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TESTIMONY OF

M. PETER MCPHERSON

ADMINISTRATOR
AGENCY FOR INTERNATIONAL DEVELOPMENT

BEFORE THE
SENATE FOREIGN RELATIONS COMMITTEE
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I WOULD LIKE TO THANK THE COMMITTEE FOR THE OPPORTUNITY TO DISCUSS THE IMPLEMENTATION OF SEC. 113 OF THE FOREIGN ASSISTANCE ACT - THE INTEGRATION OF WOMEN IN DEVELOPMENT AT A.I.D.

THE ISSUE HAS BEEN A PRIORITY ONE FOR ME -- FOR THE AGENCY FOR INTERNATIONAL DEVELOPMENT -- AND FOR THE ENTIRE INTERNATIONAL DEVELOPMENT COMMUNITY.

OVER THE PAST THREE AND A HALF YEARS, A.I.D. HAS MADE CRITICAL AND SUCCESSFUL -- DECISIONS TO INTEGRATE WOMEN INTO ALL OF ITS DEVELOPMENT PROGRAMS. WE HAVE SOME IMPORTANT ACHIEVEMENTS OVER THESE PAST FEW YEARS. LET ME TELL YOU ABOUT THEM.

FIRST -- WE AUTHORED THE FIRST WOMEN IN DEVELOPMENT POLICY PAPER. THIS POLICY PAPER DETAILS HOW WOMEN WILL BE INTEGRATED INTO ALL OF THE AGENCY'S PROGRAMS AND PROJECTS -- AND OFFERS BENCHMARKS TO MEASURE THIS INTEGRATION.

SECOND -- WE HAVE PROVIDED TECHNICAL ASSISTANCE TO MISSIONS AND A.I.D. OFFICES AND BUREAUS TO HELP ACCOMPLISH

THESE GOALS. FOR EXAMPLE, IN THE PAST YEARS,

-- THE WID STAFF HAS PROVIDED TECHNICAL ASSISTANCE TO OVER 20 USAID MISSIONS FOR PORTFOLIO REVIEW, PROJECT DESIGN AND EVALUATION;

-- THERE HAVE BEEN MORE THAN 50 TECHNICAL ASSISTANCE INTERVENTIONS TO OVER 30 MISSIONS USING PVOs, TITLE XII CONSORTIA, AND OTHER DEVELOPMENT INSTITUTIONS.

THIRD -- WITHIN THE LAST YEAR, WE'VE TRAINED 45 SENIOR LEVEL A.I.D. PERSONNEL ON WOMEN IN DEVELOPMENT ISSUES USING THE HARVARD INSTITUTE FOR INTERNATIONAL DEVELOPMENT'S TRAINING WORKSHOPS. WE BELIEVE THE ONLY WAY THE PERCY AMENDMENT CAN BE INSTITUTIONALIZED IS TO TRAIN OUR OWN PEOPLE ON HOW WOMEN ARE CRITICAL TO THE DEVELOPMENT PROCESS. WE INTEND TO CONTINUE THESE TRAINING WORKSHOPS BOTH FOR WASHINGTON AND USAID MISSION PERSONNEL.

FOURTH -- THE OFFICE HAS FUNDED A FIVE YEAR RESEARCH PROJECT THAT PROVIDES GENDER DISAGGREGATED, DEMOGRAPHIC DATA AND ANALYSIS FOR 120 DEVELOPING

COUNTRIES. NO OTHER SUCH EFFORT EXISTS.

FIFTH -- IN THE PAST THREE YEARS, THE OFFICE OF WOMEN IN DEVELOPMENT HAS SPENT OVER \$7 MILLION TO SUPPORT PROJECTS THAT SPECIFICALLY BENEFIT WOMEN. THESE PROJECTS ADDRESSED:

- INCREASED EMPLOYMENT IN THE PRIVATE SECTOR
- MANAGEMENT TRAINING
- EDUCATION AND SKILLS TRAINING
- CREDIT AND TECHNICAL ASSISTANCE
- AGRICULTURAL DEVELOPMENT, AND
- TECHNOLOGY TRANSFER

AND SIXTH-- FOR THE THREE YEAR PERIOD, FY 80, 81, AND 82, THE AGENCY SPENT OVER \$120 MILLION TO SUPPORT PROGRAMS WHICH INCLUDED WOMEN IN LARGER, ON-GOING AGENCY PROJECTS. WE ANTICIPATE THIS FIGURE INCREASING FOR THE PERIOD 1982-1984. WE WILL PROVIDE MORE SPECIFIC INFORMATION IN THE 1984 REPORT TO CONGRESS DUE THIS COMING DECEMBER.

MR. CHAIRMAN, A.I.D. SUPPORTS THE LANGUAGE IN THE PERCY AMENDMENT. IN RESPONSE TO THIS LANGUAGE, I'M PERSONALLY VERY PROUD OF OUR WOMEN IN DEVELOPMENT POLICY PAPER. WE NOW HAVE A WRITTEN FRAMEWORK TO GUIDE US IN DEVELOPING MECHANISMS TO

INCLUDE WOMEN IN ALL OF OUR DEVELOPMENT EFFORTS.

EFFECTIVE IMPLEMENTATION OF A.I.D.'S WOMEN IN DEVELOPMENT POLICY DEPENDS ON ITS INTEGRATION THROUGHOUT THE AGENCY'S PORTFOLIO. THIS IS BEING ACCOMPLISHED BY:

FIRST -- DISAGGREGATING BY SEX ALL DATA COLLECTED FOR A.I.D.'S COUNTRY STRATEGY FORMULATION, PROJECT IDENTIFICATION AND PROJECT DESIGN DOCUMENTS;

SECOND -- EXPLICITLY DESCRIBING IN THESE SAME DOCUMENTS STRATEGIES TO INCLUDE WOMEN IN THE DEVELOPMENT EFFORT;

THIRD -- INTRODUCING GENDER DISTINCTIONS IN THE TERMINOLOGY EMPLOYED IN ALL OF A.I.D.'S PROGRAM AND PROJECT DOCUMENTS IN ORDER TO DEFINE MORE PRECISELY THE SOCIO-ECONOMIC CONTEXT AND IMPACT OF A.I.D.'S WORK.

I KNOW, AND I CONTINUE TO EMPHASIZE THAT THE OVERALL RESPONSIBILITY FOR IMPLEMENTING THE WOMEN IN DEVELOPMENT POLICY RESTS WITH ALL OF A.I.D.'S OFFICES - AT ALL LEVELS OF DECISION MAKING.

IMPLEMENTATION OF THIS POLICY IS AN IMPORTANT QUALITATIVE

ASPECT OF A.I.D.'S OVERALL PROGRAM, ONE WHICH IS CRUCIAL TO THE ACHIEVEMENT OF AGENCY GOALS. IT CANNOT BE ADEQUATELY ADDRESSED IN ANY ONE SECTOR, OR BY ANY ONE OFFICE.

LET ME NOW TELL YOU ABOUT SOME OF OUR CURRENT INITIATIVES.

Implementation of any policy is a most difficult and challenging process. However, we are using two approaches:

--The first approach addresses the mechanisms the Agency uses to develop and implement its policies.

--The second approach concerns A.I.D. support for projects that are designed to directly benefit women.

Let me discuss our first approach to institutionalize the women in development policy.

First, the Women in Development Office, reviews Country Development Strategy Statements (CDSSs) to ensure that they:

- o describe strategies to involve women;
- o identify benefits and impediments to women;
- o provide benchmarks to measure women's participation.

Second, we continue to stress the importance of identifying women's concerns at the project design stage.

- o For example, in a project that seeks to raise the

productivity of small farmers, we stress the role of women in all stages of the agricultural production cycle -- including harvesting, processing and marketing.

A third initiative is the provision of tools and information to AID senior staff regarding women and development issues.

o As mentioned earlier, AID is supporting a series of training workshops for AID senior staff. The participants review and discuss case studies of actual AID field projects in sectors of special importance to women and development: agriculture, income generation, irrigation and small-enterprise development:

- this training process provides participants with a set of analytical and conceptual tools for incorporating women in development policies, programs and projects.

Fourth, we're providing technical assistance to our Missions so that they can more effectively translate the policy into ongoing projects.

o To this end, we are supporting an organization to

provide technical assistance to Missions in project design and portfolio review in the area of income-generation and employment for low-income women. Efforts such as these can have a direct and sustained effect on the capabilities of our field staff.

For the second approach, we are supporting projects that directly benefit women.

o A first important area of intervention is education and training. Our activities include:

- technical assistance for formal and non-formal education programs geared to girls and women;
- development and distribution of instruction materials;
- participation of women in AID-sponsored training, both overseas and in the U.S.

--For example, through grants to two non-profit organizations, the Office of Women and Development has trained over 50 mid-to-senior level, private and public sector third world women in graduate management and financial courses. The women will return to their own countries with important skills to help programs

at the local and village levels.

Second, women's access to work and income is crucial to their full integration into the economies of their countries,

- o In conjunction with the Bureau for Private Enterprise, the Office of Women and Development is supporting Women's World Banking - a program designed to assist low-income women primarily through the generation of income and jobs. This institution operates through a series of host-country affiliates which provide guarantees to banks to facilitate commercial loans to women-owned or run small businesses. Women's World Banking is currently working in 13 countries.

- o The Office of Women in Development is funding research addressing questions related to women's role in food processing, marketing and nutrition.

Improving women's access to resources such as credit, which can translate into increased income, is a third area of intervention.

- o The WID Office has provided funds to a non-profit

organization to conduct a study of female applicants to an AID housing project. The study showed that over 40% of all applicants were female heads of households and too poor to qualify for the project's credit program. This major aid project is being redesigned to take into account the special needs of women borrowers.

o In Peru, AID's rural enterprise credit program played an important role in changing the policy of the Industrial Bank of Peru from the support of medium- and large-scale enterprises to small businesses which directly affected women's access to credit. Prior to this change, small enterprises had a difficult time acquiring needed credit.

A fourth area of concern is women's limited access to services, such as health and childcare.

o At the request of USAID/Haiti, PPC/WID funded a study to examine the condition of factory workers, a majority of whom are women. This study demonstrates the need to incorporate women into the urban development strategy of the Mission. As a result of this study, a project is being designed to deliver training, credit and other services to factory women.

Our women in development mandate is also being implemented through the Title XII Universities whose programs are designed to extend technical assistance in the agricultural sector.

o The Women in Development Office has funded the South-East Consortium for International Development and the Consortium for International Development, to provide technical assistance to on-going AID projects in Asia and Africa. These activities have also established the basis for a cooperative effort between the WID Office and BIFAD.

Mr. Chairman, AID has completed a decade of implementing the "women in development" mandate. Our testimony today has highlighted some of our efforts.

As we look beyond the decade we realize how much work remains to be done.

- o We will continue implementing the Agency's policy paper
- o We will continue to assist the Agency's policy makers and practitioners to integrate women into the Agency's total portfolio.
- o We will continue to design and implement projects that directly address women's specific needs.
- o We will continue workshops to train AID personnel, as well as others involved in the development process.
- o We will continue our present efforts to evaluate specific projects to better understand their impact on women. To this end, the evaluation of the role of women in development projects will be an important new initiative for the Agency in 1984.

As I mentioned earlier, integrating women in AID programs, is a

priority issue of mine. We will continue our efforts to meet the spirit of the language you authored 10 years ago. There is no longer any doubt that the very pace of development - and the quality of its outcome - depends upon the degree to which women and girls are included in the development process. It has been a challenge, Mr. Chairman, but one which I personally believe in - and one which AID will continue to support.

Thank you Mr. Chairman.....