which not only outlines the guidance for reviewing the status of programs, but provides planning tools and a bibliography to assist in project development.⁷

(3) In May 1975, the Office of the Coordinator (WID) collaborated with PHA to sponsor a workshop on Women in Development, inviting 17 representatives from 12 voluntary agencies plus universities and special development groups to meet with AID/W Bureau and Office executives. Topics ranged from cultural considerations to evaluation, funding and other programming processes effective in understanding and encouraging women's participation in and benefit from development activities.

(4) WID's visits to eleven missions in 1975 included special attention to both the programs and means of AID assistance to voluntary agencies. Special encouragement was given to the Asia Bureau's use of SDA (Special Development Activities) to combine U.S. and local agencies into a single "co-financed" activity. Also, detailed investigation of local groups was indicated in all countries with reports provided on potentials for further AID collaboration with non-profit groups on research and other efforts.

WID's role in the above actions has been primarily as a catalyst to the assemblage of groups and gatherings for discussion, as well as follow-up to ensure continued close relations between AID, the Advisory Committee and American Council, and individual non-profit groups. It is to be noted that the Council's sub-committee was formed at the

⁷In the spring of 1976, the booklet was officially presented to Senator Percy. Also, the booklet is being disseminated by PHA/PVC to all posts.

instigation of WID; the Advisory Committee resolution intentionally follows the concepts of WID in approaching implementation of the Congressional directives; and with both organizations there is continuing draw upon WID representatives for presentations and attendance at critical meetings.

Development Program Grants to PVOs should enhance their capabilities in planning programs overseas for maximum impact. Two of the 28 "DPGs" for FY '75 and '76 went to U.S. women's organizations.⁸

Operational Program Grants, intended principally for pilot projects overseas, numbered 66 for FY '75 and '76. Three of these are especially designed to impact on women.⁹

The DPG and OPG programs are special forms of funding. Voluntary agencies on their own, in conjunction with other U.S. and/or local organizations in the host country, and through other mechanisms, are continuing to increase the numbers of activities providing development aid to women and men.

⁸ The National Council of Negro Women (NCNW), which also conducted (with AID sponsorship) an international seminar in Mexico and the U.S. in conjunction with the International Women's Year World Conference; and the Overseas Education Fund of the League of Women Voters.

⁹ The Women's Development Program (Girl Scouts) of Thailand (Asia Foundation); the Integrated Family Life Education in Ethiopia (World Education); and Rural Education Centers of Nicaragua (FUNDE—a local cooperative organization).

(5) Additionally, the WID initiatives, particularly with the American Council, place our representatives in a position to work with non-government agencies associated with the United Nations offices in New York. Subcommittee meetings include UN representatives from the post-IWY offices and the UN Commission on the Status of Women (Helvi Sipilä's office), thus reinforcing our work through the international organizations, and keeping track of the world trends in non-U.S. voluntary agencies' activities.¹⁰

b. International Organizations

The Office of the Coordinator (WID) used several means to respond to the mandate that AID encourage international organizations to emphasize the role of women in their assistance programs.

(1) Principally with or through AID's PPC, State and USUN officials, WID has had pronounced input to U.S. presentations, positions, draft resolutions, background materials, and briefings for U.S. delegates and representatives to conferences and executive sessions of UN bodies and specialized agencies. Occasionally, this also requires WID participation in negotiations with other agencies or departments,¹¹ such as the USDA in formu-

¹⁰ At a recent meeting, it was tentatively agreed that one of the UN offices would work more closely with the American Council to produce a list of interested agencies world-wide, particularly those newly-formed as a result of International Women's Year. This should give impetus to U.S. agencies desiring to collaborate with those from other countries to design and initiate programs of mutual interest.

¹¹ WID also participates as consultant in selection of candidates to serve as U.S. Delegates.

lation of a U.S. position ultimately adopted by the FAO Conference in November 1975. As a result of this cooperative effort, the WID inputs are reflected in the policies and plans of action adopted by the UN General Assembly (regarding the World Plan of Action resulting from the Mexico International Women's Year Conference); ECOSOC, UNESCO, UNDP, WHO, UNICEF, UNIDO, FAO, and, of course, the IWY Conference in Mexico.

(2) WID also works with appropriate official groups and special committees responsible for follow-up on UN and other international conferences, such as WID participation in AID's World Food Conference Follow-up committee; the U.S. IWY Commission follow-up sessions and the Hemispheric Conference organized by the U.S. Delegate to the Inter-American Women's Commission (upcoming).

(3) WID helped arrange and conduct a special day-long session in Paris, October 1975, on Women in Development for members of the Development Assistance Committee. The other donor representatives came to an "agreed conclusion" as a result of this meeting, to seek greater involvement of women in the development process through means similar to those in AID. Through our contacts with the OECD and other channels, it would appear that some action (principally in research) is being taken, although full program implementation is not yet apparent.

Tying the above activities to AID field operations has been encouraged principally through AID Regional Bureaus. However, WID visits to missions have been (and are) used as a means of encouraging missions to work with host governments and UN representatives to seek collaborative implementation of the AID and UN policies and plans. The WID representatives, for example, work with field representatives for the various UN specialized agencies, regional organizations, financial institutions, etc., as well as host governments.

C. REGIONAL BUREAUS, OFFICES, FIELD MISSIONS, AND SECTOR ASSESSMENTS

1. General

There has been a steady though uneven response from bureaus, offices and missions regarding implementation of the mandate. The trends seem to be away from:

—conceptualizing the mandate as a "fad," a form of "cultural imperialism," an overlay on regular programs.

—cosmetic or ad hoc efforts to demonstrate responsiveness to the mandates and policy.

—envisioning women's interests and issues as separate from men's interests and therefore sponsoring women-only add-on projects.

The trends indicate that the Agency's bureaus, offices, field missions, and sectors are steadily moving toward a:

—positive consideration of women's *integration* and *participation* in on-going and proposed projects.

—many field missions have developed special projects addressing a key constraint to involvement of women into the economic process.

—profiles on the role and status of women have been or are in the process of being developed on a country-specific basis, using Mission staff, country nationals and contract personnel.

—women's participation in U.S. training increased during FY 1975 to 13 percent of the total or 405 women out of 2,996 from a 4 percent level in FY 1973.

—many missions have assigned personnel especially to implementation of the policy; most AID/W bureaus have a working group to monitor and assist in implementation. In fact, most started their working groups last year. Now most have someone assigned for "Women in Development" although not necessarily full time. CLAB and LA have a full-time person. Asia is moving toward it.

We see the Agency moving away from the committee approach.

—women are more frequently being considered for design/reasability work on projects, both as contract and direct hire.

—research on country-specific data collections is increasing.

—a few GAPs have voluntarily covered the implementation of PD-60 as a part of mission submissions.

a. Africa—Annex D and H

Six months prior to the adoption of the Agency-wide Policy Determination-60, the Bureau sent special instructions to the field. The instructions set forth a strategy for making the Congressional mandate an integral part of the Bureau's program development process.

As a follow-up to the field guidance, consultants spent 6 weeks in 5 countries, discussing with government officials, women leaders and women's organizations as well as with the mission directors and staff, ways and potential activities for "integrating" women into development.

Field response and available information indicate implementation of the mandate varies from country to country and has been more difficult than originally anticipated.

The constraints are expressed as:

—the delicate matter of sensitizing certain host governments.

—the need to assist women to identify their priorities and determine relevant courses of action.

—the vast need for training of women at all levels.

b. Asia—Annex E and I

The actions the Bureau has taken to date do not fall in any kind of consistent pattern or design. A number of actions undertaken proved non-productive. Possibly the explanation of why there has not been more specific activity addressing women lies in resistance

on the part of host countries or missions caused by: (1) hope that this is merely another fad which will fade away; (2) the notion that this is a U.S. women's interest and the U.S. is guilty of cultural imperialism; (3) the fact that the vital role women play in development has not been documented; and (4) the belief that the women are benefiting, participating, and/or suffering on an equal basis as men and no special effort is warranted.¹²

c. Latin America—Annex F and J

The Bureau does not view and treat the role of women in development as a special project category. Instead, it seeks to incorporate the concept of integration of women into existing and planned programs as one of several important factors to be considered in attaining development objectives.

Assessment of the impact of the Bureau's efforts in integrating the "Women in Development" concept into its development objectives shows a steadily increasing number of program activities involving and/or benefiting women. Strategies developed and employed by missions reflect a variety of approaches adapted to USAID's particular needs.

¹² Information memorandum for the Assistant Administrator for Asia, February 11, 1976, p. 4: "It is true that some of the actions we have taken probably were done for cosmetic reasons. It is also probably true that the missions' responses were also of similar nature. However, it should also be recognized that there have been two major impediments in doing more. The first may be especially true in Southeast Asian countries but also is probably partly true in East Asia. That is the difficult matter of discussing the issue of women with governments, which at top level are reluctant to admit that more can be done. The second is that even though there is growing interest on the part of AID/W, missions and host countries in doing more, we don't seem to know what relevant course of action to take and what priority to put on this type of activity."

d. *Near East—Annex G and K*

The Bureau perceives the meaningful inclusion of the "Women in Development" concept in the Near East region as one of the most serious challenges that the Agency faces. Considering the spectrum of societies,¹³ in which AID operates, achieving a significant improvement in the status of women in the Near East region is a most difficult task.

Very little is known about the dynamics of change in women's status in the societies in the region. It is clear, however, that the Bureau's strategy to enhance the role of women in development can only be developed when one has carried out more analysis and joined with other outside donors and research organizations in studying the problem to be solved.

e. *Office of Labor Affairs (OLAB)—Annex L*

Approximately 30 percent of OLAB's budget is assigned to programs directly related to integration of Women in Development projects. OLAB's Women's Program was in existence for several years prior to enactment of the Percy Amendment, but has been expanded considerably in recent years-- including the addition of a full-time staff person as Women's Activities Advisor to the Director.

¹³ It is not simply that the Near East Bureau deals essentially with Muslim societies, for there are other Muslim countries, such as Malaysia, where women have higher status. A complex series of social and cultural factors, some of which may be pre-Islamic and reinforced by traditional Muslim law, have kept women's status in the Near East Region low.

As a major component in OLAB's general mandate to improve the living and working standards of the poorest majority in developing countries, OLAB's program emphasizes the integration of women in socio-economic processes and benefits of development in Africa, Asia and Latin America. For example, in the past year, new projects have been initiated with the three AFL-CIO labor institutes in all three regions. These involve special training-of-trainers seminars for trade union women.

Other areas of OLAB's WID programs include technical assistance in setting up national machinery to advance the integration of women in developing countries, particularly national commissions on the status of women where men as well as women participate. These projects are supported along with other donors through UN agencies in Africa and Latin America. OLAB is also in the preparatory stages of discussion with the UN Economic and Social Commission for Asia and the Pacific (ESCAP) concerning establishment of its Regional Centre for Women, and is in a position to support this new project with seed money along with other donors.

Another ongoing OLAB-sponsored project, with matching funds from OAS, is support for a woman professional staff person at the headquarters of the Inter-American Centre for Research and Documentation on Vocational Training (CINTERFOR)—an arm of the ILO. This program includes a study of existing and future vocational training possibilities for girls and women in Latin American countries, with a view to opening up greater opportunities.

Response to WID Conference Workshop recommendations.

f. *Sectors*

(1) *Agriculture—Annex M*

Research projects in this sector have produced some data on the role women play in agriculture. However, as this information has been an incidental result of research whose primary focus is some other development objective, the data relating to women are fragmentary and of limited analytical value. A more complete picture, one which would describe the complex and diverse social, cultural and economic circumstances in which LDC women are placed, would be necessary before programmers could effectively integrate women into agriculture programs. At this point, the Office of Agriculture has not been concentrating their research efforts on this specific development problem.

(2) *Nutrition—Annex N*

The Office of Nutrition (TA/N) has responded to some of the recommendations of the WID conference. Other recommendations are yet to be examined as to how they can be translated into projects. It feels that in order to accomplish this, both a commitment on the part of all professionals in their project design work is required as well as strengthening mechanisms in the project review process, especially research projects, to assure that this issue has been addressed. Also, it feels that a conference with recommendations is a necessary but not sufficient means of implementing AID policy, particularly a policy which requires a sensitivity to problems of women when the vast majority of project planners and AID decision makers are men.

(3) *Population*

While specific actions to address the conference recommendations have not been undertaken, the Office of Population is continuing its programs of the past five years to involve women's groups and professions (e.g., midwives, nurses, home economists, social workers) in family planning programs, and has initiated exploration of other avenues to involve women. All AID population officers and grantees have been instructed to work wherever possible with *women's groups* in developing countries. We have emphasized to host country governments the importance of including women in the planning and policy aspects not only of family planning and population programs, but of all development programs. Several conferences of women leaders in different professions have sought to involve these groups more fully in family planning efforts; training of women physicians and mid-level health workers has increased; in several countries, recruitment of women for family planning motivation teams is being stressed.

(4) *Rural Development—Annex O*

The Office of Rural Development (TA/RD) supports in principle the objectives inherent in the workshop recommendations. The feasibility of achieving these objectives probably varies considerably from country to country and culture to culture within countries. We would be hesitant to answer "yes" or "no" as to appropriateness of implementation on any issue without knowing the reaction of missions to these recommendations in the environments they face.

With respect to an "overall assessment" of rural development "vis-a-vis WID implementation," TA/RD feels that the statement in recommendation "G" that "the role of women in the rural areas should be seen as one part of an overall strategy for rural development" accords with our view. Rural development must be viewed as a whole, not as a set of isolated problems of which one is WID.

(5) *Education and Human Resources (TA/EHR)—Annex P*

The Office of Education and Human Resources (TA/EHR) assesses that the information submitted by USAIDs on their activities relating to WID shows a wealth of information being generated, and substantial accumulation of experience. The Agency must do its best to avoid "scatteration" of effort, to compile evidence of fruitful efforts and to foster effective sharing of outcomes and knowledge. To that end, it appears to us that some Agency mechanism is needed to avoid duplication of effort and to assure maximum diffusion of results to interested institutions and individuals. Further, TA/EHR sees a clear and present need for setting specific Agency objectives, and identifying studies needed to provide actionable research, results. Once we can lay out a clear picture of what is needed and compare/contrast that with what is going on now, it should be possible to develop an agenda or action to fill the gaps.

(6) *Health—Annex Q*

The Office of Health (TA/H) states that the trend to improve the status of women preceded the WID October Conference. It is much too early to ascertain whether the Conference has had a direct impact on field programming. In the view of TA/H, the Conference did result in increased sensitivity on the part of Agency health personnel to the issues.

D. SUMMARY AND CONCLUSIONS

I. Summary

It is quite clear that the Agency in responding to the Congressional mandate has made some notable progress and bears the reputation of being the leader in the field. However, much has to be done in both policy and implementation lines if the Agency is to provide adequate guidance and if the field is to respond in a more affirmative and vigorous manner to the Congressional mandate.

To some extent, the above success reflects a general upgrading of our own sophistication in reaching toward the rural populations of developing countries. However, ultimately, to be effective, we must seek new lines of communication, develop awareness within local governments, and extend our interests in project success beyond material components. And, in doing so, it is inevitable that we look at the role and status of women as more fundamental concerns, i.e., as human resources and as a means of directly impacting on rural conditions for development. It would appear that the same operational constraints apply to implementation of the WID policy as would apply to other sectoral concerns, and that these constraints can and should be viewed in the same context for eventual resolution.

The Office of the Coordinator will continue to respond to the Congressional mandate basically as it did in the past. However, the emphasis will be shifted from "sensitizing" to operational activities of transferring the concept into practice.¹⁴

¹⁴ Regional training conferences, special training activities for project designers and programmers, research, studies, collection of data and materials, testing of hypotheses, evaluations, etc.

2. Conclusions

a. Sensitizing needs to be continued at the higher levels of AID administration/management and greatly intensified at the technical and program levels.

b. There is a need for the development of appropriate mechanisms throughout the Agency's programming process for monitoring, evaluating and reporting of WID activities, particularly in relation to PBAR.

c. There is a need for the development of sector guidelines for design and revision of projects, especially in the "non-traditional" sectors and in agriculture and rural development".

d. There is a need for the development of a clear outline for responsible data collection/research to impact on project design.

e. There is a need for assessment of women's role and status applied to country's programming and guidance for project formulation/design, i.e., through the DAP process.

f. That development of all training programs as they relate to Women in Development be staffed and/or cleared by the Office of the Coordinator.

g. That quasi-AID programs, such as AID's administration of PL 480, the Housing Program, OPIC and others, draw up guidelines appropriate to the Congressional mandate amendments for inclusion of mandate and policy objectives regarding women in development.

h. There is a need for the establishment of policies and plans of action which are sufficiently incorporative to be used as guidelines for individual agency and multilateral action in most sectors.

i. There is a need for the establishment of technical liaisons with the various international specialized agencies where they do not now exist to the benefit of our interests, and furthering our international programming efforts at the field level. It will also require development of guidelines in special areas, such as WID type research in order to bring some compatibility in methodology and approach to the assembly of data and statistics valuable for program/project design.

IV. Discussion Points

1. Congressional mandate on "Women in Development" and *cultural imperialism*.

a. What is the Agency to do in relation to the Congressional mandate and in terms of the impact of sectoral activities on women when it is confronted with institutional and legal rigidities on the part of the host countries which it either must ignore or perhaps run a considerable risk in confronting?

b. To what extent is it appropriate for the Agency to concern itself with the status quo in various sectoral activities that might deal very sharply with the unique status of LDC women?

c. How can AID respond to the Congressional mandate without "tampering" with cultural or religious mores?

2. In responding to the Congressional mandate, to what extent should the Agency focus its attention on "integrated" projects and to what extent should it focus on projects for women only?

3. What criteria are needed for designing of "women only" projects, vis-a-vis designing of projects which reflect an integrated approach?

4. How does one stress the integrated approach in project design and yet at the same time maintain the capability to measure *progress of response* to the Congressional mandate without resorting to specific women projects?

5. Impact statement on Women in Development as the Agency's central means of insuring response to the Congressional mandate.

The impact statement has and is serving a vital purpose of keeping women in development in the conscious level of AID thinking.

To be effective---if the social soundness factors are applied equally to this consideration ---the assessment of a given project's impact on women should be fully documented. So far, that has not been the general case.

Missions frequently insert an impact statement at the last minute, using language believed necessary to achieve project approval. Our aim is to make the impact statement a form of profile on women's integration in the development process, and create a basis for mission planning which will serve the *intent* of the mandate and AID policy. In short, the impact statement is the first step.

The next is to press for mission awareness in planning programs/projects which carry out the full extent and meaning of the mandate/policy---and mission demonstration of this throughout DAPs, program submissions, and project proposals, i.e., the entire programming process.

6. Does a conference such as "Women in Development" automatically produce results stimulated by such a conference or is something else needed:

a. PPC

b. DAP

c. Annual Budget Submission

d. Guidance and Directives

PART II

ACTION MEMORANDUM FOR THE DEPUTY ADMINISTRATOR THRU: ES

FROM: A/AID/WID, Nira Hardon Long

Problem: You requested that WID submit, by June 30, An Action Memo for your approval which covered recommendations of the SOG Report. Since this was intended as a Progress Report, the "Recommendations" should have read more properly as "Conclusions." As a result, and after considerable discussion of a draft Action Memo with my staff and with ES representatives, including Jim Fowler and Ray Odom, we concluded that an alternative to your suggestion would be more appropriate.

Discussion: Specifically, we concluded that our draft memo (if forwarded) would be falsely presuming on your authority: we would be asking you to direct actions, which, legitimately, we should be able to effect, or which would automatically result from the formal and informal follow-up to the SOG meeting (such as PPC's reply regarding computerization of WID country-specific data). A point-by-point review revealed nothing to honestly suggest for your approval, except that WID, in its present construct, be permitted time and continued cooperation from AID executives to pursue our conclusions, drawn from the Report and the SOG discussion.

Thus, with your permission, we have attached a synthesis of our strategy, which by virtue of its assessment of priorities, will form the basis of future desired cooperation throughout AID. We are asking your blessing on this, as an information memorandum to be forwarded immediately to all AID Central and Regional Bureaus and Offices.

You will note, it carries no commitment. We would assume that certain actions will result in requests for your approval (or resolution) as they may affect policy and guidance, potential funding (if none can be found elsewhere), and any significant alterations in program or personnel areas. These may be anticipated at a later date, if found necessary.

Recommendation: That you sign the attached Memorandum.

MEMORANDUM FOR MEMBERS OF THE SENIOR OPERATIONS GROUP

SUBJECT: Follow-up on SOG Meeting,
6/17/76 (SOG 118-A), Regarding
Implementation of Women
in Development Mandates and
Agency Policy

Members will recall that at the conclusion of the recent SOG meeting on the subject of Women in Development, I asked that the Progress Report on this subject (SOG 118-A), be reviewed and revised to put the recommendations into actionable form. After further review the Coordinator, Women in Development (A AID WID), has concluded that there are no recommendations which require action by the Chairman, SOG, at this time. The section of the Progress Report entitled "Recommendations" should more properly have been entitled "Conclusions."

Accordingly, in lieu of revising SOG 118-A, the Coordinator has prepared a list of actions, set out below, which represent the priority assignments to be undertaken by the Office of the Coordinator, Women in Development (A AID WID), in the immediate future.

All Members of the SOG are directed to carefully review this list and to provide all possible cooperation with the WID Office in carrying out these actions. It is anticipated that most issues which may arise in carrying out these actions can be resolved by A/AID/WID. If, however, there are actions or issues requiring my approval or that of the Administrator, after the initial staff work is completed, the WID Coordinator will submit those for resolution.

Immediate Future Emphasis of A/AID/WID:

—establishment of a systematic approach to training which spans Mission Directors' Conferences, formal training programs, regional field seminars or workshops, in order to elevate the professional commitment of AID and related personnel to the implementation of the Congressional mandates and Agency policy regarding Women in Development.

—review in concert with Central and Regional Bureaus and Offices, the need and design for policy revisions, further guidelines or directives pertaining to program development, and explore the means of measuring progress in terms of quality as well as quantity of Agency responses.

—explore with AID and related Department/Agency authorities the means of ensuring implementation in *all* Agency activities, such as PL 480, Housing, etc. and multilateral activities, as required by amendments to the FAA 1974 and 1975.

—structure a means of interaction with international organizations (especially UN specialized agencies which have policies and plans paralleling AID's WID effort) and with other donor groups at the technical and program development levels in their headquarters and regional or field offices.

—intensify interchange between the Agency and contractors, consultants and PASA offices and personnel used in AID-supported development efforts.

—formulate special guidance or criteria on "how to" implement the mandates and PD-60, especially in relation to the social soundness analysis application, research, and sectoral concerns to ensure formulation of appropriate data and its usefulness to program project development.

—work with PPC especially to design a system of integrating WID information and reporting processes, which in turn may produce further field instruction on monitoring, evaluating and measuring program response.

—generate especially an increase in the number and variety of women specialists in technical and program positions at higher levels of AID management and program conduct, particularly women of unusual or "non-traditional" capabilities useful for overseas work as direct-hire, contract, consultant, and PASA personnel.

—intensify the "circuit riding" mechanism, whereby WID representatives work with field missions to review and advise on policy implementation and program/project development, and assist missions in increasing their understanding of the implications and opportunities presented through such implementation.

I shall expect the WID Coordinator to keep me informed of the Agency's progress on this subject. At this point, I do not anticipate the need for a follow-up SOG review in the near future; however, should you feel further action on my part or that of SOG is necessary, please do not hesitate to advise me of your views.

John E. Murphy

PART III

ANNEX A

(Attachment to AID General Notice)
PD-60

September 16, 1974

INTEGRATION OF WOMEN INTO NATIONAL ECONOMIES

Legislative Mandate

Section 113 of the Foreign Assistance Act of 1973, known as the "Percy Amendment," requires that the U.S. bilateral development assistance programs authorized in "Sections 103 to 107 of the Act, be administered so as to give particular attention to those programs, projects, and activities which tend to integrate women into the national economies of foreign countries, thus improving their status and assisting the total development effort."

The Amendment gives Congressional endorsement to the increasing concern of the development assistance community and developing countries that women participate fully in the tasks and benefits of economic growth.

Sections 103 to 107 of the Act, to which the Amendment refers, calls for concentrating AID resources on critical development problems, including food and nutrition; population planning and health; education and human resource development; selected economic and social development problems; and support of the general economy of selected recipient countries and international organizations.

Principles

1. It is AID policy to implement fully the Percy Amendment through the inclusion of a role for women in all of the Agency's programs and projects.
2. Development of programs and activities pursuant to the Percy Amendment, and in accord with the basic policy concepts stated above, will be a responsibility resting with field missions and with all offices and bureaus in AID/W. The primary emphasis will be on the integration of women as both agents and beneficiaries in the mainstream of the Agency's programming.
3. This policy rests on the following tenets:
 - a. Inclusion of women in development must be a conscious concern. Equity and equal opportunity are basic to the developmental process of any country.
 - b. Under the Percy Amendment, AID has the mandate to design programs which integrate women in the development process. This mandate affects, in varying degrees, all sectors and activities within those sectors.

c. Women are a vital human resource in the improvement of the quality of life in the developing world. In the home and community and as producers of goods and services, they contribute directly to national social and economic progress. As potential child-bearers, they determine the pace of national population growth. As mothers and child-raisers, they have a direct influence upon children in their formative years and, thereby, influence the building of essential human resources for national and international development. AID's implementation of the Percy Amendment, therefore, will provide a new dimension to the resolution of critical problems in development. AID's approach to this implementation will:

Reveal the actual role and status of women and their contributions to development; provide the information and services that will enable women to control their fertility; assist women and girls in self-improvement programs, stressing increased attention to their practical education in order to permit choices in their contribution to and benefit from development programs; and provide for review of AID and other donor programs which affect women and seek means of helping increase the understanding of and assistance for women in all development areas.

d. The central responsibility for integrating women into national economies rests with LDC governments. While AID can play an important catalytic role in both the international arena and in countries where it has assistance programs, real progress requires host country commitment. Developing countries often have very different social, cultural, and family relationships from those of the U.S. Any intrusion into these relationships is a most delicate matter—only to be attempted with adequate knowledge and understanding of the existing manners and mores of the people. Accordingly, the role of AID should, as in other areas, conform to the collaborative style.

Implementation

1. The Administrator hereby directs PPC and other central and regional bureaus and field missions to institutionalize the conscious concern for women in development throughout the Agency's programming processes from concept and design through review, implementation, and final evaluation. All development assistance plans, sector analyses and assessments, preliminary and final project papers and field submission shall contain a clear statement of how women in the developing countries will be involved in the development processes being analyzed and how the plan or proposal will use the capacities of women in the host country or benefit them. In the approval of plans and projects, strong preference (other things being equal) will be given to those which provide for effective utilization of women.

2. Bureaus and field missions will encourage international development institutions and other donors and private voluntary organizations and foundations to give specific attention to the role of women in development. Grantors, contractors, and other intermediary groups will be required to consider the role of women.
3. Bureaus and field missions will take steps to collect information which may be used to illuminate the role, status, and contributions of women in developing countries. This involves three distinct responsibilities. First, substantial improvement is required in the collection of basic national data on the role and status of women in developing countries. Although encouraging and assisting developing countries in this major undertaking is primarily the responsibility of international organizations, AID should stress the need for improvement of such data through the international channels. Second, better data on women are required for designing and evaluating AID projects. Where this is not available from national or international efforts, AID central or region-supported studies and data gathering may be required. For example, specific information on the activities of women in rural areas may be needed to assist in the design and implementation of a rural development strategy. Third, reasonable reporting requirements must be designed to keep AID/W informed about effective projects and general progress of integrating women in the development process by improving the utilization of and equality of opportunity for women in LDCs. This information will be shared within AID and with Congress and other organizations outside AID concerned with the implementation of the Percy Amendment.
4. On request of the LDCs, the bureaus and field missions will assist in the establishment or development of women's commissions, bureaus, and non-governmental organizations in the host countries and encourage their work as it relates to legal, economic, and social development activities which promote the integration of women in development. In furtherance of this objective, bureaus and field missions may co-sponsor conferences and working seminars and provide consultative services and leadership training.

Approved:
Daniel Parker
Administrator

ANNEX B

DEPARTMENT OF STATE
Agency for International Development
Washington, D.C. 20523

AID General Notice
October 15, 1974
SER/MP

SUBJECT Designation—Coordinator for
Women in Development

Effective immediately, Mrs. Nira Hardon Long is designated AID Coordinator for Women in Development reporting directly to the Administrator.

The Coordinator for Women in Development is responsible for the implementation of Section 113 of the FAA of 1973 (Percy Amendment) which requires that the U.S. bilateral development assistance programs authorized in "Sections 103 to 107 of the Act be administered so as to give particular attention to those programs, projects and activities which tend to integrate women into the national economics of foreign countries, thus improving their status and assisting in the total development effort." The approved policy determination for Percy Amendment activities is attached.

The Coordinator for Women in Development is responsible for implementing the policy concepts expressed in the attached approved policy determination and has the authority to plan and execute supportive activities in coordination with the Geographic Bureaus and Offices, such as: special studies and research projects to illuminate the role, status, and contribution of women; support the International Women's Year 1975; conferences; field reviews; and other activities to promote the understanding of women in development and to provide a focal point for Mission and AID/W information and guidance. The Coordinator will work with PPC to design reporting and monitoring requirements.

Mrs. Long is located in Room 5758, New State, and her telephone number is 632-7996.

ANNEX C

OFFICE OF THE ADMINISTRATOR
Coordinator for Women in Development
A/ AID/WID
Activity Profile
March 10, 1975/June 17, 1976

The following is a brief summary of activities and actions undertaken by the office of the Coordinator for Women in Development in response to its scope of responsibilities.

I. Promote Understanding of "Women in Development" Concept (sensitizing)

A. One WID member has been assigned as a WID liaison officer for each geographic bureau, and another member covers all non-geographic bureau activities. The duties of the WID liaison officer include monitoring project review meetings to assure that the project is designed to cover adequately how the project will impact on women.

B. A WID representative is on the agenda of the various AID training programs to explain the Percy Amendment and to answer specific questions from the audience.

C. In May 1975, WID collaborated with PHA to sponsor a workshop on Women in Development, inviting 17 representatives from 12 voluntary agencies, universities and special development groups to meet with AID/W bureau and office executives.

D. The WID office has worked with committees and individuals involved in the preparation of language for resolutions on women in development vis-a-vis the international forum . . . IWY, the UN General Assembly, FAO and DAC, to name a few.

E. A WID member, over a nine-month period from March-October 1975, visited eleven countries consulting with mission personnel on how to implement PD-60, with special emphasis on rural development.

F. During October 1975, WID sponsored a seminar of AID field and Washington staff, as well as participants from other international organizations, to review AID programs and identify issues and directions in implementing the Congressional mandate on integrating women into the development process. The report on the conference has been published and distributed to all AID missions, bureaus, conference participants and interested parties.

G. The addresses of Administrator Daniel Parker, Deputy Administrator John Murphy, and Dr. Irene Tinker made to the plenary during the Conference on Women in Development have been reproduced and distributed to AID/W offices and USAID missions.

H. An airgram was sent to all AID missions informing them of the conclusions and recommendations submitted by AID technicians and outside experts in five Women in Development Conference workshops.

I. A cable was sent to all AID missions recapping some of the primary workshop recommendations and requesting the missions to respond with regard to how each of these recommendations had or had not affected their programs. The central purpose of this message was to elicit information that would be useful in assessing the extent to which ad hoc conferences stimulate new projects or program efforts that will reach AID target audiences, and women in particular.

J. WID has been successful in having the examination of the role of women as an equal issue included in the guidance messages to the field on the preparation of the Development Assistance Programs (DAP) and the Annual Budget Submissions (ABS) for FY 1978.

K. WID helped arrange and conduct a special day-long session in Paris, October 1975, on Women in Development for members of the Development Assistance Committee.

L. The Office has served as a clearinghouse for background material relating to the role of women in developing countries. A listing of publications and/or articles on file in the Office has been printed and distributed to each bureau. There is also a card file, organized by country, of other materials to which the Office can refer persons interested in more specific development problems relating to women.

M. The Office distributed to each mission a copy of Ester Boserup's book, *Woman's Role in Economic Development*, as a means of increasing the awareness of programmers in this area.

II. Grants and Contracts

A. Grants were provided to the National Council of Negro Women and the American Association for the Advancement of Science to conduct two seminar/workshops as adjuncts to the International Women's Year Conference held in Mexico City in June 1975.

B. Funds were provided to assist the First National Congress of the Paraguayan Women to finance a study on the role of women in Paraguay.

C. A "sole source" contract with the United Nations Development Programs (UNDP) was negotiated for the procurement of 38 multimedia packs in English, French and Spanish which have been distributed to missions requesting the materials to facilitate their orientation and training of technical personnel in the area of "Integration of Women in Development."

D. A grant was provided to the Hemispheric Congress for Women, 1976, Inc., a non-profit corporation registered in the State of Florida and a sub-committee of the U.S. Committee of Cooperation, Inter-American Commission of Women (IACW), in support of the developmental objectives to be served by the Congress in terms of promoting the participation of Latin American women in national development.

E. Funding has been approved for "A Preliminary Study in Three Countries" to develop a low-cost methodology to gather missing data on rural women in order that the missions can knowledgeably plan for their further integration into the development process.

F. Funds have been made available to USAID/Peru for a study of campesina women to be undertaken by a Peruvian research organization, the Centro de Estudios de Poblacion y Desarrollo (CEPD).

G. Funds were made available to USAID/Korea in support of two projects: (a) a \$35,000 grant to the Korean Education Development Institute to examine the nature and extent of sex bias in Korea and to initiate a compensatory education program to combat this bias; and (b) a \$50,000 grant to Ewha Women's University to create a women's studies curriculum, improve the communication systems concerning women's problems in education, and develop an outreach program for women in urban and rural areas.

H. A grant was provided to the International Center for Research on Women in support of a "Women in Development" Conference held in Wellesley College.

III. Future Activities

- A. A Regional Workshop Seminar, consisting of a series of exercises which translate the concept of women in development into action through better project design;
- B. An Agency Strategy Paper on Women in Development covering all sectors;
- C. A small research proposal on the *Dynamics of Female Participation in the Economic Development Process in West Africa*;
- D. A study on ways in which intermediate technology can help rural women in the developing countries;
- E. Establishment of a Women in Development Library which would include publications and some unpublished writings, bibliographies, film strips, and a catalog of resource people with acceptable credentials who are available to work on study and/or research teams;
- F. A library search of published and unpublished studies about women's role in development in Latin America.

ANNEX D

AFRICA

Africa Summary

In responding to the needs of Africa's poor majority, continued emphasis is being given to fulfilling the development potential of African women.

American voluntary agencies, supported with food resources from PL 480, Title II program, will continue to expand their efforts to improve the nutrition of mothers and children.

In general, African governments have concluded that population problems must be approached within the context of overall family health, including general preventive health care, mother and child health care, nutritional improvement and family planning.

The FY 77 program in population will include:

—improved training of paramedical personnel to provide services in rural areas of Zaire, Swaziland and Liberia.

—training of health educators to add an element to rural health programs.

—programs to carry out new rural health programs based on planning and training experiences already underway. Such programs are proposed for Liberia, Zaire, Central African Republic, Mali and Niger.

Educational and training systems do little to tap women's potential contributions. AID is increasing efforts to overcome this problem by

—encouraging greatly increased activities by women, especially in Ghana and Upper Volta.

Ethiopia

No impact statement on women.

Ghana

The Government of Ghana has devoted increasing attention to the crucial role Ghanaian women play in the economy and other aspects of national development. A National Council on Women in Development (NCWD) was established in April 1975, to advise the Government on ways to increase the involvement of women in all aspects of development.

The *Women in Ghanaian Development* project, directed specifically toward the problems of Ghanaian women, has as its objective the strengthening of the capacity of public and private institutions to identify, define and implement solutions to key problems inhibiting more effective participation of women in Ghana's development.

In the public sector, AID will (1) assist the NCWD in creating an adequate data base by financing research and a seminar to consider research results and (2) support design of action programs with short-term training for Council members and consultant services. In the private sector, AID will (1) assist women's private voluntary organizations (PVOs) to address development problems of women and (2) provide grants for a number of pilot activities to test approaches while developing PVO confidence and administrative ability as well as leadership and management training programs.

Under the *Managed Inputs Delivery and Agricultural Services* (MIDAS) project forty-six fertilizer demonstrations and field trials by the Ministry of Agriculture extension service have been established and the first demonstration farming village house for women farmers is under construction.

The purpose of the *Nutritional Improvement* project is to improve the quality of life through improved nutrition of infants, young children and lactating mothers.

Kenya

The ultimate beneficiaries of the *Family Planning* project are the estimated 8.6 million economically underprivileged women and children of Kenya who are the principal focus and target of the health and family planning programs. They will be most directly affected by the more efficient functioning of the health/family planning infrastructure and its ability to respond to the population planning, rural health, and nutrition complex of problems.

Liberia

A small maternal/child feeding program is under consideration for FY 77.

Rwanda

No impact statement on women.

Sierra Leone

No impact statement on women.

Somalia

No impact statement on women.

Tanzania

Tanzania recognizes the value of combining family planning and health programs and has emphasized a national maternal/child health and family planning program which includes midwife services, nutrition education and family planning information.

Under the *Manpower Training Program for Maternal and Child Health Aides*, AID is constructing and equipping 18 Regional Training Centers and 50 out stations to train 2,300 Maternal and Child Health Aides (MCHAs) by 1981. They will provide comprehensive MCH care at rural health centers (RHCs) and dispensaries. The AID contract with Loma Linda University will provide two nurse educators and one MCH physician who will help design and implement the integrated MCH program.

Six of the 18 training centers opened in September 1975, with 160 village midwives now attending a seven-month training course. Ten participants, including six nurses, started one-year training programs in the U.S. between June and September 1975. A three-month in-country training program for 30 professional registered nurses to serve as principals and nurse-tutors of the RHCs started in January 1976.

Zaire

The *Nutrition Planning program* will have its greatest impact on the nutritional needs of infants, preschool children, and pregnant women who, due to the insufficient intake of protein and other nutrients, are particularly affected, especially in the rural areas.

SAHEL AND CENTRAL AND WEST AFRICA

Cameroon

The *University Center for Health Sciences* project associates AID with a multi-donor effort to train doctors, nurses and paramedical staff as an integrated team. Training under the project is focused on preventive and community medicine relevant to rural health needs in Cameroon and neighboring countries. The AID component of the program focuses especially on combined family planning and maternal/child health care.

Chad

Chad's need for improved health care is overwhelming; infant mortality is estimated at 160/1000 per year and the average life expectancy is 41 years for women and 35 years for men. Under the *Rural Health Planning and Management* project efforts will be made to develop within the Chadian Ministry of Health an ongoing capacity to plan health sector strategy, to design projects for the improvement of health services and to develop improved systems of health service management.

Mali

The purpose of the *Rural Health Services Development* project is to assist in the training and upgrading of Malian paramedical personnel and in the development of a significantly more effective rural health delivery system.

The project will include a rural training service component aimed at village level health care and retraining programs aimed at preventive services, nutrition, environmental sanitation, maternal/child care and family planning. Benefitting especially from improved maternal/child health and community development centers will be pregnant women, mothers, infants and children.

Mauritania

No impact statement on women.

Niger

No impact statement on women.

Senegal

The *Small Irrigated Perimeters* project's purpose is to introduce improved crop production practices for both irrigated and dry land crops to farmers along the Senegal and Faleme Rivers.

The introduction of the new technology will serve the local farmers for later participation in additional and expanded projects and will provide experience to planners on how irrigation techniques can best be adapted to local conditions.

Major outputs expected relevant to number of women directly participating in project are 50 women in FY 77 and 300 by the end of the project.

Upper Volta

The development strategy of the Government of Upper Volta aims to insure that both men and women share in the benefits of development.

For the FY 77 Program in Education and Human Resources Development, AID will fund an activity which will help women adapt to changes introduced by new agricultural technology, increasing their income as well as the time available to them for non-subsistence activities. (*Women's Roles in Development* grant project, \$300,000.) By providing new earning and time-saving opportunities for women, this project addresses an important impediment to the adoption of new agricultural practices in Upper Volta.

The government has recently assigned 50 women extension agents to pilot villages in each of the ten regional development organizations and plans to train an additional 100 in the next three years.

The proposal is based on the concept that improving the economic status of women improves health, nutrition and education for her family.

Basic studies will be financed in four ethnic areas to identify promising types of modifications in women's roles and to obtain baseline data for evaluating, upgrading and training extension personnel.

The *Onchocerciasis Area Village Development* project proposes to develop simple village enterprises needed for the resettlement areas and to strengthen village services and village level associations (e.g., farmers, women, youth) to solve local problems.

This project will help to establish a fund to finance the establishment of simple income-producing enterprises. These activities will, in turn, provide funds and knowledge for the improvement of social facilities in the villages.

REGIONAL

The purpose of the *Entente Food Production* project is to increase the level, efficiency and reliability of food production by small farmers over the medium and long term.

Phase I of the project will provide financing for technical assistance to the Entente countries (Ivory Coast, Togo, Benin [Dahomey], Niger and Upper Volta) to plan and design food production projects and Phase II will provide financing for sub-projects.

Each sub-project submitted to the Entente Fund for approval is required to include an analysis of the role of women in food production and as community members in sub-project areas. The analysis should include the projected effects on the roles and interests of these women including:

- effects on income
- influence on disposition of family income
- time engaged in agricultural and other tasks
- role in marketing of food crops
- effects of changed agricultural methods on women's roles.

Efforts should be made to assess the preferences of women in these matters, if feasible, and to develop the sub-projects in such a way that women's productivity in food production is enhanced.

SOUTHERN AFRICA

Southern Africa Regional Statement

Southern Africa food and nutrition programs have taken into account the significant role women play and should have in decision-making. Both new and ongoing projects have identified the need to provide training and skill transfer opportunities both to rural women and to women in the civil services.

Botswana

As a part of Botswana's national family planning program, AID is cooperating in the training of a cadre of personnel to provide services in rural and urban health facilities.

The *Maternal and Child Health/Family Planning* project objective is to assist the Government of Botswana to develop a cadre of public health personnel capable of staffing both urban and rural health facilities, providing adequate preventive and curative health services, and coordinating health education to promote Maternal and Child Health/Family Planning (MCH/FP).

The project will train 540 Botswanan nurses through in-service training in MCH/FP for staffing of rural health facilities as well as to prepare an integrated curriculum in MCH/FP for use in the basic nurse-training schools.

To date, 189 nurses have completed the 12-week in-service training course. Government of Botswana nurses have been training in MCH/FP at Meharry College. One tutor received advanced matron training in Nairobi.

Lesotho

Lesotho is beginning its final year of participation in an AID regional health project of integrated maternal and child health/family planning services in rural areas. With AID assistance, the Government is developing for early implementation a more comprehensive program intended to incorporate the foregoing activity while upgrading the knowledge and skills of nurses, sub-professional health personnel and persons involved in planning and managing a national health services delivery system.

Under the *Health Manpower Training* project, three types of health personnel will be trained. Registered nurses will be given higher-level paramedical training to enable them to practice some primary medical diagnosis and treatment as well as deliver preventive health services, including family planning, in rural areas. Nurse assistants will be trained to perform some of the more routine nursing functions and thus permit nurses to take on higher-skilled paramedical duties.

Village health workers, based in their home villages, will train to ensure that the rural population will receive the full benefit of improved rural health services.

About 125 nurse practitioners and about 150 nurse assistants will be trained during the project.

Swaziland

In Swaziland, a health project being developed and soon to be implemented with AID support will train nurses and auxiliary health workers, institutionalize a training capability, and strengthen planning and administration of Swazi health services.

The *Swaziland Health Manpower Training* project proposes to (1) institutionalize training capacity, (2) strengthen planning and administration of health services and (3) train nurses and other auxiliary personnel.

The *Cooperatives and Marketing* project's purpose is to assist the Government of Swaziland in improving the institutional/service network needed to increase small farmer production and income by helping assure ready availability of essential supplies, access to credit and participation in suitable marketing arrangements.

Local training provided to cooperative members is expected to furnish opportunities for involvement and professional development of women members and officers of rural cooperatives.

AFRICA REGIONAL

Summary of Africa Regional Program

The Africa Regional Program attacks major problems common to most African nations. The FY 77 program will

- support regional programs concerned with family planning and child/maternal health activities;

- support regional programs and centers to train women in child and maternal health care;

- assist in improving the role of rural women in economic and social development through the Women in Development program;

- support the Economic Commission for Africa (ECA) regional approach to women's programs.

The *Private Voluntary Agency Operational Program Grant* (OPG) is a project to assist the poor majority in LDCs through projects developed by indigenous and/or U.S. private voluntary organizations (PVOs) in close collaboration with African governments.

Examples of projects proposed for funding in FY 76 are a Farmer Association/Agri-Business project in Ghana which seeks to involve PVOs in stimulating agricultural production and rural enterprises in Ghana and a Community Development program for women in Mali which seeks to assist them to develop additional skills to improve their productivity.

The purpose of the *Maternal and Child Health Extension* project is to improve the quality of life of Africans by providing maternal and child health (MCH) and family planning (FP) services. This project assists Africans to realize their aspirations for healthy mothers and children through basic maternal child health and family planning services in areas where they do not now exist.

The project trains district and regional supervisory staffs in community development, teaching and health.

Emphasis has been given to a new program of well-baby services as well as home visits to women in their first pregnancy.

The *Special Population Activities* project aims to provide greater flexibility for assisting population/family planning activities in African countries. The Special Population Activities (SPA) fund makes it possible to respond to country requests for assistance in population and family planning activities by providing small sums for identifiable special purposes, including equipment, supplies and services. The Ministry of Health, Togo, was granted \$20,356 for printing and shipping 10,000 copies of a manual titled "Advice on Health for the African Family." Country-wide distribution of this manual will enhance the possibility of ameliorating the health status of mothers and children.

The *Family Planning Courses at Health Training Institutions* project will assist faculties of African Health Training Institutions to develop and implement family planning curricula. Curricula will be developed through self-instructional units. These curricula will provide health personnel with the latest information on maternal child health, reproductive health, and nutrition. They will stress the interdependence of family planning, maternal child health and nutrition in family health, and emphasize the simple preventive medicine techniques that improve health.

Thirteen medical schools located in Ghana, Liberia, Cameroon, Nigeria, Kenya, Tanzania, Ethiopia, Sudan and Zambia are involved in the project. Thirty major nursing schools from every Anglophone African country are also involved.

The *MCH/FP/Nutrition Training and Development* project's purpose is to increase the capabilities of selected African governments to plan and implement programs to provide integrated health services (maternal and child health, family planning and nutrition—MCH/FP/N) to rural residents.

The project will emphasize (1) training of nutrition planning and teaching personnel; (2) training of nurses, nurse midwives, and instructors in MCH/FP/N; and (3) providing consultant and technical assistance for the development of integrated health delivery systems (MCH/FP/N).

The purpose of the *African Labor Development* project is to develop and strengthen free and democratic trade union movements in Africa and to increase worker participation in and contribution to development. Funds are provided to the program of the African-American Labor Center (AALC), a private non-profit organization supported by American labor organizations, which provides assistance to African labor organizations. The AALC sponsored a high-ranking Senegalese woman trade unionist to the Mexico City Forum for the International Women's Year, and invited a leading member of Parliament from Kenya to attend the AFL-CIO convention.

The *African Higher Education Program—Inter-African Scholarship Program* project responds to priority manpower needs for economic and social development by providing undergraduate, diploma and certificate training for Africans at African Institutions outside their home countries. A new project is being developed which will include undergraduate, graduate and non-degree specialized training in Africa and the U.S. and focus on the needs of the rural poor, the role of women and other development priorities.

The purpose of the *Education Advisory Services* project is to enhance the role of African educational institutions as contributors to development and to assist them in becoming more responsive to the needs of their societies.

AID contracts with the Overseas Liaison Committee (OLC), who last year began preparations for a five-year program of work on Women in Development.

The *Economic Development Research Organizations'* objective is to strengthen African capacity to conduct scholarly research relevant to development in Africa.

AID awards grants to the African-American Scholars Council (AASC) who awards subgrants to African and U.S. scholars on Africa to conduct research, participate in learned conferences and to stimulate thought on needed research through conferences and joint African/U.S. discussions.

AASC research sub-grants have been made to 73 grantees covering 17 countries in 26 disciplines. One of the forty-eight projects completed in such development oriented studies is "The Changing Position of Women in Economic Development in Kenya."

The *African Manpower Development* responds to a critical African need for managerial and technically skilled manpower in priority development related fields. The major focus of this project is to provide training in skills which will better serve the needs of the poorest majority and enhance the role of women in the development process.

The *African Women in Development* project will assist rural women in African countries to improve their welfare and to expand their potential as contributors in development. This activity supports innovative pilot sub-projects in development oriented areas of health, nutrition, family planning, skills training and farm production. Successful sub-projects will be replicated in other rural settings and supported by bilateral projects.

Currently, AID plans to provide grants to African governments as follows:

Chad—to develop a cadre of women instructors to train village women on women's roles in rural village development.

CAR—to develop the Bangui Women's Training Center to train women in handicraft and artisanal skills.

Ghana—to the Young Women's Christian Association to establish two day care centers in rural villages.

Mauritania—to strengthen women's regional training centers.

Sierra Leone—to improve and expand women's manufacturing of gara cloth.

Zaire—to examine ways of involving women in the development process.

Senegal—to train women and girls in the use of more efficient, labor-saving devices, both for economic production and in their role as homemakers.

The purpose of the *Economic Commission for Africa* project is to assist the United Nations Economic Commission for Africa (ECA) with economic and social programs throughout Africa. ECA provides research and advisory services to all African countries, encouraging multi-country and regional approaches to development problems such as trade promotion, rural transformation and manpower skills development.

Areas of ongoing and possible new assistance include an integrated rural development training center, women's programs, specialized agricultural activities, utilization of satellite technology, and feasibility and evaluation studies.

Under the Women's Activities program, there have been seminars on the participation of women in economic development in eleven countries and seven country-level programs have been established.

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ANNEX E

ASIA

Asia Regional Statement

The United States is proposing development assistance in FY 1977 for eight Asian countries, three in East Asia (Indonesia, Philippines, and Thailand) and five in South Asia (Bangladesh, India, Nepal, Pakistan, and Sri Lanka). There are major differences among these countries, but the overall picture is one in which the vast majority of the people receive less than their minimal average daily nutritional requirement, lead short lives and are enslaved by ignorance and poverty:

Women in Asia are most heavily constrained by the limitations of poverty. Fields of employment are closed and educational opportunities are limited. Literacy among women is especially low, estimated at 9 percent in Pakistan. The productivity of women is minimal compared with their potential.

The FY 1977 Asian Program will continue the progress already made in the transition of program content and management in accordance with the 1973 Congressional mandate: Greater attention will be paid to activities that seek to improve the participation of women in development.

Recognizing that improved education can increase productivity of the poor majority, assistance will be provided Pakistan, Indonesia, Thailand, Nepal, Philippines and India to:

- ensure higher enrollment rates for girls
- provide training opportunities in development skills for both women and men.

Asia Regional

The *Asian Free Labor Union Development* project aims to increase the well-being of both rural and urban lower income worker populations through community development services, training, and other support provided by free and democratic trade unions and cooperatives throughout Asia and the Middle East. Since the original AID contract with AAFLI in 1968, over 33,000 trade union officers and members have participated in AAFLI-sponsored education seminars in 16 Asian and Mideast countries. They have also provided technical assistance to trade unions, including programs which involve women in union membership and leadership roles.

The purpose of the *Program Development and Support* project is to finance the costs of designing new loan and grant projects for the development programs in Asia; of undertaking region-wide studies of critical development problems, country sector studies, and research in support of planning future programs; of focusing on special issues such as energy, human rights and women in development; . . .

Bangladesh

The *Population Family Planning* project is designed to develop a nationwide family planning program. Emphasis is on country-wide availability of contraceptives, increasing number of acceptors, management in the area of organization and in movement of supplies, and training and operational research. The FY 1977 program states that in addition to contraceptives, assistance will be given to enhance the integration of women workers into the family planning program.

The *Private Voluntary Organizations Co-Financing* project proposes to engage the expertise of U.S. and Bengalee private voluntary organizations (PVOs) in small-scale, mutually funded development projects to benefit principally the rural poor. Two proposals are currently under review for funding approval, one of which is a YWCA proposal to establish a Woman's Crafts Training Center which will also provide information on family planning and nutrition.

India

No impact statements on women in development.

Although the Asia Regional statement says that assistance will be provided to insure higher enrollment rates for girls and provide training opportunities in development skills for both men and women, there are no projects proposed that would address these issues.

Indonesia

For FY 1977, loan funds of \$7.3 million will furnish the bulk of oral contraceptives under the program which has recruited over five million acceptors to date: Since program inception in 1968, a 12-14 percent reduction in fertility has been achieved on Java and Bali, where two-thirds of the population is located, and 20 percent of women in child-bearing age are practicing contraception.

The purpose of the *Family Planning* project is to reduce population growth rates sufficiently so that the country's population in the year 2000 will not exceed 220 million. Currently the population is 140 million, and the annual growth rate is 2.1 percent. As of October 1975, 2.8 million women in Java and Bali, representing 20 percent of all eligible couples on these islands, were practicing contraception.

The *General Participant Training* project is designed to overcome critical shortages of skilled managers and technicians. The scarcity of well-trained Indonesians seriously hampers planning and project implementation and impedes efforts to improve the lot of the nation's poor majority and to encourage a greater degree of participation by women in development. The men and women to be trained are drawn from a broad range of backgrounds and disciplines, and are important staff members of Government ministries, organizations, and agencies such as the Ministry of Education, the Central Bureau of Statistics, the National Development Planning Board, the Ministry of Finance, and the Ministry of Health.

The purpose of the *Community Immunization* project is to accelerate and expand the present national immunization program by enabling it to deliver preventive services to a greater portion of the rural population, especially mothers and young children and to add protection against additional diseases. The project target includes reaching 80 percent of the total population of young children with protection against tetanus, diphtheria, and pertussis; it will provide protection against tetanus to all expectant mothers treated in Ministry of Health facilities and those reached by village vaccinators, and will expand national protection against tuberculosis.

Although the Asia Regional statement says that assistance will be provided to insure higher enrollment rates for girls, there are no projects proposed to address this issue.

Nepal

No impact statement on women in development.

Although the Asia Regional statement says that assistance will be provided to insure higher enrollment rates for girls and provide training opportunities in development skills for both men and women, there are no projects proposed that would address these issues.

Pakistan

In the Summary of Country Program, it is stated that plans now in preparation forecast an important shift in resource allocation toward the rural poor. Though perhaps overly ambitious, these plans reflect a strong policy emphasis on social equity, including achieving universal primary school enrollment for boys by 1981 and for girls by 1984.

Pakistan is committed to the goal of universal primary education for girls as well as boys. AID assistance has been requested to support improvements in the quality of the primary education system, including a loan of \$10 million directed at measures necessary to reduce the very high rate of primary school dropouts and to insure higher rates of enrollment for girls.

The *Fortification of Tea with Vitamin A* is a project designed to assess the feasibility of fortifying Pakistan's tea supply with minimum adequate levels of Vitamin A. Nutrition studies have identified serious deficiencies of Vitamin A in the diets of Pakistan's rural and urban poor, ranging up to a rate of 90 percent in pregnant and nursing women.

The purpose of the *Government Administrative Staff Improvement* project is to strengthen the technical and management skills and decision-making abilities of a core of government officials engaged in planning and implementing development programs. A special effort is underway to identify and select qualified women for participant training. In FY 1976, five women were trained in non-formal education planning, economic development and management.

The purpose of the *Primary Education* project is to increase student retention rates in Grades I-V in rural schools, particularly with regard to girls. Project outputs will be biased in the direction of increasing numbers of girls finishing primary school and employment of female teachers. The Pakistan Government's target is 92 percent of boys and 54 percent of girls in primary school by 1979-80.

Philippines

No impact statement on women in development.

Although the Asia Regional statement says that assistance will be provided to insure higher enrollment rates for girls and provide training opportunities in development skills for both men and women, there are no projects proposed that would address these issues.

Sri Lanka

The *FY 1977 PL 480 Food Assistance*—The proposed food assistance includes a direct PL 480 Title II grant of food commodities valued at \$2.7 million through CARE for mother/child health and school feeding/nutritional programs.

Thailand

The purpose of the *Health and Population Planning* project is to support the Royal Thai Government in its efforts to attain a Fourth Five-Year Plan demographic target of not more than 2.1 percent annual rate of population growth by the end of 1981. In FY 1977, it is anticipated that the project will have an immediate impact on 1.6 million women including 1,100,000 continuing family planning users, and 500,000 expected new acceptors that year.

Although the Asia Regional statement says that assistance will be provided to insure higher enrollment rates for girls and provide training opportunities in development skills for both men and women, there are no projects proposed that would address these issues.

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ANNEX F

LATIN AMERICA

Latin America Regional Statement

The United States is proposing FY 1977 development assistance, Grants and Loans, for seventeen countries as well as regional programs. The Agency for International Development (AID) is directing its assistance to the poor in the countries which are in various stages of development. Much of Latin America's population, its poorest people, have been largely excluded from the benefits of growth. As an integral part of its approach to the key development sectors, AID now accords particular attention to women, considered both as agents and beneficiaries of the development process in the hemisphere.

The basic AID strategy in the area of Population Planning and Health has been identified as the need for continued assistance to population and family planning programs and to integrated health, nutrition and family planning programs in order to reduce birth, mortality and sickness rates. This strategy is underscored by meetings¹ which followed the 1974 UN World Population Conference which have shown the importance developing countries attach to deficient health services as an element of the population problem.

In the sector of education and human resources development, new types of nonformal and low-cost instructional materials are being tested. Concepts being examined include development of materials for parent child instruction within the homes of poor families, utilization of programmed instruction courses to reach isolated rural families as well as promotion of radio learning designed to enhance the role and status of women in Latin American countries.

¹ September 1975, the Pan-American Health Organization; June 1975, the International Women's Year Conference.

The Overseas Education Fund (OEF) of the League of Women Voters is seeking to use its experience in establishing women's volunteer organizations to provide poor women with training and management skills so they can participate more fully in the economic life of their communities.

Regional Projects

Population Training Service. The purpose of this project is to assist Latin American countries in providing family planning services, particularly to persons in rural areas, by helping to establish training centers for paramedical and health personnel, with special emphasis on developing training programs for women health-care specialists.

To date the project has arranged training programs for 700 participants in the U.S. and 2,730 participants in third and host countries. Special emphasis has been given to developing training programs which qualify paramedical personnel, mostly women, to provide family planning services, especially in rural areas where there are no doctors.

Increasing Income of Poor Women. This project, managed by the Overseas Education Fund (OEF) of the League of Women Voters is designed to determine whether increasing the income-earning capability of women of low economic and educational levels is likely to foster their integration, as both agents and beneficiaries, into the development process.

Motivational Media for Low Income Women. The purpose of this project, which was originally formed as a part of the Latin America Bureau's Educational Materials project, is to motivate low income Latin American women to develop their potential as contributing members of society, through development, field testing, and analysis and promotion of a motivational radio program series. The major emphasis will be on radio programming in areas where target group women can be reached by this means. The programs' contents will be designed to stimulate and inform women on such topics as health, home management, child care, nutrition, rights as individuals, education, employment possibilities, and self-improvement.

Programs will be developed in coordination with, and building on, analytic results from AID's existing radio-based projects in Latin America, plus on-going motivational activity directed specifically toward Latin American women (e.g., training provided by the Overseas Education Fund of the League of Women Voters). The programs themselves will consist of 65 30-minute programs using radio, with some television programming capable of reaching 22,000,000 low-income women in urban and rural areas of Latin America by utilizing home radio and television facilities, as well as radio cassette viewing stations in schools and clinics. The project will both (1) provide a demonstration and (2) lead to an analysis of potential impact resulting from this innovative (for the countries involved) mass media way of incorporating women into community life.

Private Voluntary Agency Operational Program Grant (OPG). The purpose of this project is to mobilize the expertise of private voluntary organizations (PVOs) in pursuing AID goals through innovative development in the key sectors of rural development, education, health and nutrition, pursuant to AID's assistance strategy for each country. In Nicaragua, a project with a local PVO is underway to assist rural market women in the purchasing of supplies and marketing of commodities through credit unions.

COUNTRY PROJECTS

Bolivia

Basic Foods and Marketing. The goal of this project is to increase small farm income by raising production of basic food crops and livestock by small farmers. The project, with companion FY 74, 1975 and 1977 loans, will benefit over 50 percent of Bolivia's small farms--approximately 300,000 families. Women, traditionally responsible for marketing small farm products, should directly benefit from the project.

Small Farm Organization. This project, together with its companion loan, seeks to: (a) improve the capacity of the National Community Development Services' (NCDS) training and rural women's program to foster small-farmer cooperative and community organizations; (b) develop income-generating projects; (c) establish small-farmer cooperative centrals; and (d) assist the National Cooperative Institute (INCOOP) and private agencies in strengthening the small farmer cooperative sector. The project is expected to benefit about 50,000 rural families directly. In addition, 5,300 women are to receive training in community and cooperative development, home industry and improvement, nutrition, and handicrafts.

Family Care. This project will help develop Bolivian institutional capacity to deliver family planning and health services. The Bolivian Family Protection Association (PROFAM) is now operating five clinics. The Ministry of Health initiated a campaign to promote responsible parenthood and health. The Ayo-Ayo Maternal-Child Health clinic is now expected to be operational by March 1976. The related Mobile Health Clinic is already serving about 1,000 campesinos. The National Family Center published 16 papers and conducted 15 courses on responsible parenthood for 830 persons. The Bolivian Association of Sexual Education extended sex education to 440 teachers and students in secondary and teacher training schools and 600 adults in Mothers Clubs and adult education courses. Eight of the 10 Packaged Disaster Hospitals are now operating.

Rural Health Service Delivery. The objective of the project (loan and grant) will be to: (1) strengthen and decentralize the Ministry of Health (MOH) planning and administrative functions to develop and implement effective health programs in rural areas; and (2) establish a Rural Health Services Delivery system initially serving a rural population of 800,000 in the departments of Cochabamba, Santa Cruz, northern Chuquisaca and Potosi. In conjunction with the projected FY 1976 Rural Sanitation project (\$9 million), the project should reduce substantially gastroenteric and respiratory diseases, currently responsible for 55 percent of deaths in children under 15 years. It will also attack malaria, measles and malnutrition. Women will be both major beneficiaries and agents, since training of auxiliary and technical nurses, outreach workers and paramedical personnel, most of whom will be women, is a key project element.

Special Development Activities. This self-help project assists small, constructive projects which will have an immediate impact and help advance overall U.S. objectives. It is designed to enhance general public awareness of, and support for, U.S. assistance efforts through the successful execution of projects which will result in noticeable economic and social benefits. Whenever possible, it takes advantage of AID sector programs, extending their effects to the inaccessible communities where the poorest live. Most of the projects benefit both men and women, orphans, and migrants who have recently arrived in the marginal zones of the cities.

Chile

Child Nutrition. The purpose of this project is to lower the incidence of malnutrition in Chile, especially among children of families in the lower one-third income stratum. The target groups are children from zero to six years old and nursing and pregnant women.

In March 1975 the project provided \$46,750 to three PVOs: (a) CARE—\$24,500 to prepare a study of school feeding programs in marginal areas; (b) Catholic Relief Services—\$12,100 for the first stage of a project design to encourage increased use of breast-feeding; and (c) Seventh Day Adventists—\$10,150 to begin a program to feed badly malnourished children and train their mothers to correct home conditions which contribute to malnourishment. (This project has been extended two years by a \$240,000 Operational Program Grant.)

Colombia

Population. The purpose of the project is to make family planning services accessible to 90 percent of the population and create awareness of the need for family planning among the general public. To date, the organized family planning programs have provided family planning services to 19 percent of the fertile female population (35 percent of the married female population) of the country.

Costa Rica

Family Planning Services. The purpose of the project is to establish the institutional capacity and capability in the public sector to provide 150,000 women of fertile age with effective methods of contraception by the end of 1979.

Since 1960 the birth rate has declined from 47.8 to 29.2 percent. Family planning services now exist in 150 facilities of the Health Ministry and the Social Security Agency. Both agencies have consistently improved their family planning services and now have approximately 110,000 continuing acceptors. Twenty-nine graduate nurses have been trained as Women Health Care Specialists and fifteen more are presently finishing training. Thousands of young adults have learned about family planning by attending courses given by the sex education associations.

Special Development Activities. The purpose of this project is to assist the poor to increase their productivity and improve their health and education; and to carry out other community development activities that are supported by significant inputs of local resources through small but catalytic grants or loans. In FY 1977, priority emphasis will be given to projects: (1) with a . . . ; (2) that stimulate . . . ; (3) that allow . . . ; (4) that increase all employment and income, especially in rural areas and for women; (5) that integrate women more fully into the development process; and/or (6) that represent . . .

Dominican Republic

Health/Nutrition Sector Development. The purpose of this project is to provide the Government with the institutional resources necessary to research, analyze, and plan for the resolution of the nation's public health problems. Planning efforts will focus on bringing health and nutrition services to the poorest segment of the Dominican population. A significant portion of those trained with project funds will be women.

Non-Formal Secondary Education (IDEI). The purpose of this project is to strengthen the Dominican Institute for Integral Education (IDEI), a private, non-profit organization, so that it will be able to carry out more effectively its role of providing socially and economically deprived adults with an opportunity to receive secondary education. Over 50 percent of IDEI's students are females and more than half reside in non-urban areas.

Special Development Activities. The purpose of this project is to assist in financing small self-help projects of non-profit community groups when local sources of funds are insufficient. Priority is given to projects of an agricultural, educational, health or social development nature. The projects assisted by this fund primarily aid the rural poor. Women and men benefit equally.

Basic Skills Training. The purpose of this project (loan) is to establish an institutional mechanism to train men and women in marketable manual and mechanical skills. Emphasis will be placed on developing those skills which relate to agriculture, health and other rural development needs, and which utilize locally available materials and resources.

El Salvador

Health and Family Planning. The purpose of this project is to assist in the establishment of an institutional capability in El Salvador to provide a maximum of 174,000 women of fertile age with effective methods of contraception.

Since 1966, significant progress has been made: (1) a plan . . . ; (2) one hundred thousand fertile-age women were using contraceptives in organized family planning programs; (3) fourteen thousand male and female sterilizations were performed.

Fundamental Education and Skills Training. The purpose of this project (loan) is to reorganize and expand the present skills training program which currently reaches only 2,600 people annually. Vocational training and related job placement services for unskilled and semi-skilled men and women will contribute to the reduction of underemployment and unemployment, one of El Salvador's critical problems.

Guatemala

Population and Family Planning. The purpose of the project is to improve the capabilities of the Association for the Welfare of the Family (APROFAM), to test and evaluate new methods for delivering family planning information and services in the private sector; to advise the Ministry of Public Health and other Guatemala institutions on the technical, administrative and policy aspects of population and family planning programs; and to support family planning programs in the public sector.

Basic Rural Education. The purpose of this project is to assist the Government of Guatemala to formulate and implement a non-formal education (NFE) program directed at small farmers and their families who characteristically have had minimal access to formal education. The project provides learning tools, skills and information to improve agriculture, nutrition, and health practices.

Haiti

Nutrition Improvement. The purpose of this project is to improve the health of Haitian families in the lowest income groups by: (1) providing Haitian mothers with knowledge of the best choice of available foods and food preparations to achieve a nutritious diet; (2) protecting mothers and children against certain serious infectious diseases where malnutrition increases the risk of infection . . .

Maternal-Child Health Family Planning. The purpose of the project is to reduce morbidity, mortality and fertility through the establishment of a responsive, effective and economical nationwide health service in order to facilitate economic and social development in Haiti. More specifically, to deliver, by 1979, Maternal-Child Health Family Planning services to approximately one-third of the population of Haiti.

Honduras

Integrated Rural Health/Family Planning Services and Family Planning. The purpose of this project is to reduce population growth rates by providing family planning services in rural areas. This project also seeks to deliver basic health services through the use of paramedical personnel in a network of 500 rural health centers and ancillary facilities.

Nutrition. The purpose of this project (loan) is to develop a capacity within the Honduran Government to plan, execute, and evaluate nutrition programs directed at low income groups, particularly pre-school children and pregnant and lactating mothers.

Jamaica

Health Improvement for Young Children. The purpose of this project is to assist the Jamaican Ministry of Health Maternal and Child Health unit (MCH) to include nutrition and family planning in its program. The program will depend almost exclusively on women both as trainers and recipients.

Family Planning Services. The purpose of this project is to assist and strengthen the process of institution building of relevant Government, academic, and private agencies involved in family planning in order to reduce the birth rate in Jamaica to 20 per 1000 by 1980.

Nicaragua

Family Planning. The purpose of this project is to reduce the birth rate from 45 per 1000, 1965 to 1969 average, to 38 per 1000 by 1979.

Rural Health Institutional Development. The purpose of this project is to develop a public institutional capacity to support greatly expanded health services in rural areas. The project will focus on improving administration, maintenance and support services in present health agencies. It will also train faculty and develop a curriculum for a health delivery school. Training will be provided to nurses, health promoters, midwives, rural laboratory technicians, and supervisory personnel.

Panama

Health and Population. The purpose of this project is to enhance public awareness of population growth problems and expand public and private sector capability to deliver family planning services, particularly in rural areas. The project will support the downward trend in population growth rates by promoting the enrollment of at least 30 percent of the fertile female population as acceptors of Government family planning services and another 20 percent in private programs.

Paraguay

Population. The purpose of this project is to balance population growth with Paraguay's ability to provide services and employment opportunities. The project supports the Ministry of Health's expansion and improvement of rural clinical coverage, which provides the only supervised family planning service available to the rural poor.

Rural Non-Formal Education. The purpose of this project is to produce low cost teaching methodology and instructional materials suitable for training of the rural population of Paraguay. The target population is the small farm family which typically has had limited access to formal education.

Peru

Responsible Parenthood for Medium and High Risk Mothers. The purpose of this project is to assist the Peruvian Ministry of Health (MOH) develop a responsible parenthood program capable of providing information and services to a minimum of 80,000 medium and high risk mothers within two years.

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NEAR EAST

Afghanistan

Through the *Afghan Family Guidance Association (AFGA) Clinic Expansion* project, clinics will (1) be expanded from 19 to 35, thereby making family planning services available in all 26 provincial centers, and (2) staffing each clinic with four female paramedical personnel (family guides) who will disseminate family planning and maternal child health information and contraceptive commodities beyond the immediate service radius of the clinics. In 1969, about 7,600 clients became family planning acceptors. By the end of 1974, the number of clients had increased to 54,000. In FY 76, AFGA will complete its expansion into 12 new clinics, with four new clinics to be completed in FY 77. AFGA established an in-service training unit under which 40 female family guides were trained and placed in clinics.

The *Basic Health Services* project integrates past management and nurse training activities undertaken under the Population Family Planning project with new health center construction assistance to establish a unified project assisting the development of Afghanistan's rural health delivery system. A U.S. management service contractor is assisting the Ministry of Public Health in designing and installing efficient personnel and supply management systems to support the health center network. A second U.S. contractor will continue to assist in training auxiliary nurse-midwives to assure the availability of maternal child health and family planning services to rural women at the centers.

The *Rural Primary Schools* project will finance about 65 percent of the cost of constructing and making operational 90 rural primary schools and accompanying teachers' hostels. These schools will serve between 20,000 and 27,000 students. About 18 percent of the enrollment of primary schools constructed under this project will be allocated to female students, compared to a current average of 5 percent. Phase II of this project will be to increase access to and improve the quality of rural primary education.

Morocco

The FY 1977 program places heavy emphasis on nutrition and on the role of women in improving the country's nutritional status. Title II food will also be distributed to young women from poor families who would normally remain outside the mainstream of development.

Family Planning Support is a project designed to establish an institutional capability to provide family planning services to 3,000,000 couples of reproductive age throughout the country. The revised goal of this project is to reduce the annual population growth rate from 3.4 percent in 1972, to 2.9 percent in 1977. By mid-year 1975, it was estimated that 8 percent of married women in the fertile age group were active users of modern contraceptive methods.

Family Health Training project focuses on improving the health of Moroccan mothers and children, especially in rural areas. This project will assist the Government of Morocco in extending the delivery of maternal and child health (MCH), nutrition (N), and family planning (FP) services (MCH-N-FP) to rural dispensaries. The health system and the training and daily workload of physicians and paramedical personnel is heavily weighted toward curative, as opposed to preventive services, and does not emphasize the basic care of mothers and children.

Tunisia

The Government of Tunisia has taken vigorous steps to overcome its major development problems and there is increased promotion of the role of women in the development process.

The status of women in Tunisia is relatively advanced, compared with other Arab societies. Consequently, the Union Nationale des Femmes Tunisiennes' (UNFT) training centers which traditionally taught handicraft, child care, and basic literacy, are now interested in expanding their training program to provide women with skills which can be employed in the growing labor market. AID is working with the UNFT to develop a pilot program toward this end which, if successful, could be introduced in other training centers at small cost.

U.S. assistance to Tunisia in FY 1977 under Section 106 Development Activities in the amount of \$325,000 will permit continuation of the *Non-formal Training for Women* project. This is an important new effort planned to begin in the Transition Quarter to examine the role of Tunisian women in the development process and to design programs to increase job opportunities for women, provide relevant training, and improve women's status generally.

A PL 480 Title II program will permit voluntary agency programs of \$1,300,000 for a school canteen program reaching 252,000 primary school children, and food assistance distributed through Maternal Child Health centers to 40,000 poor children in the 0-3 year age group and their mothers.

The *Agricultural Economic Research and Planning* project will assist the Ministry of Agriculture in developing a central institutional capability for data accumulation, applied economic research, and planning needed for determining agricultural policy and strategy. To achieve this objective, AID will provide technical assistance and training, through a contract with the University of Minnesota, for the development and strengthening of the Bureau for Economic Studies and Planning under the Ministry of Agriculture. Twenty-one Tunisians, including three women, were sent to the U.S. for M.S.-degree training.

The *Family Planning* project will assist the Tunisian Government to develop an institutional capability to deal more effectively with its population problems. Quantifiable demographic targets include a reduction in the general fertility rate from 168 births per 1,000 women of reproductive age in 1971, to 138 in 1982, and an increase in births averted from 12,000 in 1971 to 49,500 in 1982. From 1971 to 1974, the general fertility rate decreased about 11 percent, i.e., from 168 births per 1,000 to 149 per 1,000. Considerably increased acceptance and practice of family planning are evidenced by acceptor rates for oral contraceptives which, in the first three quarters of 1975, were 58 percent over the same period in 1974. The government has, moreover, continued to take measures to upgrade the status of women, which, in the long run, are expected to result in postponement of marriage and more favorable attitudes toward family planning.

Yemen

The FY 1977 regional statement for Yemen states that the lack of clean water is a health hazard and a burden on women who often must walk miles to obtain a day's supply of water for their family's needs, yet there are no projects proposed to address this identified need.

The *Public Sector Training* project has as its objective the provision of managerial, administrative and technical training to selected government officials and private sector individuals who occupy responsible positions in Yemen Government ministries, agencies and institutions directly concerned with economic development and resource management. As of October 1975, 34 participants have been sent to the United States for academic and/or on-the-job training in the fields of management, finance, statistics, and economics—including women for the first time in late FY 1975.

Regional

The purpose of the *Project Development and Support* project is to provide funds to develop new technical assistance projects in key activity areas in Near East Bureau countries, and provide problem specific support services for country and regional projects. Activities that offer significant potential for involving women in the development process will be given particular attention.

The *Grants to Private Voluntary Organizations* project was designed to stimulate and emphasize the activities of private and voluntary organizations (PVOs) in the Near East countries, to meet Congressional mandates, and to increase private sector involvement in overseas development activities. In FY 1976, a number of PVO activities were developed, including a project designed to spur the role of women in development in Tunisia, and follow-on segments of the Bizerte and Le Kef health projects in Tunisia.

5-19-76—A/AID/WID

ANNEX H

BRIEFING PAPER INTEGRATION OF WOMEN IN DEVELOPMENT

AFRICA

I. Field Guidance

Six months prior to the adoption of the agency-wide policy determination on the integration of women into national economies, the Africa Bureau sent special instructions¹ to Mission Directors regarding implementing Section 113 of the 1973 FFA into Africa Bureau Programs. The instructions:

- (1) set forth a strategy for making the "Percy Amendment" an integral part of Africa's programming process outlining the specific steps to be taken from the overall program and sector assessment levels down to the project design level;
- (2) offered to assist the field in designing new activities; and
- (3) requested Missions to report on the role of women including information gaps, and to identify opportunities for better integration of women into ongoing and future activities.

As a follow-up to the field guidance, a consultant spent 6 weeks in 5 countries (Ethiopia, Ghana, Kenya, Nigeria, and Swaziland), to meet informally with government officials, women leaders and women's organizations and to discuss with Mission Directors and staff practical ways and potential activities for "integrating" women, especially rural women, into development.

¹ See attached AIDTO CIRC A-311, April 1974.

II. Field Response

Field responses and available information indicate implementation of Section 113 will vary by country and be more difficult and slower than originally anticipated.

One constraint is the delicate matter of sensitizing certain host governments which at the top levels are reluctant to admit that more should be done for women or believe they are unable to do more much faster owing to technical and financial limitations. In these cases, it is preferable to work at lower government levels where a pragmatic approach can be taken of women as part of a problem.

However, a second constraint is that despite the mounting interest and concern about women in development both among women and at various ministerial and government levels, women need help in identifying their priorities and determining relevant courses of action. In some countries, even the women leaders will require assistance to articulate their needs and to propose the kinds of programs and activities to which government and private groups can respond.

A third constraint of a longer-term nature in enlarging women's roles as contributors to and beneficiaries of development is the vast need for training at all levels. AID's efforts to increase the training of African women are obviously inadequate in this perspective, but are nevertheless expected to help eventually generate momentum not otherwise possible.

III. African Bureau Action

An ad hoc committee has been set up in the Africa Bureau to monitor implementation of Section 113 and to assist the field in whatever way it can. Periodic follow-up messages are sent to the field as well as case studies and reports to illustrate the different kinds of activities that might be undertaken. An analysis prepared by Ethiopian women on the USAID Mission's staff examining the role of women in Ethiopia's development and reviewing ongoing programs was transmitted to all African posts as a model for making the amendment an integral part of the programming process. Similarly, the Ghana Mission's extensive study on the role of women was sent to other African AID Missions.

Questions regarding the implications of the amendment are regularly raised during the review of each proposed project and loan.

IV. Specific Examples

Continuing and expanded activities in health, particularly maternal child health programs and family planning involving women as participants and beneficiaries--too numerous to describe on a country-by-country basis--deserve special mention. The role of women in food production is a particular challenge since an estimated 65 percent of all the food production in Africa is carried out by women generally in the subsistence and poorest levels of the economies. Furthermore, modernization including the migration of men to urban areas and the introduction of modern marketing practices has adversely affected women.

In *Botswana, Lesotho, and Swaziland* where farm production is largely left up to the women owing to the high proportion of the male labor force working in South Africa, the activities of the Ministry of Agriculture will directly and indirectly affect women. This also applies to AID's agricultural projects such as land and water resources (Lesotho) and range and livestock management (Botswana). The Southern Africa Development

Personnel and Training Project includes women with those from Botswana participating largely as a result of AID's efforts. Swaziland has recently requested help in setting up a home economics training program of relevance to rural women.

In *Ethiopia* where there are as yet no separate activities related to women except in health, there are components in existing projects that are aimed at including women in the development process and improving their condition. Examples are the Ada District Development Project (which includes home economics agents and limited credit for women), the Minimum Package Program, Non-Formal Education in Rural Areas, and the Regular Participant Training Program (152 women and 1,318 men trained during 1950-1974).

In *Ghana* where women already have an important role in development, the Mission gives increased attention to women and brings to light additional means of achieving greater participation and benefits by women in the country's development programs.

In *Kenya* where the government has experimented with different community development programs to build up its competence for effectively assisting small land holders with low incomes throughout the nation, AID has supported the rural development program in the Vihiga region since 1971. Women have benefited greatly from this project since they comprised 37 percent of all the farm owners in the target area and managed 30 percent of the small businesses receiving assistance. Over the last few years, the number of women having access to farmer and business production credits rose by 28 percent. In addition, the CARE-OPG Water Development Proposal will have a substantial impact on rural women.

In *Mali*, the project design for the Livestock Sector Grant is being revised to include women in some of the activities to be undertaken.

In *Niger*, an integrated rural development project has been revised to include the training of girls in the non-formal education component.

In *Tanzania*, women will benefit from the MCH Training program, a multi-donor effort to develop a comprehensive rural health delivery system. The seed multiplication project includes a Tanzanian woman trained in the U.S. who will replace an expatriate. As an initial step, women are now being included as participants in projects providing training in agriculture and farm production.

In *Upper Volta*, the initial phases of a multi-disciplinary program for rural women is about to be undertaken.

V. Regional Programs

Several African regional programs have special components that will help women to benefit from development or become active agents of change. Examples are AID's continuing support to the Women's Bureau of the Economic Commission for Africa and to the Pan-African Women's Center, and the FY 1976 proposed Accelerated Rural Learning project.

In addition, the field has responded to a new regional project, African Women in Development, aimed to increase women's participation in economic development, especially in rural areas. In fact, requests from the field to conduct a wide range of activities under the project far exceed the amount of available funds.

ANNEX I

DEPARTMENT OF STATE
Agency for International Development
Washington, D.C. 20523

February 23, 1976

One of the basic requirements of PD-60 and the Percy Amendment is the collection of basic national data on the role and status of women. For the past several months, the Asia Bureau has been putting together a questionnaire designed to gather information from each of the Asia Bureau countries to be used to prepare a profile on the status of women for each country. From these profiles, Asia Bureau Missions should be able to develop a strategy of future initiatives they may wish to undertake to improve the status of women in their countries.

You are requested to review the attached questionnaire to determine its appropriateness in whole or in part for your country. We would welcome any additional questions or items you might want covered. We would also like you to determine the appropriateness of having some indigenous institution collect the information in the questionnaire at AID W expense for use by the host country, the mission, and AID W.

We would be interested in your reaction to this proposal as soon as possible. We would like to know the identity of the appropriate indigenous institution you would select to gather the information; your best estimate of what the undertaking would cost; and your best estimate of the time required to complete the gathering of the data.

After you have considered the appropriateness of this proposal and determined the other information requested, I would welcome your response via cable. I used this letter as the means for communication because of the potential sensitivity of subject matter.

**DRAFT QUESTIONNAIRE FOR ASIA COUNTRIES TO REFLECT
CURRENT STATUS OF WOMEN IN DEVELOPMENT**

PART I

General (Subjective questions to be answered by USAIDs)

1. Is there any structure of rewards and incentives in your country for administrators as concerns the introduction of women as a project component?
2. How can an evaluation and monitoring system be created which will indicate the distribution of benefits to women in your country?
3. In what ways might women in your country be more effectively utilized as an economic resource in the development process?
4. Do women's roles in your country follow consistent patterns or are there fundamental differences in the role of women in the various sectors, geographic areas, etc.?
5. What can such data on the role of women tell us that we could use to improve the design and implementation of U.S. projects?
6. In your country can we identify items that are indicators of the changed status of women over time? (Such as in education—are boys generally sent to school first? Is secondary attendance by females on the increase? Is there an increase of women in universities?)
7. In what sectors are women in your country the most active (commerce, agriculture, industry, and services)?
8. Do qualified women have the opportunity to represent their agency or organization at international conferences, seminars, fellowship programs, etc.?
9. Does the Asian woman in your country want to be liberated in the Western sense?
10. What types and sources of data about women in your country are currently available?
11. What are the established institutions which identify with and can strengthen the growth and development of women as human capital?

PART II

Legal and Social (Data to be provided or collected by indigenous institutions)

12. Female Property Rights:

- a. Can adult women purchase real property in their own name and hold as sole owner? _____
- b. Can adult women sell real property they own:
 - without the signature of their father, if unmarried? _____
 - without the signature of their husband, if married? _____
- c. What are female inheritance rights:
 - do daughters as well as sons inherit land? _____
 - if a woman acquires land can she pass it on to her daughter? _____

13. Marriage

- a. At what age may females marry without parental consent? _____
- b. Is marriage a family affair with parents playing the dominant role:
 - in the selection of a husband for a daughter? _____
 - in the selection of a wife for a son? _____
- c. In suing for divorce:
 - may suit be brought by a wife? _____
 - may suit be brought by a husband? _____
 - either one equally? _____
- d. After divorce is there discrimination against remarriage:
 - of women? _____
 - of men? _____

14. What laws have recently been proposed to improve women's legal status?

15. In your country is social status measured by family size? Is a woman who can bear many children considered more valuable than one who cannot?

16. Aside from childbearing, is a woman's status in your country a reflection of that of her husband's?

17. Are women conditioned from childhood to regard motherhood as their prime role in life?

18. Do women in your country tend to avoid political or legal action to better their socio-economic position?

19. Are there legal or other constraints that have a bearing on the status of women, including choice of profession and work?

20. Are there legal and other restrictions on the dissemination of information on family planning devices?

21. What obstacles are placed in the way of women desiring to:

- a. have a higher education?
- b. join the professions?
- c. enter government service?
- d. enter business administration?

22. Are fields of activity restricted to men only or women only? (Specify)

23. Do women have a right to possess a bank account in their own name?

24. Do women have the right to borrow money, possess mortgages, enter into contracts, etc., in their own names?

25. Do women have the right to own a business?

The Rural Sector

26. In your country what is the rural woman's role in decision making with reference to use of farm credit?
27. Can women in your country have membership in a farm cooperative?
28. Do rural women in your country make contributions to their husbands' farming decisions? Does the wife or husband articulate these decisions?
29. Is wifely advice substantial on your rural scene?
30. Is the wife's influence usually negative or is she the deciding factor?
31. What role does the woman have in deciding what crops to plant?
32. Do men and women more or less share agricultural labor?
33. What is the division of labor in the fields?
34. Do women as a whole know less about agricultural technological advances than men?
35. Who makes the decisions as to modern inputs? (i.e., fertilizer, insecticides, new seeds, etc.)
36. Is procuring credit a male prerogative or do women have access to credit?
37. Do rural women play a part in decisions and activities relating to marketing?
38. Do women participate in decision making in sales of cash crops?
39. Do rural husbands consider it beneath their dignity to have women engaged with them in the decision making process?
40. What role do the rural women have in putting aside savings and how their savings are later used?
41. Does the rural husband decide by himself how many and which of the family children will attend school or are decisions on educating the children a joint affair?
42. Is vocational training available to rural women? Specify some examples.
43. What role do the rural women play in handicraft production?
44. Does the rural woman have unquestioned control of the use of income accruing from her own efforts?
45. Are the rural women allowed to keep the proceeds from the sale of surplus crops?
46. Is there a pattern of females involved in government sponsored work and self-help projects?

Statistics

- 47. What is the population of the country? _____
- 48. What is the female population of the country? _____
- 49. What is the population in the 16-55 age group? _____
- 50. What is the female population in the 16-55 age group? _____
- 51. How many people are in the labor force? _____
- 52. How many females are in the labor force? _____
- 53. What is the number of primary school graduates? _____
- 54. What is the number of female primary school graduates? _____
- 55. What is the number of secondary school graduates? _____
- 56. What is the number of female secondary school graduates? _____
- 57. What is the number of vocational training students? _____
- 58. What is the number of vocational training female students? _____
- 59. What is the number of college graduates? _____
- 60. How many people are "economically active" in the population? _____
- 61. How many women are "economically active" in the population? _____
- 62. What is the number of female college graduates? _____
- 63. What is the number of married women in the population? _____
- 64. How many women practice family planning? _____
- 65. What is the rate of divorce in your country? _____
- 66. What is the average number of children per family? _____

- 67. What proportion of women hold senior positions in government and industry? (As an example, only 10% of all FSRs/Rs 1 and 2 in State and AID are women while 50% in grades FSO/R-7 and 8.) _____
- 68. How many women are in local political movements and what percentage are in leadership positions? _____
- 69. How many persons in your country are:

	Male	Female
a. Medical Doctors	_____	_____
b. Para Medics	_____	_____
c. Dentists	_____	_____
d. Dental Hygienists	_____	_____
e. Lawyers	_____	_____
f. Judges	_____	_____
g. Hold Graduate Degrees	_____	_____
h. School Teachers (excluding higher education)	_____	_____
i. College Teachers	_____	_____
j. Bankers	_____	_____
k. Educated Abroad	_____	_____
l. Participate in Medium and Large-Scale business	_____	_____
- 70. Number Male and Female by Economic Sector

a. Agriculture	_____
b. Commerce	_____
c. Industry	_____
d. Services	_____
e. Utilities	_____
f. Transportation	_____
- 71. Male/Female Decision Making and Participation in: (Use capital "M" or "F" for dominance, small "m" or "f" for subordinate role.)

a. Agricultural Production	_____
b. Use Modern Inputs	_____
c. Join Cooperatives	_____
d. Obtain Credit	_____
e. Petty Trading	_____
f. Sell Cash Crop	_____
g. Put Aside Savings	_____

72. Non-Agricultural Rural Sector
Production

Male Female

- a. Handicraft Production _____
- b. Marketing of Handicraft _____
- c. Use of Women's Own
Income _____

73. In Family Care

- a. Health _____
- b. Nutrition _____
- c. Education of Children _____
- d. Number of Children _____
- e. Home Economics Training _____
- f. Willingness to use
Contraception _____

74. How many women hold ministerial or vice ministerial rank in government? _____

75. How many hold jobs that are equivalent to Bureau or Division Chief? _____

76. How many women hold leadership positions in Labor Unions? _____

Other

77. Are there supportive social services and facilities in the community which recognize the dual role of married women as mothers—such as day care centers? Specify.

78. Are employment policies for women equal to those of men and is there equal pay for equal work?

February 11, 1976

**INFORMATION MEMORANDUM FOR
THE ASSISTANT ADMINISTRATOR
FOR ASIA**

Thru: ASIA/EXSEC

From: Herbert W. Dodge, Chairperson
ASIA Working Group on Women in
Development

Subject: Progress Report on "Women in
Development"

In your memorandum of February 4, 1976 to Mr. Adler, you indicated you would "Like a report from Herb Dodge by the end of the month on steps taken by his Committee to date to implement the Percy Amendment and a list of suggestions based on his experience on future initiatives which we might undertake."

The East Asia Working Group on WID was created on November 22, 1974 to help assure that the Bureau maintain a correct posture with reference to the Percy Amendment and PD 60. Its commission was to develop a Bureau policy on Women in Development, to communicate this policy to the field and emphasize the importance of women in development, to help insure that the subject was adequately addressed in all program documentation, to help insure that in the design of new Bureau projects appropriate attention was paid to the development of women, to develop a country profile for each of the EA countries and to help determine what future actions the Bureau, missions and host countries should take to enhance the role of women. As background, I am attaching the Bureau documents which established the working group.

Bureau Actions to Date to Comply with PD 60 and Percy Amendment

Since November 1974 the Bureau at the behest of the working group has taken the following specified actions:

1. dispatched a cable (State 257768) to all EA missions directing that all new and updated country program presentation, DAP's, Sector Analyses, PBSs, New Loan and Grant Proposals, PIDs, PPs, PRPs, and revised PROPs address the policy of Section 113 of the FAA and PD 60.
2. dispatched an airgram (AIDTO A-786) to all EA missions directing that field missions encourage international development institutions and other donor and private voluntary organizations and foundations give specific attention to the role of women in development and that grantees, contractors, and other intermediary groups be requested to consider the role of women.
3. in November 1974, a representative (Dr. Eleanor K. Green) was sent to a seminar on the "Role of Women in Integrated Rural Development with Emphasis on Population Problems" sponsored by FAO, UNICEF and ECWA held in Cairo, Egypt.
4. obtained by cable, from each of the EA Bureau missions, information about the role and status of women as a basis for formulating Bureau policy and procedures for implementing the Agency's policy.
5. formulated a Bureau policy paper for implementing the Percy Amendment and PD 60.
6. provided financing under SEADAG auspices for a conference held in Bangkok in April on the role of Thai Women in Development. Recommended to SEADAG and Seminar Planners procedures for making the seminar more meaningful for participants and more responsive to Agency and Thai Mission needs.
7. sent the Chairperson of the EA Working Group on Women in Development to Vietnam, Indonesia and the Philippines where he conferred with responsible Mission officials on their plans for implementing the Percy Amendment and PD 60 and briefed them on the EA Bureau's philosophy and approach to this mandate.
8. conducted a study under the leadership of Nurse Gloria Gallo to identify institutions and organizations concerned with the participation of women in public health and population planning to develop a profile on the main characteristics of women in health such as marital status, level of education, work history, age, income, etc., to assess the extent to which women are involved in initiation, planning, and administration of health programs and to stimulate and enhance the participation of women in the development process.
9. provided \$9,000 to finance the travel costs of several Korean women in June of 1975 to the International Women's Year Conference in Mexico City.
10. together with TAB sponsored a study by Dr. Marion Ruth Misch and Dr. Joseph B. Margolin of the Educational Policy Group of GW University in Korea and the Philippines in March 1975 wherein data was collected on rural women's groups as potential change agents. This data was to be analyzed to help understand the dynamics of development function of women's groups as they contribute to national goals.
11. participated in the AID Women in Development Conference held the week of October 28, 1975 to assist missions to be more responsive to the concept of the Percy Amendment. Quite a few Asia Bureau and Asia Mission staff both U.S. and local participated in this conference.

12. provided Dr. H. Freeman for a two-week TDY to Tunisia where he led a team which developed a proposal for a three-year PVO grant for \$400,000 to be given directly to the National Union for Tunisian Women to expand and improve home based income producing activities for Tunisian women with a focus on rural areas. The team included two professors from the University of Massachusetts and a representative from AID's Office of Women in Development. Dr. Freeman was requested to serve as a consultant by the Near East Bureau because of his previous work in backstopping the Tunisia program before he transferred to the Asia Bureau.

13. approved in June of 1975 an activity supporting the Girl Guides Association of Thailand. This project involves training rural young women to participate more effectively in the social and economic development of their villages (cost to U.S. - \$55,000).

14. approved in February 1976 a YWCA activity in Bangladesh in the amount of \$42,000 whereby a self sufficient crafts training center will be established which will train from 40 to 50 women in the design, production, and sale of jute products. The women will be trained in sewing, cutting, etc. This training takes from three to six months. They then return to their villages and do home work on jute articles.

15. at the East Asia Mission Director's Conference in February of 1975 and at the Asia Mission Director's Conference in October of 1975 the Bureau provided encouragement, policy guidance and information to the missions on their steps to implement PD 60 and the Percy Amendment.

16. during all FY 1976 project review steps were taken to assure that in all projects, where appropriate, women were to be addressed as both agents and recipients of the development process.

Assessment of Bureau Actions to Date and Suggestions for the Future

As you can deduce from considering the 16 items listed above, the actions the Bureau has taken to date, do not fall in any kind of consistent pattern or design. A number of the items addressed proved non-productive. For example, the Gallo study turned out to be a "flop." Nurse Gallo returned from her survey trip to Laos, Thailand and the Philippines, critical of the missions in that they were not prepared for her visit, and had not collected the essential data for her review and had made little effort to collect statistics or information on the role and status of women in Public Health. The Misch Margolin study proved non-productive thus far, since no activity in either Korea or the Philippines has grown out of their survey.

Possibly the explanation of why there has not been more specific activity addressing women can be explained by resistance on the part of host countries or missions caused by (1) hope that this is merely another fad which will fade away in time; (2) the notion that this is a U.S. women's interest and the U.S. is guilty of cultural imperialism; (3) the fact that the case that women are vital to development has not been documented, and (4) from the belief that women are benefitting participating, and/or suffering on an equal basis as men and no special effort is warranted.

It is true that some of the actions we have taken probably were done for cosmetic reasons. It is also probably true that the missions' responses were also of similar nature. However, it should also be recognized that there have been two major impediments in doing more. The first may be especially true in the South Asia countries but also is probably partly true in East Asia. That is the difficult matter of discussing the issue of women with governments, which at top level are reluctant to admit that more can be done.

The second is that even though there is growing interest on the part of AID/W missions and host countries in doing more, we don't seem to know what relevant course of action to take and what priority to put on this type of activity.

Periodically since formation of the working group, I have sought indications from both AA/EA and DP on the direction the committee should be heading in recommending a course of action for implementing the Percy Amendment. The only direction I received was given to me by Arthur Z. Gardiner when he told me that he thought the EA Bureau should not necessarily be undertaking Women in Development projects just for the purpose of demonstrating it was responsive to the Percy Amendment. That it should be recognized that in East Asia the status of women may, in many instances, be at least as far as the status of women is in the United States. That the Bureau should recognize the important role women can play in development and we should try to assure that this valuable resource is utilized in all our programs and projects.

The advent of different country programs and the loss of S.E. Asia programs connected with the evolution of the Asia Bureau, and considerations growing out of the Agency's October Conference on the WID, indicated that the Bureau's Working Group role might have to be changed. How should the new Asia Bureau proceed to assure that appropriate attention is being given to WID?

After meeting with the Working Group, I sought and received, on January 28, 1976, AA/ASIA approval of a continuing role for the Asia WID Working Group. This role should be one of trying to find examples of successful WID undertakings which can be relayed to Asia Missions for their pre-design activities such as alerting teams going to the field of the need to address these issues during project development. The Working Group would also be concentrating on finding out how to assure that female

resources in Asia Bureau countries are receiving maximum utilization. The committee would consist of one person from each Bureau office.

One main reason for uncertainty, as to what future course of action we should take, is the lack of hard facts about the status of women in the various Asia Bureau countries. There is a need for this data, so that projects can be appropriately designed to remedy areas where woman power is not being utilized. The Percy Amendment and PD 60 mandates us to "take steps to collect information which may be used to illuminate the role, status, and contributions of women in developing countries." For the past several months, the working group has been developing a questionnaire to be used to provide information to construct a profile on the status of women in each of our Asian countries. From these profiles, we should be able to develop a strategy on what future initiatives we might undertake.

On January 28, AA/ASIA also approved this collection of basic data. The questionnaire is to be sent to the Asia missions in whole or in part depending on the breadth of the AID program interest in each country. The missions will be canvassed to ascertain the appropriateness of having some indigenous institution collect the information at AID/W expense for use by the countries, missions, and to comply with PD 60.

Since November 1974, I have tried to point out the difficulty in implementing something through a committee. The committee role is best when it is advisory, not action. If the Bureau is going to abandon the more passive, reactive role we have been following, I agree that having a "slot dedicated solely to the role of women" is the way to go.

Having the profiles will mean that we can arm this new expert with the data needed to make meaningful recommendations for Bureau and mission action.

I await further indication from you on what you see as next steps and unless I hear to the contrary from you, I will proceed with the questionnaire.

Implementation of the Provisions of the Percy Amendment by the Asia Bureau

If an Asia witness is posed the question, "What has been done in your area of administrative control to subscribe to the provisions of the Percy Amendment?" the suggested response would be as follows:

We should recognize that *in some of the Asian countries the status of women in development may in some instances be at least as far advanced as the status of women is in the United States.* We do, however, recognize the important role women should play in development and we try to assure that the valuable resource is utilized in all our programs, thus we are doing our best to carry out this mandate.

1. As a first step, on November 22, 1974 the Bureau established a working group to advise on the ways to implement the Percy Amendment.

2. Messages were sent out to our field missions emphasizing the importance of women in development, providing background information and making suggestions on implementing the Percy Amendment, and seeking field views on measures to be taken to meet the congressional mandate.

3. On February 27, 1975, a Bureau policy statement on the importance of integrating women into national economies was promulgated and sent out to our missions.

4. One area where Congress specifically directed the Agency to act, is in collection and organization of data on the widely divergent roles women play in the developing countries.

With reference to this, we are undertaking a special study whereby data on the status of women in the various sectors of the Asian countries will be gathered. For the past 6 months we have been constructing a questionnaire for this purpose. We expect to send this questionnaire to all our missions within the next month.

When this data collection is completed, we will prepare country profiles on women's status in Asian countries which will be helpful in formulating and designing projects and

programs that will more fully involve women in development.

5. At the same time, *we are monitoring our project approval system in such a way as to insure that the role of women is being adequately addressed in all our projects where appropriate.*

6. In addition, there may be a number of projects or activities in the development process which will be directed specifically toward women. For example, last June we approved an activity supporting the Girl Guides Association of Thailand. This project involves training rural young women to participate more effectively in the social and economic development of their villages. (The training is in citizenship, leadership, home economics, nutrition, vegetable gardening, poultry raising, and handicrafts.) (Cost to U.S.—\$55,000.) Another example is a YWCA activity in Bangladesh which we approved in February 1976. In this case, \$42,000 will be provided to finance the establishment of a self-sufficient crafts training center to train 40 to 50 women in the design, production, and sale of jute products. After 3 to 6 months training in sewing, cutting, and creating jute products, the women return to their villages to employ this skill in a home industry.

7. All the foregoing notwithstanding, I still have the strong presumption that the Asia Bureau can do more in the way of clarifying the impact of AID projects upon women and that getting women more into the economic sector will have a profound impact on the problem of population growth. While the Bureau has a committee that addresses the idea of getting women more involved in the development process, I believe we could better address the problem more directly. Therefore, I recently directed that a position be created in the Bureau dedicated solely to the role of women's concerns. I believe this position should be held by a woman who will help to bring issues concerning the role of women into clearer focus.

ASIA/TD:HWDodge

February 5, 1976

EA Bureau Policy Statement on Integration of Women into the National Economies of East Asian Countries

Section 113 of the FAA 1974

Aware that a fuller integration of women into their economies would contribute not only to social justice but also to the social-economic development of East Asia, the East Asia Bureau's policy is to encourage and support host country efforts in this direction. Accordingly, Mission and Bureau divisions and offices should:

1. Examine each on-going or new project or program to determine whether it can be improved in design or implementation to (a) utilize more fully the capabilities of women and/or (b) take all appropriate steps to increase their participation in development and to benefit more fully from this development.
2. Encourage East Asian host countries and donors, both multilateral and bilateral and both governmental and non-governmental, to undertake similar actions.
3. Encourage and support the collection of improved data by East Asian host countries and International organizations on the role and status of women in the East Asian region, both nationally and in selected sectors (e.g., health and rural activities), and participate collaboratively in the collection and analysis as appropriate for EA Bureau programs and projects.
4. Assist East Asian host countries, if requested by them and within AID resource limitations to establish or strengthen governmental and non-governmental women's organizations which improve the role and status of women in the development process.

In carrying out activities in furtherance of this policy, Missions and the Bureau of East Asian offices should conform to the Agency's general policy of "collaborative style" and be especially aware of and sensitive to the social, cultural, and family relationships in East Asian countries.

Approved: (original signed)
Garnett A. Zimmerly
Acting Assistant Administrator
Bureau for East Asia

Date: February 27, 1975

ANNEX J

BRIEFING PAPER
INTEGRATION OF WOMEN IN
DEVELOPMENT

LATIN AMERICA

Q. What is LA Bureau's strategy for implementing Sec. 113 FAA?

A. We do *not* treat the role of women as a special project category. To do so could lead to proliferation of women-specific programs. Instead we seek to incorporate the concept of integration of women into existing and planned programs as one of several important factors to be considered in attaining development objectives in the key sectors in which we work in each country. This is done by

—assessing the potential impact on women (either positive or negative) of AID projects, preferably at the conceptualization stage;
—jointly designing projects with host governments so as to assure that AID-financed programs benefit women to a degree at least equal with men;

—encouraging, to the extent possible, participation of qualified women in the processes of development and implementation of programs in which AID is involved. This includes encouraging employment of women in responsible, meaningful and influential positions in the host governments.

Q. What *techniques* are employed to foster integration of women in LA programs?

A. The principal means we have employed include training, research, conferences and other activities, and sectoral projects.

Training: Qualifying more women to fill priority development-roles through

- increasing the number of female participants training in the U.S.;
- shifting the emphasis of women's training to non-traditional areas such as agro-industrial development;
- sponsoring in-country and third-country training programs, at both national and community levels, to qualify women for employment or to upgrade the skills of women already employed.

Research: Collecting country-specific data about women which can be used to
—identify cultural or economic obstacles and constraints to women's employment or other avenues of participation in economic development;
—indicate the most feasible developmental interventions in USAID's sectors of concentration which will benefit women and/or involve them as agents.

Conferences/Awareness-Raising Activities: Financing and/or providing technical assistance to organizations sponsoring conferences or other activities directed toward enhancing public awareness of the important role women can and should play in national development.

Sectoral Programs: Planning new programs and reviewing existing projects to assure women's involvement as both agents and beneficiaries in sectoral projects.

Q. What mechanisms has the Bureau used to carry on these activities?

A. In Washington we have formed a working group drawn from the technical, program and geographic offices, which meets *ad hoc* to
—suggest ways to involve women in Bureau projects in a meaningful way;
—promote exchange of information with other AID offices and with private and international organizations concerned with women's development;
—identify resources capable of responding to USAID requests for data collection;
—attend DAEC meetings to assure that integration of women is addressed in each project review.

The working group is chaired by a staff member who devotes about half of her time, as part of her regular duties, to Bureau activities related to women in development.

In Latin America, AID approaches vary. Some Missions (e.g., Peru) have also established *ad hoc* committees, composed of both U.S. and host country nationals, to perform functions similar to those described above. Other Missions have designated one officer to work with technical divisions to assist them to incorporate the concept of women in development into project design and implementation (e.g., Program Assistant—Paraguay; Gen Dvl Off—El Salvador).

Q. Are LA countries resistant or receptive to implementing this Congressional mandate?

A. While cultural and legal climates with respect to women differ among Latin American countries, the attitudes of host governments are generally positive toward more active involvement of women in community and national affairs.

Training

Participant training helps to qualify more women to participate in planning, decision-making and administrative roles. The percentage of female participants from Latin American countries doubled in FY 75 from the previous year (16% vs. 8.6% in FY 74) and is expected to continue to rise. Moreover, a growing number of women are being trained in less traditional areas such as agro-industrial development, agriculture sciences, economic and social planning, statistics, labor, housing, demography, medical research, clinical cardiology, public administration and communications techniques.

LA/Washington has encouraged USAIDs to make special effort to select participants for an innovative six-week course offered by USDA in Management and the Role of Women in Development for senior-level women administrators and managers in home economics, agriculture and rural development. Several Missions have already nominated candidates to the course.

Other in-country or third-country training programs include the following:

Bolivia: AID provided assistance to the Bolivian National Computer Center (CENACO) in establishing a training program for women systems analysts and programmers, which is expected to produce in a few years several hundred trained professional women for work in public and private agencies.

Paraguay: For FY 76 and FY 77, USAID plans short-term training for women in radio education.

An AID loan provides third-country training in cartography and photogrammetry for women employees of the Paraguayan Geographic Institute (IGM).

AN OPG to the Overseas Education Fund (OEF) is enabling the Paraguayan League for Women's Rights to conduct a year-long leadership training project for rural and urban women.

Colombia: More than 4,000 women have completed a two-month course in rural leadership training offered by the Popular Cultural Action Movement (ACPO).

Panama: In 1975, of 866 people receiving in-country training of various kinds sponsored by the National Training Center, 379 were women (approximately 43%).

Nicaragua: USAID proposes to establish a Rural Women's Leadership Development Program to train and provide follow-up support for *campesino* women leaders in several rural centers. Training will include techniques for promoting change and stimulating participation by women in community self-help projects.

El Salvador: The USAID also plans to develop through an OPG a skills training program for *campesino* women.

Sectoral Project Activities

Health

There is a widely recognized relationship between family planning, women's status in society and female employment. Positive impact of AID programs on women has understandably been greatest in health/nutrition/family planning programs which rely to a great extent on women as agents (auxiliary nurses, community health/family planning promoters) and which benefit primarily women and children. Such programs are found in virtually all countries in which AID operates. In addition to raising health and nutritional standards, these programs generate employment of women. For example:

—The Health Sector Loan in the *Dominican Republic* is designed to provide training and job opportunities for a significant number of women.

—The FY '76 Nutrition Loan in *Costa Rica* is expected to create approximately 7,000 jobs for women in remote rural areas.

—The Maternal/Child Health program in *Colombia*, begun in 1968, now has nearly 5,000 women working as health/family planning promoters in rural areas.

Education

Dominican Republic: Non-Formal Secondary Education (IDEI) project has over 50% female enrollment; and a number of women occupy key staff positions.

San Salvador: Fundamental Education/Vocational Skills project is expected to involve large numbers of women as teachers, supervisors and students.

Bolivia: Rural Education project is developing incentives (i.e., supply materials, scholarships and food) to girls staying in school, as well as a community education program which will emphasize women's needs.

Future plans include developing a program of incentives at the university level which will attract women into professions key to rural development, such as agronomy and agriculture research.

Agriculture

Bolivia: Small Farmer Organizations project: A portion of the revolving credit fund has been tentatively set aside specifically for women borrowers. Plans are being made to strengthen the National Community Development Services (NCDS) Women's Division so that it can influence other program areas to recognize and address women's special inputs and constraints.

Agriculture Sector I Loan: The number of mobile units will be increased to expand the impact of the extension program on women. Moreover, special *incentives* will be provided to women to become agricultural extensionists.

Dominican Republic: Agriculture Sector I Loan encourages professional and vocational training of women in agriculture and assists women farmers through small farmer *loan credits*.

Chile: The Agricultural Production Credit Loan will provide credit to women farm owners on equal terms with men.

Nicaragua: Under the Rural Market Women's Cooperative grant, 12 credit unions have been established in rural towns for small merchants and artisans, with 8 more to be formed in 1976; 55% of credit union members are women.

Uruguay: Agricultural Research Technical Assistance: The Ministry of Agriculture has agreed to make a special effort to recruit women for participation at all levels of the project, including administrative and technical positions. At least 10% of counterparts assigned to U.S. advisors will be women, as will at least 10% of ministry officials trained through the project. A pilot group of small farmer women entrepreneurs will be singled out for special attention to receive the entire range of agricultural services.

Agri-Industry Development Loan should increase economic activity and thus a demand for labor in fields, such as food processing, in which women are sought for employment.

Guyana: Foodcrop Production and Marketing Loan will benefit women who share fully with men in on-farm production.

Enhancing Awareness of Women's Role and Potential

LA Missions have recognized the need for activities designed to elevate public awareness of the important role women can and should play in national development.

USAID/Paraguay has played a very active catalytic role in this respect by helping to finance national level *conferences* on women in an effort to create a climate of national awareness. The First National Congress of Paraguayan Women was held in July 1975. In December 1975 the Pathfinder Fund, using AID grant funds, sponsored a national forum of Paraguayan female leaders, attended by both rural and urban women leaders. Under the AID-funded AIFLD project, the First International Meeting of Women Workers was held in Asuncion February 9-13, 1976, attended by female union leaders from Bolivia, Argentina, Brazil, Chile and Paraguay. (Considerable progress was made in 1975 in bringing more women into leadership positions in Paraguay's labor union movement. Women are now a potent force in at least 3 large industries and in the postal workers and teachers federations.)

USAID/Colombia suggests the use of AID assistance to private efforts to use mass media techniques for consciousness raising about the role of women.

USAID El Salvador will support the Women's National Coordinating Commission to plan and implement promotional and training programs.

The Council on the Affairs and Status of Women (CASWIG), the strongest, most outspoken and influential women's organization in *Guyana* came into existence with USAID assistance. Similarly, USAID/Nicaragua helped to encourage establishment of a new Women's Office which will begin functioning in 1976 in the Nicaraguan Ministry of Labor, and USAID proposes to finance technical assistance to support programs the Office wishes to carry out.

Research

We have become increasingly aware of the need to collect adequate country-specific data on the status and role of women for use in project design. A number of USAIDs (i.e., Peru, Bolivia, Uruguay, Nicaragua, Honduras) have commissioned studies by social scientists to provide information, to be used by planners in *assessing the positive or negative social and economic impact of developmental interventions upon women*. USAIDs in Costa Rica, Haiti, Paraguay and El Salvador plan similar studies in the near future, designed to gather information to be applied in design of specific sector projects. USAID/El Salvador, for example, has requested the services of an anthropologist to study a rural area to develop a view of social and cultural impediments to greater impact of health programs in Salvadorian rural society. USAID/Haiti plans to finance a study by a local women's organization of market women and their potential role as agents of change.

LA/MRSD: RKnee: 2/27/76

ANNEX K

BRIEFING PAPER INTEGRATION OF WOMEN IN DEVELOPMENT

NEAR EAST

The meaningful inclusion of Women in Development in the Near East region is one of the most serious challenges that the Agency faces in this important field. Considering the spectrum of societies in which AID operates, achieving a significant improvement in the status of women in the Near East region is a most difficult assignment. It is not simply that the Near East Bureau deals essentially with Muslim societies, for there are other Muslim countries, such as Malaysia, where women have status. A complex series of social and cultural factors, some of which may be pre-Islamic in our region but reinforced by traditional Muslim law, have kept women's status low. Yet there are significant differences among the Near East Bureau societies on the present status of women. It is clear that the status of women in Tunisia and Egypt is higher than in Yemen and Afghanistan; this may be more than a result of the relatively more advanced stage of development of the first two.

We know very little about the dynamics of change in women's status in the societies in the region. Take Yemen as an example. It is unclear how the status of Yemeni women is affected by the fact that half the total working male population is employed in other Arab countries. It could indicate a potential for greater influence by women in decisions made by rural households, but even the most preliminary information is lacking. Income flowing into Yemen from outside has, among other things, raised the price of wives.

Whether there is a significant difference between the role of women among the different sects is similarly obscure, nor do we know much about the possible orphan populations of the lowlands, basically the Somalis of the Tihama region, and the highlands. These are indicative of the types of problems which need to be explored but which we cannot with the present staff competence in the Bureau.

There is a considerable amount of interest on the part of donor agencies in improving the status of women in the region. The Ford Foundation, for example, has provided funds for activities in the Middle East on the role of women. A conference on this subject will be held in Boston in June. The Middle East Studies Association has held several panels on the subject in the past six months.

It is clear that a Bureau strategy to enhance the role of women in development in the Near East area can only be developed when we have carried out more analysis and joined with outside donors and research organizations in studying the problems to be solved. For this reason we are considering sponsoring a series of conferences with appropriate academic organizations on specific aspects of women in development. A proposal has already been received, and is being refined on this subject, with the Middle East Institute. Discussions have been held with the Middle East Committee of the Social Science Research Council on subjects relating to women such as equity and hierarchal structures in the Middle East. Some consultations have already been held with the Middle East Studies Association on a series of conferences, some of which will deal with the role of women.

We are also considering the hiring of additional professional staff to provide intellectual background and program experience necessary to develop a Bureau program.

Examples of Near East Bureau projects which have significant elements enhancing the role of women are:

Afghanistan—Basic Health Services (FY 76):

Will train women to work in the Basic Health Centers. The presence of female health workers will also allow many women to attend health centers who have never done so before.

Jerusalem/West Bank—CRS Nutrition Grant (FY 75/78)

Provides assistance to selected Arab Ladies Organizations in the Arab villages of the East Jerusalem/West Bank to develop programs for women that improve family nutrition.

Morocco—CRS Nutrition Education Grant (FY 75/77)

Provides specialized training out of country for selected female monitrices which would not be available otherwise and places them on the Civil Service Roster of the Government of Morocco. In addition, the beneficiaries from the project activities will be the 83,000 mothers served by the centers with CRS nutrition education activities.

Tunisia—Grant to National Women's Union of Tunisia (FY 76 TQ Proposed)

Will provide an Operational Program Grant to the Women's Union to train women center leaders and design a better curriculum for the women trained in the UNFT centers throughout Tunisia.

Yemen—CRS Applied Nutrition/Health Program Grant (FY 76 TQ Proposed)

This project will attempt to reach 20,000 mothers with nutrition education programs designed to reach illiterate women. In addition 60,000 female Health Nutrition Auxiliaries will be trained to carry out the program over a three-year period and at least 6 Yeminis will be chosen for professional training outside the country. Most, if not all, of the trainees are expected to be women.

Drafted by: DSteinberg/RBirnberg: 4/6/76

ANNEX L

OFFICE OF LABOR AFFAIRS (OLAB) INTEGRATION OF WOMEN IN DEVELOPMENT—STATUS REPORT

I. Africa

a) *U.N. Economic Commission for Africa (ECA)—African Training and Research Center for Women (ATRCW)*

Through the end of FY '75, OLAB's contributions to ECA's Women's Program (forerunner of the ATRCW) totaled \$92,300.00 in a three-phase project over a period of two years.

This amount is only a small portion of overall funding for a program supported by a substantial number of donors, including Sweden, West Germany, Belgium, Netherlands, UNDP, UNICEF, and private sources. AID's Africa Bureau has also contributed \$165,000 toward establishment of the new training and research center, and is now considering additional support in response to a new submission from ECA.

OLAB's funds have been used by ECA, among others, for technical assistance to African member governments in setting up national machineries to promote the integration of women in development. Seven such instruments have already been established in Egypt, Gabon, Kenya, Madagascar, Sudan and Togo. (They involve men as well as women.) ECA Women's Program now has similar requests from 12 additional countries on hand and has submitted a new proposal for financial assistance to AID's Africa Bureau and to OLAB.

OLAB will allocate \$25,000 from FY '76 funds in support of the new ECA proposal. This amount will supplement Africa Bureau funds. The Africa Bureau also has under active consideration an overall proposal from ECA for other aspects of the Women's Program, along with other ECA projects.

b) *African-American Labor Center (AALC)—Regional Workshop for Trade Union Women*

OLAB has now reached agreement with AALC for a new regional program involving in-depth training for English-speaking trade union women from six countries (Ghana, Liberia, Nigeria, Sierra Leone, Kenya and Zambia), to be held this Fall in Accra. Purpose of the program is to identify priority areas and needs for action by trade union women, to increase the involvement of women in the labor movement and in specific programs, and to discuss such programs and plan activities. The Workshop will include training in leadership techniques, development of skills, role of women in cooperatives, labor relations, and the special needs of working mothers such as child care centers, etc.

The Regional Workshop is to be followed in FY '77 by national seminars of a similar nature for other women union members in each of the six countries, above, with maximum participation in leadership roles by the women trained at the regional workshop in Accra, i.e., to further the training of trainers concept.

OLAB funds (\$25,000, FY '76) will support the regional workshop in Ghana, together with such additional backing as may be available from AALC. AALC has agreed to sponsor the national, follow-up sessions in the individual countries.

II. Asia

a) *Asian-American Free Labor Institute (AAFLI)—U.S. Visits by Asian Trade Union Women*

This pilot project was originally planned to include some eight trade union women from Asian countries. Due to unavoidable delays in making arrangements, only three trade union women participated. A fourth woman, an AAFLI program officer from Korea, was added to the group for training purposes and participated fully in all activities.

Each woman from Asia was taken under the wing of her own counterpart union in the United States during a 30-day visit, undergoing a thorough learning experience in all aspects of the trade union movement in the United States, in large and small towns. She met with top officials at international headquarters of "her" U.S. union, as well as with those at district and local union levels.

Of the three Asian trade union women, two were from Thailand and one from Indonesia. They represented the retail clerks, electrical union, and timberworkers, respectively. The AAFLI staff person from Korea was "sponsored" in the United States by the American Federation of Teachers (AFT).

OLAB contributed \$20,000 out of FY '75 funds for the pilot program. (AAFLI committed \$10,000 from other sources.) Because only four Asian women participated instead of a larger number, some funding remains unexpended at this time. This is to be used to expand the number of trainees in a similar project during FY '76 or early FY '77--for which OLAB has budgeted \$25,000 out of FY '76 funds.

AAFLI will supply a written evaluation of the recently completed pilot program. All signs point to a highly successful experience. The four Asian women were enthusiastic; the U.S. international union representatives were loud in their praises and expressed themselves more than willing to "sponsor" further groups of trade union women—not only from Asia but from countries in other regions.

b) *U.N. Economic and Social Commission for Asia and the Pacific (ESCAP)—Women's Program*

Last year OLAB received several informal, oral requests through U.N. officials for financial assistance in the preparatory phases of ESCAP's new Women's Program. Information about the status of this program is still scarce but, mindful of a similar experience with the Women's Program in Africa (sponsored by the U.N. Economic Commission for Africa), OLAB has budgeted an amount of \$25,000 in FY '76 for ESCAP pending receipt of a formal request.

It is anticipated that detailed information about the status of the ESCAP regional women's center, its plans and programs, will be received following the 32nd Session of ESCAP, when there will be an opportunity to consider OLAB support in this regard. Reference to the possibility of such support has been included in the position paper prepared for U.S. Delegates to the ESCAP meeting, together with appropriate background information.

III. Latin America

a) *Organization of American States (OAS)—Women's Program*

A three-phase project, coordinated with OAS and its Inter-American Commission of Women (IACW), began in FY '75 with OLAB support for two-person team visits to seven Latin American countries (Bolivia, Colombia, Ecuador, El Salvador, Nicaragua, Uruguay and Venezuela) whose Labor Ministers had requested technical assistance, through OAS, in setting up national machinery to advance the status of women in their respective countries. These visits were completed in December 1974.

Phase II, consisting of an in-depth training workshop for women officials of the seven countries (who are to be involved in establishment of the national machinery), was completed in November 1975. Due to excellent staff work on the part of the Inter-American Commission of Women and the very high caliber of the women participants, the workshop appears to have been very successful.

It is anticipated that Phase III of the project, to involve on site, technical assistance in the field, will proceed as originally proposed. Plans for Phase III will be developed in cooperation with OAS and the IACW shortly. OLAB has contributed approximately \$45,000 to date for the first two phases of the program. The sum of \$30,000 is available on OLAB's FY '76 budget for Phase III.

b) *Inter-American Centre for Research and Documentation on Vocational Training (CINTERFOR)*

Following an understanding reached during the Annual Meeting of CINTERFOR in 1974, OLAB joined with OAS in co-sponsoring the addition of a woman professional to the then all-male staff of CINTERFOR at its headquarters in Montevideo. Matching funds were made available for this purpose (\$7,500 each from OLAB and OAS) for a beginning contract of nine months' duration from September 1, 1975.

Since reports of this individual's performance to date have been highly satisfactory, on the strong recommendation of CINTERFOR's chief executive OLAB and OAS have agreed to renew the contract for a full year (plus the interim FY '76 quarter) when the present arrangement expires at the end of June 1976. This involves contributions of \$12,600 each from OLAB and OAS.

c) *American Institute for Free Labor Development (AIFLD)—Training Project for Rural Women to Provide Supplementary Employment*

This proposal, involving special skills training for rural women under the auspices of agrarian union organizations in El Salvador, Colombia and Honduras, has recently been submitted to OLAB for consideration. It involves a budget item of \$25,000 from OLAB, to be matched by \$25,000 from AIFLD funds from other sources. The new proposal is currently under consideration.

ANNEX M

To: EOP, Mrs. Nira Long, Room 2664 NS

From: TA/AGR, Leon F. Hesser
Room 2245 NS

Subject: June 17 SOG Meeting Regarding
WID

May 20, 1976

Re the accounting you asked for on the involvement of women in AID's program, which is outlined in the AID W communication to Missions, we would like to respond in two ways: first, by providing the accounting, and then raising what to us seems to be a pervasive issue. For two reasons only one of the recommendations - Recommendation B of Paragraph 6, directly applies to AID centrally-funded agricultural research. Primarily, the agricultural projects are on the technical and economic aspects of food and food production. With the exception of one project, "Small Farmers and Technological Change," all of the agricultural projects have been on the books for some time. Therefore, there has been little opportunity to change these. However, we will be re-evaluating the Small Farmer Project in regard to women.

This leaves what seems to us to be an issue to be resolved at the Administrator level. Centrally funded agricultural research and technical assistance has developed a limited amount of information on the status and role of women, but neither directly nor in full. The social, cultural, and economic circumstances under which LDC women operate are often much more complex and diverse than the picture provided by statistics. Among the complications are tradition, assigned roles, and attitudes about women. Also, the information on women is fragmentary and limited in its usefulness because women were not primary in the data gathering process.

The following project activities, directly and indirectly, are providing data and descriptive information on the status and role of women in development - (Paragraph 6, Recommendation B).

1. Rural Employment in Africa, Michigan State University (Carl Eicher, Project Leader) Provides statistical and descriptive data on the composition, mobility and earning capacity of the agricultural labor force, by country and occupation. Includes coverage of processing, manufacturing, and marketing. A proposed new sub-project is entitled, "The Dynamics of Female Participation in the Economic Development Process in West Africa."

2. Direct and Indirect Effects of Technological Change, Cornell University (John Mellor, Project Leader)

Provides statistical data on household and farm expenditures, wages, and returns to farmers, and descriptive information on the competitive position of farms, and earning power of the rural vs the urban and industrial community in selected Near and Far East countries.

3. Small Farmer Credit: Development of an Agricultural Credit Information System, Ohio State University (Dale Adams, Project Leader) Provides statistics on use of credit on household expenditures in South America, and in selected Far East countries.

4. Land Tenure Studies, University of Wisconsin (W. C. Thiesenhusen, Project Leader) Provides historical and descriptive information and statistics on status and role of women in rural organizations in Latin America.

5. International Agricultural Economics Seminar, Agricultural Development Council At request of TAB AGR, fall, 1974, held an international seminar on participation of women in economic development.

Admittedly, most of the information developed on women by these projects was obtained in the course of developing information on another objective; e.g., labor, expenditures, etc. Therefore, the reason it is fragmentary and of limited analytical value. This will remain true as long as women are not the primary focus of fact-finding or research. The issue is, consequently, whether AID wants to concentrate efforts on women in development per se, or consider them incidentally to the main development thrust. If women were to be made an essential component of the objective focus of AID's assistance program, a modification in the program format seems required. This is because money would have to be set aside for this effort; at least some additional analytical capability within AID would need to be developed to assemble and analyze information and suggest possible ways and means, and it would require building a data base and analytical capability in country. We pose this issue as an appropriate policy question.

ANNEX N

To: N. H. Long, Coordinator (A/AID/WID)
From: M. Forman, Director TA/N
Subject: June 17 SOG Meeting Regarding
WID

June 1, 1976

The following is a brief summary of the Office of Nutrition response to the recommendations emerging from the WID Conference and other projects which relate to women and enhancing their role as productive members of society.

Specific Responses to Recommendations

1. All of the workshops emphasized the need to increase our knowledge of time and skill constraints to women in their dual roles as food producers and family managers. It was generally agreed that studies be undertaken to gather data on the role of women in the entire food chain with a view to identifying potential interventions which can achieve a better nutritional health impact while at the same time helping women gain control over their destinies, i.e., alternative lifestyle choices as measured by increased incomes, more free time and possibilities for skill training. To this end TA/N has budgeted FY 1977 funds for a conference to bring together development experts, social scientists and organizations working at the community level to systematically review and discuss the full range of constraints to health nutritional status as a result of time demands of traditional chores on rural women. The conference attendees, representing a wide range of disciplines, will develop hypotheses and make recommendations for specific field research and projects to test these hypotheses. Their report will serve as a programming guide for Regional and other Central Bureaus as well as TA/N projects.

2. In response to the recommendation on studying the role of women in post harvest food losses, TA/N has recently approved a grant to the American Association of Cereal Chemists to develop a post harvest loss assessment methodology. The project will also examine socio-cultural constraints to on-farm grain storage with special reference to women's roles and problems in this important area of post harvest food losses.

3. In response to the recommendation to encourage national planners to incorporate the issue of role of women in the development process, TA/N is considering two projects which will provide information on constraints to women's productivity to development planners in general as well as nutrition planners. One possible project will develop a system for measuring the total economic level of society which accounts for women as producers ranging from subsistence agriculture to domestic productivity. The purpose of the research is to make visible to policy makers and development planners the full productivity level of women so they can better allocate resources to increase productivity and measure the impact. A second project will explore the constraints to productivity and family health nutritional status as a result of child care needs of poor working mothers. The project will examine the problem and its effect on productivity, study existing alternatives to child care in developing countries and recommend models for possible replication.

4. In response to the recommendation to explore roles of women in nutrition education programs, the TA/N Mass Media project in Nicaragua has been expanded to obtain additional data on exactly what roles women play with relation to the nutrition of their families as well as on nutrition-related attitudes. Specific data will be collected on the knowledge, attitudes and practices of rural women in relation to nutrition. This will then be analyzed with regard to how women can become change agents in nutrition improvement programs.

TA/N General Activities Which Impact on Role of Women in Development

TA/N nutrition programs have generally focused on women as beneficiaries either through direct food transfers, nutrition education, integrated health services or specific research to improve the health/nutritional status of pregnant and nursing women. Such projects which affect the health and nutritional status of women, although not specifically aimed at involving them as agents in nutrition programs, are nevertheless basic to women becoming productive members of society.

Because one of the key target groups for nutrition program emphases is pregnant and nursing women, TA/N programs have been in large part directed to women. As such, the programs have probably incorporated women as agents of development more so than other development programs. Numerous TA/N projects have assisted in training women as nutrition educators and promoters. One project in particular has had good results by using rural women "promotoras" as village nutrition/health change agents. In fact, some interesting results of this project have shown that infant and child malnutrition, morbidity, and mortality were reduced at significantly higher rates in girls than boys under this system. In general, however, the incorporation of women as agents of development rather than just beneficiaries has been more a function of traditional roles and better accessibility to vulnerable groups rather than by any conscious design to bring women into the development process. At the regional and national levels of nutrition/health planning and policy, women are still sparsely represented.

Conclusion

TA/N has responded to some of the recommendations of the WID conference. Other recommendations are yet to be examined as to how they can be translated into projects. In order to accomplish this, both a commitment on the part of all professionals in their project design work is required as well as strengthening mechanisms in the project review process, especially research projects, to assure that this issue has been addressed. A conference with recommendations is a necessary but not sufficient means of implementing AID policy, particularly a policy which requires a sensitivity to problems of women when the vast majority of project planners and AID decision makers are men.

ANNEX O

To: EOP, Ms. Nira Long

From: TA/RD, Charles S. Blankstein

Subject: Women in Development: Response to your Memo of May 14, 1976

May 27, 1976

TA/RD supports in principle the objectives inherent in the workshop recommendations. The feasibility of achieving these objectives probably varies considerably from country to country and culture to culture within countries. We would be hesitant to answer "yes" or "no" as to appropriateness of implementation on any issue without knowing the reaction of missions to these recommendations in the environments they face.

We would therefore respond to recommendations as follows:

1. Defer response
2. Support recommendation
3. Support in principle, but don't know whether priority DAP I review appropriate in light of other work load issues
4. Don't understand recommendations
5. Support objective but defer to missions and technical offices on specifics
6. Support in principle
7. Support in principle
8. Support in principle but note need to develop pool of women to draw upon. May not be feasible in all cases now
9. Support in principle

With respect to an "overall assessment" of rural development "vis-a-vis WID implementation," the statement in recommendation 7 that "the role of women in the rural areas should be seen as one part of overall strategy for rural development" accords with our view. Rural development must be viewed as a whole, not as a set of isolated problems of which one is WID.

ANNEX P

To: WID, Ms. Nira H. Long
From: TA/EHR, R. W. Schmeding
Subject: SOG Meeting June 17
 regarding WID: Requested
 Reports/Participation

REF: Your memorandum of 14 May 1976

May 24, 1976

In response to your request for reactions to the cable sent to Missions concerning the Women in Development conference, we are providing the following report. We have confined ourselves basically to Workshop Recommendations B, C, and D.

B. We are in agreement with the need as described. We have undertaken two lines of research in TA/EHR that bear on the development role of rural women:

1. "Rural Women's Groups as Potential Change Agents," George Washington University. This project examined women's organizations in Colombia, Korea, and the Philippines. A recent cable from Korea said that USAID found the project highly useful in defining their WID strategy. The final report (or executive summary) is available from TA/EHR.

2. "Innovative Nonformal Education for Rural Women," World Education, Inc. (WEI). WEI utilized a number of nonformal methods and techniques to elicit participation by women from three rural Philippine communities in development-related activities. The women defined their areas of interest, organized learning sessions, and mapped implementation strategies. WEI's final report is also available from TA/EHR.

C. With respect to socio-economic analyses of problems for women in development:

1. A major new EHR project, "Analysis Methodologies for Education and Human Resources," will generate information on educational costs and benefits for rural poor populations, particularly those not generally defined in such analyses, such as social and cultural benefits. Impact on women is one area receiving prime consideration, especially because of the important role they play in rural life.

2. Another project, "Cost Methodologies for NFE," will use as a main criterion for choosing NFE modes the degree to which needs and aspirations of rural poor are met, including specific consideration of women's roles in NFE activities.

3. We are looking at community level organizations, seeking to identify organizational characteristics that facilitate participation at the local level, with important emphasis on inclusion of women in the development process. A small research project is currently underway with the U. of So. Carolina, and a larger project is planned for FY 77.

D. In connection with the matter of designing educational programs to provide learning through structural processes and human relationships, we make mention of two initiatives:

1. "Communications in AID Rural Development Projects" is looking at the communications factor in such areas as nutrition, health, agriculture, and family planning. All outcomes will carry significant potential effect on the lives of rural LDC women, for whom effective access to such information is a critical step in bringing about change in their environment.

2. "Education for Pre-literate Adults" is a follow-on project to the above mentioned World Education research effort which examined the potential for women to define their own educational needs and take action to satisfy them. This project will further develop and refine materials and techniques used in the small project, with a view toward making participatory materials and techniques for stimulating women's active involvement in the development process. WEI found that economically relevant activities initiated by women (such as pig-raising) soon attracted participation by the men of the community, so this project will seek to validate and build on that approach.

General comment: Information submitted by USAIDs on their activities relating to WID shows a wealth of information being generated, and substantial accumulation of experience. The Agency must do its best to avoid "scattering" of effort, to compile evidence of fruitful efforts and to foster effective sharing of outcomes and knowledge. To that end, it appears to us that some Agency mechanism is needed to avoid duplication of effort and to assure maximum diffusion of results to interested institutions and individuals. Further, TA/EHR sees a clear and present need for setting specific Agency objectives, and identifying studies needed to provide actionable research results. Once we can lay out a clear picture of what is needed and compare/contrast that with what is going on now, it should be possible to develop an agenda or action plan to fill the gaps.

ANNEX Q

To: WID, Ms. Nira Hardon Long
From: TA/H, Lee M. Howard, M.D.
Subject: SOG Meeting June 17

May 27, 1976

At the October 1975 WID Meeting, the Panel on Population and Health concluded that Agency programs for delivery of health and population services were by nature directed to the benefit of women and largely to personnel systems which would involve women. The Panel stated that Missions should be encouraged to undertake sector assessments which would define such factors as the percentage of population being reached by family planning services and health activities.

The Office of Population will be reporting separately on its activities in each AID Mission. The Office of Health has been monitoring the growth of Mission projects which are specifically designed to reach the majority of women with elementary maternal and child health services. These low-cost health delivery systems numbered 19 in 1976. Since there were two projects in each of three countries, only 16 countries were involved in these attempts to provide low-cost health delivery systems to the majority. By 1977 only two additional countries have been added to make a total of 18 countries involved. The data for FY 78 programs are not in from all field Missions and, consequently, the magnitude of requests is not yet clearly known. On the basis of the response to date, only 18 out of 50 or so AID-assisted countries are currently undertaking active attempts to reach the majority of women with a system to deliver family planning, health or nutrition in combination. In other words, approximately 30 percent of AID-assisted Missions are now participating in the program. Funding for these programs has increased from \$16.8 million in FY 76 to a requested \$39.2 million in FY 77. The trend is favorable since participating countries contain some of the larger populations in the developing world.

Nevertheless, with two-thirds of AID-assisted countries not yet participating in low-cost health delivery systems, significant additional participation is possible.

In the context of the WID Conference during which the principle of integration of health and population services was endorsed, there are, in addition to the low-cost delivery system programs quoted above, an additional 25 projects in 23 countries which have integrated health and population activities although the objective of the program is to extend family planning on a national scale rather than to integrated family planning, health and nutrition. These projects are clearly directed towards the improvement of the status of women and, consequently, indicate a favorable trend. The number of these activities (25) represent an increase of six projects over the FY 76 level of 19.

The Office of Health has also followed progress in health sector analyses, a by-product of which is the improved distribution of services to women. Inherent in these sector analyses and their ultimate outgrowth in health planning programs is the training of women for the personnel within the distribution system. Given the normal lag-time for program development in the field, I would not anticipate major changes in projects prior to FY 78 or 79. This Office will continue to seek increased participation of Missions in programs such as health sector analysis, health planning, and the development of low-cost delivery systems which have direct measurable effects upon improved physical status and employment in developing countries.

The trend to improve the status of women preceded the WID October Conference. It is much too early to ascertain whether the Conference has had a direct impact on field programming. In our view, the Conference did result in increased sensitivity on the part of Agency health personnel to the issues.

Agency for International Development, Office of the Administrator, A/AID/WID

SUMMARY PROFILE

Conference Accountability System, Women in Development

	A		B		C		D		E		F		G		H		I	
	Yes	No																
Africa	7	6	11	2	9	4	8	4	8	4	8	5	11	2	11	2	8	4
Asia	3	3	5	1	5	1	3	3	4	2	5	1	6	—	5	1	5	1
Latin America	5	10	10	5	7	8	5	9	11	4	9	6	9	6	11	4	9	6
Near East	4	2	4	2	4	2	2	4	5	1	5	1	4	2	4	2	6	—
Others	—	2	—	2	—	2	—	2	—	2	—	2	—	2	—	2	—	2
	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
	19	23	30	12	25	17	18	22	28	13	27	15	30	12	31	11	28	13

A/AID/WID 6-17-76 (COG).

I. Questions A through I used in State 109929:

A. Missions should suggest mechanisms which host governments could employ whereby women at local level as well as those in leadership positions would participate in defining agricultural problems that AID assistance would help solve.

B. Though recognizing that women have an important role in agriculture in LDCs, developers do not know enough about that role. Therefore, small, country-specific research projects are needed to learn more about the development role of rural women and how assistance projects might improve the productivity and situation of farm women.

C. Education and human resources workshop recommended that DAPs I, where target populations are defined and described, should be reviewed as a priority matter to determine whether data and analyses are adequate to identify problems in and opportunities for involvement of women as participants and beneficiaries in the development process.

Special factors impacting on women should be identified in this respect. Social analysis is of at least as much importance as economic analysis. Where mission personnel are not capable of in-depth social analysis, mission capacity should be strengthened by provision of necessary expertise.

D. The design of education programs and projects should provide for learning which results from structural processes and human relationships as well as from course matter content. Provision for this factor will be especially critical in projects which involve women's capability, will and opportunity to participate in development.

E. In the process of encouraging national planners to develop a nutrition strategy, USAIDs should (1) incorporate the issue of the role of women as providers and users of food in their continuing dialogue with planners and (2) encourage creation of representative LDC policy groups that would include women.

F. Nutrition and health training programs should incorporate material that includes an awareness of women's role and a self-awareness among women. More women should be trained in those areas which technical assistance programs traditionally reserve for men, such as food technology and post-harvest storage and marketing.

G. The rural development workshop concluded that the role of women in the rural areas should be seen as one part of the overall strategy for rural development to help small farmers and rural dwellers. Therefore, developers (i.e., missions) should provide for assessments to the role of both rural men and women in each country, region and locality that we are providing with assistance. Programs devised to improve the situation of women must be based on knowledge of skills required and amounts of time spent on different types of work. When the necessary analysis on the roles and tasks has been completed, we can look for ways (including the introduction of intermediate technologies) to increase the productivity of women, thereby providing them with more time to become involved in education, health care and other activities—with overall result improved level of living. Developers must learn what decisions are made by women, by men and by both together. This information is needed before effective development alternatives can be selected.

H. Rural development project design teams should include women so that plans developed to assist the rural poor include recognition of the role of women and give them the opportunity to exercise that role. Developers (i.e., missions) should encourage host governments to include rural poor, particularly women, in planning and implementation of rural development programs.

I. Total view of health and family planning relates to all other development sectors, population and health workshop concluded. Developers should involve women in population and health programs through various means including use of sector assessment, national census and official surveys and reports, since these instruments contain ready information that can help identify problem areas.

II. General Evaluation of Mission Resources

Generally, the responses show a steady increase in the number of program activities involving and/or benefiting women; a variety of approaches and strategies developed and employed by USAIDs adapted to their particular needs; positive attitudes on the part of host governments, many of whom have responded positively to the missions' concern as it relates to women's role in development. Collectively, the overall missions' experience reflects that the most effective intervention and most workable solutions to the issue of "Women in Development" are those developed by the mission in collaboration with the host governments to respond to specific developmental needs and priorities.

AFRICA

	A	B	C	D	E	F	G	H	I	Remarks
Benin	NR									
Cameroon	No	Yes	No	Yes	No	No	Yes	Yes	NR	In support of "POSITIVE" replies, the Mission cites active projects; negative replies not elaborated.
Chad	Yes									
Ethiopia	No	Mission has no specific projects planned for FY 77 or FY 78 which are aimed primarily at any of the recommendations. Mission's reply states that in absolute terms, USAID is compelled to reply in "NEGATIVE"; however, the elaborative rhetoric reflects that ongoing activities indicate some support of the recommendations.								
oz Ghana	No	Yes	Mission's answers reflect the extent to which those recommendations have been incorporated in programs rather than reflecting the extent of the effect the recommendations have had on injecting new thinking into Mission's decision-making process.							
Guinea	NR									
Ivory Coast	NR									
Kenya	No	Yes	Yes	No	No	Yes	Yes	Yes	No	Mission response provides additional elaborative rhetoric covering both "POSITIVE" and "NEGATIVE" replies.
Liberia	NR									
Mali	Yes	Yes	No	No	Yes	No	No	Yes	Yes	Mission response provides additional elaborative rhetoric covering both "POSITIVE" and "NEGATIVE" replies.
Maritania	Yes	Mission affirmative response reflects agreement rather than action-compliance.								

AFRICA

	A	B	C	D	E	F	G	H	I	Remarks
Niger	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Mission response provides additional elaborative rhetoric.
Nigeria	NR	NR	NR	NR	NR	NR	NR	NR	NR	
Senegal	Yes	No	Yes	Yes	Yes	No	Yes	Yes	Yes	The Mission, together with concerned GOS officials, has been giving considerable attention to women's role in economic, social, education and health activities. Work done so far has not specifically followed all the conference recommendations nor are the efforts underway necessarily results of AID Conference.
Sierra Leone	NR	NR	NR	NR	NR	NR	NR	NR	NR	
Sudan	NR	NR	NR	NR	NR	NR	NR	NR	NR	
Swaziland	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Meaning and program implications of question "D" not clear to the Mission. Other responses well supported.
12 Tanzania	No	Yes	No	No	No	No	Yes	No	No	Even though Mission responded in "NEGATIVE" to most of the questions in A through I, the real "status-quo" supported by Mission's additional comments is "POSITIVE." Host country is responding "POSITIVE" in areas where Mission responded in "NEGATIVE."
Upper Volta	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	In its message, Mission acknowledges that all "YES" responses are largely due more to initiatives of the GOUV than any influence of the Country Development Officer or other donors.
Zaire	Yes	Yes	Yes	NR	NR	Yes	Yes	Yes	No	Mission cites number of projects in support of positive responses.
	Yes-7 No-6	Yes-11 No-2	Yes-9 No-4	Yes-8 No-4	Yes-8 No-4	Yes-8 No-5	Yes-11 No-2	Yes-11 No-2	Yes-8 No-4	

NR—No response from the Mission or to the question.

ASIA

	A	B	C	D	E	F	G	H	I	Remarks
Bangladesh	No	Yes	Yes	No	No	Yes	Yes	No	Yes	Mission advises that none of the workshop recommendations directly provided basis for 1977 project, since they were received after planning was done. Projects for FY 78 still under consideration. Mission elaborates both "NEGATIVE" and "POSITIVE" replies.
India	NR									
Indonesia	No	No	Yes	No	Yes	Yes	Yes	Yes	Yes	Principles embodied in workshop recommendations have been applied in general way to Mission project development effort during the past year—result is that several new project proposals reflect intent of at least three of the recommendations.
Korea	Yes	Mission response provides additional elaborative rhetoric to all of its replies, reflecting that the USAID can and will continue to push for more active and meaningful participation by women in those activities in which the mission is involved.								
Nepal	Yes	Yes	No	No	No	No	Yes	Yes	Yes	In their response, Mission states that while HMG are beginning to promote more meaningful involvement of women in development, their experience to date would indicate that they prefer to keep the initiative in Nepalese hands. With this background, the extent to which workshop recommendations provide a basis for Mission efforts is reflected in the message.

ASIA

	A	B	C	D	E	F	G	H	I	Remarks
Pakistan	NR									
Philippines	No	Yes	Negative response in "A" supported by identification of host country body responsible for performance of functions described in "A."							
Sri Lanka	NR									
Thailand	Yes	Mission applauds AID/W efforts to provide mechanism to provide conference accountability, listing actions directed towards role of women in development which have emerged from their participation in October WID Conference (Bangkok 13683).								
	Yes-3 No-3	Yes-5 No-1	Yes-5 No-1	Yes-3 No-3	Yes-4 No-2	Yes-5 No-1	Yes-6 No-0	Yes-5 No-1	Yes-5 No-1	

73

LATIN AMERICA

	A	B	C	D	E	F	G	H	I	Remarks
Bolivia	NR									
Barbados	NR	No Mission								
Brazil	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Recommendations considered in context of where the Mission is developing new projects instead of phasing out.
Chile	No	Yes	No	No	Yes	Yes	Yes	Yes	No	Mission response provides additional elaborative rhetoric covering "POSITIVE" replies.
Colombia	No	Yes	Mission cites 10 projects in support of their reply.							

NR—No response from the Mission or to the question.

LATIN AMERICA	A	B	C	D	E	F	G	H	I	Remarks
Costa Rica	No	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Current and future USAID programs dealing with WID policy have not arisen out of conference recommendations but rather on a reflection of on-going (past 7 years) mission policy. However, conference results constitute a strong element of support to Mission initiatives. Also, they represent the first set of guidelines for USAIDs to follow in implementing new policy directives.
Dominican Republic	No	Yes	No	NR	Yes	Yes	No	Yes	Yes	
Ecuador	No									
El Salvador	Yes	Mission response provides additional elaborative to all of its replies.								
24 Guatemala (ROCAP)	No	No	No	No	Yes	No	No	No	No	ROCAP Programs support regional work through selected regional institutions and only indirectly deal with country-specific programs; consequently the replies NO. Reply YES for "E" is supported by recently approved regional Nutrition Project (595-065).
Guyana	No	Mission has not undertaken any new initiatives.								
Haiti	Yes	Mission responds "POSITIVE" to all questions.								
Honduras	No	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Mission supports its "POSITIVE" replies by citing projects.
Jamaica	NR									
Nicaragua	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Mission response provides additional elaborative rhetoric covering both "POSITIVE" and "NEGATIVE" replies.

LATIN AMERICA										Remarks
A	B	C	D	E	F	G	H	I		
Panama	No	No	Yes	No	Yes	Yes	Yes	Yes	Yes	Mission response provides additional elaborative rhetoric covering both "POSITIVE" and "NEGATIVE" replies.
Paraguay	NR	NR	NR	NR	NR	NR	NR	NR	NR	
Peru	No	No	No	No	No	No	No	No	No	Mission states that FY 77 program was submitted to AID/W prior to WID conference. Also, since the Mission staff already especially sensitive to role of women in development issue, conference recommendations did not directly provide basis for FY 78 programs or efforts. However, the conference has helped to increase existing sensitivity of Mission personnel to women's issues and to provide additional guidance to already planned programs.
Uruguay	Yes	Yes	No	No	No	No	No	Yes	No	Mission response provides additional elaborative rhetoric covering "POSITIVE" responses only.
	Yes-5 No-10	Yes-10 No-5	Yes-7 No-8	Yes-5 No-9	Yes-11 No-4	Yes-9 No-6	Yes-9 No-6	Yes-11 No-4	Yes-9 No-6	
NEAR EAST										Remarks
A	B	C	D	E	F	G	H	I		
Afghanistan	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Mission response provides additional elaborative remarks for some of its replies.
Egypt *	No	Yes	Yes	No	No	Yes	Yes	No	Yes	Mission provides elaborative remarks to all of its replies.
Jordan	NR	NR	NR	NR	NR	NR	NR	NR	NR	Mission states that current projects do not specifically address issue of insuring women's role in development.
Morocco	Yes	No	No	No	Yes	Yes	No	Yes	Yes	Mission response provides elaborative remarks to "POSITIVE" replies only.

NR—No response from the Mission or to the question.

NEAR EAST

Syria *

A	B	C	D	E	F	G	H	I
Yes	No	No	No	Yes	Yes	No	Yes	Yes

Remarks

Mission states that it is in total agreement with increasing role of women in development process and is making every effort to include such provisions where possible in each AID project, some of which are now beginning to get underway. However, because Mission's experience is still new, they are not yet as fully informed as they would have liked to be about the subject of women in development so as to better achieve the goal.

Tunisia

Yemen *

Yes	Yes	Yes	No	Yes	No	Yes	No	Yes
Yes								

Mission states that incorporating women into the development process is especially difficult in a society such as Yemen where women are still veiled. The "POSITIVE" replies should be viewed in this context.

Yes-4	Yes-4	Yes-4	Yes-2	Yes-5	Yes-5	Yes-4	Yes-4	Yes-6
No-2	No-2	No-2	No-4	No-1	No-1	No-2	No-2	No-0

OTHER

Portugal

A	B	C	D	E	F	G	H	I
No								

Remarks

Circumstances suggest subject best dealt with project by project.

Turkey

No								
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Mission advises that since it is no longer a principal post and no new funding is possible, it is unable to provide program proposals as requested.

Yes-0								
No-2								

*—Arab Republic of

NR—No response from the Mission or to the question.

ANNEX 5

PUBLICATIONS AND/OR ARTICLES ON FILE WITH THE WOMEN IN DEVELOPMENT OFFICE

Activities of the Specialized Agencies to Promote the Advancement of Women: Study on UNESCO Activities of Special Interest to Women, *UNESCO*, October 9, 1973

Address of *Mrs. Carmela Ovieda de Sarmiento* at International Women's Year Conference, 1975

The Adverse Impact of Development on Women, *Dr. Irene Tinker*, Paper presented at the AAAS Seminar on Women in Development, Mexico City, June 16-18, 1975

African Women, *ECA African Training and Research Center for Women*

AIFLD Special Women's Report, *American Institute for Free Labor Development*, 1975

An Appraisal of Rural Women in Tanzania, *D. R. Reynolds*, December 1975

The American Woman's Changing Role, *Lynn Skzyniear*, *The Christian Science Monitor*, January 30, 1976

Are Canadian Women Equal? *Canada Today*, Number 6, June 1975

The Asia Foundation's Work with Women, *the Asia Foundation*

Asian-American Free Labor Institute, mimeograph describing activities

Asian Trade Union Women Seminar on Population and National Development, Report, October 14-27, 1973, Manila, Philippines

Asian Women, Impact, April 1975 contains:

A New Chance for Rural Women, *Mary Lynn Hunley*

Part-Time Work on the Increase, *ILO Indonesia: Decisions Adopted by the Conference of the Bishops Committee for Socio-Economic Development*

Japan: My Experience with Young Women Factory Workers in Japan, *Miyoko Schiozawa*

Japan: Women Leaders Needed for Human Development in Rural Asia, from *CAA News*

Philippines: Moslem Women Meet Singapore: Job Hunting, from *New Q The Youth of Sri Lanka*

Taiwan: ASEDROC LRS Involvement in RCA Dormitory Reorganization

New Zealand: My Work with Maori Women, *Merimeri Penfold*

Mrs. Helvi Sipila Talks about International Women's Year

The Women in India, from *Swedish International Development Authority (SIDA) Research*

The Chinese Women Have Lifted Up Their Heads, *Helen P. Macinnis*

Women's Role in Society and Development in Indonesia, *Mrs. Yetty Rizali Noor*

The Role of Women in the Arab World, *Aziza Hussein*

The Changing Roles of Filipino Women and Men, *Leticia Shahani*

Women in Rural Areas, Group Report, *WFUNA ISMUN Summer School*

- Barriers to the Full Participation of Women in the Socialist Transformation of Tanzania**, *Marjorie J. Mbilinyi*, paper presented at the Agricultural Development Council Seminar on "Prospects for Growth in Rural Societies: With or Without Active Participation of Women," Princeton, New Jersey, December 2-4, 1974
- Beyond Family Planning**, *Bernard Berelson*, Family Planning Council
- Bill Moyers' Journal, International Report: Year of the Woman**, transcript of TV documentary
- Breast Feeding and Weaning Foods**, an annotated bibliography of recent publications, TA/N, *Agency for International Development (AID)*
- Briefing Paper for Women in Development Seminar, October 28-31, 1975**, *USAID/Uruguay*
- Campesinas y Comuneras: Subordinacion en la Sierra**, *Susan C. Bourque and Kay B. Warren*
- Changing Family Patterns in the Arab East**, *Edwin Terry Prothro and Lufty Najib Diab*, 1974
- The Changing Status of Women in Islamic Pakistan**, Paper prepared by *Lucy Helbock* under contract with USAID Pakistan, July 1975
- A Checklist for Action**, *IWY Secretariat*, United Nations, 1975
- A Comparison of Laws and Trends Affecting Women in India, China and Japan**, *Margaret L. Cormack*, prepared for the Western Conference of the Association for Asian Studies, San Diego, June 14-16, 1974
- Conceptual Overview of Rural Development**, *USAID Working Group on the Rural Poor*
- Congressional Symposium on International Women's Year**, May 14, 1975
- Contribution of Women to the Small Family Norm (Nepal)**, *Mrs. Chapala Pandey*
- Cultural Assumptions and Women's Roles in Development**, *Emmy Bartz Simmons*, paper prepared for the seminar on Women in Development sponsored by the Society for International Development, Abidjan, August 1974
- The Data Base for Discussion on the Interrelations Between the Integration of Women in Development, Their Situation and Population Factors in Africa**, Economic Commission for Africa, Regional Seminar on the Integration of Women in Development with Special Reference to Population Factors, Addis Ababa, June 3-7, 1974
- The Design of Rural Development: Lessons from Africa**, *Uma Lele*, 1975, The World Bank
- Economic Commission for Africa (ECA) Regional Seminars on "Integration of Women in Development"**, June 3-7, 1974, articles in the Ethiopian Herald
- The Education and Advancement of Women**, *Jacqueline Chabaud*, UNESCO, Paris, 1970
- Egypt Pushes Drive for Family Planning**, *Christian Science Monitor*, 4/23/74
- Employment and the Status of Women in Venezuela**, *Sylvana Zaia Massan and Michael Bamberger*, paper presented to the Eighth World Congress of the Committee on Family Research, International Sociological Association, August 1974
- Employment, Equity and Growth: Lessons from the Philippine Employment Mission**, *Gustav Ranis*, *International Labor Review*
- Family Planning: Improving Opportunities for Women**, *International Planned Parenthood Federation*, Spring 1974
- Family Planning, International Assistance**, *International Division of Planned Parenthood Federation of America*
- Female Labor Force Participation in Uruguay**, *Horacio Martorelli and Susan Watkins*, June 1975

- Field Structures in Family Planning—Appraisal and Search: "The Sialkot System," *Wajihuddin Ahmad*, Pakistan Family Planning Council, 1970
- First Steps, *Bennett Schiff*, The Inter-American Foundation
- Food and Agriculture Organization/UNFPA Seminar on Population Problems as Related to Food and Rural Development in the Near East, *FAO*, 1973
- Four Women: A Report From Indonesia, *Nancy Piet*. World Education Reports, Number 11, April 1976
- Full Employment of Women in Ethiopia, *Ethiopia Herald*, June 1, 1974
- Generating Employment and Output Through Rural Public Works, *Erik P. Eckholm*, 1974
- The Green Revolution and Employment, *Michael Cepede*, *International Labor Review*
- Growth of Rural Society with Active Participation of Women: A Strategy for Country Self-Evaluation and Program Building, *Jean Ritchie* and *Frances Brigham Johnson*, 1974
- Half of Humanity, *International Planned Parenthood Federation*, June 1975
- Have Women's Roles Been Overlooked in the "Population Explosion?" *Helvi Sipila*, UN Centre for Economic and Social Information, April 1974
- Human Resource Development Pre-Feasibility Study—Africa, April 3-May 7, 1974, *AID*
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PROGRESS REPORT
to
**MEMBERS OF THE SENIOR
OPERATIONS GROUP**

March 10, 1975

Agency for International Development
Department of State
Washington, D.C.

Section 113 requires that the U.S. bilateral development assistance programs authorized in "Sections 103 to 107 of the Act, be administered so as to give particular attention to those programs, projects, and activities which tend to integrate women into the national economies of foreign countries, thus improving their status and assisting the total development effort."

This Congressional mandate (the so-called Percy Amendment) is part of the increasing concern of the development assistance community and developing countries that women participate fully in the tasks and benefits of economic growth. As an example, the UN calls for integrating women in development in its strategy for the Second Development Decade.

PD 60 concludes that equal opportunity is basic to the developmental process of any country. Women are a vital human resource in the improvement of the quality of life in the developing world. In the home and community, and as producers of goods and services, they contribute directly to national social and economic progress. As potential child-bearers, they determine the pace of national population growth. As mothers and child-raisers, they have a direct influence upon children in their formative years and, thereby, influence the building of essential human resources for national and international development.

This is a progress report on AID's response to section 113.

I. Activities Related to Section 113 (Women in Development)

A. Initial Actions

1. PD 60—"Integration of Women into National Economies" distributed. Guidance airgrams prepared by PPC, the regional bureaus, PHA, and IT, and background material has been sent to the field.
2. Mechanisms have been created to insure that at every project review session attention is given to the issue of women in development.
3. Women in Development was on the agenda of the LA, Africa and East Asia Mission Director's Conference.
4. Each Assistant Administrator and appropriate Office Director has designated one or more persons to serve as coordinator for Women in Development. The function is usually located in the DP or Tech office.

B. Selected Inventory of A.I.D. Projects Related to Women in Development

1. Technical Assistance Bureau

The Report of the House Committee on Foreign Affairs calls for AID to collect and organize data on the widely divergent roles of women in developing countries. This is a necessary and important step which will be followed with interest. Although data gathering has not been confined to TAB, most of the major research activities have been sponsored by TAB in the area of education and human resource development. In the FY 75-76 project budget submission, the non-formal education statement emphasized the production of new knowledge.

The Non-Formal Education statement emphasized the production of new knowledge relevant to design and testing of learning components of integrated development approaches to problems of the rural poor, with special attention to enhancement of the role of women.

"... the problem centers around efforts to increase participation of women in development. We intend to support the development of a research data-base that will provide information on the best means for improving the role of women and women's groups as contributors to and participants in social and economic development."

Pending research proposals include: "Rural Women's Groups as Potential Change Agents," by Ms. Marion Misch and Dr. Joseph Margolin, "Innovative Non-Formal Education for Rural Women," by Dr. Lyra Srinivasan, "Education of Rural Women: The Feasibility of Alternative Approaches to Improved Productivity and Income Distribution," by Dr. John Badgley, and "Non-Formal Education for Rural Women in Kenya," by Ms. Coralie J. Turbitt.

The Office of Education and Human Resources is addressing key human resources development problems in the non-formal education program emphasis field, with special attention to (a) women, (b) illiterates, (c) the family and (d) factors of equity, income distribution, and employment, through active participation in support of field programs, mobilization of technical assistance resources and problem analysis.

Other research activities in TAB outside of the education area include: A seven country survey on the Roles of Women in Rural Development. Prepared by Development Alternatives, Inc., this survey covers Ghana, Kenya, Lesotho, Nigeria, Bolivia, Paraguay, and Peru. However, most of the country specific data has been done by the missions, notably the Dominican Republic, Ghana, Ethiopia, and Bolivia. Several nutrition projects are addressing the Percy Amendment.

Pregnancy and nursing women and pre-school age children are the priority groups of the AID nutrition strategy and program. Most project activities (whether nutrition education or food improvement) are directed at this group, although they do not specifically have the aim of greater participation by women in the development process.

In regard to nutrition projects, two activities (one under way and one planned for FY 1976), do, however, impact directly and specifically on women. (1) Underway is a project to determine and then test the best techniques for encouraging and assisting women to maintain a longer period of breast feeding. (2) Planned for FY 1976 is a project entitled "Improving Child Care" which AID proposes to have implemented by the Overseas Education Fund of the League of Women Voters. This project will do the following:

(a) identify the worldwide situation with regard to the problems of women aspiring to greater involvement in employment, education, and cultural life and denied more involvement due to their being tied down with child care.

(b) determine the degree and trend of child day care type programs.

(c) determine what types of "day care" models may be suitable for adapting to different countries.

(d) develop data on costs, legislation and other requirements for use by country planners in developing new programs.

(e) based on the results of the previous steps, consider cranking day-care type projects into AID country programs.

Senator Percy specifically refers to day care centers in LDCs as an activity AID should support.

Finally, TAB has issued internal guidance on research activities related to women in development.

2. Bureau for Population and Humanitarian Assistance

a. Private voluntary activities. The Advisory Committee on Voluntary Foreign Aid at its November 11, 1974 meeting unanimously adopted a resolution in support of the Administrator's Policy Determination on Women in Development. In this statement, the Committee resolves to "initiate joint continual exploration by the voluntary agency community and AID of innovative ways in which the policy objectives can be translated into action. To this end, the Committee proposes examination with voluntary agencies as to how they can best contribute to this goal. The Committee also will systematically and regularly review and evaluate progress in this area." In implementation of this resolution, the Advisory Committee has proposed sponsoring a small (10-12 person) work group to discuss PD-60 and PVO's some time in April. With PHA/PVC's active support and participation, the American Council of Voluntary Agencies for Foreign Service has constituted a Subcommittee on Women in Development under the Council's Development Assistance Committee.

To date, the following private and voluntary agencies have submitted proposals for DPG's which would have significant impact on women.

(a) Community Development Foundation (CDF): a key ingredient in CDF's approach is an active citizen's committee, which should be chosen by all the community people and be representative of a cross section of the population of the project area. Expanded training programs for women, and the exposure of others to the role which women have in development are priority concerns for CDF.

(b) International Eye Foundation (IEF) the programs of the IEF are intended to bring about change in the quality of life of women. Beyond being the beneficiaries of improved eye health care, women are active participants. The majority of those trained to be ophthalmic assistants are women. The IEF also involves women at the professional staff level and as ophthalmic technicians, nurses, and ophthalmologists.

(c) Coordination in Development, Inc. (CODEL): CODEL's member organizations will have many opportunities, in developing projects with their local counterparts, to see how women in the communities concerned can participate in a major way in the project activity or at least be major beneficiaries of the work.

(d) The Foundation for the Peoples of the South Pacific: the basic thrust of development assistance activities of this Foundation is the encouragement of the creation of local capacities. The Foundation is working with a wide variety of women's groups in Papua, New Guinea, Tonga, Fiji, in addition to Western Samoa, in the fields of leadership training, health, hygiene, family planning and handicrafts.

(e) World Vision Relief Organization (WVRO): as part of its basic philosophy of operation and concern for people as persons, WVRO is committed to recognizing, enhancing and increasing the role of women in its organization and in its programs. While specific numbers are difficult to determine, women are benefitting from WVRO programs in at least nine countries of Africa and Asia.

(f) Cooperative League of the USA (CLUSA): CLUSA has supported the involvement of women in international development and other international activities since its inception. The National Cooperative Union of India which CLUSA has assisted makes extensive use of women as instructors at the village and district levels in its national cooperative education program.

The Asia Foundation, which receives a general purpose grant from PHIA/PVC, has since its inception been actively supporting women's voluntary organizations and encouraging their efforts to gain a broad urban-rural base, to obtain organizational expertise, to define and carry out programs, and to exchange experience with sister agencies in other countries.

b. Population. In late 1974 all population grantees were advised of the requirements of PD-60 and asked to develop programs which would meet the mandate's requirements. The House Foreign Affairs Committee report refers to the right to exercise control over one's fertility. "Family Planning information, education and services should be available to women to allow them to exercise this right. Until women are viewed as more than child-bearers, until their status is improved so that other careers are open to them, and until their health and well being is given priority attention, economic development efforts will be retarded." The population activities are too numerous to list in this report, but a few of the projects allow for training and employment of women, thereby carrying out the wishes of the Committee that new careers be opened to them.

3. Bureau for Program and Policy Coordination

In PD-60, item No. 1 called upon PPC and others to institutionalize the concern for Women in Development throughout the Agency's programming processes from concept and design through implementation and final evaluation. To date, PPC has instructed project review officers in DPRE to consider the role of women in each loan or grant project now under consideration. The requirement that consideration be given to the role of or benefits to women is being included in the Project Handbook being drafted in PPC/DPRE. In the PBAR exercise, Women in Development will be an item under special concern; yet to be worked out is the criteria.

PD-60 called for encouraging international development institutions and other donors to give attention to Women in Development. PPC/IA has pursued a number of new initiatives vis-a-vis the international organizations. Some are highlighted here.

The 19th UNDP Governing Council session in New York, January 15-31, included an agenda item on "The Integration of Women in Development." AID prepared the USG position on this item, urging the UNDP by virtue of its developmental mandate and worldwide operational base to exercise a strong leadership role in this regard, including scrutiny of all UNDP officer positions and in expert positions in UNDP-funded projects, and concerted inputs to the activities of the International Women's Year, particularly regarding the integration of women in development.

In connection with PPC/IA responsibilities concerning the United Nations, UN International Women's Year (IWY) 1975 and the IWY Conference, and in light of the developmental thrust of the Conference, AID also drafted and finalized an AID grant of \$100,000 to the UN for preparatory work for the Conference.

Instructions have been sent to AID field representatives dealing with UNESCO and the other specialized agencies to assess progress in these organizations, and to encourage Percy Amendment initiatives there at every opportunity and especially in connection with the IWY.

In addition to Mr. Parker's initiatives on the subject at the October 1974 High Level Meeting of the DAC, AID had previously instructed the U.S. Representative to the DAC to ask that "Integration of Women in Development" be made the subject of a DAC meeting during the IWY. In a subsequent discussion of the DAC work program, it was agreed that a meeting on this subject would be placed on the DAC schedule for September, 1975.

The 18th session of the General Conference of UNESCO in November 1974 included an agenda item on UNESCO efforts to improve the status of women. AID participated in drafting the U.S. resolution, illustrative plan of action, position paper and talking points for the Conference on the integration of women in development, as well as an instruction cable to the U.S. Delegation concerning recommendations on this subject for further long-range courses of action by UNESCO. A resolution, incorporating the major points of the USG position, was subsequently adopted unanimously by the Conference.

4. Africa

The Africa Bureau sent the first comprehensive guidance airgram to the field and initiated the first task force under DP direction. A consultant was sent to Africa to advise Mission Directors on the implementation of Section 113. In Washington, questions regarding the implications of the amendment are regularly raised during the review of each African project and loan. Meanwhile, the field has been urged to consider such questions at the initial design stage, and AFR has offered to provide a special consultant upon request. The Ethiopian Mission has made Section 113 an integral part of its programming process by setting up a committee to determine how existing activities can be revised and new relevant activities introduced. The group, which includes Ethiopian women on the Mission's staff, has just completed an extensive analysis, *The Role of Women in Ethiopia's Development in Relation to the Percy Amendment* (copies available), that is being sent to the field as a model for programming.

In Kenya, the CARE-OPG Water Development Proposal will have a substantial impact on rural women and a forthcoming FY 1975 agricultural production loan with a large component focusing on the small holder. Two new FY 1976 projects affecting women are health management, designed to help implement an integrated health and family planning program throughout the rural sector; and agricultural planning to develop capacity to formulate policy and prepare projects intended to increase rural incomes and small holder production.

In Tanzania, new or existing projects with special components to improve the conditions of women or to include them in the development process are MCH training, a multi-donor effort to develop a comprehensive rural health delivery system; seed multiplication which includes a Tanzanian woman trained in the U.S. who will replace an expatriate; and the agricultural manpower training and farm production training projects under which women are to be included as participants.

In Senegal, two proposed activities in human resources and rural health, will address the poorest element of the rural population, including women.

In Niger, an integrated rural development project is being revised to include a non-formal education component to train girls as well as boys in rural poor areas.

In Botswana, Lesotho and Swaziland where out-migration of the male labor force to work in South Africa is very high, and where farm production is largely left up to the women, Ministry of Agricultural activities will directly and indirectly affect women.

In Ethiopia, while there are as yet no AID projects directed specifically at the development of women, there are special components of existing projects aimed at improving the condition of women or at including women in the development process such as the Ada District Development Project (includes home economic agents and limited credit for women).

AFR regional programs with special components that make women beneficiaries of or contributors to development are the continuing support of the Economic Commission for Africa and a new project "Accelerated Rural Learning." In addition, women are included in AID's partial financing of undergraduate and graduate levels, although their number—the selection rests with the host governments—is small in proportion to men. Lastly, a new FY 1976 project entitled "African Women in Development" is aimed to help women participate in economic development, especially in rural areas, and will include support of women's groups, formal or non-formal training in the Africa area or the United States, and provision of special consultants.

5. Latin America

A Committee of six persons in the Bureau was formed as a sounding board for new ideas on Women in Development. Since August, all proposed projects, and new and revised sector assessments are required to address the role of women. LA/MRSD/SCD has the responsibility to see that all projects do consider the integration of women. Members of the LA Bureau's working group help see that during DAEC's meeting, the issue is raised and efforts made to help improve the role of women.

The Overseas Education Fund (OEF) provided through its AID regional project a consultant to the Mission in Bolivia to help design a study on the role of women to be undertaken by a local institution. The Mission will use the study to review existing and proposed programs as necessary, to reflect a practical, feasible and definite strategy to promote Bolivian women's role in the country's development process. Other Missions have expressed interest in doing similar studies.

At the request of a local women's group in Paraguay, the Bureau is providing through the OEF contract some consultants and a speaker for a convention to be held as part of IWY. The Bureau funded a small project to provide an overall study of women in Peru, Chile and Brazil by an anthropologist with expertise on the role of women. The study is expected to be finished about April and will contain a list of local works on women.

Assistance by the OEF under the RIA Bureau's regional project has resulted in a local organization in Colombia researching the legal discrimination against women, devised an action plan to change the laws, and lobbied to pass the recent equal rights law for women in Colombia.

6. East Asia

The East Asia Bureau has established a committee and sent guidance airgrams to the field and also obtained by cable from each of the East Asia Missions information about the role and status of women as a basis for formulating Bureau policy and procedures. Significant activities include:

—financing under SEADAG auspices a conference to be held in Bangkok in April on the Role of Thai Women in Development. AID recommended to SEADAG and Seminar Planners procedures for making the seminar more meaningful for participants and more responsive to Agency and Thai/Mission needs.

—sending the Chairperson of the EA Working Group on Women in Development to Vietnam, Indonesia and the Philippines where he conferred with responsible Mission officials on their plans for implementing the Percy Amendment and PD-60 and briefed them on the EA Bureau's philosophy and approach to this mandate.

—conducting a study to identify institutions and organizations concerned with the participation of women in public health and population planning to develop a profile on the main characteristics of women in health such as marital status, level of education, work history, age, income, etc., to assess the extent to which women are involved in initiation, planning and administration of health programs and to stimulate and enhance the participation of women in the development process. A nurse is currently conducting the study; she is travelling in the Philippines, Laos, and Thailand.

—together with TAB is sponsoring a study by Dr. Marion Ruth Misch and Dr. Joseph B. Margolin of the Educational Policy Group of GW University in Korea and the Philippines wherein data is being collected on rural women's groups as potential change agents. This data will be analyzed to help understand the dynamics of the development function of women's groups as they contribute to national goals.

7. Near East South Asia

In Afghanistan, two distinctive projects relating to women have been undertaken.

The average health facility in that country has an all-male staff making health care an all-male prerogative. In rural areas of the country, women and children make up 15-19% of the entire patient load. The auxiliary nurse midwife (ANM) training project trains young rural women as ANMs in 18 months to return to live in their father's home as social custom requires and work in the village health clinic. Women are trained through this AID-assisted project and women are the beneficiaries of the health care. A third impact comes from Afghan girls bringing cash income into rural homes, changing their status within the family where cash is scarce. The fourth ANM class will graduate shortly; new U.S.-assisted training facilities will bring the graduates to 150 a year.

The rural primary school construction project, which has just been approved for Afghanistan, has more equitable distribution of educational opportunity among tribes and among boys and girls as one of the purposes. Those areas of the country which do not have school facilities above the third grade for girls will be given priority in new school construction. The two projects are thus inter-related.

The Yemen Arab Republic is sending its first woman participant to the U.S. this year. She is a cooperative official and is studying financial management.

An AID contract with the American University of Beirut provides professional training for 60 women participants from the Middle East and Africa this current year out of a total of 485 participants.

An example of new proposals pending approval is titled Rural Development-Siliana (Tunisia). That proposal includes sections on existing resources for women's activities in rural areas, an examination of women's role in agriculture and the economy, their role in planning for development and considers how women can have greater access to agricultural information and improvements as a result of project activity.

8. Office of Labor Affairs

O/LAB is the only unit in the Agency that has someone assigned full-time to Women in Development. O/LAB's women's program was underway for quite some time prior to the Percy Amendment. From its inception, this program placed a major emphasis on encouraging establishment of national commissions on women and/or women's bureaux in aid-recipient countries and has provided technical assistance in this regard for the past several years, as well as to other projects of benefit to women.

Insofar as progress in the matter of commissions or women's bureaux is concerned, as stated in item No. 4 of PD-60, the current status of O/LAB's projects is as follows.

Africa. The 3-phase program initiated with ECA by formal agreement in August 1973 will probably be completed in FY 1975, although it may continue through the first part of FY 1976. Among other things, technical assistance has been provided to some five or six English-speaking African countries in planning for establishment of commissions and/or women's bureaux. The first phase of the project consisted of international team visits to conduct seminars for this purpose; the reports and information gathered during these visits was used to provide basic information, preparatory papers and agenda for subsequent regional and sub-regional meetings held as Phase II. Phase III consists of consultant services to assist the interested countries in setting up their women's bureaux and/or commissions.

Asia. Activity with respect to technical assistance in similar areas is awaiting final action on the part of ESCAP, which meets in Bangkok soon. Included on the ESCAP agenda are recommendations from a meeting of member government representatives on the Integration of Women in Development that was held in Bangkok last May. This meeting's Plan of Action draws attention to the ECA women's program in Africa and recommends that it be used as a guideline for a similar program in the ESCAP region. The Plan also specifically recommends the establishment of national commissions or women's bureaux under appropriate national machinery.

Anticipating favorable action on the part of ESCAP to the proposals of the conference on the Integration of Women in Development, O/LAB's Women's Activities Advisor (who was a U.S. delegate to the Bangkok meeting) continues to stay in touch with those concerned with development of these proposals so that our Women's Program will be ready to participate with other donors to assist with its implementation if requested to do so.

Latin America. In its cooperative program with OAS to implement resolutions of the Fourth Conference of Labor Ministers, O/LAB's Women's Program continues to encourage establishment of women's bureaux and national commissions on the status of women. Planning for this project was underway prior to enactment of the Percy Amendment, but the first phase of a three-phase program began in November 1974 in response to requests from seven Latin American countries for technical assistance. An international team of two persons (representing AID and OAS) has recently completed visits to the seven countries concerned, where preliminary discussions on the subject were held with Labor and other women leaders, etc. Arrangements are now underway, in cooperation with the Inter-American Commission of the Women of the OAS, for a working seminar to be held this fall in Caracas, as the second phase of this project.

9. Participant Training

An increase in the number of female participants is one of the few activities that can be measured. An airgram on such a need was sent to the field. There has been a steady increase in the number of women sent for non-contract participant training to the U.S. The breakdown is as follows.

FY 1973 showed 4.5% women participants.
FY 1974 showed 7.3% women participants.
1st quarter of FY 1975 showed 11.0% women participants.
2nd quarter of FY 1975 showed 24.0% women participants.
1st half of FY 1975 showed 13.0% women participants.

In spite of the listing above, AIL is not trying to carry out this principle by means of supporting "women only" activities (although some projects for women are needed in the short range). The Office of the Coordinator is working with the various Offices and Bureaus to insure that every project in this Agency whether it be a rural electrification project, a wheat loan, or a training program for small farmers, takes into account the inclusion of women as beneficiaries and participants.

The Office of the Coordinator was not mentioned in PD-60. It was established in October 1974. The AID General Notice setting forth its function states that "The Coordinator for Women in Development is responsible for implementing the policy concepts expressed in the PD-60 and has the authority to plan and execute supportive activities in coordination with the Geographic Bureaus and Offices, such as: special studies and research projects to illuminate the role, status and contribution of women; support for the International Women's Year 1975; conferences; field reviews; and other activities to promote the understanding of women in development and to provide a focal point for Mission and AID/W information and guidance. The Coordinator will work with PPC to design reporting and monitoring requirements.

To this end, the Women in Development Coordinator has spent almost 50% of the intervening period responding to public requests for speeches, interviews, articles, attendance at conferences, etc. Because it is IWY, the Office is confronted with the pressure to respond with assistance to Organizations, public and other U.S. agencies, etc., to prepare for the event.

The Coordinator has met with every DP to identify projects where Women in Development should have significant input. Priorities include: food production, health and education, rural development. Members of the Women in Development staff try to be present at every DAP review and Project Review meeting in the Agency. The office is also trying to identify a talent bank of women and men who can provide expertise at the feasibility study—design, evaluation stage of projects in the field. The office is also working with AID training officers to develop more training and sensitizing programs, especially in the field.

This office initiated meetings with USDA to modify their extension officers program overseas to respond to the concern that agricultural extension services have not benefitted women. Similar coordination with HEW is planned.

An Advisory Committee has been formed at the Coordinator's initiative, composed of representatives from each Bureau and other interested parties to help screen proposals and determine priorities. There are at least 15 proposals awaiting response.

II. Issues/Problems

The excerpt below from an Africa Bureau memo best illustrates the constraints found everywhere.

Two major constraints have been encountered. One is the delicate matter of discussing the integration of women with certain host governments which at the top levels are reluctant to admit that more should be done. They respond that women increasingly are the beneficiaries of health services and training in nutrition and home economics despite the fact that an estimated 65% of all the food production in Africa is carried out by women generally in the subsistence and poorest levels of the economies, and that modernization including the migration of men to urban areas and the introduction of modern marketing practices has adversely affected women. The second constraint is that although there is mounting interest among women and at certain government levels, women need help in identifying their priorities and determining relevant courses of action. In some countries, even the women leaders will require assistance to articulate their needs and to propose the kinds of programs and activities to which government and private groups can respond.

Internal resistance stems from the hope that this is merely another faddish program which will fade away in time. Others resist under the mistaken notion that this is a U.S. women's interest, and AID is therefore guilty of cultural imperialism. Unfortunately, the case that women are vital to the success of development has not been documented. Finally, there are those who believe that women are benefitting, participating or suffering on an equal basis to men in developing countries and thus no special efforts are warranted.

Another problem is one of approach. AID does not offer a cookbook, but the Agency has issued considerable suggestions to the field. Yet it is not clear as to whether each PROP should simply include an impact statement or a women's component.

More criteria for determining whether Women in Development is adequately covered in a DAP, a Sector, and a Project must be forthcoming. Until further strategy is developed, it is difficult to determine research needs. Missions of course want more country-specific data on women, but frankly, we need to devote more attention to what we want future projects to contain before we can rush into a massive funding of research. But without data it is difficult to evaluate whether individual PROPs will reach women as a target group. We need to work out specific questions which will give us better economic and social indicators. Furthermore, more research projects should be carried out by the indigenous women themselves, and by local institutions. Until some of these issues are resolved, should a Spring Review be planned?

Making Women in Development an intrinsic part of all development assistance is what is required by the Congressional mandate, yet I suspect even Congress expects AID not only to integrate, but for reporting and evaluation purposes to segregate AID's assistance programs to women sufficiently to measure AID's response in terms of funds, numbers of women benefitted, results, etc. This is difficult to do without resorting to "women only" projects. Yet a way must be found to insure that in institutionalizing women in development there is a way to identify the results.

III. Conclusion

Women in development is almost a household word at the project review phase, although very much confined to an impact statement approach. More attention needs to be given to women in development at the design phase. Priority in approving all projects should be given to those proposals that have indicated a willingness and a capacity on the part of the host government to deal with women in development effectively. This should be clearly reflected in the proposal.

Thus far AID has addressed itself to every implementation item in PD-60. The speed and quality of the response varies, of course. The Percy Amendment Task Force Report recommendations in Part I are being implemented with one exception, and that is the recommendation relating to placing more AID women in meaningful overseas positions. Progress in that area has been delayed by the RIF. Part II of the Percy Amendment Task Force, dealing with major sectors, has not been totally addressed, however. Now that the entire report has been sent to the field to serve as background to PD-60, more specific instructions relating to sector planning will be developed and when appropriate, integrated in the total AID sector planning and strategy. AID has also addressed itself to the issues raised in the House Foreign Affairs Committee Report.

In summary, AID can cite positive examples of carrying out recommendations emanating from the amendment, but more time and work are needed before Women in Development is an accepted component of development thought and action.

ANNEX U

BRIEFING PAPERS

Resolution Submitted by the United States:

Item 10: The Integration of Women in the Development Process as Equal Partners with Men

Issues:

AID's Mandate to Integrate Women in Development

Impact Statement

Need for Research, Data Collection and Analysis

Review and Appraisal

Precedent Actions

BRIEFING PAPER

Issue: A.I.D.'s Mandate to Integrate Women in Development

In implementing the so-called Percy Amendment to the 1973 Foreign Assistance Act, the U.S. government is committed to administer all bilateral development assistance programs "so as to give particular attention to those programs, projects and activities which tend to integrate women into the national economies of foreign countries, thus improving their status and assisting in the total development effort." To insure that this mandate is implemented, AID has directed all its offices in Washington and all its missions overseas to institutionalize the conscious concern for women in development throughout the Agency's programming processes, from concept and design through review, implementation, and final evaluation. All AID development assistance plans, sector analyses and assessments, preliminary and final project papers and field submissions must contain a clear statement of how women in the developing countries will be involved in the development processes being analyzed and how the plan or proposal will use the capacities of women in the host country or benefit them. In the approval of plans and projects, strong preference is given to those which provide for effective utilization of women.

I.W.Y. Resolution to Fulfill the Goal of Integrating Women in Development:

The U.S. has submitted a resolution internationalizing the AID mandate as follows:

(The U.S. resolution) *recommends* that all organs of the United Nations Development System, specialized agencies, and other international technical and financial assistance programs and agencies:

a. give special attention to those development undertakings which have the greatest potential for integrating women in the development process;

b. incorporate in their development assistance plans, program and sector analyses and program documents an impact statement of how such proposed programs will affect women as participants and beneficiaries;

c. establish review and appraisal systems, as well as research, to serve in the design, implementation and evaluation of programs and to provide a means of measuring progress in the integration of women in the development process;

d. keep in mind the need to ensure that women are employed on the staffs, especially in technical and decision-making positions which govern the planning and implementation of these programs.

Invites all member governments and private organizations engaged in development programs to adopt the above recommendations in their programming processes.

BRIEFING PAPER

Issue: Impact Statement

An "impact statement" assesses the likely impact on women of proposed development programs. Requiring an impact statement for internationally financed development programs and "inviting" one for member countries' own programs is thus a means of encouraging program planners to put into practice the ideal of women's integration to which their governments have subscribed.

In part, the impact statement simply raises consciousness; it asks explicit consideration of women. But it should do more. It should be based on a sound analysis of women's actual needs and how programs propose to meet those needs. While impact statements could on occasion be reduced merely to superficial or *pro forma* discussions, they have proved a useful mechanism for stimulating greater real consideration of needs or problems in other fields, such as environment. Program planners already interested in promoting the integration of women in development have a supportive mandate; those who need a nudge are faced with the need to put pen to paper. An impact statement is particularly important in encouraging program planners to consider possible benefits (or problems) for women in programs whose primary or immediate purposes may seem fairly removed from women. For example, programs to promote literacy can be designed so the reading material provides particular information women need. Even water management or road projects can be designed bearing in mind that it is often the women who must fetch the water and carry the goods. Thus "impact statements" are only a way of seeing that programs designed to help the poor do reach the feminine half.

BRIEFING PAPER

Issue: Need for Research, Data Collection and Analysis

Inadequate research has been undertaken to define and determine the current role of women in development in the less developed countries—their values, responsibilities, problems, potentials and inequities. Systematic data collection, research and analysis is required for sufficient understanding of attitudes of and about women in the less developed countries and knowledge of traditional and present inequities, to provide guidance in the formulation of development policies and in the design, implementation and evaluation of programs.

While a good deal of research may have been done on the general development issues, very little has focused specifically on women, with their special problems and conditions. The prerequisite for assisting their integration and improving their status must be an adequate understanding of their current roles in relation to their families, communities and nations.

BRIEFING PAPER

Issue: Review and Appraisal

Review and appraisal is essential to show whether or not programs have served their intended purposes—whether they have in fact benefitted women. The odds of development programs' success are always affected by the many social, economic, political or other conditions over which program planners have little or no control. Rains fail, governments fall, dams give way, new disease strains crop up, and all affect programs. To improve program effectiveness, it is essential to sort out as well as possible how these external influences interfere with on-going programs and what aspects or parts of those programs that we can control serve most effectively despite the obstacles. Without adequate evaluation, we lack both a reliable picture on current program effectiveness, and guidance for the future.

Proper review and appraisal is not easy to accomplish, however. "Baseline" data must be collected against which to measure success and "results" data must be collected along the way, in situations where people are often unaccustomed to complicated counting, much less to recording the numbers, and where computers to process the data are few. Moreover, the statistical methods required to analyze the data are often very difficult to apply. Because of these difficulties, program planners must be enjoined to give review and appraisal high priority.

BRIEFING PAPER

Precedent Actions:

General Assembly Resolution 2626 (XXV) of 24 October 1970, which set forth the International Development Strategy for the Second United Nations Development Decade, and which included among its objectives the full integration of women in the total development effort.

Resolutions 3010 (XXVII) of 18 December 1972 and 3275 (XXIX) of 10 December 1974, in which the General Assembly proclaimed that International Women's Year 1975 should be devoted to intensified action, *inter alia*, to ensure the full integration of women in the total development effort.

General Assembly Resolution 3342 (XXIX) which calls upon the UN system to provide increased assistance to those programs, projects and activities which will encourage and promote the further integration of women into national, regional and interregional economic development activities; and recommends to all organizations concerned within the UN system to review their work and personnel programs in order to assess their impact on the further participation of women in development.

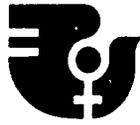
UN World Population Conference Resolution XII, which requests UN organs and the specialized agencies to give special consideration to the impact of development efforts and programs on the improvement of the status of women, especially in connection with the review and appraisal of the Strategy for the Second UN Development Decade and in the deliberations of the special session of the General Assembly in 1975.

UN World Food Conference Resolutions II, V and VIII, which urge priority consideration of women in every stage of the design, planning, implementation and evaluation of development programs and projects.

19th Session of the UNDP which requests that the integration of women in development should be a continuing consideration in the formulation, design and implementation of the projects and programs of the UNDP.

ECOSOC resolution 1942 (LVIII) of May 6, 1975, which requests that UN bodies pay particular attention to the evolving status of women, keeping in mind the mutual interaction among population factors, social and economic development and the status of women, and which calls for monitoring of the progress of short-term and long-term programs.

UNESCO Resolution 16, adopted November 18, 1974, which invited the Director General to establish standards in collaboration with other UN organizations for the collection and reporting of data on the role and status of women.



Delegation of the United States of America

June 25, 1975

For Immediate Release

Statement by Patricia Hutar, Head
U.S. Delegation to the World Conference
for International Women's Year

PRESS BRIEFING

Good morning ladies and gentlemen.

Yesterday, the United States Delegation submitted four resolutions to the Conference relating to education, self-help, employment of women in the United Nations, and the one we are highlighting today at this press briefing—women in development.

The major obstacles to development can hardly be overcome without the full participation of women. This was a message that was expressed by the Third World women who participated in a panel moderated by Senator Charles Percy on Monday at the Tribune. Most of the United Nations Second Development Decade goals are related to issues of particular concern to women: nutrition, health, population, education, high production levels, and a more equitable distribution of income and wealth.

From my experience as the United States Delegate to a women in development conference held in Africa, I found that the tasks that rural women are expected to perform are:

- a) To eliminate malnutrition from her family, through increasing the output and diversification of food crops on the farm, and to improve the value of food on the family table. Agricultural extension services, loans and marketing assistance do not reach her. As you may know, African women are responsible for 60-80 percent of the agriculture work.
- b) To supply the family fuel and water as well as convey farm produce to market. There are a few portage devices to help her or programs to bring water and fuel within her reach.

c) To store and process food for hungry seasons because of lack of knowledge, her methods often remain primitive.

d) To take complete responsibility for the economic and social welfare of the family, and for the management of the farm as well, in cases where her husband is absent or dead she has little or no training for this task.

The United States is now putting into action the principles of the resolution presented to the World Conference through our own bilateral assistance programs. We recognize, however, that our efforts are only a small part of the world-wide development effort. This effort must be embraced by the other nations of the world to be truly effective. Thus, the US Delegation introduced a women in development resolution calling for: 1) the incorporation of criteria to assure that projects will have a positive effect on women, 2) ment programs, 3) evaluation to assure that women will get an equal part of the development programs, 3. evaluation to assure that intended results are realized, and 4) research to help us understand what is necessary to make programs work for women.

This resolution sets forth management tools for the integration of women in development. Management tools by themselves are not enough. In the end, it is the people that make a program go. Therefore, the last part of our resolution calls upon all organs of the United Nations to employ women in the decision-making positions in the development process.

The Women in Development resolution is a common bond between the developed and the developing nations.

We believe that the concepts embodied in this resolution transcends cultural differences and political ideologies and will ensure the full participation by women in development.



BOLETIN ESPECIAL

Delegation of the United States of America

WORLD CONFERENCE OF INTERNATIONAL WOMEN'S YEAR

Item 10: The Integration of Women in the Development Process as Equal Partners with Men

Submitted by the United States

Recalling that the General Assembly Resolution 2626 (XXV) of 24 October 1970, set forth the International Development Strategy for the Second United Nations Development Decade, which included among its objectives the full integration of women in the total development effort.

Recalling also that in resolutions 3010 (XXVII) of 18 December 1972 and 3275 (XXIX) of 10 December 1974, the General Assembly proclaimed that International Women's Year 1975 should be devoted to intensified action, *inter alia*, to ensure the full integration of women in the total development effort.

Recalling further that General Assembly Resolution 3342 (XXIX) calls upon the United Nations system to provide increased assistance to those programs, projects and activities which will encourage and promote the further integration of women into national, regional and interregional economic development activities; and recommends to all organizations concerned within the United Nations system to review their work and personnel programs in order to assess their impact on the further participation of women in development.

Noting that United Nations World Population Conference Resolution XII requests United Nations organs and the specialized agencies to give special consideration to the impact of development efforts and programs on the improvement of the status of women, especially in connection with the review and appraisal of the Strategy for the Second United Nations Development Decade and in the deliberations of the special session of the General Assembly in 1975.

Noting also that United Nations World Food Conference Resolutions II, V and VIII urge priority consideration of women in every stage of the design, planning, implementation and evaluation of development programs and projects.

Noting further that the Governing Council of the United Nations Development Programme at its nineteenth session requests that the integration of women in development should be a continuing consideration in the formulation, design and implementation of the projects and programs of the United Nations Development Programme.

Bearing in mind that the Economic and Social Council resolution 1942 (LVIII) of May 6, 1975 requests United Nations bodies to pay particular attention to the evolving status of women, keeping in mind the mutual interaction among population factors, social and economic development and the status of women, and calls for monitoring of the progress of short-term and long-term programs.

Bearing in mind also that the recent resolutions and actions of United Nations specialized agencies are designed to further the integration of women in development.

Recommends that all organs of the United Nations development system, specialized agencies, and other international technical and financial assistance programs and agencies:

- a. give special attention to those development undertakings which have the greatest potential for integrating women in the development process;
- b. incorporate in their development assistance plans, program and sector analyses and program documents an impact statement of how such proposed programs will effect women as participants and beneficiaries;
- c. establish review and appraisal systems, as well as research, to serve in the design, implementation and evaluation of programs and to provide a means of measuring progress in the integration of women in the development process;
- d. keep in mind the need to ensure that women are employed on the staffs, especially in technical and decision-making positions which govern the planning and implementation of these programs.

Invites all member governments and private organizations engaged in development programs to adopt the above recommendations in their programming processes.

BACKGROUND PAPER ON U.S. INITIATIVE WOMEN IN DEVELOPMENT

The integration of women in development concepts should be transformed from mere resolutions to action plans of implementation. Based on the U.S. experience thus far, we have something to contribute to making this a reality, for we have achieved the following:

We have influenced the UNDP to move in the direction of providing a mechanism to implement their own resolutions.

We have influenced the FAO, the World Bank and WHO to do the same.

And, in implementing the so-called Percy Amendment, the U.S. government has assumed the responsibility that all bilateral development assistance programs "be administered so as to give particular attention to those programs, projects, and activities which tend to integrate women into the national economies of foreign countries, thus improving their status and assisting in the total development effort."

The above policy rests on the following tenets adhered to by AID:

Inclusion of women in development must be a conscious concern. Equity and equal opportunity are basic to the developmental process of any country.

Women are a vital human resource in the improvement of the quality of life in the developing world.

To insure that these tenets are implemented, AID has directed all its offices and missions in Washington and abroad to institutionalize the conscious concern for women in development throughout the Agency's programming processes, from concept and design through review, implementation, and final evaluation. All AID development assistance plans, sector analyses and assessments, preliminary and final project papers and field submissions must contain a clear statement of how women in the developing countries will be involved in the development processes being analyzed and how the plan or proposal will use the capacities of women in the host country or benefit them. In the approval of plans and projects, strong preference is given to those which provide for effective utilization of women.

Finally, and more importantly, AID is not trying to carry out this principle by means of supporting "women only" activities (although some projects for women are needed in the short range). Every project in AID, whether it be a rural electrification project, a wheat loan or a training program for small farmers, must take into account the inclusion of women as beneficiaries and participants.

We really want to underscore affirmative action to implement the host of resolutions that call for the integration of women in development.

Specifically, our focus should be:

1. to strengthen the World Plan of Action not only to reflect some of the creative ideas developed by the Consultative Committee, but also to insure that the accomplishments at Rome and Bucharest are incorporated in what final course of action is decided here in Mexico. Cited below are some of the ideas drawn from actions at Rome and Bucharest and the Consultative Committee Report.

Women in Development:

—equal rights and responsibilities for women and men in all areas of society: formal and non-formal education, training, employment, family planning, social services and medical care, special nutritious foods for mothers and children and other forms of assistance in food production and agricultural technology, credit, etc.: WPA No. 32(b) and Resolutions IV and XIIIn and World Food Resolutions VIII (2, 3 and 4).

—several representatives at the Consultative Committee expressed the opinion that in the efforts to achieve equality between men and women, priority must be given to measures to alleviate problems of women in the developing countries, and to the status of those women who were worse off with regard to education, training, employment and income and who were also lacking in influence in society (E/CONF.666/BP/18).

--at the Consultative Committee it was suggested that the problems be classified in two broad categories. The second category would involve specific problems regarding the primary survival needs of women and the immediate needs that were necessary to improve existing conditions. This second category involved problems of a most urgent nature facing the greater majority of people in the world. It included matters that required a different approach and could, if tackled properly, allow for more immediate and speedy improvements. In this category were problems of health care, food shortage, overpopulation, illiteracy and the like. Their solution clearly should be a priority in the Plan of Action (E/CONF.66/BP/18).

--women's inclusion on an equal basis with men in decision-making and policy making, and all administrative processes of governmental and developmental machinery: Population WPA No. 14(h) and World Food Resolution VIII (1).

—consideration of women in every stage of design, planning, implementing and evaluating of development programs and projects. Also review of criteria for financial, technical and other international and bilateral assistance to give greater importance to social criteria and if necessary, improve the technical and administrative capacity for implementing these measures: Population WPA No. 14(h); Food Resolution II (5).

—governments consider key role of women in development and take steps to improve their nutrition, education levels and working conditions: Food Resolution V (6).

—facilitate the integration with measures ensuring that family responsibilities are fully shared by both partners: Population WPA No. 14(h).

—associate whenever practicable, non-government organizations, nutrition-related programs with those of government-assisted food, nutrition, education and feeding programs for the most vulnerable groups: Food Resolution (15).

“Personhood”

In all of the above, and their enlarged interpretation regarding all types of developmental programs of government, international or bilateral assistance to social and economic development, the current and potential energy, intellectual talent and ability of women should be a key focus. Women’s individual development is integral to the development process as well as a result of opportunities created by development. This is recognized in Resolution VIII (4) of the World Food Conference and in Population WPA No. 15(e).

Our focus should also be:

2. to insure that in all development efforts undertaken domestically, bilaterally and multilaterally, there is contained where applicable an impact statement on how women will benefit and participate (although “where applicable” could become an escape hatch, unless the burden of proof is shifted to demonstrate when it is not applicable).

And, we can cite also a UNDP report written by Esther Boserup which also calls for such a checklist on participation of women in development.

3. to promote a review and appraisal system which could draw upon the information contained in such an impact statement/checklist on participation of women in development.

4. to strive for a principle that in a proposed project (all things being equal), priority attention (i.e., funding) should be given to the development projects which adhere to the above.