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WOMEN IN DEVELOPMENT

A REPORT TO CONGRESS BY THE
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT



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FOREWORD BY THE ADMINISTRATOR

On behalf of the U.S. Agency for International Development (A.I.D.), I am proud to share with you the Agency's Report to Congress on Women in Development (WID) for Fiscal Year 1989 through Fiscal Year 1990. This report is a record of strategic action and accomplishment. Through staff training, technical assistance, applied research, and information support, gender analysis has become a vital analytic tool in the design of our development activities. This and our stated commitment to women in development has enabled more women from developing countries to participate in A.I.D. programs and projects; to access A.I.D. supported resources, skills, and training; and to benefit from programs which now address their particular needs, constraints, and opportunities. This participation has contributed to the positive impact and sustainability of A.I.D. efforts.

Today, the involvement of women in the development process is recognized as a critical factor in achieving broad-based, sustainable economic growth. In 1985, the foreword to the A.I.D. Report on the First Decade of Women in Development, stated that, "Our goal for the future is to integrate WID into every Bureau and Mission of this Agency not just as a legitimate issue, for A.I.D. Policy makes it such, but as a development tool with its own set of specialized skills, techniques, and methodologies." A.I.D. has made significant advances toward the goal of full integration of gender issues into its development efforts.

Our progress is substantial, but many challenges remain. The two most immediate challenges are in the areas of evaluation and training. Integrating gender into the Agency-wide effort to strengthen

systems for performance monitoring and impact evaluation is essential as A.I.D. strives toward better accountability and development results.

A.I.D. is committed to sustaining and strengthening the process of institutionalization of women in development within its Missions and Bureaus. Our staff capabilities in gender analysis must be maintained and enhanced to this end. Growth in the numbers of women participant trainees must be sustained. Analytic approaches to relate gender to policy initiatives also must be pursued aggressively to keep pace with rapid change in our Agency. Definition and commitment to the integration of gender issues in sectoral programs will continue. Another challenge before us is to strengthen and expand our collaboration with other institutions through partnerships with universities, non-governmental organizations, and other institutions which emphasize the full integration of women into the economies of developing nations.

We recognize more challenges ahead as we work to achieve the full integration of women in development and the wider goal of enabling people to make choices and improve their lives. Our record is one of achievement and commitment. We will strive to sustain and build on that record.



Ronald W. Roskens

REPORT TO CONGRESS EXECUTIVE SUMMARY



Today, the involvement of women in the development process is recognized as a critical factor in achieving broad-based sustainable economic growth. The contributions that women make to productivity, food security, and social well-being are increasingly viewed as indispensable in meeting development objectives.

The U.S. Agency for International Development (A.I.D.) has taken significant steps to strengthen its capacity to address gender issues on a continuing and comprehensive basis. The FY 1989 and FY 1990 Report to Congress on Women in Development highlights two years of this substantive achievement.

A.I.D. emphasizes the integration of women into the mainstream of development assistance. As a result the Agency has moved away from a focus on women-specific projects and has emphasized maximizing women's access to and control over resources, skills, and benefits which development programs offer.

The FY 1987 and 1988 Report to Congress outlined A. I. D.'s comprehensive strategy to address the critical need for considering gender in all its systems and procedures. Efforts in FY 1989 and FY 1990 focused on three areas:

- integration of gender considerations into design and implementation activities in four priority sectors: agriculture, private enterprise, education, and environment and natural resources;
- institutionalization of women in development concerns through development of action plans, establishment of WID working groups, selection of WID officers, design and delivery of training programs, and information dissemination; and,
- creation and management of a matching fund to stimulate targeted investment in WID by USAID Missions and A.I.D. Bureaus.

THE OFFICE OF WOMEN IN DEVELOPMENT

The Office of Women in Development (WID) in the Bureau for Program and Policy Coordination (PPC) is responsible for guiding A.I.D. in the integration of women into the development process. The Office manages funds to assist Missions and Bureaus in institutionalizing gender considerations into their programs. In FY 1989 and FY 1990, the WID Office targeted four sectors to concentrate staff and resources for maximal impact: agriculture; private enterprise; education; and environment and natural resources.

The Office also provides a range of services to Missions and Bureaus to facilitate institutionalizing gender considerations in all Agency strategies, programs, and projects. These services include:

Training: In FY 1989 and FY 1990, the WID Office trained 640 A.I.D. staff from 48 Missions as well as representatives from A.I.D./Washington, private voluntary organizations, non-governmental organizations, counterparts from developing countries, and contractors.

Technical Assistance: Interest in WID activities and gender considerations throughout the Agency has led to increased demand for technical experts with gender-related skills. Additional technical experts have been added to the WID Office staff. This technical expertise is supplemented by a network of technical specialists and consultants.

Applied Research: The WID Office supports applied studies of gender issues to initiate policy dialogue and provide critical information for program and project design, implementation, and evaluation in areas such as: microenterprise; labor trends; girls' education; structural adjustment; and sustainable agriculture. The Office is assisting the Bureau for Latin America and the Caribbean to establish a research agenda,

collaborating with the Institute for Liberty and Democracy (ILD) in Peru, and facilitating state-of-the-art studies of women's legal, economic, and educational status and demographic trends in Asia, the Near East, and Eastern Europe.

Information and Communication: The WID Office issues an intra-agency newsletter to convey updated information on relevant women in development issues and progress on the A.I.D. WID mandate. Resource materials on gender analysis are distributed through the A.I.D. Document and Information Services Clearinghouse. And the WID Resource Center has been integrated into A.I.D.'s Development Information Center.

A WID matching fund has encouraged the initiation of over 100 activities for co-funding by the WID Office with USAID Missions and A.I.D. Bureaus. The fund was established by Congress in 1989 to supplement the funding of Missions and Bureaus in their efforts to integrate women effectively into development.

A fully integrated activity/budget management information system (MIS) was developed to ensure sound management and tracking of the increasing level of WID activity (See Appendix D).

Institutionalization

The Agency has increased its capacity to address gender systematically in all its programs. This "institutionalization" of the consideration of women in development involves increasing the knowledge and skills of personnel to ensure that A. I. D.'s policies, procedures, and resources reflect a gender balance. The long-term objective is to ensure that gender concerns are systematically incorporated in all Agency actions. Many of the key mechanisms are now in place to ensure that these concerns are addressed in the design of development assistance at the policy, program, and project levels.

There are a variety of successful examples of "institutionalization":

- Action Plans for integrating gender considerations into Mission activities have been developed by over 90 percent of the

Missions in Africa, Latin America and the Caribbean, and by all the Missions in Asia and the Near East.

- Each Regional and Central Bureau has written or refined a WID Action Plan, assisted in developing or refining USAID Mission Action Plans and established a working group to implement the A.I.D. WID mandate.
- More than 90 percent of Missions have appointed an officer to address WID-related concerns.
- Each Regional Bureau has established a WID Committee which includes the WID Office staff liaison for that region. These Committees review all development activities in their geographic regions to ensure that gender concerns are appropriately addressed. The WID Committees also provide coordination and direction for WID activities throughout their regions.
- The Africa Women in Development (AFWID) Project will provide four long-term WID advisors to be based in two Regional Economic Support Offices, Southern Africa, and A.I.D./Washington.
- In contrast to a 1988 study which showed that only seven percent of project papers quantified female beneficiaries, a 1990 study indicated that more than half of the documents reviewed by the WID Office adequately disaggregated data by sex in all references to participants and beneficiaries.

An institutional survey of the Agency was conducted in 1990 to determine the level of awareness of the Congressional mandate for WID, the level of current activities to incorporate gender concerns in development, and the challenges to be faced in this area in the future.

Participants in the survey included WID experts, policy-level personnel, and technical personnel working in areas other than WID. Results indicated that attention to women in development issues was more widely distributed throughout Agency programs than it had been when a similar survey was conducted two years earlier.

The previous survey found that attention to women in development issues in Agency actions depended heavily on the interest of individuals. The change from individual attention to a wider programmatic emphasis is a direct result of the Agency's strategic focus on the institutionalization of WID. Respondents highlighted the need for further staff training and policy dialogue with officials in developing countries to meet the WID mandate.

SECTOR ACCOMPLISHMENTS

Major achievements by USAID Missions in FY 1989 and FY 1990 have been identified through field surveys and a comprehensive request for information (See Appendix B). Increased attention to gender issues is reported in Mission activities. In particular, significant achievements have been identified in the priority sectors of agriculture, private enterprise, education, and environment and natural resources.

AGRICULTURE

Women's contribution to agricultural production is increasingly recognized in a growing number of the Agency's agricultural activities. Progress has been made toward involving women in agricultural assistance programs and improving their access to key productive resources. Mission reports document this progress:

- Approximately 80 percent of the USAID Missions in Africa and Asia, two-thirds of the Missions in Latin America and the Caribbean, and one-half of Near East Missions report that their efforts to integrate women into agricultural projects are well underway.
- Three-quarters of the Missions in Africa and Asia are undertaking major efforts to strengthen the technical and managerial capabilities of women's cooperatives or agricultural institutions.
- Missions in Africa report that in their agricultural credit programs, two-thirds of all credit recipients are women. Loans to women total over 40 percent of the dollar value of loans extended in these programs.

PRIVATE ENTERPRISE

Agency efforts have improved women's access to credit, skills training, and technical assistance. These efforts have helped make women's work more productive and remunerative. An increasing number of development professionals now know that women are good credit risks. USAID Missions have strategically targeted the integration of women into a variety of small and microenterprise projects.

- Over 80% of USAID Missions report that they are initiating efforts to strengthen the involvement of women in the private sector through policy and regulatory reforms, community-based programs, and increased access to information, technical assistance, markets, and financing.
- USAID Missions report that 40 percent of all borrowers of small loans in non-agricultural credit programs are women.

ENVIRONMENT AND NATURAL RESOURCES

The Agency has identified responsible natural resource management as one of its priorities. At the same time, it has taken steps to integrate women into projects aimed at sustainable natural resource management. Nearly half of USAID Missions note that their programs involve women in one or more forms of resource management activities such as environmental education, forestry, and research.

EDUCATION

A.I.D. efforts are helping to close the gender gap in primary school enrollments and completion rates. Policy dialogue with governments supports country efforts to increase educational opportunities for girls and women.

- One hundred percent of new projects and programs in basic education in Africa address the issue of girls' access to and persistence in school.
- Three-quarters of USAID Missions worldwide have taken steps to increase the

quality or quantity of educational opportunities for women and girls.

- Approximately 40 percent of USAID Missions have provided incentives or engaged in policy dialogue to encourage countries to target increased educational opportunities for women and girls.
- In participant training activities, USAID Missions have used innovative methods for increasing women's participation in training programs.
- Twenty-seven percent of the more than 19,000 participants trained in FY 1990 in A.I.D.'s participant training program were women — an increase from 17 percent ten years ago.

OTHER SECTORS

USAID projects also address the roles of women in health, population, nutrition, urbanization, and legal rights. Reporting on progress in these areas is detailed later in the report.

CHALLENGES FOR THE FUTURE

These achievements are only highlights of the Agency's activities. However, they represent significant progress in meeting the Congressional WID mandate.

A strategy has been defined which emphasizes institutionalizing the ability to address WID concerns throughout the Agency's policy, program, and project actions as a crucial first step. Fundamental systems and processes to implement this strategy are in place and are having a significant impact.

Much remains to be done. Monitoring impact and evaluation are priority issues for FY 1991. Better linkage of gender issues to policy reform efforts is needed.

The importance of appropriate attention to gender issues will continue to be stressed at A.I.D.. Knowledgeable personnel in the Regional and Central Bureaus and in the USAID Missions are beginning to provide strong new leadership in addressing WID issues at all stages of the program and project cycles. The WID Office will strengthen systems for monitoring progress, improving staff skills, and evaluating impact.



BACKGROUND



The U.S. Agency for International Development's policy on women in development is derived from what is generally known as the "Percy Amendment," section 113 of the Foreign Assistance Act of 1961, as amended. In 1973, the Percy Amendment required that U.S. bilateral assistance be administered to give particular attention to programs, projects, and activities that contribute to integrating women into the national economies of developing countries. In 1977, this section was restated to recognize women's role in "economic production, family support, and the overall development process."

The A.I.D. Policy Paper on Women in Development was issued in October 1982 to provide the policy framework and guidance for Agency efforts to incorporate women into the development process. It was one of the first donor WID policies. A basic premise of A.I.D.'s women in development policy is that gender roles are a key variable in the socio-economic condition of any country — one that can be decisive in the success or

failure of development plans. The primary issue underlying the women in development policy is ultimately an economic one. Misunderstanding gender differences can lead to inadequate project planning and design as well as diminished returns on investment.

A.I.D.'s policy emphasizes the integration of women into the mainstream of development assistance. The Agency has moved away from its initial focus on small, women-specific projects because many of these lacked long-term sustainability and tended to marginalize women from mainstream development efforts.

In July, 1988, the A.I.D. Administrator issued specific WID Action Items to institutionalize within the Agency the capacity to address issues related to women in development. The Action Items also addressed specific initiatives in women in development training for A.I.D. staff and increasing female participant training levels.

A.I.D. WID ACTION ITEMS

The Action Items issued by the A.I.D. Administrator in July 1988 specified that:

- 1. All A.I.D. Bureaus and USAID Missions are responsible for developing and implementing WID Action Plans that include systems and procedures, as well as calendar-driven benchmarks, to address and monitor women in development issues throughout their programs and projects.*
- 2. All A.I.D. Bureaus and USAID Missions will reflect sex-disaggregated data in program documents and all new data collected will be sex-disaggregated for project, non-project assistance and reporting documents.**
- 3. All A.I.D. Bureaus and USAID Missions will ensure that country strategy, program, project, non-project assistance and reporting documents explicitly describe strategies to involve women as well as the benefits and impediments to women's participation in development. Benchmarks will be developed to measure women's participation in and benefits from development activities.**
- 4. Specific women in development training will be a priority for A.I.D. personnel, particularly in the following sectors: agriculture; private enterprise development; and natural resource management and environment. This includes regional and/or country specific WID training, as well as a required WID component in Washington-based training courses in the sectors mentioned above.*
- 5. All A.I.D. Bureaus and USAID Missions will increase the overall number of women in participant training programs.*

** When items 2 and 3 are difficult to achieve, A.I.D. Bureaus and USAID Missions will ensure that substantive analysis is conducted to determine the obstacles which have prevented the completion of such efforts. An explanation will be provided as to how such obstacles can be overcome.*

In FY 1989, foreign assistance appropriations legislation reserved \$5 million from A.I.D.'s Development Assistance accounts for women in development activities, in addition to funds otherwise available for such purposes. These funds were directed to "supplement and encourage additional spending for women and expansion of development activities ... not as a substitute for other A.I.D. funds that benefit women's development." The legislation further reserved \$3 million of these funds as matching funds to support women in development efforts of USAID Missions and A.I.D. Bureaus.

The FY 1987 and 1988 Interim Report to Congress outlined a comprehensive strategy that the U.S. Agency for International Development designed to address the critical need for the consideration of gender in all its systems and procedures.

Implementation of that strategy became the goal of the Agency's WID program. In FY 1989 and FY 1990 efforts focused on three areas:

- integration of gender considerations into design and implementation activities in four

priority sectors: agriculture, private enterprise, education, and environment and natural resources;

- institutionalization of women in development concerns through development of action plans, establishment of WID working groups, selection of WID officers, design and delivery of training programs, and information dissemination; and,
- creation and management of a matching fund to stimulate targeted investment in WID by USAID Missions and A.I.D. Bureaus.

A program strategy was finalized in 1990 to further refine, focus, and update objectives and indicators needed for efficient management of activities to meet Congressional and A.I.D. mandates (See Appendix A).

Due to its strong base of achievement, A. I. D. has become a leader in the donor community in the integration of women into development.



THE OFFICE OF WOMEN IN DEVELOPMENT



The Office of Women in Development (WID) in the Bureau for Program and Policy Coordination (PPC) is responsible for guiding A.I.D. in the integration of women in development and in reporting to Congress on the Agency's progress. The Office manages funds to assist Missions and Bureaus in institutionalizing gender considerations in their programs. The Office collaborates with Missions and Bureaus to implement, monitor, and report on the WID Action Items and helps ensure that gender concerns are addressed at both policy and project levels within the Agency.

The objective of the WID Office Strategic Plan (See Appendix A), formalized in 1990, is to enable women to participate fully and benefit equally from the development process. The institutionalization of gender considerations into programming decisions plays an important role in meeting this objective.

The WID Office helps ensure that gender concerns are addressed through:

- accelerated and expanded training of A.I.D. Bureau, Office and USAID Mission staff;

- development of appropriate systems and procedures for considering gender in A.I.D. institutional operations;
- improved performance monitoring systems; and, an enhanced gender-disaggregated research and data base.

SECTORS

WID Office efforts are strategically focused in four sectors — agriculture, private enterprise, education, and environment and natural resources—to maximize impact of the potential contribution of women to international development and to demonstrate that gender is a significant factor in project success.

SERVICES

The WID Office provides a range of services to Missions and Bureaus to institutionalize gender considerations in all Agency strategies, programs, and projects. These are:



Mark Edwards/Still Pictures





Training: to promote awareness, provide information, and strengthen skills to address gender issues in design, implementation, monitoring, and evaluation of strategies, programs, and projects. Services include: training of key project and program officers; USAID Mission-specific training; A.I.D. Bureau orientation and strategic planning sessions; training of contract teams, private voluntary and non-governmental organization personnel, and others with WID-related responsibilities; and training of trainers.

Technical Assistance: to assist in the design, implementation, and evaluation of projects and programs. Services include assistance with development of USAID Mission WID strategies; portfolio reviews to integrate gender considerations into existing and planned projects; preparation of Country Development Strategy Statements and Action Plans; in-field analysis; implementation of pilot projects and applied research; and preparation of Project Identification Documents, Project Papers, and Evaluations.

Applied Research: to help collect primary and secondary data to expand the information database, enhance analytic capabilities, and advance knowledge of gender issues in key sectors. Services include: analysis of existing information; identification of data gaps; preparation of state-of-the-art and state-of-the-practice reviews; and promotion of selected original research to facilitate the effective integration of gender into A.I.D. projects, programs, and policy dialogue.



Information and Communication: to communicate the results of research and analysis, technical assistance, and training to all A.I.D. staff, the international donor community, and organizations in developing countries. Services include: the production of an intra-agency WID Newsletter; information dissemination of lessons learned about effectively integrating women into development; production of technical reports on gender issues; gender-related research and reference services through the Center for Development Information and Evaluation; and maintenance of resource materials in the A.I.D. Development Information Center.

Highlights of selected achievements in FY 1989 and FY 1990 in training, technical assistance, applied research, and information and communication are described below.

Training

The development and implementation of a WID training program for A.I.D. staff is critical to integrating women into the development process. WID training increases awareness of, knowledge about, and skills and motivation for considering gender as a critical variable in A.I.D.'s development activities.

There has been marked growth in the WID training program during FY 1989 and FY 1990. Requests for training assistance have increased significantly. This indicates concern for and advancement in the institutionalization of the Agency's WID mandate.

The scope of the training program has broadened and deepened. It now includes not only A.I.D. direct hires and foreign service nationals working with USAID Missions but also counterparts in developing countries, private voluntary and non-governmental organizations, and contractors. While expanding the scope of participants in this way enriches individual training efforts, it increases the difficulty of designing appropriate training workshops. The WID Office has successfully developed a number of such workshops and accelerated the pace of training for counterparts in developing countries and personnel from private voluntary and non-governmental organizations.

The training program has been expanded to stress technical skill-building. Agency personnel have moved beyond awareness of gender issues and are

now seeking training in how to integrate gender considerations into their programs, projects, data tracking, and policy dialogue. The Agency's WID mandate will only be integrated and sustainable if this phase of staff training is fully implemented. The WID Office is meeting this challenge by developing training programs with strong technical components, efforts which combine training and technical assistance, and sessions which involve work on participants' portfolios.

In the last two years, the WID Office was directly responsible for the funding, design, delivery and assessment of 16 training activities involving 640 A.I.D. staff from 48 Missions as well as representatives from A.I.D./Washington, private voluntary organizations, non-governmental organizations, counterparts in developing countries, and contractors. Of the training program participants, 304 were women; 336 were men.

An indication of progress is that, unlike previous years when the Women in Development Office invited others to regional training events, USAID



Missions and A. I. D. Bureaus are now requesting training for their technical staff.

Prior to FY 1990 — the year when USAID Missions and A.I.D. Bureaus began sharing training costs — training had been fully funded by the Women in Development Office. Now, all requests received by the WID Office include Mission sharing of training costs.

During FY 1989 and FY 1990, there were nine requests for Mission-specific training and five requests for regional workshops. The objectives were: (1) to increase the ability to collect and use gender-disaggregated data; (2) to increase awareness of, knowledge about, and skills and motivation for addressing gender issues in development programming; and (3) to assist in the development of WID Workplans.

The Bureaus for Science and Technology, Private Enterprise, and Latin America and the Caribbean participated in training programs in FY 1989 and FY 1990. At each workshop, participants discussed WID programs, the status of WID Workplans, the treatment of WID in documents, and future priorities for each Bureau.

The WID Office has also collaborated with other on-going, intra-agency, in-service training activities to ensure inclusion of gender considerations. Courses targeted during FY 1989 and FY 1990 included New Entry Training, Project Design, and the Development Studies Program.

Training has been provided for other trainers in the use of the Office's methodology and materials. The goal of these activities is to broaden and deepen the pool of trainers to meet increasing demand. In February 1990, the WID Office conducted a three-day workshop for 23 trainers.

The WID Office collaborates with other Federal agencies and private voluntary organizations to support inclusion of gender considerations in training programs. Such collaborative efforts in FY 1989 and FY 1990 involved the Bureau of the Census, the Department of Labor, the Department of Agriculture, and the Centre for Development and Population Activities (CEDPA).

Technical Assistance

Direct technical assistance to USAID Missions and A.I.D./Washington is a key component of the WID Office strategy to institutionalize gender concerns in the Agency. Various types of technical assistance are provided in response to specific USAID Mission and A.I.D. Bureau needs.

Such activities can be grouped into four basic categories:

- assistance in the development or implementation of strategic planning activities;
- assistance focused on a specific sector;
- assistance associated with a programmatic focus;
- assistance directed at a specific development project.

Technical assistance is provided directly by WID Office staff, by contractor teams funded by the Office, or by combined staff-contractor teams.

Assistance in strategic planning plays a key role in support of WID institutionalization efforts. The WID Office has participated in comprehensive reviews of the portfolios of the majority of USAID Missions. Eleven portfolio reviews were conducted last year. As a result, specific Action Plans for integrating WID into Mission activities have been developed for over 90 percent of USAID Missions in Africa, Latin America and the Caribbean, and all of the USAID Missions in Asia and the Near East.

The WID Office is also collaborating with the Bureau for Program and Policy Coordination's Center for Development Information and Evaluation to incorporate gender concerns into USAID Mission strategic program planning and evaluation efforts. In the first phase of this activity, strategic plans were put into place in seven Missions. The second phase was initiated in FY 1990 and involves extending strategic planning activities to 12 additional Missions as well as follow-up evaluations in many of the original Missions. Specific indicators were developed to measure progress in gender integration in the activities of each Mission and country.

Sector level assistance is focused on agriculture, private enterprise, education, and environment and natural resources. In each sector, the WID Office has specific staff expertise and contractors to

provide a wide range of assistance. Through the WID Office GENESYS project, for example, four sector assessments in agriculture were undertaken in the past year.

In addition to the broad-based assistance provided through GENESYS, significant levels of specialized sector level assistance are provided by other projects which the WID Office co-funds including: ABEL (education); GEMINI (micro-enterprise); PEDS II (private enterprise); ARIES (small and micro-enterprise); AMIS (agriculture marketing); and ECOGEN (natural resource management).

Efforts to encourage policy reform (structural adjustment) are an important component of A.I.D.'s activities in Latin America and Africa. The impact of structural adjustment programs on women and the opportunities they represent are an area of emphasis. It is, for example, vital to consider gender in activities that impact on poorer households, which often are headed by women. Structural adjustment programs may also present new economic opportunities for micro-enterprises, the majority of which are run by women. Other sectoral adjustment programs in agriculture, natural resources, education, and health frequently carry gender differential impacts and present new opportunities or constraints for women.

A significant share of A.I.D.'s development assistance continues to be in the form of specific project interventions. The WID Office ensures that technical assistance is available to USAID Missions and A.I.D. Bureaus to support these efforts. Assistance is frequently provided during the project design phase (either during the initial project identification stage or during the preparation of the project paper). The design phase has been identified as a key point at which gender concerns can be effectively addressed and incorporated into a project.

The WID Office also is increasingly providing assistance during the latter phases of a project through evaluation — both mid-term and at project completion. Evaluation efforts contribute to the body of knowledge on the effectiveness and impacts of various types of project interventions.

Applied Research

The Office of Women in Development sponsors and conducts research focused on gender implications of micro-and macroeconomic development. Research efforts support policy dialogue and provide critical information for project and program design, implementation, and evaluation.

In applied research, the WID Office has concentrated on private enterprise development, human capital development, and the environment and natural resources. For example:

- A workshop on the latest findings on urban labor trends and policy reform was conducted by the WID Office and the Office of Economic Affairs in the Bureau for Program and Policy Coordination (PPC/EA);
- The technical report, *Making the Case for the Gender Variable: Women and the Wealth and Well-being of Nations*, was published documenting the validity of the hypothesis that utilizing and expanding women's productive capacity is a critical condition for sustainable broad-based economic growth and social progress;
- A framework for examining gender issues in microenterprise research was developed;
- Support was provided for the preparation of a worldwide labor trends chartbook by the U.S. Bureau of the Census;
- A review of world literature entitled, *The Economic and Social Impacts of Girls' Education in Developing Countries*, has been completed and will be published in English, French, and Spanish. This review presents evidence on the economic and social impacts of girls' education;
- The WID Office is funding the analysis of USAID/Botswana's two-year classroom observation study of 350 teachers which will examine whether male and female teachers organize instruction in different ways, and whether girls are treated differently than boys in the classroom. To complement this study, a pilot survey of mothers with teenage daughters in school and mothers whose daughters have dropped out will pro-

vide additional data on how family labor demands and attitudes may differ;

- Collaborative work is underway with Hernando De Soto's Institute for Liberty and Democracy (ILD) in Peru to assist in the gender disaggregation of ILD's research data;
- *Gender and Adjustment*, a study on the gender-based impacts of structural adjustment programs, examines the micro-economic supply (productive) response to changed national economic policies under structural and sector adjustment programs to delineate gender-based, differential responses. The study also reviews the state of knowledge of welfare impacts under stabilization and adjustment programs exploring the linkage of impacts to gender issues, such as unequal access to social services, productive resources, and employment opportunities;
- Other efforts underway include a study of women's employment in free trade zones in Latin America and the Caribbean prepared in collaboration with PPC/EA and A.I.D. Regional Bureaus, as well as a review of key literature on women in Eastern Europe in collaboration with the Bureau for Private Enterprise;
- Assistance is provided to the Bureau for Latin America and the Caribbean to establish a research agenda on gender. Recent research on gender issues in Latin America will be assessed with concentration on economic policy reform as well as the environment, natural resources, and women's involvement in democratic initiatives;
- Policy research on the roles of men and women in sustainable agriculture examining the implications of gender differences for Agency programming is underway in collaboration with the Bureau for Asia and the Near East;
- State-of-the-art studies are in progress to guide the integration of women into key programmatic areas of the Asia, Near East, and Eastern European regions. These will be presented in a conference sponsored by the

recently formed Bureau for Europe and the Near East in Spring 1991.

Information and Communication

Dissemination of gender-related information is an important function of the WID Office. In FY 1990, a communications strategy was developed to orient an information dissemination program.

Through A.I.D.'s Development Information and Services Clearinghouse, the WID Office distributes a wide range of materials on gender issues in development.

A newsletter, "WID News," is issued to convey updated information on relevant women in development issues and progress to Agency staff.

The WID Office also assisted A.I.D.'s Office of External Affairs in developing a *Highlights* brochure focused on the Agency's accomplishments in women in development.

The WID Office has integrated its resource center into A.I.D.'s Development Information Center, increasing accessibility to these resources. Historic and culled documents are donated to a special WID collection at the University of Maryland.

INSTITUTIONALIZATION

Significant progress has been made toward institutionalizing women in development concerns in A.I.D. programs and projects during FY 1989 and FY 1990.

Each Regional and Central Bureau has developed or refined an Action Plan, assisted in the development or refining of USAID Mission Action Plans, and established working groups to systematically address the A.I.D. WID mandate.

Each Regional Bureau has established a WID Committee including a member from the WID Office staff. The Committees review development activities in their geographic regions to assure appropriate inclusion of gender concerns. They also play a strategic role in ensuring central and uniform direction for WID activities throughout their regions.

Most USAID Missions now consider WID to be an integral part of the planning process. More than 90 percent of the Missions have appointed a WID Officer. And, over half of the Missions report that WID issues are included as a part of their strategic documentation process.

The interest in WID activities and gender considerations throughout the Agency has resulted in an increasing demand for gender-related technical expertise. Additional technical experts have been added to the WID Office staff. This technical expertise has also been supplemented by a contract network of technical specialists and consultants.

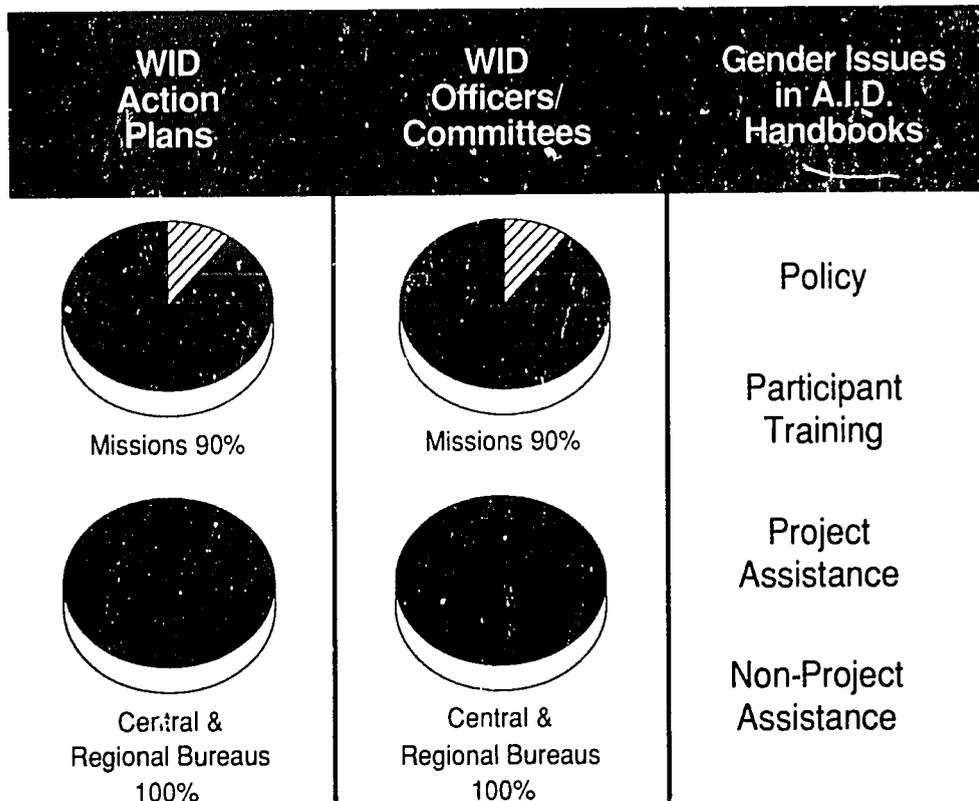
In FY 1989 and FY 1990, the Women in Development Office worked with the Office of Policy Development and Program Review and the Office of International Training to revise four Agency handbooks. The revisions emphasize women in development and gender analysis. As a

result, gender considerations have been built into guidelines which govern the design of all Agency projects and programs.

HANDBOOK TEN — participant training — explains in its first chapter that participant training programs are expected to ensure the substantial participation of women.

HANDBOOK ONE — policy — also mandates that all participant training programs provide opportunities for women and that, if relatively few women are expected to participate, initiatives to include more women be provided. Design of such initiatives must include information on: numbers of men and women included in the program, constraints to women's participation, opportunities for enhancing women's participation, strategies to overcome constraints or make use of opportunities, and benchmarks to measure progress in implementing strategies.

Institutionalization of WID



HANDBOOK THREE — project assistance — now clearly states that gender considerations must be factored into the design of all country strategies and, where appropriate, projects and programs. Project documentation must discuss potential benefits and impediments to women's participation. And, according to Handbook Three, "A.I.D. must design strategies that overcome constraints to and take advantage of opportunities for women's participation, and must establish benchmarks to measure progress in implementing these strategies."

HANDBOOK FOUR — non-project assistance — requires that the percentage of women participants and beneficiaries of non-project assistance programs and activities be "in approximate proportion to their traditional proportion in the targeted activity or their proportion of the population, whichever is greater."

These handbooks guide the work of Agency personnel and play a vital role in promoting gender-sensitive development efforts. Inclusion of women in development and gender analysis in the handbooks was a significant step in strengthening the consideration of WID issues in the Agency's policies and programs.

An institutional survey of the Agency was conducted in FY 1990 to determine:

- the level of awareness of the Congressional mandate for WID;
- the level of current activities in incorporating gender concerns in development; and,
- the challenges to be faced in this area in the future.

Participants in the survey throughout the Agency, including policy-level personnel, technical personnel in areas other than WID, and WID experts, stated that women in development receives more attention than it did two years earlier when a similar survey was conducted. Recognition of the Congressional mandate on WID was widespread. All respondents indicated that WID issues had been addressed in projects in which they had been involved. Respondents highlighted a need for further staff training and policy dialogue

with officials in developing countries as future challenges in meeting the WID mandate.

MONITORING AND EVALUATION

Document Review

WID Office technical staff reviewed a selected sample of A.I.D. program and project design and planning documents during FY 1989 and FY 1990. Review of A. I. D. Regional Bureau documents during FY 1990 indicated that significant progress in institutionalizing gender concerns had been made in contrast to previous years. According to a 1988 study, for example, USAID Missions and A.I.D. Bureaus had considerable difficulty in even estimating the number of female beneficiaries; only seven percent of project papers quantified female beneficiaries. By contrast, the 1990 review of selected documents revealed that:

- 53 percent adequately disaggregated data by sex in all references to participants and beneficiaries;
- 50 percent adequately identified constraints or opportunities with respect to female participation in programs and projects;
- 38 percent adequately described strategies to overcome constraints or benchmarks to track the progress of increased participation and benefits to females.

The Africa Bureau scored consistently higher than the other Bureaus in the reviewed documents, revealing the focus within the Development Fund for Africa on identifying people-level impacts.

Development of Indicators

The WID Office promotes attention to gender issues by working on the Agency-wide mandate to monitor, evaluate, and report on impacts of assistance activities. Performance indicators are defined at the country, program, and project levels.

The broader question of the impact of A.I.D. and other donor assistance on the status of women in developing countries will be addressed in part through the monitoring of key welfare and labor force indicators collected by the World Bank and agencies of the United Nations. In addition, within

A.I.D., the WID Office will employ two methods to report on progress in improving women's status and economic integration worldwide: gender-disaggregated poverty indicators to be included each year in the A.I.D. Congressional Presentation; and, gender-disaggregated country development performance indicators currently being developed by each Regional Bureau and by the Bureau for Program and Policy Coordination.

Country development performance indicators are refined to help USAID Missions assess the degree to which country policies and government efforts have affected key variables that measure progress in attaining gender development objectives. Within these country indicators, the WID Office has promoted people-level measures — such as employment, literacy, access to credit, and primary school completion rates — which will be gender-disaggregated.

At the country program level, USAID Missions are now developing program performance management systems to measure progress toward attaining realistic strategic objectives. As noted earlier, the WID Office has supplied the technical assistance of in-house staff and consultants for six efforts. The Office is developing guidelines for the integration of gender considerations to assist Mission staff in carrying on this work.

During the next two years, technical consultants will continue to participate in teams funded by the Africa Bureau and the Bureau for Program and Policy Coordination's Center for Development Information and Evaluation to establish program performance systems in Latin America and Africa. Assistance to the new Europe and Near East (ENE) and Asia and Private Enterprise (APRE) Bureaus is also expected in the near future. Guidelines for integrating gender in program performance and the direct participation of WID Office staff and other gender specialists will assure that new strategic objectives and performance indicators developed for USAID Missions reflect gender issues and integrate women effectively into activities.

Increasingly, project-level monitoring systems will be changed to measure progress toward Mission strategic objectives. When such objectives contain at least one indicator requiring people-level impact information and the information management systems are in place, gender-disaggregated tracking of participants and beneficiaries in

assistance activities will become a reality. Technical offices within A.I.D./Washington are coordinating project level monitoring with data needs for assessing progress.

The WID Office will continue to assist the Regional Bureaus and the Center for Development Information and Evaluation to refine key gender-disaggregated indicators for each sector. At a minimum, indicators will include credit, employment, incomes in the private enterprise and agriculture sectors, enrollment and completion rates in education, and training and involvement in natural resource management.

It is difficult to track people-level impacts in non-project assistance efforts in sectors such as agribusiness or manufacturing. Here, assistance is provided in the form of balance of payments support in exchange for economic policy and regulatory reform to unleash the productive response of the private sector. The WID Office is exploring evaluation of assistance with respect to people-level impacts through employment monitoring in a representative sample of firms in Bolivia, Tunisia, and the Philippines.

Management Information System

To ensure sound management of activities stimulated by increasing demand for assistance, the WID Office has developed an integrated activity/budget management information system (MIS) to track WID reserved funds. An activity, within the system, typically involves one delivery of a service to a USAID Mission or A.I.D. Bureau. The development of this system was timely as the number of activities undertaken has grown from 27 in FY 1989 to 83 in FY 1990 and continues to increase.

Throughout this report, information generated by the MIS is provided on services rendered, documents reviewed, and resources committed. Appendix D includes descriptions from the MIS of projects and activities supported by the Women in Development Office.

In addition to providing activity-specific management information, the MIS examines broad patterns in the services requested by Missions and delivered by the WID Office. For instance, the MIS shows that services provided by the WID Office are evenly distributed across geographic regions. There

are between 19 and 28 activities in each region. The Office is also carrying 33 activities that are worldwide rather than regional in scope.

According to the MIS, nearly half of the activities undertaken in FY 1989 and FY 1990 address gender concerns in either private enterprise or microenterprise. Activities examining WID concerns in agriculture, environment, and education are nearly evenly divided. The MIS also shows that a large number of activities are multi-sectoral and often simultaneously involve work in sectors such as agriculture, environment, and private enterprise.

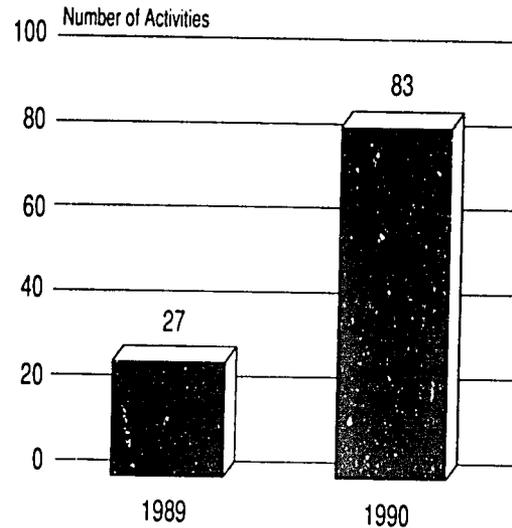
The MIS indicates that technical assistance was the most frequent service provided by the WID Office in FY 1989 and FY 1990. Sixty of 110 WID activities provided some form of technical assistance. Training, research, and information dissemination were evenly distributed at approximately half the level of technical assistance. Increasingly, these distinctions are less useful as the complexity of Mission goals and needs increases. Combined training and technical assistance activities, for example, are becoming the norm rather than the exception. Nearly half of the 110 WID supported field teams provided two or more services simultaneously.

THE WID MATCHING FUND

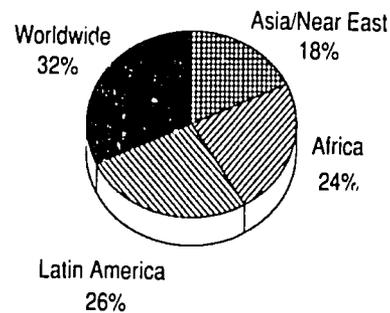
A.I.D. uses women in development funds to cost-share Mission and Bureau support of new activities that effectively integrate women into the economies of developing countries. WID funds are offered on a matching basis to stimulate action and investment in gender considerations. The response has been strong. By the end of the last quarter of FY 1990, the WID Office had received requests for co-sponsorship and cost-sharing which exceeded funds available. Demand has increased sharply from FY 1989 levels, notwithstanding that the terms of co-sponsorship now require more investment from the co-funders.

WID matching funds can only be used for cost-sharing with A.I.D. funds which are not part of the WID reserve and which would not otherwise be invested to address gender issues. In FY 1989 and FY 1990, the WID Office paid 75% of the costs of each activity that was co-funded. In FY 1991, the WID Office will pay 60%. By FY 1992, cost-sharing

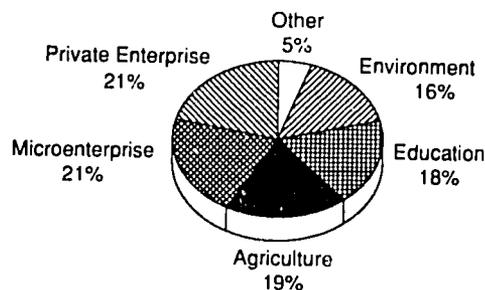
WID Office Activities



WID Office Activities by Region for FY 1989 - FY 1990



WID Office Activities by Sector for FY 1989 - FY 1990



will be a 50-50 proposition, yet demand shows no sign of weakening.

There are three mechanisms for cost-sharing: the WID Office buys into an existing contract, cooperative agreement, or grant managed by a Mission or Bureau to share cost in a defined task or scope of work; a Mission or Bureau buys into a WID Office-managed contract; or a new contract instrument is created. The management burden for the WID Office is significant given the numbers of co-funded activities, so creation of new contracts has been discouraged.

Nearly one hundred requests for co-funding, representing a broad spectrum of economic sectors and all geographic regions, have been accepted. Some examples of activities the WID Office presently co-funds and through which it offers technical expertise to address gender concerns in development follow:

- The Consulting Assistance in Economic Policy Reform (CAER) Project studies the negative and positive impacts of economic policies. This includes assessment of impact on vulnerable groups in which women are typically predominant. One area of emphasis within CAER is on labor productivity, particularly that of women in key sectors. The CAER WID initiative introduces gender considerations into policy dialogue at the national, regional, and sectoral levels.
- The Growth and Equity Through Microenterprise Investment and Institutions (GEMINI) Project performs studies on the growth and dynamics of women's and men's enterprises. Particular attention is paid within GEMINI to the impact of microenterprise project assistance on women.
- The Advancing Basic Education and Literacy (ABEL) Project uses WID co-funding to focus efforts on increasing girls' participation and continuation in basic education. ABEL offers technical and managerial assistance for basic education efforts such as the design and

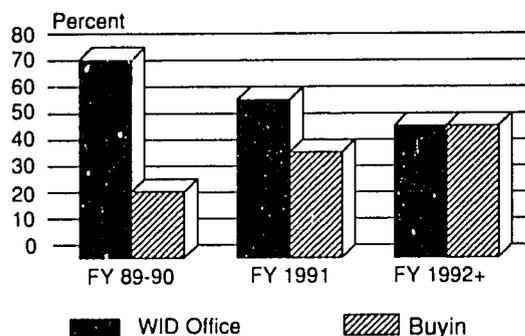
implementation of projects, research, and evaluation of basic education activities.

- The Private Enterprise Development Support II (PEDS II) Project utilizes WID co-funding to integrate gender concerns and develop WID components in A.I.D. private sector support activities. This project offers program and project design assistance, project implementation and evaluation assistance, and training.

The WID Office also used matching funds to support the development of an updated and revised version of a labor and employment statistics chartbook to be published by the Bureau of the Census (BUCEN). Through a buy-in to the Bureau for Science and Technology, Office of Population's Participating Agency Service Agreement with BUCEN, the WID Office worked to ensure that gender disaggregated statistics on women's work will be made available to the larger development community.

A significant portion of matching funds has been used in the Gender in Economic and Social Systems (GENESYS) Project. GENESYS expanded the WID Office's capability to provide technical assistance, training, research, and communications services to USAID Missions and A.I.D. Bureaus. GENESYS is

WID Office Match Proportion
Percent of total cost



funded with core funds and maintains a reserve of matching funds to be used with moneys from Missions and Bureaus. Within GENESYS are individuals and organizations that can provide a broad range of services in many sectors in any part of the developing world. GENESYS extends the ability of the WID Office to assist Mission and Bureau efforts to integrate gender considerations into their development efforts and to minimize the financial and administrative burdens of these efforts.

Since the GENESYS Project was initiated in October 1989, the WID Office has used it to provide support for nearly 50 activities in 33 Missions and Bureaus. A number of significant steps have been taken to institutionalize women in development concerns by A.I.D. Bureaus and Missions in FY 1989 and FY

1990. Information on these efforts is provided in this chapter and throughout the report.

These activities have included direct training in gender considerations, assistance in integrating gender concerns into the preparation of a variety of project and program documents, assistance in USAID Mission strategic activities, and three major region-wide research efforts.

Interest from USAID Missions and A.I.D. Bureaus was sufficient to generate a demand for more than \$1.5 million of matching funds for support activities under this project. Requests for support have come from all regions. Over 2,000 person months of assistance over five years will be provided under the GENESYS contract.



A.I.D. BUREAUS AND MISSIONS



A number of significant steps have been taken to institutionalize women in development concerns by A.I.D. Bureaus and Missions in FY 1989 and FY 1990. Information on these efforts is provided in this chapter and throughout the report.

BUREAU FOR AFRICA

Increased attention to gender issues has begun to be reflected in the Bureau for Africa's programs. During the past year, the Bureau has markedly increased its awareness of and attention to gender considerations in both the design and implementation of programs and projects. Gender specialists have been included as integral members of teams which work with Missions in establishing country program strategic plans. USAID Missions in Botswana, Chad, the Gambia, Ghana, Guinea, Malawi, Mali, Lesotho, Senegal, Swaziland, and Zimbabwe have all assigned gender specialists to major project design efforts. Other Missions, including Burundi, Cape Verde, Mozambique, Senegal, South Africa, and the West Africa

Regional Office have utilized gender specialists to assist them in meeting implementation requirements in the field.

The WID Office is working closely with the Bureau for Africa's Development Program Office to add gender specialists to teams assisting USAID Missions with Country Program Strategy Plans (CPSP's), the Bureau's new five-year strategic planning documents. During FY 1989 and FY 1990, WID Office staff joined Africa Bureau Development Program Office teams in Tanzania, Senegal, and Guinea. In addition, the WID Office will provide gender specialists for CPSP teams that will assist USAID/Uganda and USAID/Burundi in the coming year. WID Office participation in CPSP activities results in the development of gender-sensitive USAID Mission-wide strategies and will continue to be an important focus for the WID Office.

THE AFRICA WOMEN IN DEVELOPMENT PROJECT

A long-term initiative of the Bureau for Africa is expected to increase participation by African women in the full range of local and national economic and social development activities. The \$1.8 million Africa Women in Development (AFWID) Project, co-funded through the WID matching fund and scheduled to begin in February 1991, will assist Missions to increase understanding and awareness of the importance of women's roles in the changes that will be occurring in Africa over the years ahead. The project will also take concrete steps to increase the benefits to and participation of women in A.I.D.'s country and regional activities.

These activities will be initiated by the hiring of four long-term AFWID-supported advisors, one each at the East and West Regional Economic Development Support Offices (Nairobi and Abidjan), one in Botswana (for Southern Africa), and a resident advisor based in A.I.D./Washington. They will stimulate active and significant involvement of women in development issues on the part of a broad cross-section of the African community, especially indigenous non-governmental organizations of both profit and non-profit status, and national and local government agencies and field personnel. Representatives of U.S. private voluntary organizations and A.I.D. contractors will be brought into the process and individual USAID Mission resources will be mobilized. In line with the WID Office mandate, emphasis is placed on the agriculture, natural resources, private enterprise, and education sectors.

The scope of AFWID is Africa-wide with technical assistance resources that will be available to all A.I.D.- assisted countries. During the first year of project activities, six countries (two in each region: west, east, south), which demonstrate the greatest potential for and commitment to achievement of development objectives through greater integration of women in the development process, will be targeted for AFWID concentration. The first six countries are: Malawi; Botswana; Uganda; Rwanda; Mali; and Senegal. The second and third year of project activities will focus on new countries so that 18 countries will be involved at the end of three years.

BUREAU FOR ASIA AND NEAR EAST

In late FY 1990, the Asia and Near East Bureau (ANE) was reorganized as the Europe and Near East (ENE) Bureau. ENE is now making plans to update the ANE WID Action Plan for FY 1991, capturing new program directions and priorities. The new Asia and Private Enterprise Bureau (APRE), which now houses some of the Asian Missions formerly in ANE, is working closely with the WID Office to define its version of the ANE WID Action Plan. The work described below is ongoing in the two Bureaus.

The Bureau for Asia and the Near East took significant steps to address gender-related concerns in FY 1989 and FY 1990. It successfully integrated gender issues into sector strategies for the 1990s in agriculture/food systems growth, natural resources and human capital. The Program Office provided guidance in the preparation and review of all Country Development Strategy Statements to ensure that key strategic and program development documents included a well-defined plan to emphasize gender concerns appropriate to each country context, as required by Agency guidelines. The Project Development Office ensured that gender issues were included in the scope-of-work for project design teams so that projects were designed with sufficient knowledge of women's roles — reflected through the collection and analysis of gender-disaggregated data. The Bureau's Project Development Office also reviewed all projects submitted by USAIDs to ensure that gender concerns were appropriately integrated into the design of new projects. Routine monitoring of WID activities under projects has been institutionalized by integrating WID as a reporting category under the annual project implementation review system. In FY 1991, increased attention will be paid to include impact on women when conducting evaluations of programs.

Among the recent Asia and Near East initiatives has been the development of a guidebook in collaboration with the WID Office to provide succinct and practical discussion of gender issues in the context of regional economic and demographic trends and Bureau sector strategies. The guidebook discusses potential constraints and opportunities for involving women in agriculture, natural resources management, health, education, and private enterprise. Emphasis is placed on gender-



relevant policy issues for project design and implementation. The guidebook is now available for distribution.

BUREAU FOR LATIN AMERICA AND THE CARIBBEAN

The Bureau for Latin America and the Caribbean (LAC) has placed increased emphasis on gender in the last two fiscal years.

The LAC Bureau is currently developing an environmental strategy for the region. This strategy will include a strong emphasis on the effects of natural resource degradation on women, particularly in the areas of environmental health, population, water supply and agriculture.

A WID Working Group, formed in October 1990, meets monthly to oversee the Bureau's efforts in meeting the Agency WID mandate as well as to initiate specific activities designed to ensure that the Bureau's programs include women both as participants in and beneficiaries of assistance programming in the region.



Specific activities undertaken by the WID Working Group include a review of the Bureau's Semi-Annual Reports for gender input, development of a Bureau WID training program, development of a WID Action Plan for FY 1991-1992, and monitoring the Bureau's WID research agenda.

BUREAU FOR SCIENCE AND TECHNOLOGY

The Bureau for Science and Technology helps ensure that gender issues are considered as important determinants in A.I.D. resource allocation for expertise and technology development and transfer. The Bureau for Science and Technology is examining ways in which women respond to specific policy options and incentives and to the impact of the removal of constraints on factors of production. The sectoral offices work closely with WID Office technical specialists to define gender-specific and gender-integrated agendas for research and assistance in each sector.

The Bureau for Science and Technology participated in two training programs sponsored by the WID Office during FY 1989 and FY 1990. Thirty senior staff participants attended a Bureau-wide, half-day workshop on January 25, 1990. During the workshop they discussed the establishment of short, medium, and long-term priorities for the Bureau's Women in Development Workplan.

The second training program was a gender considerations in development workshop designed for the Office of Agriculture. Sixteen participants attended the February 22, 1990 session during which they reviewed the Bureau WID Action Plan, established Office objectives regarding women in development, and discussed ways to achieve these objectives in participants' actual portfolios.

Other Bureau for Science and Technology efforts to integrate gender considerations into development are an integral part of the WID agenda and are presented throughout this report.

BUREAU FOR PRIVATE ENTERPRISE

During the past two years, the Bureau for Private Enterprise has taken steps to build gender issues into its activities and services to USAID Missions and governments of developing countries.

Under a WID buy-in to the Bureau's Private Enterprise Development Support (PEDS) Project, a substantial amount of technical assistance has been provided to USAIDs in building gender considerations into project design, sector assessments, project evaluations related to private sector development and training of A.I.D. staff working in private sector areas.

To assess usage by and impact on women borrowers of small business credit, for example, the Bureau's Office of Investment incorporated gender into data and reports generated by the Loan Portfolio Guarantee Project initiated in FY 1989. The participation of women in the project's training program is monitored.

Following incorporation of gender issues into a major evaluation of the International Executive Service Corps (IESC) in 1988, IESC now tracks participation by women business owners and operators in its volunteer technical and management support services.

Reform of institutions that inhibit greater participation of women in economic and political processes and greater understanding of the productive potential of women are among the intended benefits of the Institutional Reform and Informal Sector (IRIS) Project begun in 1990.

A gender considerations in development workshop — conducted in January, 1990 for the Bureau for Private Enterprise — resulted in increased awareness and knowledge among Bureau staff of the fundamental importance of gender as a development issue. With the recent reorganization of the Bureau for Private Enterprise into the new Bureau for Asia and Private Enterprise (APRE), steps are being taken to convene a committee for gender consideration in development. The committee will be chaired by the director of the Bureau's Office of Development Resources and comprised of staff from each APRE Office. The committee will update the WID Action Plan to reflect new program areas and priorities of the APRE Bureau.

BUREAU FOR FOOD FOR PEACE AND VOLUNTARY ASSISTANCE

The WID Office collaborates with the Offices of Food for Peace (FFP) and Private and Voluntary Cooperation (PVC) in the Bureau for Food for Peace and Voluntary Assistance (FVA) to incorporate women in development in food assistance programs and A.I.D.'s work with private voluntary organizations.

The Office of Food for Peace

The WID Office initiated the development of training materials specific to work in food aid to be used in USAID Mission and A.I.D. Bureau WID training. A study has been undertaken to review and assess gender issues in A.I.D.'s PL-480 food assistance programs (Titles I, II and III). It will identify potential entry points for enhanced participation of women in food aid programming at the policy, program and project levels. The resulting report, *Food for Work: A Review of the 1980s with Recommendations for the 1990s*, will soon be circulated to all private voluntary organizations involved in food aid.

A recent study of the maternal and child health supplementary feeding programs — conducted by

the Office of Food for Peace and circulated to private voluntary organizations — recommended greater participation by women in program planning and implementation.

The Office of Private and Voluntary Cooperation

The WID Office collaborated with the Office of Private and Voluntary Cooperation to develop a WID strategy for work with private voluntary organizations. The strategy sets benchmarks to support continuing efforts to institutionalize A.I.D.'s WID mandate and updates the WID Action Plan of the Office of Private and Voluntary Cooperation in three priority areas:

- program and project development and review;
- WID training (for Office of Private and Voluntary Cooperation staff and selected private voluntary organization grantees) and information dissemination;
- evaluation, monitoring, and reporting.

As is mentioned earlier in this report, it is routine for A.I.D. staff training on WID to include counterparts and non-governmental and private voluntary organization personnel. The Office of Private and Voluntary Cooperation WID Action Plan includes WID training workshops for private voluntary organizations involved in environment and natural resource management as well as in small and microenterprise projects.

The WID Office has made significant progress in its efforts to forge a closer relationship with private voluntary organizations. The Office's collaboration with private voluntary organizations has also been enhanced by the designation of a FVA/PVC liaison officer.

Cooperation with Private Voluntary Organizations: Recent reports from the USAID Missions confirm that U.S. private voluntary organizations have a strong interest in and sensitivity to women in development issues. A few organizations are highly focused in this area. In Niger, for example, the Cooperative League of the USA (CLUSA) is assisting women's cooperatives to secure loans from multiple sources for a variety of economic activities. Wherever CLUSA works with women's

groups, women receive literacy and management training. CLUSA helps train women trainers and incorporates gender sensitivity into the training courses given to its core staff.

In Egypt, where private enterprise WID activities are supported under the USAID Mission's private voluntary organization program, Catholic Relief Services launched a project in FY 1989 to establish a model day care center at Tanta University. Thirty-five students will be trained as day care teachers while another eight will be trained as directors and supervisors. The relationship between family, household, and income generating roles of women is a focus of investigation in many WID programs.

Efforts will continue to focus on strengthening the institutional capability of private voluntary organizations to factor gender concerns into their programs.

Private Voluntary Organization Projects Funded by the Office of Women in Development

A number of projects with private voluntary organizations are funded by the WID Office. Four examples are described below:

International Center for Research on Women:

The Office of Women in Development continued its long-standing relationship with the International Center for Research on Women (ICRW) through a cooperative agreement. ICRW is widely recognized as a leader in policy research to investigate women's economic and social participation, their dual responsibilities in the economy and household, and their role in family health and welfare in developing countries.

Under the cooperative agreement, ICRW worked in approximately eight countries to provide technical assistance on policy development and implementation related to women in development. Included among the project's activities was the development and distribution of sector specific guidelines to assist the Agency address WID in the Asia and Near East region.

ICRW's services also were used on an evaluation of an income generation project for rural women in Jordan, an analysis of the intra-household allocation of resources, labor and income in agricultural families in Nepal, program assistance in Sri

Lanka and Tunisia to identify issues for gender-differentiated analysis, and a review of gender-disaggregated data sources in Belize's agricultural and private enterprise sectors.

Additionally, ICRW has executed projects for USAID Missions and other A.I.D. Bureaus which are described elsewhere in this report.

Women's World Banking:

Women's World Banking (WWB) and its affiliates are among the PVOs supported by A.I.D. throughout much of the developing world. WWB ensures that women have access to working and investment capital necessary to establish and expand their businesses. WWB supports a loan guarantee program that facilitates commercial bank lending to women entrepreneurs. WWB also provides business management and skills training to every loan recipient and interested business owner.

In FY 1990, the WID Office participated in a donors' meeting to assess WWB's institutional sustainability and program performance over a decade of operations. Based on this evaluation, the WID Office provided a one year grant to WWB for institutional development support, specifically to strengthen WWB's institutional capacity for program delivery and impact.

The Agency is currently supporting FINAM, the WWB affiliate in Chile, through the GENESYS Project and ICRW. Support is provided in a wide variety of areas including operations, research, technical assistance and training.

CEDPA:

The Office of Women in Development supports the Women in Management (WIM) Project and the Multisector Approach to Family Planning Project through a buy-in to A.I.D.'s Science and Technology/Population Office's (S&T/POP) cooperative agreement with the Centre for Development and Population Activities (CEDPA). The WIM Project trains women managers in positions of responsibility — such as public policy decision-makers — in developing countries. The project provides women trainees with improved management skills and technical capabilities. Topics such as management by objective, planning, implementing, monitoring, supervision, and evaluation form the core content of the training programs.



In the Multi-sector Approach to Family Planning Project, the Centre for Development and Population Activities will test combinations of family planning with sector programs in areas such as nutrition, management training, and home economics to determine what sectoral combinations are the most effective for promoting the integration of family planning. It will explore linkages among women's skills, resources, and personal confidence with use and distribution of contraceptives.

The Office of Women in Development is monitoring both projects to ascertain the skill building benefits to the WIM trainees as well as the impacts of the Centre's in-country follow-up support activities for WIM alumni.

CARE:

The WID Office supports a Village Agroforestry/Women's Nursery Enterprises

Project in the Cameroon through a buy-in to an FVA/PVC cooperative agreement with the Cooperative for American Relief Everywhere (CARE). The project involves women in the northern part of Cameroon in income generating agriculture and agroforestry activities such as communal fields/woodlots, grain mills, small livestock raising, and bee keeping. These activities are designed to help women achieve a higher level of self-sufficiency. A component of the project will train women in accounting and marketing to strengthen management skills and to help ensure long-term project sustainability.

CARE will monitor and report on the progress of the WID component of the Cameroon Agroforestry Project to determine:

- the impact the project has had on the women participants;
- the degree of project sustainability;
- the lessons learned for A.I.D. collaboration with private voluntary organizations as a means of reaching rural women; and
- the extent to which this project or features of this project may serve as a model for replication in other countries/regions of the developing world.

Significant steps to integrate gender concerns have been taken by A.I.D. Bureaus and USAID Missions in FY 1989 and FY 1990 in the sectoral areas of agriculture, private enterprise, environment and natural resources, and education. The following sections report on the issues and constraints faced in each of these sectors and on the response by Bureaus and Missions.



AGRICULTURE



THE ISSUE

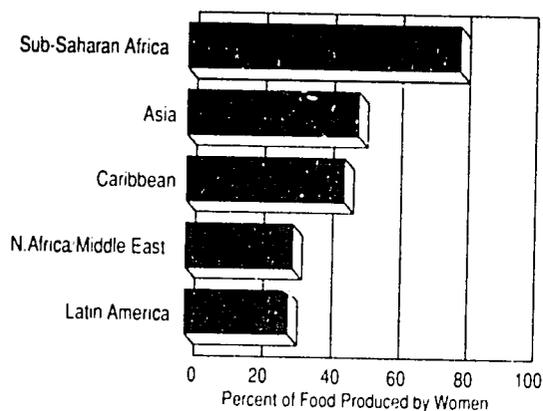
It is estimated that women farmers grow at least 50 percent of the world's food and as much as 80 percent in some African countries. Women comprise more than 40 percent of the world's agricultural labor force — a number that is growing rapidly as more men in developing countries migrate to cities and towns to seek employment, leaving women behind to manage and work the land.

Women play a variety of roles in agriculture. Large numbers of women are active in agriculture as farmers in their own right. In parts of Africa, more than 40 percent of the farms are managed by women. In areas of Latin America, over 20 percent of rural women are farmers, and in regions of the Caribbean, women represent 44 percent of the farmers.

The role that women play in agricultural production is critical to the economies of most developing countries, yet their contribution is all too often ignored. To increase agricultural production and raise rural incomes in developing countries, information and other resources must reach women. One reason women farmers' productivity is not maximized is that they are somewhat invisible to their governments and agricultural extension services. In the national statistics of most countries, the majority of women working in agriculture are classified as unpaid family workers.

Women's formal decision-making in many farm activities varies, but almost everywhere in the developing world women perform essential functions in the agricultural production process. They are involved in nearly all aspects of field cultivation including selecting seeds, planting, weeding, fertilizing, and harvesting; they assume the bulk of crop processing and storage, and are often active in marketing as well. Women are engaged in animal, fish, and wood production and it is women who are primarily responsible for the production of the subsistence food crops essential to family survival.

Food Produced by Women



Source: Bayinc, Mayra, and Yuduaman, Say W. 1999. *Women, Poverty, and Progress in the Third World*. New York, NY: Foreign Policy Association.

Nonetheless, they are frequently excluded from national labor force statistics since their tasks are seasonal and include activities often considered "housework," such as crop processing and storage.

Women who work as wage laborers make up a growing segment of the agricultural labor force. The increasing problem of landlessness throughout the developing world has forced rural women and men to seek wage labor. Many women find work as wage laborers in commercial agriculture. In Sri Lanka, 72 percent of the women who work in agriculture are employed on tea plantations. In Honduras, women make up 40 percent of the wage laborers in the tobacco industry and almost 90 percent of the wage laborers in the coffee industry.

STRATEGIES AND CONSTRAINTS

Despite their significant contributions to agricultural production and to rural households, women have less access to and control over key productive resources such as land, capital, extension services, technology, and credit than their male counterparts, and have historically been excluded from most farmers' groups and cooperatives. Various cultural and legal barriers exist which deny them the same resources, flexibility, and productivity enjoyed by male farmers.

Female-managed farms earn less than half the income of male-managed farms. They have less access to productive assets — such as land, cattle,

and labor — needed to increase agricultural production and income. Women are far less likely to receive credit and agricultural extension services than men. Women's average workdays have lengthened from 10 to 12 hours in many parts of the developing world over the past twelve years. Women farmers carry multiple burdens: responsibilities for food, water, fuel, housework and child-care. As a result, women's agricultural productivity is lower than it need be — a fact reflected in the low national agricultural output in many developing countries.

Access to technical assistance, appropriate technologies, credit for purchasing improved seeds and fertilizer, and draft animals can raise women farmers' productivity. It is important to ensure that the development assistance technologies and resources in the agriculture sector reach women. A recent review of more than 100 A. I. D. supported agricultural projects found that attention to gender issues can eliminate bottlenecks to production, result in successful transfer of technology, and generate an increased willingness to adopt new practices.

Experience also has shown that in project design, to increase agricultural output, it is essential to develop strategies that identify tasks that women undertake, emphasize their roles as farm managers and workers, and initiate special measures to overcome barriers which limit women's access to and benefits from agricultural assistance programs. Research relevant to tasks undertaken by farm women should also be carried out to measure impact and as a focus for monitoring, evaluation, and designing follow-on activities.

Female extension agents improve women's access to agricultural development services, provided they offer a service or "product" that will yield tangible benefits. Tailoring existing delivery systems for credit and other resources can lead to innovative and successful outreach services to women. Other specific measures include provision of special training designed to take account of the constraints women face — limited time and mobility, their multiple farming, household roles, and household headship. Dissemination of technologies that help alleviate the burden of many of women's chores such as fetching water and fuelwood, or food processing and preparation, can further ensure that women are able to take part in other developmental activities.

Given the size of A.I.D.'s agricultural portfolio, involving women actively in agricultural assistance programs is an important concern. The projects of many Missions reflect the priority given to developing, testing, and evaluating strategies for reaching women. The following are highlights of the many field efforts in agriculture.

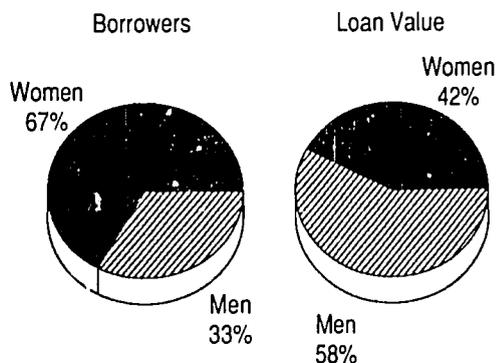
A.I.D. RESPONSE

USAID Missions

Approximately 80 percent of the Missions in both Africa and Asia, two thirds of the Missions in Latin America and the Caribbean, and half of the Near East Missions report that their efforts to integrate women into agriculture projects are well underway.

- The Missions in Africa report that within their agricultural credit programs, two thirds of all credit recipients are women; women receive 42 percent of the dollar value of loans.
- In USAID-supported agricultural research projects, the Near East, Asian, and Latin American and Caribbean Missions report that approximately 20 percent of local professional staff are women.
- Three quarters of the USAID Missions in Africa and Asia are undertaking major efforts to strengthen the technical and managerial capabilities of women's cooperatives or other agricultural groups formed by women.

Agricultural Credit Programs in Africa



Missions are building programs and projects which target women with modern inputs (such as high-yielding seeds, fertilizer and irrigation) and associated extension services. Extension services are not limited to primary crop production but include post-harvest processing, vegetable cultivation, marketing, and other activities commonly performed by women. Women are highly responsive to new technologies provided they are appropriate and beneficial. Field studies have shown that women who receive extension advice tend to be more diligent than men in following recommended practices.

The USAID Area Food and Market Development Project in Zaire specifically targets women farmers by providing technical assistance to an indigenous private voluntary organization in the Bandundu region to improve women's access to agricultural technologies including improved seeds or manioc cuttings; improved production practices such as crop rotations, weeding, and planting techniques; new crops having higher nutritional value such as cowpeas and soybeans, as well as training in the use of these crops. The private voluntary organization provides access to and training in multiplication of vegetable seeds. Technological innovations are presented within the context of women's existing resources, farming practices, and social systems.

An impact evaluation conducted in one of the test villages for the women's extension activity in October 1990 found a significant improvement in children's health status in the village since the project began its agricultural extension activities for women in July 1989. Between July 1989 and July 1990, the percentage of children below standard weight for age declined by 21 percent in the test village relative to the nine other control villages served by the same health center.

Many agricultural projects include research efforts which address issues related to increasing agricultural productivity among female farmers/farm workers. Such research efforts can improve food crops grown by women; develop food-processing and storage technologies for women farmers; investigate links between commodity improvement and better family nutrition; and produce ecologically sound farming techniques that utilize the knowledge of women farmers.

SESAME YIELDS BENEFITS FOR WOMEN FARMERS IN THE GAMBIA

Women farmers in the Gambia are increasing their incomes and improving the nutritional standards of their families as a result of a USAID-funded effort to introduce sesame seed as a follow-on crop to early millet. Nutritional deficiencies in the Gambian diet stimulated the introduction of sesame in 1984 by Catholic Relief Services (CRS) with funding from USAID. Studies had indicated that diets were deficient in fat with a high rate of malnutrition among children under five. Gambian farmers grew large quantities of groundnuts for export, but were prohibited by law from processing groundnuts to obtain oil for local consumption. The CRS agricultural advisor pointed out that an alternative oilseed such as sunflower or sesame could provide oil without infringing on the groundnut processing law.

When field trials showed that both sesame and sunflower grow well in the Gambia, a variety of sunflower expected to produce the highest quantity of oil per hectare was introduced. But, yields were much lower than anticipated. Women farmers indicated that sunflower cultivation took time away from other crops. Responding to the women's concerns, CRS worked with several women's groups to substitute sesame which can grow well despite prevailing drought conditions. As a result, women farmers got yields averaging 400 kilos per hectare. The following year, the farmers increased sesame planted fields from 1,000 to 5,000 hectares.

Today, farmers are producing sesame primarily for local needs. Villagers no longer travel to the city to buy imported oil. And, oil has been eliminated from the products distributed in the Gambia as food aid. The fact that approximately 85 percent of the sesame growers are women facilitated the integration of local production into improved standards at the household level including extracting oil from sesame, using sesame cake in different recipes, and soap making. Five weaving foods have also been developed and promoted using sesame.

With CRS assistance 16 sesame growers associations were created to plant sesame and manage processing facilities. Women form 90 percent of the members of the sesame growers associations.

The USAID-funded Gambian Agricultural Research and Diversification (GARD) Project continues to explore new ways to collaborate with women farmers to increase their productivity. Recently, sesame by-products and other crop residues have been used to fatten rams to sell for use in religious festivals — a time when the premium price is paid for fattened rams. The women involved in the project more than doubled their investment after paying for all related costs. As a result, the sheep fattening program has been adopted by the sesame growers associations.

Sesame cultivation is now well-established among women in the Gambia. The introduction of sesame has brought many benefits to the country's women farmers and offers the promise of even greater benefits in the years ahead.

The Gambian Agricultural Research and Diversification (GARD) Project, for example, has developed a rice planting marker tool that helps women plant rice in rows. Rice is a major component of the Gambian diet and is produced almost exclusively by women. By row planting, instead of the customary broadcasting method, yields were increased by 50 percent. The GARD project also found that women can use oxen to prepare seed beds in the heavy soils associated with rice grown in the water impoundments. Through minor shifts in the design of the plows pulled by oxen, extensive use of human labor to prepare the soil was greatly reduced.

A number of Missions are involved in efforts to strengthen the technical and managerial capabilities of women's cooperatives and other agricultural groups formed by women. The Swaziland Manpower Development Project, for example, is helping rural women's groups improve business management and leadership capabilities.

USAID/Honduras has initiated the Small Farmer Organization Strengthening (SFOS) Project which establishes a viable mechanism for delivering credit, technology, marketing services and management skills to growers in order to strengthen and upgrade the administrative, management, planning and capital formation capabilities of the participant organizations. Women comprise approximately 38 percent of the 70,000 cooperative members and 25 of the 83 credit unions involved in the program have female managers.

The newly implemented Cooperative Agriculture and Agribusiness Support (CAAR) Project in Uganda will strengthen the technical and managerial capabilities of registered cooperatives. The project has sent women managers of some of the large cooperatives to short-term training courses in management and other technical areas.

In responding to the credit needs of rural women, many USAID projects build on the strengths of organizations already in place. This approach has proven effective in providing credit to women.

Under the Haute Vallee Project in Mali, for example, loans are made to village-based cooperative groups who in turn guarantee the loans to women for purchasing agricultural inputs.

This loan program for women will expand in 1991 to include vegetable cultivation and agri-based marketing activities. Another component of the project emphasizes the development of women's sub-groups within the cooperatives, linking credit to small-scale agri-based economic activities. Key to this program's success is a component which offers functional literacy training for women in order to develop the skills needed to access credit, understand available technology, and improve management.

A number of efforts have recently been undertaken to increase enrollment of female students in agriculture education programs and to incorporate women in agriculture into course curricula. USAID, Uganda, for example, plans to rehabilitate the women's dormitory at the Makerere University Agriculture Research Station at Kabanyolo which was destroyed during past military conflicts. Renovation of the facility will allow women, for the



first time, to board at the Station in order to complete their practical training in agriculture. In Tanzania, the USAID Mission recently signed a cooperative agreement with Tuskegee University to strengthen teaching and research facilities at the Sokoine University of Agriculture. The agreement includes a component to incorporate courses on women in agriculture into the curriculum.

In Honduras, the Land Use and Productivity Enhancement (LUPE) Project is helping hillside farm women generate increased household income. Nearly 2,500 rural women, organized into 190 groups, are benefitting from activities in natural resource conservation, nutrition and household improvement, and income generation. All forty LUPE extension offices have at least one WID agent who ensures women farmers receive equitable assistance. Women are taught to increase grain production and to decrease malnutrition levels among children by using crop diversification and planting fruits and vegetables in the family garden. Animal husbandry activities teach women how to feed, care for, and vaccinate animals — an alternative source of income for women. In a one-year period, 16 percent of rural families benefitting from the project were female-headed households. They achieved a 30 percent increase in grain production. In addition, more than 130 families are now following improved small animal husbandry practices.

Alternative agricultural income generation is an area of emphasis for A.I.D.'s program in Latin America. While women are not typically the primary producers or processors of illegal drug crops, they may serve as an important link in the chain of activities necessary to convert farmers from drug production to legal sources of revenue and must be taken into account in development planning in this area. At the request of two USAID Missions in Latin America and the Caribbean, the WID Office is working to gain a better understanding of women's roles in drug production and trafficking as well as the positive role that women can play in providing agricultural households with legal, reliable, and viable sources of income.

Specialized research contributes to the productivity of women in agriculture. In Thailand, for example, research is conducted in animal and fish disease control, hybrid silkworm cocoon production, and the prevention of viral disease in passion fruit and papaya — efforts that will help increase the productivity of women.

The Agriculture Sector Support Program trained 25 women in agribusiness/food processing skills during a July 1989 workshop in Pakistan which offered managerial, behavioral and technical skills training. As a result, 17 micro-level businesses were established. A workshop follow-up revealed that, of these, five have either increased the number of employees and/or obtained small loans locally.

In the Philippines, the USAID Mission is designing the Agribusiness Sector Assistance Program to increase the volume and efficiency of private sector investment in agribusiness. Particular emphasis is placed on the feed-livestock and the fruit-vegetable complexes which are closely linked to a more efficient small-farm sub-sector. Relevant gender concerns are incorporated in the program design stage.

In Nepal, the USAID Mission is conducting a year-long intra-household survey to provide gender disaggregated policy and program-relevant information that can help the Mission assess household level effects, income multiplier possibilities and overall sustainability of a private-sector-led, cash-crop-based and market-driven agricultural strategy. The project responds directly to Congressional guidance to integrate gender considerations adequately into strategy design activities.

While significant progress has been made toward involving women actively in agricultural assistance programs, there is more work to be done. The USAID Missions in Africa report that improving women's access to agricultural credit should continue to be a priority for future activities in their region. Field extension has been identified as the highest future priority for Asia and Near East Missions while in Latin America—and the Caribbean, the focus is on strengthening women's marketing activities.

A.I.D. Central and Regional Bureaus

A number of programs and projects of the Bureau for Science and Technology address the integration of gender considerations into agriculture.

The Bureau for Science and Technology, Office of Agriculture (S&T/AGR) has supported the Bean-Cowpea Collaborative Research Support Program (CRSP) which has a staff member who works with each of the 13 sub-projects in the CRSP to identify



and design activities related to women. She assists in setting up surveys in developing countries to determine what influence women have on the choice of genetic materials and crop varieties, and to identify ways to direct the project activities toward the identified gaps or opportunities.

The Small Ruminant CRSP is another multidisciplinary program supported by S&T/AGR which investigates the biological and socio-economic elements of small ruminant (goats, sheep, alpacas and llamas) production in Indonesia, Kenya, Morocco, and Peru. In Peru, female extension agents have designed packages explicitly to consider gender differences such as the requirement for staying closer to the homestead and concerns regarding security. Research conducted in Indonesia indicated that ninety percent of the women farmers in the study villages participated daily in small ruminant production activities. The women were found to be actively involved in the

related family decision-making processes, including how to use the income from the sale of animals. As a result of these findings, it was decided to make women a focus of technology development and testing research.

The S&T-ACR Nitrogen Fixation and Tropical Agricultural Legumes (NIFTAL) Project enables developing country farmers to increase production of high protein crops, trees, fodder, and cash crops with reduced dependence on nitrogen fertilizer and improved soil conditioning and soil retention. Research, training, and outreach activities are designed to help the small-scale farmers in developing countries — most of whom are women.

NIFTAL's outreach activities in Uganda, Haiti, Nepal, Senegal, and Indonesia are conducted through a consortium of seven private and voluntary organizations. In these countries, NIFTAL also works with the Peace Corps to expand legume management and accessibility to

biological nitrogen fixation technology. Special effort is focused on promoting the role of women. In Uganda, for example, outreach is heavily focused on women's cooperatives. Women represent 75% of the beneficiaries.

The Bureau for Science and Technology's Fisheries Development Support Services (FDS) Project has produced a video on the significant role of women in fisheries. The Pond Dynamics CRSP is conducting a socio-economic study of agriculture in Rwanda to identify the role of women and related development opportunities.

Significant progress has been made toward involving women in agricultural assistance programs and improving their access to key productive resources. Efforts will continue to focus on improving women's access to agricultural credit and field extension services and on strengthening women's marketing activities.



PRIVATE ENTERPRISE



THE ISSUE

Women have entered the labor force in sharply increasing numbers over the last thirty years as a result of improved levels of education as well as economic pressure to become more responsible for the well-being of their families.

In most developing countries, paid employment opportunities for women have been limited to marginal jobs providing low wages, few or no fringe benefits, poor working conditions, and little chance of advancement. New job opportunities available to women have typically arisen in low skill areas. In general, the work available to women remains low-paying, rendering the quality of employment opportunities very low. Furthermore, in some regions, particularly in Latin America, the development of industry and agriculture have been capital intensive, limiting the number of jobs available in the modern sector. Intense competition for jobs in the formal sector, combined with sex discrimination in employment, has meant that the small number of jobs available tend to go to men, unless women are much less expensive to hire or are viewed as more cooperative or more effective in detailed work as has been the case in many of the export processing zones.

As a result, increasing numbers of women are turning to self-generated employment in the informal sector. In urban areas, women take up occupations such as street vending and domestic services. In rural areas, women process and market produce or use local materials in handicraft production. Earnings and occupational mobility, however, remain low in such informal sector activities. Informal sector occupations, in contrast to formal sector jobs in a factory or office, do not offer social security or employment benefits; they are not covered by permits or licenses, nor by employment contracts or guarantees. Women also rarely have access to credit, skills training, or technical assistance that could make their work more productive and remunerative.

Because informal sector activities are seldom recorded, it is difficult to know exactly how many

women are so employed. Recent estimates claim that more than half the jobs in large Latin American cities fall into this category. Studies further suggest that between 1981 and 1983, the informal sector grew by about 20 percent, but the average income of persons employed in this sector fell by about 21 percent. Studies also estimate that women's participation in the informal sector in La Paz, Bolivia grew from 37 percent in 1976 to 48 percent in 1983 and that between 51 and 62 percent of the workers in informal-sector occupations in Mexico are women. In Ecuador and Honduras, women make up about 40 percent of the informal workforce. The numbers in West Africa may exceed these, but fewer efforts to quantify them have been undertaken.

STRATEGIES AND CONSTRAINTS

A.I.D.'s development interventions in the private enterprise sector that specifically target women's needs seek to improve private sector employment and incomes in both the informal and formal sectors. Typically this involves direct assistance to small firms and microenterprises and policy dialogue with governments to improve the economic and regulatory environment for formal and informal small enterprises. Recently, pilot efforts have begun to analyze gender-based employment impacts of trade and investment and agribusiness programs.

To increase women's productivity and returns from both formal and informal sector activities, practical management and skills training, accessible credit, and marketing programs are required.

In order to be effective for women, private enterprise training projects must eliminate constraining factors by:

- Removing prerequisites for training that tend to inhibit women's participation;
- Distributing information about training through additional channels that reach women rather than limiting it to those which traditionally exclude women such as male-dominated community organizations or employment exchanges where few women participate;

- Expanding training for women beyond gender-specific domains, such as sewing, knitting, and clerical/secretarial skills;
- Training on the basis of thorough knowledge of women in labor markets and the marketability or utility of new skills; and
- Scheduling training programs, taking into account women's limited time and mobility.

Access to credit is generally severely constrained for women, who are often new and small borrowers. Women continue to comprise a disadvantaged group facing complex regulations and other institutional barriers to enter credit markets. A key obstacle to credit is women's limited control of collateral. In many countries, laws and customs prevent women from owning land or property, which are usual forms of collateral for loans. When businesses are accepted as collateral, women may not be considered good credit risks because they are engaged in predominantly small-scale informal enterprises without the documentation of a formally registered business. When regular salaries are required as collateral, women again fare badly because they predominate in precisely those sectors of the economy where regular salaries are the exception.

Elaborate application procedures may be required of potential borrowers. This can inhibit women's access to credit because of the relatively high illiteracy rates and low educational attainment of women. Most poor women are incapable of completing application forms that require more than rudimentary reading and writing skills.

Women often face social and cultural constraints that further restrict their access to credit. For example, it may be considered inappropriate for a woman to travel alone from her home in a rural area to a bank in town, or to offer the occasionally necessary bribe to a male official in charge of credit approval.

Problems of perception may also limit otherwise credit-worthy women from borrowing from credit institutions. In some West African countries, for example, it is commonly believed that women borrow primarily for educational purposes, while men borrow for long-term benefit, such as capital

investment and construction. Education is viewed as consumption, and not as long-term investment in human capital. Women are perceived as risk averse. They tend to diversify rather than pick a market niche and intensify investment and profit. These common perceptions of women as borrowers become rationale for limiting credit for women.

Yet, experience has shown that women are good credit risks—better credit risks even than men. More than 80 percent of 9,000 loans made to rural women in Bangladesh through a USAID supported small business development project were paid back on time and in full. Bangladesh's Grameen Development Bank, known for its unusually small default rate of less than three percent, attributes much of its success to women — many among the poorest of the poor — who make up more than 85 percent of the bank's borrowers and whose loan repayment rate is among the highest in the world.

Many USAID Missions report similar high repayment rates for women. If, in Ecuador, loan repayment rates by women are "only" equivalent to those of men, a number of other countries — Honduras, Barbados, Guatemala, Senegal, Cameroon, Malawi, Niger and Chad — report a repayment rate by women to be significantly higher than that of men. USAID/Guatemala, moreover, reports that the default rate among women is practically non-existent in USAID micro-business promotion projects.

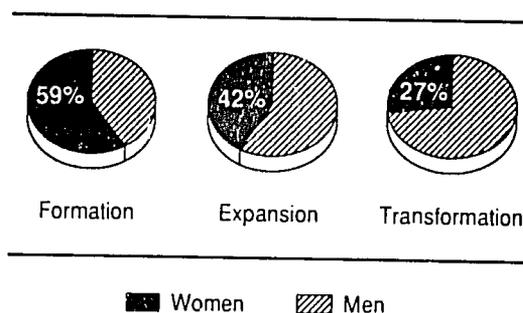
Strategies that open new credit opportunities for small enterprises will benefit women by providing growth potential for businesses in which they are likely to predominate. Where traditional sources of credit are not suited to making small business loans, a new or innovative form of credit institution is often required.

A.I.D. RESPONSE

A.I.D. seeks to support formal and informal enterprises through policy and regulatory reforms and increased access to information, technical assistance, markets, and financing.

An Agency-wide Advisory Committee on Microenterprise was created in late FY 1988 to oversee Agency policy with respect to microenterprise and to assure compliance with

Women and the Growth of Microenterprises



1988 Congressional appropriations for assistance to microenterprises. The conference report accompanying the appropriations legislation suggests that special attention be given to businesses owned by women and those owned and operated by the poorest 20 percent in a country. The WID Office participated actively in all meetings of the A.I.D. expert group to ensure appropriate attention to women's full integration into Agency micro-business assistance activities.

In early FY 1989, the Agency examined its recent experience in microenterprise activities worldwide to guide its programs into the 1990s. The resulting report of this "stocktaking exercise" showed that the microenterprise portfolio was a broadly conceived program oriented toward growth and was fairly evenly divided between new microenterprise formation, expansion of existing businesses, and transformation of microenterprises into larger businesses with more growth potential. Women's participation in these programs was significant. However, the percentage of women beneficiaries was considerably lower in the transformation programs (27%) than in the formation (59%) and expansion (42%) programs. The WID Office continues to encourage more participation by women in business transformation assistance activities.

In mid-FY 1989, the WID Office conducted an evaluation of A.I.D.'s centrally-funded Assistance to Resource Institutions for Enterprise Support (ARIES) Project. The final report made a number of recommendations for future action. It was clear that all project design efforts must include a strategy for ensuring women's access to relevant small and medium enterprise development activities. These strategies should require gender



analysis and collection of gender-disaggregated data in assistance activities. Evaluations of project impact should also disaggregate beneficiary data by gender.

Lessons learned from the review of Agency microenterprise activities and from the ARIES evaluation contributed substantially to the design of a new centrally-funded project, known as GEMINI (Growth and Equity Through Microenterprise Investments and Institutions). The five-year project, launched in October, 1989, works directly with Missions in the design and implementation of their microenterprise activities and carries out relevant research and development to further Agency knowledge of the microenterprise sector. The WID Office participated directly in the design of the GEMINI project, provided a consultant to integrate gender concerns into the project's research agenda, and supplied additional resources to the project through a major buy-in in FY 1990 to stimulate new investments in women.

The WID buy-in to GEMINI resulted in a number of specific technical assistance activities including: a women in informal sector microenterprise survey for USAID/Egypt; a Financial Institutions Development project evaluation for USAID/Indonesia; a small business survey and project paper design for USAID/Swaziland; and a microenterprise strategy formulation study for USAID/Lesotho.

Worldwide, USAID Missions have integrated women into a great variety of small and microenterprise projects, sometimes relying substantially on assistance from the WID Office and on key support projects, such as GEMINI. A representative sample of highlights from Mission portfolios in both the informal and formal private sectors is provided below.

USAID Missions

Latin America/Caribbean

USAID/Honduras supports a number of micro- and small enterprise credit programs with flexible commercial credit requirements, which offer women opportunities to obtain financial resources on the same terms as men. The result—although too early to be termed a trend—has been an increase in the proportion of women borrowers each year since 1988: 59% in 1988; 65% in 1989; and 67% in 1990.

The Mission also provides technical and budget assistance to three organizations that are promoting informal cooperative village banks. These banks benefit low-income women in both urban and rural areas who would not otherwise have access to commercial credit and other business services.

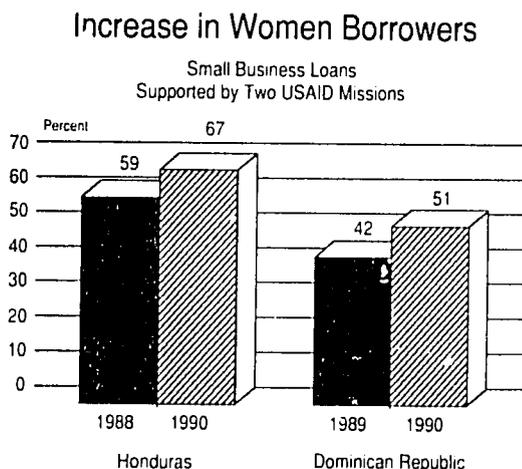
USAID/Honduras continues to support private voluntary organizations that provide services exclusively to women-owned or managed microenterprises. Among these assisted organizations, the Honduran Private Sector Council recently sponsored the creation of the Honduran Women Entrepreneurs Association. The Council, in conjunction with a USAID-financed project, is helping women participate more actively as high-level managers in private business.

Again in Honduras, private sector projects are helping change the traditional pattern in which women are employed in low productivity

operations with very little growth potential. These formal sector activities are designed and implemented to expand employment opportunities in relatively new sectors of the economy where women have not traditionally worked, such as the export sector. The Foundation for Investment and Export Development (FIDE), an implementing agency of USAID's Export Development and Service Project, is planning to generate an additional 16,000 jobs over the next five years, an estimated 65 percent of which will be filled by women.

A number of recent research efforts are contributing to a better understanding of how to strengthen the participation of women in the informal sector. In El Salvador, for example, a study of the informal sector economy has been initiated to provide insights on efforts that can lead to improved participation by women.

The newly created Microenterprise Development Project in El Salvador is expected to make a significant contribution to the expansion of women's participation in the private sector of that country. The project will establish a private National Microenterprise Support Center and a network of branch offices to provide micro-investment credits. Major beneficiaries are expected to be women with no previous credit history, who have, for the most part, been excluded from access to formal credit sources by high transaction costs and collateral requirements. The seven-year, \$10 million Microenterprise Development Project will enable borrowers to initiate or expand microenterprises at the lowest level.



The Government of El Salvador is considering a research project that would utilize an existing data base — the 1989 Annual Multipurpose Household Survey of the Metropolitan Area — to develop more recent statistics on women's labor, employment, literacy, and other key variables.

In Guatemala, through its PL 480 Title I local currency program, the USAID Mission has contributed \$600,000 to assist the government's actions aimed at meeting the needs of women in depressed areas and providing opportunities to alleviate poverty through self-employment. The main components of this program include training, a credit scheme, savings mobilization, appropriate technology, and marketing system development.

Baseline data collected for a Dominican micro- and small enterprise project indicated that 40 percent of the owners of microenterprises in the country are women. USAID projects, therefore, target microenterprise lending organizations that emphasize service to women. Of the approximately 5,000 jobs which are expected to be generated from the Mission's Small Industry and Microenterprise Project, about 35 percent will be taken by women. The USAID Mission reports that the percentage of small business loans to female beneficiaries increased from 42 percent in FY 1989 to 51 percent in FY 1990, although the total dollar value of such loans decreased due to devaluation of the peso. Delinquency rates for women beneficiaries averaged only six percent in FY 1990 as compared to 10 percent for men.

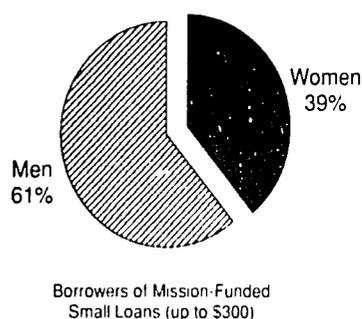
The USAID Mission in the Dominican Republic has also targeted additional development funds toward projects that contribute to the development of free trade zones, which are expected to produce numerous new jobs. Currently, 75 percent of the employees in free trade zones are women.

The WID Office in collaboration with the Office of Economic Affairs is conducting a study of the impacts of free trade zone employment on women and their children in the Latin America and Caribbean region.

Africa

USAID/Uganda is designing a small to medium scale credit program for women. The Central Bank of Uganda will establish a special women's credit window to be used by participating commercial

Women and Small Loans



banks. The present high level of support in the banking community for women's credit activities is unprecedented.

The Central Bank has also completed a study which identifies obstacles to women's access to credit and has submitted a proposal to USAID to fund a program to eliminate many of these constraints. USAID/Uganda is employing a credit specialist to identify issues for policy dialogue with the government to overcome obstacles to credit for women entrepreneurs. The credit specialist will also identify measures necessary to ensure that women can graduate from the project to other credit programs. A baseline survey is to be conducted as part of the project to quantify improvements made in overcoming obstacles to credit.

To promote the number and success of women in business in Malawi, a USAID-supported project recently helped establish the National Association of Businesswomen, a non-governmental organization expected to enroll 500-1,000 businesswomen. The Association will be a strong voice for promoting changes in institutional policies and practices which do not presently benefit women.

USAID/Lesotho reports that small business primers were developed through the Basic and Non-Formal Education Systems Project for use in primary schools. The texts promote gender awareness; 50 percent of the stories portray female entrepreneurs as role models.

USAID/Lesotho is also working with the business training division of the Institute of Extra-Mural Studies of the National University of Lesotho to

develop a training course that incorporates modules on business constraints and opportunities of special concern to women. Access to credit, legal constraints to entering a contract or starting a business, ownership questions, and entrepreneurial assertiveness will be taught together with such topics as how to do a feasibility study or a marketing survey.

In Senegal, studies on employment and the private sector, completed in September 1990, included efforts to identify constraints for female entrepreneurs and to track women in both the formal and informal sectors.

USAID/Kenya has made women's participation a priority in its credit and microenterprise activities and has implemented a Management Information System to track gender variables in the Rural Private Enterprise Credit Program. Other Missions in Africa are focusing on the importance of training to enhance women's productive skills. In Niger, for example, 98 women attended a workshop for training of trainers in management in May, 1990.

Asia/Near East

Mission efforts to support informal enterprises and women's access to information, technical assistance, markets and financing often involve collaboration with private voluntary organizations and other donor organizations. In Egypt, for example, the USAID Mission worked with Catholic Relief Services to create an activity which assists street vendors in their efforts to acquire and store large quantities of raw materials. In addition to the procurement and storage of these raw materials, provisions are made for the redistribution of materials through in-kind loans, and in some cases through direct sales to members of a street food vendors' organization. Women are targeted in this activity.

In Egypt, a USAID project is also helping improve socioeconomic conditions for 250,000 disadvantaged people in the Aswan, Mena, Sohag, and Fayoum governorates through the training of community leaders in successful management practices. A primary objective is to integrate women into the development decision-making and implementation process. The program loan component requires that over 50 percent of the funds be utilized by women and that over 50 percent of the recipients be women.

INCREASING WOMEN'S ACCESS TO FINANCIAL RESOURCES

Establishing microenterprise credit projects at a local level can greatly increase access to financial resources for the poor in general and women in particular. This is one of the key findings of an analysis conducted by the Financial Institutions Development (FID) Project. The project demonstrates that decentralized programs can result in higher female participation rates because they help reduce the non-interest costs of borrowing. Non-interest costs such as access, familiarity, and qualifications are typically more important among low income clients than interest rates in determining borrowing behavior.

The Financial Institutions Development Project was established by A.I.D. in collaboration with the Government of Indonesia in 1984 to encourage enterprise development, increase productivity, and generate employment in rural areas. The purpose of the project is to support existing rural credit institutions that provide financial services at a reasonable cost. This support is provided in order to develop locally oriented, self-sustaining financial systems that mobilize savings and extend credit.

Under the FID project, assistance is provided to two rural credit institutions. One, Village Financial Institutions (VFI), provides very small loans (\$36 to \$120) to borrowers primarily engaged in trade and has no collateral requirement. These loans are typically used for working capital in the borrower's business. The other, the General Village Credit Program of the Bank Rakyat Indonesia (KUIPEDIS) provides slightly larger loans (averaging \$400, rarely below about \$50) to borrowers with collateral, usually land. Interest rates in both institutions are set at market or near-market rates and loans are not targeted by either institution at specific income groups, activities, or by gender. Loan applications of either institution require a co-signer who is typically the applicant's spouse.

While participation in both institution's loan programs by females is relatively high, female participation in VFI loans is over twice that of KUIPEDIS (53% versus 24%). Overall, research has shown that the high female participation rates are due to the institutions' close proximity to home, the ability for quick reimbursement, the familiarity with the lender, and favorable repayment terms. The higher female participation in VFI loans is due to the lack of collateral requirements and the availability of the loans for working capital.

The project found that low income recipients demonstrated a capacity to use borrowed funds productively and pay market or near-market interest rates with low loan default rates. Overall, the study concluded that when properly designed and administered, providing credit to poor and female entrepreneurs can be an effective way to stimulate business development.

Studies by the two institutions showed that loans were used to expand the borrower's businesses and add new business areas. Nearly 20 percent of the borrowers reported sufficient business growth to necessitate the hiring of increased staff.

USAID/India is collaborating with the Government of India's Department of Women and Children to focus attention on the need to support microenterprise/small business development efforts for women. With the assistance of A.I.D./Washington, USAID/India conducted a series of women and microenterprise/small business development studies which provided essential information for Indian government policy-makers.

USAID/Thailand has facilitated the grant of U.S. \$200,000 from the Canadian International Development Agency to the Institute of Management Education for Thailand (IMET) for the development of a new series of training programs for female managers.

In 1990, USAID/Tunisia sponsored a study on women and key employment issues. A follow-up technical seminar at which women's employment issues were debated was well-attended, and a national level policymakers seminar was planned for later in the year. The study and follow-on

activities contributed to the formulation of the USAID/Tunisia Country Development Strategy Statement.

The Agribusiness Sector Assistance Program is helping increase the volume and efficiency of private sector investment in agribusiness activities in the Philippines. The USAID Mission is designing a gender-disaggregated employment monitoring system as part of the program. This pioneering venture will measure gender-differentiated employment responses to the program's private sector initiatives and policy changes.

In Indonesia, the Financial Institutions Development Project encourages enterprise development, productivity increases, and employment opportunities in rural areas through support to existing rural credit institutions that provide rural financial services at reasonable cost, produce loan portfolios of employment-generating activities, and promote savings mobilization. More than half the recipients of credit under this project have been women.

USAID/Yemen has worked with local women's associations to strengthen their capacity to train women and create income generating activities.

In Bangladesh during the period 1982-1988, the Women's Entrepreneurship Development Program made over 10,000 market interest rate loans to about 9,000 women for income-generating and entrepreneurial activities with an 80% repayment record. Project employment of women was also high; about 82 percent of 132 employees were women. The project maintained this level of accomplishments until its completion in December, 1990. A follow-on project is being designed entitled Women's Enterprise Development Project to continue USAID support to women microentrepreneurs in Bangladesh.

A.I.D. Central and Regional Bureaus

During the past two years, the Bureau for Private Enterprise has built gender issues into the services it provides to USAID Missions and governments in developing countries. The Bureau for Private Enterprise conducted a study in Tunisia in March, 1990, which examined the implications of urbanization on employment and unemployment rates by gender, age, and location. A 1990 conference on the informal land regularization process has led the Bureau for Private Enterprise to recognize the needs and importance of women in securing land

title as a necessary part of integrating the informal sector into the economy. The Bureau is compiling a data management system for urban and shelter programs which will track impact on women.

The Private Sector Development Office of the Bureau for Europe and the Near East which began operations in FY 1990, is seeking ways to improve women's economic status through its programs in support of trade and investment, financial markets, and privatization. The Office is working on a major multi-country grant to study the small enterprise informal sector within which women figure prominently.

The Market Development and Investment Office (MDI) of the Africa Bureau has also been active in finding ways to improve women's participation in private sector expansion. Discussion of women's participation in formal and informal microenterprise activities is prominent in the working drafts of the Africa Bureau microenterprise strategy.

In FY 1989, the WID Office joined resources with the Africa MDI office to develop a feasibility study for expanding women's specialty export crops from Ghana and the Gambia. In FY 1990, the WID Office collaborated with the Africa Bureau on a major impact evaluation of the Kenya Rural Private Enterprise Development Program.



ENVIRONMENT AND NATURAL RESOURCES



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THE ISSUE

Conservation of tropical forests, protection of biological diversity and environmental quality, and mitigation of global climate change are among the dominant issues on today's international development agenda.

Environmental programs to stem environmental degradation must address women's issues for several reasons. Women play a key role in resource use through subsistence and market agriculture, forest extraction, and the processing of forest and other agricultural products. Women are also often responsible for home water supplies, sanitation, and other factors related to environmental health. Women play a major role in fuel collection, often a factor in deforestation and land degradation. In addition, women's knowledge and community organizing skills can become an important part of innovative solutions to those problems. Women have a vested interest in protecting and conserving the natural resource base, but their potential contribution is often overlooked by development planners and government agencies.

Tropical forests, located primarily in developing countries, once occupied 1.6 billion hectares. Now, they cover only 900 million hectares, and are being reduced by an estimated 20 million hectares each year. Families who have relied on these forests for their livelihoods must find new sources of income, or intensify their use of the ever smaller forests that remain. Poor women in particular rely on common property resources — pastures, forests, rivers — for meeting the subsistence needs of their families.

As developing countries become increasingly urbanized and industrialized, and as population density mounts, environmental pollution looms as a major problem threatening not only immediate quality of life, but long-term economic potential. Immediate attention is needed to solve problems related to environmental health, energy generation and conservation, and natural resource management.

Women in many developing countries play a growing role as professionals in the environmental field — as policy-makers, educators, and managers. In Ecuador, for example, most of the environmental non-governmental organizations today are headed by women. Women play key roles in supporting A.I.D. efforts to help manage natural resources in the developing world. In Costa Rica, women head the environmental education programs aimed at the protection of the unique biological diversity of such parks and reserves as Tortuguero and Corcovado National Parks. They are also actively involved in biological diversity research in these species-rich areas.

STRATEGIES AND CONSTRAINTS

A.I.D. promotes environmentally sound development by encouraging economic policy reform, demonstrating improved technologies, and creating public awareness through environmental education. The Agency's resources are focused on local environmental problems with important economic and developmental implications and, wherever possible, on problems with global implications in countries where the greatest impact can be achieved. A.I.D.'s Environmental Initiatives Paper issued in 1990 specifically requires all implementation plans in the natural resources and environmental areas to address gender differences where relevant to programs and projects.

Tapping the knowledge and leadership skills of women in the area of environmental and natural resource management strengthens the impact of environmental programs by encouraging other women to become involved at the grass-roots level. Enhancing the role of women in natural resource management is a high priority for environmental conservation and national economic development.

A.I.D. supports the role of the family in coping with or balancing the often competing needs for economic productivity and sound management of natural resources. Considerable emphasis is placed on the development of increased technical and professional capacity among women in all aspects of environmental and natural resource management. This includes training for women as extension agents, reserve managers, and environmental educators. Emphasis is also being placed on the collection and analysis of gender-specific data which

is vitally important to understanding the role and contribution of women in environment and natural resource management.

A.I.D. RESPONSE

USAID Missions

Nearly half of all USAID Missions report that their programs involve women in one or more forms of resource management activities. Much of the effort is devoted to training women as teachers and managers.

In Pakistan, more than 800 women have studied subjects ranging from vegetable gardening to social forestry in 28 non-formal education centers in the Gadoon Amazai area. Training programs have also been established in other parts of the country with emphasis on areas of sustainable agriculture in which women have traditionally been active: poultry raising, animal husbandry, fruit and vegetable production, and grain storage.

Support from the USAID/Pakistan is provided for local women's organizations' efforts in wildlife and biological diversity conservation through activities of the International Union for Conservation of Nature and Natural Resources (IUCN) and the World Wildlife Fund. Through IUCN's regional office in Pakistan, a major project involves local women's non-governmental organizations in the management and administration of Khun Jerab National Park.

USAID/Pakistan also works to strengthen the capacity of institutions at local and national levels to design, implement and evaluate fuelwood production programs as well as to bring women into the implementation of the project and decision-making operations of these efforts. The program broke new ground when it succeeded in gaining first-time admittance to the Pakistan Forest Institute for six women. Four have graduated and two are continuing their studies. Four more women are expected to receive scholarships during the current academic year. In addition, women constituted about half of the 150 attendees at six two-day forestry and conservation workshops.

In Rwanda, a new natural resources management project placed special emphasis in the design phase

on including women in training and research in integrated fish culture, agroforestry, soil conservation, natural forest management, and environmental planning and coordination.

The Area Food and Market Development Project in Zaire focuses on improving cultivation practices for forests by working with eight women's groups located in a single geographic area. The project provides travel for women to compare cultivation practices for forest and savannah soils. Technical training is provided for women extension agents. Two women extension supervisors received third-country technical and managerial training in Israel and Cameroon.

The USAID Mission in Brazil is developing an environmental program which will focus on the role of women in protecting Amazon forest land. The program is expected to concentrate on community activities (including environmental sanitation); proper use of cleared land around dwellings on which families depend for subsistence and selected cash crops; and processing of forest products. The program anticipates training professional women in environmental policy issues and program implementation. It will also help strengthen the role of

women in governmental and non-governmental institutions dealing with the environment. A research component will provide more specific information about the roles men and women currently play in the use and management of natural resources. This in turn will aid the planning of more effective interventions.

Women are participating in the development of a national park system and are being trained in agroforestry in Jamaica. In Haiti, activities within USAID's Agroforestry II Project involving environmental education curriculum development at primary schools are carried out mostly by women. In Ecuador this year, more than 50 pre-school teachers were trained through USAID's Environmental Education Project. And, the Regional Development Office of the Caribbean has recently designed an environment and coastal resource project in which women will play prominent roles in community-led local development activities.



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HONDURAS: INTEGRATING WOMEN INTO NATURAL RESOURCE MANAGEMENT

Women have been integrated into a wide range of natural resource activities in Honduras through USAID's Land Use and Productivity Enhancement (LUPE) Project. The project is specifically making efforts to provide women with the necessary knowledge and technology to help them improve the living standard of their families.

The project focuses on enabling women to learn ways to improve their families' diet, generate cash income, and care for livestock more effectively. Women's clubs in rural areas promote soil conservation by tree planting, improved cropping patterns and land management around houses. Over the life of the project, a total of 2,500 "lorena" stoves have been constructed. These stoves burn 50-80 percent less fuelwood — a per-household savings of about \$29 per year — and have the added advantage of keeping smoke out of the houses in which they operate.

Through LUPE, applied research is being conducted into technology to stabilize the soils of hillside farms and increase the productivity of crops grown on such farms. Women are trained in techniques for increasing crop yields and extending cultivation for longer periods.

It has been the experience of the LUPE and USAID's Forestry Development Project (FDP) in Honduras that women are particularly supportive of programs in forest management that increase the amount of fuelwood available for family consumption. This is because the improvement of these activities directly affects women's daily tasks. For instance, improved forage management increases the amount and quality of food for cattle which leads to an increase in milk production; increased milk production can lead to an increase in the sale of dairy products such as cheese, cream and butter which in turn can increase women's income. The fuel women use every day depends on good forest management throughout the year.

In the rural households of Honduras, experience has shown that female extension agents have greater acceptance and impact than male extensionists. Therefore, agroforestry activities are designed specifically to use women extensionists and to reach that proportion of rural families with female heads-of-household. Early estimates are that up to 25 percent of participating families are in this category.

Under the LUPE and FDP projects, social forestry activities have been directed toward approximately 12,500 rural women. The environmental education activities of the LUPE project are designed to reach rural women — farm families, school teachers, and others — and address biological diversity conservation among other issues.

A.I.D. Central and Regional Bureaus

The Conservation of Biological Diversity Project of the Bureau for Science and Technology's Office of Forestry, Environment, and Natural Resources (S&T/FENR) is currently developing its first activity under the WID Office matching fund program. The research project will focus on gender issues in community-managed conservation projects. The International Center for Research on Women and World Wildlife Fund will jointly develop studies on the role of women in community-managed conservation projects in Nepal and the Philippines.

The Forestry Support Program (FSP) of the Forest Resource Management Project within the Office of Forestry, Environment, and Natural Resources (S&T/FENR) has a WID Office buy-in which leverages FSP funds to conduct women in forestry/agroforestry workshops in Africa, Latin America and Asia. Two workshops have been con-

ducted in Mali and El Salvador and a third is being organized in Pakistan.

The Office of Rural and Institutional Development in the Bureau for Science and Technology (S&T/RD) has received matching funds from the WID Office for several projects including: Land and Natural Resources Access Project II (ACCESS II); Human Settlement and Natural Resource Analysis II (SARSA II); Development Strategies for Fragile Lands (DESFIL); and, Agricultural Marketing Improvement Strategies (AMIS).

The buy-in to the ACCESS project will assist in identifying cases in which gender-disaggregated data and analysis related to land and resource tenure have important implications for program and policy formulation. The SARSA buy-in will identify effective methodologies for investigating women's roles in natural resource management and enhancing their participation in the decision-

making process affecting access to trees and water. The AMIS project is expected to provide insights and a methodology for understanding women's roles, objectives, and the constraints faced in food processing and marketing. The buy-in to the DESFIL project funded a technical specialist to ensure that gender-related considerations were taken into account in the design of the Maya Resource Management project in Guatemala.

The S&T/RD activities funded with WID matching funds will not only provide information of immediate utility such as clarifying the role of women in natural resource management and marketing, but also will enable the development of data collection and analytical methodologies that can be used in future research activities. Since these projects are implemented primarily by U.S. universities who collaborate with institutions in developing countries, the availability of WID funds also has the benefit of developing a capacity in the institutions supported to undertake policy-relevant WID research.

The WID Office both works closely with and is represented on the A.I.D. Environmental Working Group. The WID Office provided a consultant to work with sub-groups developing implementation plans for A.I.D. environmental initiatives.

The Bureau for Latin America and the Caribbean is currently developing an environmental strategy for the region which will place strong emphasis on the effects of natural resource degradation on women, particularly in the areas of environmental health, population, water supply, and agriculture.

"Integrating Gender Concerns" was one of the background papers prepared for the FY 1989 Bureau for Asia and the Near East's study, *Asia and Near East Environment and Natural Resources Strategy in the 1990s*. The study identified and discussed the multiple and complex links between women and natural resources management in the Asia and Near East regions and suggested ways in which gender concerns can be integrated into the process of designing, implementing, and evaluating the Bureau's natural resource strategy.



EDUCATION



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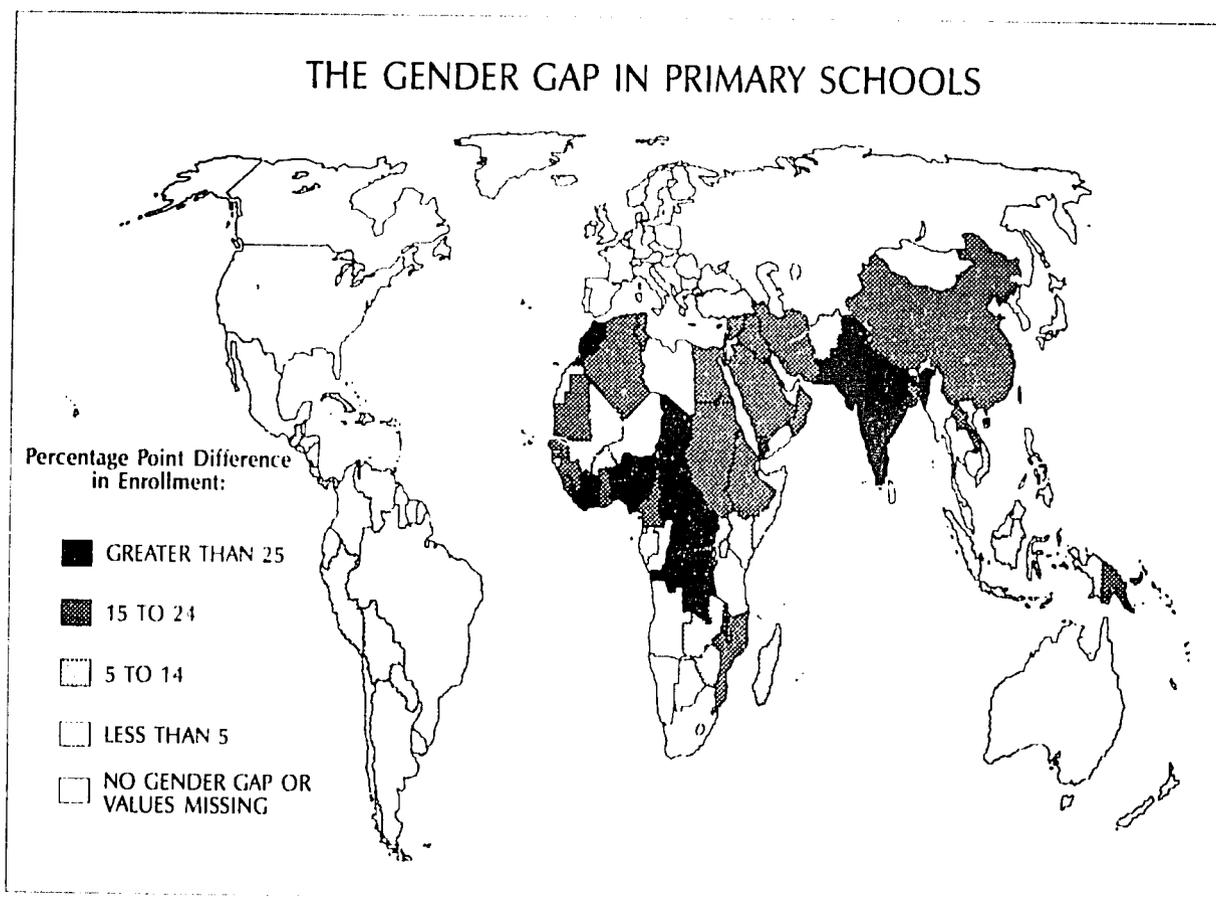
THE ISSUE

Extensive research has established that education contributes directly to sustained long-term economic development through growth of national income and improved productive capacity of the labor force. Because women constitute a significant proportion of the economically active population in the developing world, economic growth and development depend in large measure on improved female education.

The World Bank calls education of women and girls "one of the best investments a country can make in its future growth and welfare." Some of the direct economic benefits of educating women and girls are as follows:

- The education of women has a positive effect on family income and national productivity. Women's earning capacity and productivity increase with higher levels of education;
- Improvements in female literacy correlate with the adoption of advanced agricultural practices which contribute to increased yields and better storage, processing, marketing, and food security;
- Educated women use resources and skills training — in every sector from health to horticulture — more efficiently, thus raising the investment value of government and donor expenditures;
- Primary education opens the way to further education or vocational training in areas such as agriculture and health services, thereby increasing opportunities to find employment.

In addition to the direct economic gains when women and girls receive an education the benefits are multiplied because of the key role women play within their families.



Note: In this map, the gender gap is defined as the gross primary enrollment rate of boys minus that of girls. Data and country borders refer to 1985. Source UNESCO.

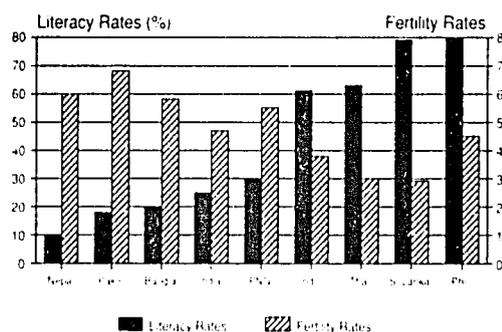
- The better educated the mother, the more likely her child is to survive infancy. The children of educated mothers are better nourished and healthier.
- The children of educated mothers are more likely to succeed in school, more so than if only the father is educated. Their daughters are more likely to attend school, do well and graduate.
- Educated women are more likely to plan their families, tend to marry later, and have fewer children.
- Educated women can and do use government investments in health, family planning and education services more efficiently.

Despite such obvious benefits, the number of female illiterates is growing. Two out of three of the world's illiterates today are women.

Although many developing countries have made great progress in providing schooling for all children and despite the fact that school enrollment rates have risen for both sexes at all levels in the past two decades (but in parts of Africa are beginning to fall again), there is still a sizeable and growing gap between girls' and boys' enrollment in primary schools and an even greater gap in completion rates. Families respond differently to school opportunities for girls and boys. Because the direct economic benefits of girls' education in the form of employment and income are not as obvious as those for boys, families tend to be less committed to girls' completion and less willing to invest direct and opportunity costs in education for girls. This gap has serious adverse consequences for economic and social development.

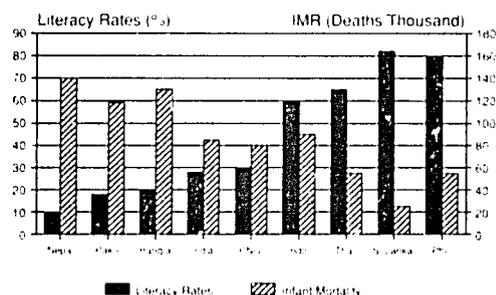
Boys complete primary school at higher rates than girls in nearly all developing countries. In low income countries, girls' enrollment in schools lags behind boys by an average of 20 percent — 62

Female Literacy and Fertility Selected Asian Countries



Source: UNICEF 1989

Female Literacy and Infant Mortality Selected Asian Countries



Source: UNICEF 1989

percent for girls compared with 82 percent for boys. In many of the poorest countries, the gap is even more pronounced. In Afghanistan, Mali, Somalia and Nepal, for example, less than one fifth of girls are enrolled in primary school. Even when enrolled, girls in most countries are less likely than boys to complete primary school, largely because their labor is needed at home or they begin bearing children prior to completing school.

STRATEGIES AND CONSTRAINTS

Despite the benefits of an education, a mix of social, cultural and economic barriers keeps millions of girls and women out of school:

- National education policies concerning universal enrollment affect boys and girls

differently since girls' enrollment is subject to its own set of social, cultural and economic barriers;

- The uneven distribution of primary schools, especially in rural areas, prevents many girls from receiving an education since girls are not typically allowed to travel as far as boys for schooling. Studies have shown that when the distance to school is beyond a kilometer, girls drop out of school at a higher rate than boys;
- Many families cannot afford to educate girls because their labor is needed in the home and fields;
- Mixed-sex classrooms are undesirable in some cultures, and in cultures where education is segregated by sex, single-sex schools for girls are scarce;
- There is a shortage of female teachers in many countries. Cultural obstacles may prevent males from teaching girls. Certified female teachers are often reluctant to work in isolated rural areas or in urban slum areas where girls' school participation is exceptionally low;
- Widespread teenage pregnancy forces many girls in developing countries to leave school and often prohibits them from ever returning;
- School hours may conflict with girls' household work and seasonal labor responsibilities in agricultural and other types of production;
- The marriageability of girls at an early age is considered highly desirable in many cultures. Early marriages take precedence over keeping girls in school;
- The prevailing fear in some countries is that education may change women's attitudes, encouraging them to alter or reject traditional roles making them less suitable for marriage;
- The costs of clothing, fees and school supplies can be prohibitive, forcing families to choose among children when investing limited resources. When resources are scarce, they go to boys, who are perceived to be the potential bread winners, rather than girls;

- School curricula are often irrelevant to future employment opportunities for girls; and,
- Families anticipate lower monetary returns on their investments for girls' schooling because employment opportunities are limited and wages lower for girls.

A.I.D. projects work to close the gender gap and address these constraints by focusing on issues of efficiency and quality. The Agency's integrated approach to community education and mobilization stresses basic education. Emphasis is placed on increasing:

- the efficiency with which education resources are used;
- the quantitative and qualitative outputs of education efforts;
- pilot initiatives to encourage increased enrollment and school completion of girls;
- the effectiveness of education systems in supporting economic and social development objectives;
- equitable access to formal and non-formal learning opportunities;
- the linkage between gender-appropriate programming for vocational and technical training and labor demands;
- the involvement of the private sector in education projects;
- the use of appropriate technology, such as radio education, which take into consideration mobility and time constraints; and,
- the decentralization of educational systems to bring education closer to home.

These strategies address issues which impact on the access and quality of educational systems for girls.

The following is an overview of A.I.D. projects in education which explicitly address the problems of improving girls' access to or performance in school.

A.I.D. RESPONSE

USAID Missions

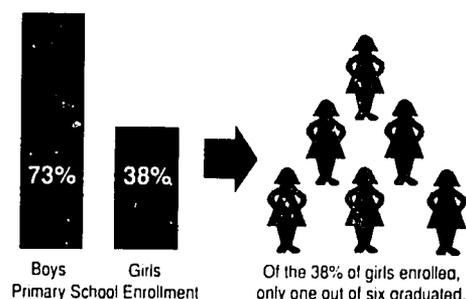
A number of USAID projects improve access to primary education for girls through such initiatives as school construction, teacher training, and curriculum design.

In Pakistan, for example, where the educational status of women is among the lowest in the world, the ten-year Primary Education Development (PED) Program—launched in 1989—is increasing access by rural females to basic education and teacher training. Girls' enrollment in primary schools is only 38 percent compared to 73 percent for boys. It is estimated by the World Bank that, in 1985-86, only about one-third of young girls living in rural areas were in school. Fewer than one-sixth of those attending completed five years of education—considered the minimum level for achieving literacy.

The PED Program has identified various opportunities to improve girls' education in Pakistan. These include: increasing the number of female teachers in schools; encouraging the development of private sector schools; construction of schools within close proximity of villages with appropriate facilities; and, increasing the number of women in provincial ministries of education and on textbook boards.

The PED Program is also supporting efforts to expand and improve primary education systems in the Northwest Frontier and Baluchistan provinces.

Girls' Enrollment in Pakistan's Rural Primary Schools: 1985-1986



Emphasis is placed on curriculum improvement, textbook production, and training female teachers.

Under the Development Support Training Project, USAID/Pakistan is supporting the Lahore University of Management Sciences. The percentage of female applicants for the MBA program has grown from 21 percent in 1991 to 32 percent in 1992.

USAID/Afghanistan has provided textbooks and classroom materials to approximately 100 girls' schools in refugee camps. Assistance was also provided for the recent opening of a women's university in Peshawar which already has 200 female students.

Engaging in policy dialogue and providing incentives to encourage countries to increase educational opportunities for women and girls are also an important focus of USAID efforts. Several basic education initiatives have recently been launched in Mali, Ghana, and Guinea. In Mali, for example, discussions with the Ministry of National Education in 1990 resulted in the creation of a division specializing in girls' education. The Ministry in collaboration with USAID/Mali will design pilot projects to enhance girls' education.

In Guinea, a study will be conducted by the government to determine the factors involved in household decisions to enroll children in primary schools. A plan will be developed to redress constraints at national and regional levels. This is a significant step in increasing girls' enrollment in Guinea.

In Ghana, the Ministry of Education will increase the percentage of its primary education budget which is spent on primary teaching materials and train at least 90 percent of its primary school teachers — largely women — to minimum teaching standards.

USAID/Malawi is designing a basic education policy reform program to focus on increasing the internal efficiency (i.e. decrease the drop-out and repetition rate) of girls' basic education. Efforts are also underway to raise expectations of girls' capabilities and opportunities.

In El Salvador, under a new Basic Education Project, primary school teachers — 80 percent of whom are women — will receive in-service skills training. Studies under the project will address

inequalities in salary and advancement opportunities.

A national conference "Educating Girls: Investing in Guatemala's Development" was co-sponsored in January 1991 by USAID/Guatemala, the National Office of Women of the Ministry of Labor, and the U.N. Development Program. The conference was the first to bring together key Guatemalan public and private sector policy makers to focus on the issue of girls' education and its relationship to such social and economic development indicators as agricultural and industrial production, fertility, infant and child mortality, family nutrition, life expectancy, educational attainment, and employment generation. A national commission from the private and public sectors was formed to develop an emergency plan to address the education of girls in Guatemala.

A number of USAID Missions in Latin America and the Caribbean have initiated secondary education and vocational training projects. In the Dominican Republic, for example, the Human Resources Development Project is helping female students obtain educational loans to pursue technical careers. Women comprise 85 percent of the students currently receiving loans.

Increasing access to post-secondary education that will better prepare women for professional opportunities is the goal of several USAID projects. In Guatemala, the Altiplano Higher Education Project provides scholarships for indigenous women to receive university level degrees and to move into leadership positions. The program addresses two barriers to increased participation and enhanced development of women: the bias against women in general, and a specific bias against indigenous women, by establishing an objective that 40 percent of the students be indigenous women. This objective has been exceeded.

A.I.D. Central Activities

Quality Basic Education: Lessons Learned

A.I.D.'s Office of Education, Bureau for Science and Technology (S&T/ED) convened a workshop in February, 1990 to analyze experiences in improving basic education. Representatives from 16 institutions and donor agencies reviewed lessons learned from research and operational experiences over the past decade. This workshop was a



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significant attempt to consolidate and disseminate lessons learned. Quality basic education for women was one of four major issues addressed at the workshop. Topics discussed included: "Benefits of Basic Education for Girls", "Expanding Access for Girls", "Recruiting and Retaining Female Teachers", "Improving Girls' Retention" and "Improving Facilities and Learning Materials".

World Conference on Education for All

A.I.D. has taken a leadership role in emphasizing the critical importance of girls' education and effective responses to the problem. In collaboration with the World Bank and with a grant from the World Conference, A.I.D. developed one of the conference roundtables on "Girls' Education: Problems and Potential Solutions" at the World Conference on Education for All held in Jomtien, Thailand in March 1990. A.I.D. played a leading role in representing the U.S. at the Conference and, through the roundtable, display booth, and policy dialogue, contributed significantly to the identification of female education and literacy as an important issue and goal for the year 2000. Education, planning and finance ministers from over 150 countries attended the Conference

sponsored by UNICEF, the U.N. Development Program, UNESCO, the World Bank and others. The Conference called on governments to place a greater emphasis on primary education and encouraged donors to reallocate aid toward primary education. Over three hundred conference participants attended the roundtable on girls' education including the Ministers of Education from Pakistan, Guinea, and Zimbabwe who served as panelists. The guidance and agreements emanating from Jomtien have already served as a point of reference for policy dialogue.

Girls' Literature Review

S&T/ED and the Office of Women in Development, under the Advancing Basic Education and Literacy (ABEL) Project, recently completed a review of world literature on the relationship between girls' primary education and social and economic development. While there is an abundance of data to show that primary education has an impact on areas such as family health and infant mortality, this report focuses on evidence to show that girls' education can result in specific economic and broader social benefits.



African Education Conference

Improving girls' access to basic education was among the themes of the African Education Conference held in Togo in September 1990. The conference, sponsored by S&T/ED and the Africa

Bureau through the ABEL Project, brought together 80 education professionals from 19 Francophone and Anglophone African countries as well as representatives from the U.S. and Haiti to exchange lessons learned in the design and implementation of basic education programs.

ADDRESSING GENDER IN EGYPT'S EDUCATIONAL SYSTEM

In Egypt, the Basic Education Project — a ten-year effort which will be completed this year — has helped to redress the long-standing gender imbalance in the educational system. School enrollment in Egypt is constrained by several factors: distance to school, overcrowded classrooms, mixed-sex classrooms, and incomplete or inadequate facilities. The project expands access to and increases the quality, efficiency, and effectiveness of basic education through four components. These are: construction of 1,811 primary schools in rural and under-served areas; instructional materials and equipment for over 15,000 primary schools; technical assistance in education planning and teacher education; and curriculum design. The school construction component has incorporated gender considerations in its overall school siting strategy. This has contributed significantly to increasing female access to schools.

In Egypt, the distance from home to school is a serious barrier to girls' school attendance. One study showed that when a school was located more than one kilometer away, enrollment for girls fell off more rapidly than for boys. When the distance reached two kilometers, less than half the girls living at this distance enrolled in school.

The Basic Education Project has specifically addressed the gender differential impact of distance by giving priority to communities more than two kilometers away from a complete primary school and through construction of additional classrooms in communities where female attendance fell below national enrollment levels and where separate classrooms for females were required.

For the 9-12 year old age group, siting of schools within a particular radius has increased the percentage of girls who remain in school by 17.5 percent whereas the comparable increase for boys in the same areas is only 6.7 percent. In 1986, 74 percent of the total eligible female population was enrolled in school as compared to only 57 percent when the project began in 1980. In addition, gender segregated schools have been constructed in some regions where the alternative for female students would be no educational facilities. The follow-on project, Basic Education II, will apply the same siting criteria for an additional 1,300 schools.



PARTICIPANT TRAINING



For most developing countries, in order to ensure that the base of indigenous expertise necessary for sustained long-term development is available, improvements in basic education are only the first step. Countries also must increase their supply of well-trained technical and professional personnel. Girls' school enrollments at every level are determined, in part, by opportunities available to them at the next level of schooling. The Agency's participant training programs are designed to contribute to advanced education for women and have the potential to ensure that women are given the opportunity to participate fully in their countries' development by filling critical planning and technical positions in government and the private sector.

A.I.D. emphasizes the training of developing country scientists, technicians, administrators, and managers as well as the improvement of specialized training capacities in developing countries. A.I.D.-sponsored participant training programs bring selected individuals to the U.S. or other countries for instruction. A.I.D. policy encourages participant training for three purposes:

- staff development for A.I.D. assisted projects;
- strengthening key development institutions; and,
- establishment of local training capacities.

While it is increasingly recognized that women have much to contribute to their countries' development, a number of social and cultural constraints limit women's involvement in participant training programs. The pool of women who have the education and basic skills to qualify for participant training is relatively small. English language requirements for programs in the U.S. may exclude women. In many cultures, women are not able to move about as freely as their male counterparts. There is often resistance on the part of parents or husbands to women's participation in overseas training, particularly if it is long-term. Women may not be aware of training programs unless they are well-publicized in activities in which women partic-

ipate. If not specifically required to submit female candidates, universities often submit only male candidates for consideration.

All participant training programs are expected to provide opportunities for women. While A.I.D.'s policy does not yet require any specific percentage or formula for measuring female participation, it does affirm that all training programs are expected to give attention to ensuring substantial participation of women. Where only a few women are expected to participate, USAID Missions must provide additional justification and explanation of alternatives to provide more female participation.

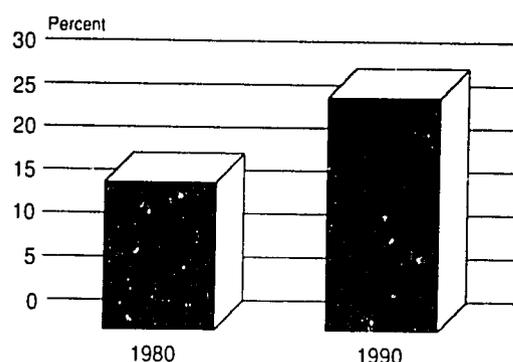
In FY 1990, A.I.D. trained over 19,000 participants, including 5,233 women or nearly 27 percent of all trainees. This represents a dramatic increase from a decade earlier when only 17 percent of trainees were women. The proportion of women to men trained remained stable from FY 1989 to FY 1990.

There are significant regional differences in the training of women with the Latin America and Caribbean region showing the highest proportion of women trained. Women comprised 39 percent of all participants trained in this region in FY 1990.

The Bureau for Latin America and the Caribbean responded to WID concerns by increasing female participation in its participant training programs. The Caribbean and Latin American Scholarships Program (CLASP), for example, was launched in 1985 to provide training in skills essential for social, economic, and political development. CLASP places emphasis on training women, the socio-economically disadvantaged as well as individuals with demonstrated leadership potential. A steady rise in percentage of women participants has been seen over the course of the program from 31 percent in FY 1987 to 42 percent in FY 1989.

One of the major components of CLASP is the Central America Peace Scholarship (CAPS) Project which trains individuals from Belize, Costa Rica, El Salvador, Guatemala, and Honduras. CAPS requires 40 percent participation by women and has been able to exceed this goal in some countries. In Guatemala, for example, 56 percent of all trainees under CAPS were women last year. Under the second phase of Guatemala's Peace Scholarship project, efforts will be undertaken to generate opportunities for women to be trained through the identification of critical areas of the economy and society where their non-participation is a constraint

Percent of Participant Trainees who are Women



to the country's development. This consideration is now Mission policy, and a critical element in project planning.

Participant training programs in Africa are placing an increasing emphasis on the recruitment of women. Women comprised 23 percent of all trainees in the region in FY 1990.

The Human Resource Development Assistance (HRDA) Program requires that a minimum of 35 percent of participants be women, but some countries have already exceeded this target. USAID/Tanzania, for example, rapidly increased women's participation in HRDA activities to 50 percent of all participants, after placing an ad in English and Kiswahili newspapers that encouraged women to apply. The advertisement resulted in a flood of 3,500 applications from women and men throughout the country, reaching women who otherwise might not have been considered by the Mission. USAID/Senegal also exceeded its goal in the HRDA project, averaging about 40 percent in the last two years. Under the HRDA project in Mauritania, several women have benefitted from study abroad in such non-traditional fields as computer maintenance and fishing trawler mechanics.

In the Asia and Near East regions, despite strong efforts, the percentage of female trainees remains relatively low at 18 percent and 16 percent, respectively. In response to Congressional legislation on increasing female participant training levels, in FY 1989, the Asia and Near East Bureau undertook two sub-regional evaluations on women in A.I.D. funded participant training programs in



Asia and the Near East. The reports focused on common constraints to female participation and successful A.I.D. responses. Subsequently, in FY 1990, guidelines were developed as a tool for A.I.D. staff responsible for planning and implementing training activities. The strategies and approaches suggested in the guidelines were derived from successful USAID experiences in addressing female training issues.

Many of the USAID Missions in Asia and the Near East are also taking important steps to increase participant training opportunities for women. These include: making more women aware of the opportunities; setting targets or goals for percentages of female trainees; and, overcoming barriers to women's participation through policy dialogue with officials in developing countries.

USAID/Afghanistan, for example, has placed advertisements in a widely distributed women's newsletter and established a special English language training program for women candidates.

USAID/Pakistan has contacted families of female candidates in rural areas to discuss the benefits of training. A female professional employee accompanied a group of younger female participants to the U.S. to reduce anxiety on the part of families. Due to the mobility restrictions facing Pakistani women, USAID/Pakistan routinely conducts special in-country training programs for women in areas such as entrepreneurship, management and marketing.

In evaluating the Peace Fellowship Program, which provides scholarships for short- and long-term training in several development disciplines, USAID/Egypt noted that the low rate of participation by women (only 19 percent) reflected a similarly low rate of applications from women. To address the problem, the Mission is now allowing for shorter time periods for training programs to permit a wife or mother to leave her family temporarily; identifying fields in which women are strongly represented in the workforce; publicizing the Peace Fellowship Program at activities in which women participate; and, ensuring that Peace Fellowships are being made known through other USAID activities.

Missions in other regions are also making provisions to increase opportunities for women. In Honduras, the participant training officer provides orientation briefings to all ministries, private voluntary organizations, and institutions such as the Social Security Institute, stressing the selection of women participants. In Brazil, a new training grant includes funding for English language training to prepare more women for participant training in the U.S.

The Agency's Office of International Training (S&T/OIT) has been successful in directing attention to the role of women in development through the Labor Organization Development Project. The project provides selected trade union, government and private sector officials in developing countries with special training to enable them to develop effective labor policies and programs within the framework of a democratic society. The role of women in the workplace has been included as one of the key training issues addressed.

S&T/OIT also manages the Entrepreneurs International (EI) Program — a training and trade initiative. Designed to improve and expand indigenous private sectors, this program matches foreign entrepreneurs with U.S. counterparts for practical training. S&T/OIT encourages the selection of female participants for the EI program, and promotes the inclusion of women on the local selection and nomination panels. Once in the U.S., participants are briefed by the Agency's WID Office on the availability of special programs and funding opportunities targeted toward women in the developing world.



HEALTH, POPULATION, AND NUTRITION



Better health, improved nutrition and reduced fertility are among the most important goals of development. This report presents only a brief overview highlighting selected programs in these critical sectors.

In their multiple roles, women play a central part in strategies to improve health, raise nutritional levels, and reduce population growth. Development efforts must be tailored to address women's roles in these areas in the broadest and most productive ways possible. Investments in health, population, and nutrition as well as in education are the basis for the development of human capital.

As mothers, women carry the responsibility for family well-being. They play the key role in the prevention and treatment of childhood diseases and malnutrition. In developing countries, at least 75 percent of all health care takes place within the family. Because of this vital family role, health ministries in many countries also rely on women to transmit new technologies to their families and communities.

Yet in many countries, women shoulder the burden of a double day — a rural or urban workload coupled with household responsibilities. Heavy physical strain is often coupled with inadequate levels of nutrition and too closely spaced births.

Low levels of maternal nutrition combined with frequent childbirth harm women and their families. Nutritional deprivation of mothers is directly related to infant mortality. Nutritional anemia afflicts two-thirds of all women of child bearing ages in developing countries, compared with less than seven percent of women of those ages in industrialized countries. Women with deficient nutritional status tend to be less productive than women who are better nourished.

In recognition of the scope of nutritional deficiencies among women, the Agency's Office of Nutrition supports a worldwide project entitled, "Women and Infant Nutrition, A Family Focus." Two of the chief project components are research

and promotion of breast-feeding. Nineteen research grants in maternal nutrition were awarded; thirteen went to women investigators. Up to ten more grants are scheduled on adolescent nutrition. Under the breast-feeding component, 287 health professionals — of whom 194 were women — have been trained in California. In turn, these professionals at 55 teaching hospitals have trained 390,000 health workers, predominately female, who have directly or indirectly reached 63 million mothers with information about breast-feeding at a cost of seven cents per mother.

Maternal mortality rates are high in many areas of the developing world. Of the 500,000 women who die annually in childbirth, 99 percent live in the developing world. Some African women have one chance in 21 of dying in childbirth; Asian women one in 54 (for South Asian women it is one in 38); and South American women one in 73. North American women have one chance in 6,366.

Through its Maternal and Neo-Natal Health and Nutrition (MotherCare) Project, the Agency is seeking to reduce these largely preventable deaths through expanded preventative and clinical care. In addition to reducing mortality, the project seeks to lower anemia levels which presently affect two-thirds of developing country women. At a time when more and more women are the sole support of their families, improved nutritional status can play a major role in increasing female quality of life and productivity levels.

USAID Missions

All USAID Missions support projects that reflect the need to understand and address the role of women to achieve necessary changes in health and population. It is often argued that all population activities are WID activities. This is true, since child spacing and reduced family size are essential to the well-being of most women. However, there are many WID issues in health and population which are a challenge. Women in developing countries now average 12 hour work days. They donate precious time to accessing and delivering health services for themselves and their children. Improving service delivery systems to respond to women's needs and constraints, and young women's access to training and employment, are issues to which A.I.D.'s programs are now responding. A few examples follow.



Thailand owes much of its recent economic success to bringing population growth under control. This has enabled households and the nation to accumulate investible surpluses. The halving of the birth rate has also enabled women to increase their productive labor while enjoying improved health.

In addition to the multiple benefits which women receive from planning their families, a recent survey has shown that more than 500,000 women are employed — many for the first time — as family planning providers in A.I.D.-supported projects. Moreover, this relatively new field has provided numerous opportunities for these women to advance to management and policy level positions where, in turn, they have demonstrated a strong commitment to women as partners in development. Perhaps the best documented case in point is the Operations Research Project in Matlab Thana, Bangladesh which has achieved a contraceptive prevalence rate of 50 percent versus 33 percent for the rest of the country. A recent study credited this success to top-level women leaders plus a core of 80 female outreach workers who, in addition to their family planning duties, have become marriage counselors, financial advisors, and community catalysts.

In Senegal, women have been the primary deliverers as well as beneficiaries of the Mission's health sector programs. Emphasis has been placed on educating women and mothers in areas such as children's life-threatening diseases, birth spacing, infant feeding, weaning food, and oral rehydration therapy. In association with family planning, a series of activities are organized to lighten the daily burden and give women more time to devote to activities that will contribute to their well-being and that of their family. To date, health messages have reached more than 85 percent of the women of

child-bearing age. Approximately 50,000 women are now using modern contraception.

To deliver health services and messages, USAID and the Government of Senegal have targeted female workers such as midwives, social workers, village matrones / animatrices, and traditional birth attendants for professional training. Over the past five years, a total of some 5,000 female workers have been trained to become key players in the implementation of the national health sector strategy.

Similarly in Belize, women are the prime recipients of training in the areas of breast-feeding, family planning, and community health and mobilization under the Child Survival Support Project. Women constituted 86 percent of the participants who received training under the project. As a result, they are actively involved as community health workers, breast-feeding counsellors, family planning practitioners, as well as in promoting child survival technologies at the grass roots level.

The Population Welfare Planning Project benefits millions of Pakistani women both directly and indirectly. In addition to over three million married women of reproductive age receiving maternal child health and family planning services, direct benefits accrue to over 4,000 women employed in various service cadres of the public sector population welfare program and some 1,000 women employed by non-governmental organizations involved in the population program. These benefits include not only job opportunities but skill and career development.

The availability of an adequate, safe water supply and sanitation are among the most important health-related goals of development. Water for domestic use is essentially the concern and responsibility of women. The lack of potable water and poor sanitation are among the factors that prevent women from fully participating in development.

Projects like the Village Level Water and Sanitation Project in Belize which emphasize expanding access of the rural population to safe water facilities and improving sanitary conditions in rural areas have the potential to improve women's lives considerably. The time spent by women carrying water for household use has decreased dramatically due to reduced distances of many households to the nearest water source. Moreover,

the Bureau for Science and Technology's Water and Sanitation for Health (WASH) project has shown that projects designed to include women as managers of new water systems have proven to be much more sustainable than those projects designed without female participation.

Under an agricultural project in Senegal, a desalinization system was recently completed with the assistance of a women's group which cleared the site for the installation of the system and will now be solely responsible for its management. The women's group will collect and sell potable water to villages and will be involved in collection of sales receipts, expenditure management, commodity planning, and distribution of water.

A.I.D. Central and Regional Bureaus

The Bureau for Asia and the Near East undertook a year-long research effort in FY 1990 to address gender issues in the health and population sectors. This effort culminates in a conference to be held in 1991 on "Women, Demographic Change, and Economic Growth."

Research papers on women and the law, fertility and economic roles, female education, lessons learned from advanced developing countries, the changing roles of women in evolving agricultural economies, and effective uses of gender-disaggregated data will look at ways in which socio-economic structures and institutional factors act on the dynamics of labor markets. Women's productive activities and family life as well as their available options concerning work and fertility will also be studied.

Women are direct beneficiaries of many A.I.D. health and population programs where they serve as health administrators and providers. In the Near East region, the employment of women as health care providers is expanding. In order to overcome obstacles to women's participation in health worker training in Yemen, literacy training has been incorporated in health programs.

The Bureau for Latin America and the Caribbean is developing a new project expected to contribute to increased pre-natal care for expectant mothers in the form of immunizations to prevent neonatal tetanus. In addition, the project will provide more effective health education programs for parents, particularly women.

AIDS

Although the worldwide toll from the human immunodeficiency virus (HIV) and acquired immune deficiency syndrome (AIDS) mounts, FY 1989 and FY 1990 have seen vigorous efforts on the part of A.I.D. to help stem the pandemic and to reduce its impact on development. Increased attention is also being given to the impact of HIV on women and to the role of women in AIDS prevention.

The human immunodeficiency virus has spread to virtually every corner of the globe. The World Health Organization (WHO) estimates that five to ten million people including more than three million women are infected already, and most of them will eventually die of AIDS. As more and more women become infected with HIV, prenatal transmission may threaten to reverse the gains of child survival efforts. By the end of 1992, the WHO estimates that a million children will have been born to HIV infected women.

There are distinct patterns of transmission of the human immunodeficiency virus. HIV is transmitted in Africa primarily through heterosexual contact, with men and women afflicted in roughly equal numbers. In recent years, heterosexual transmission has become the most common mode of transmission in other regions of the world, notably in the Caribbean — accounting for some 60 percent of new cases. Heterosexual transmission is on the rise in some Latin American countries and in time may become the dominant mode of HIV transmission in the region. Significant HIV growth is seen in reported AIDS cases among women. In Ghana, for example, 70-80 percent of the diagnosed AIDS cases are women.

Relatively little is known about the behavior and factors that put women at risk of HIV infection and about women's behavioral options for AIDS prevention. To support the development of urgently needed research, the International Center for Research on Women is sponsoring a research grants competition under its recently established Women and AIDS Research Program. Funded through a cooperative agreement with A.I.D.'s Office of Health (with matching fund support from the WID Office), the objective of the Women and AIDS Program is to identify ways that women can reduce their risk of HIV infection in developing countries. The research program will supplement the limited data available on women's attitudes toward and knowledge about AIDS, the factors that constrain or facilitate their access to AIDS information and prevention programs, their perception of risk, how communities educate young and adolescent girls regarding sexual practices, and the effectiveness of existing indigenous community-based efforts that attempt to reduce women's risk of HIV infection.

To increase the understanding of HIV infection and AIDS among women as well as to develop prevention programs that reach women, the A.I.D. supported AIDSCOM project is currently initiating research efforts in the Dominican Republic, Uganda, and Peru to develop, test, and refine a public health communications model to reach more women for AIDS prevention and control.

USAID Missions report many activities that specifically target women in Agency efforts to stem the tide of the pandemic. In Jamaica, for example, the AIDS/Sexually Transmitted Disease Prevention and Control Project is developing and implementing prevention and intervention strategies to reach those most at risk including pregnant women and young adults. A health study is currently underway among prostitutes. In Haiti, the new FY 1991 AIDS Control Project is specifically targeting women of reproductive age, commercial sex workers, and adolescent women.

In Uganda, the majority of the Agency assisted AIDS control efforts are being run by women. In addition to their leadership ability, these women serve as positive examples for the clients of various sub-programs. For example, four of the five peer group trainers are women. The Agency supported AIDS Information Center has a female director and eight of the 17 counselors for the center are women. The availability of women managers, counselors, and trainers is particularly important as a third of the clients visiting the Center are also women.



OTHER SECTORS



Mark Edmonds Still Pictures

A number of Agency supported projects in other sectors also address gender specific needs of women. In FY 1989 and FY 1990, some significant steps have been taken integrate gender concerns into project activities. Highlights are provided below:

HOUSING

- As a result of a USAID project in India that aims at developing financially sound, self-sustaining, private sector housing finance systems, particularly for those below the median income, a guideline has been issued to all housing finance corporations that couples applying for loans must be offered the option of titling the property in the names of both the husband and wife. This

action will establish a legally recognized equity share for women in household finances.

- Since 1988, the USAID mission in Costa Rica has disbursed the local currency equivalent of \$32.5 million which has helped finance 13,982 housing units. Of these, 17 percent are owned by women heads of household.

LEGAL RIGHTS

In a gender assessment questionnaire distributed by the WID Office to all A.I.D. funded projects and programs, half the projects/programs listed legal constraints as a limitation to women's participation. Significant steps have been taken in the last two years to address this issue.

- The experience of the Jamaica legal aid system has shown that up to 70 percent of persons utilizing the facility are women in such vital areas as: the division of matrimonial property; divorce matters; custody of children; and landlord and tenant matters. Under the Caribbean Justice Improvement Project, A.I.D.'s Regional Development Office/Caribbean is assisting countries in the eastern Caribbean including Belize and Jamaica to strengthen their legal systems by providing services necessary for fostering maintenance and performance of national justice systems. Women are actively involved both as project implementors and as participants in government negotiations in such vital areas as international contracts; as court registrars; and members of special committees on company law, banking law, consumer protection, and the legal aspects of nursing.
- A grant has been provided to the Pakistan Women Lawyers Association (PAKWLA) to provide legal aid services to indigent women. Another grant to a legal aid group will be used to fund a half-way home for destitute women to help them generate income and assure their own security.
- In Lesotho, the Agency funded a workshop sponsored by the Federation of Women Lawyers entitled "Workshop on Identification and Analysis of Women's Legal Problems: Strategies for Empowerment and Legal Reform" in May 1990. Legal status continues to be a problem in Lesotho and affects women in all sectors.
- In Tanzania, the Mission's workshop on Women, Law, and Development focused on the law of inheritance. Recommendations to reform the law and establish a lobbying mechanism to ensure the law is rewritten to benefit women as well as men were issued by the workshop.
- In Swaziland, the Mission, through human rights grants, supported the establishment and operation of legal aid services and information office under the auspices of a private voluntary organization.
- A seminar "Legal Status of Women and Family in Guatemala" took place in Guatemala City in August, 1990 co-sponsored by the national Office for Women from the Ministry of Labor in cooperation with the Education Program for Women and Child Survival (UNICEF-UNIFEM). The purpose of the seminar is to draft a document containing modifications or changes to present legislation in Guatemala that will improve the legal status of women in the country.



USAID/BANGLADESH HIGHLIGHTS WOMEN IN DEVELOPMENT

"What has impressed me in Bangladesh is that people in the Mission clearly see that it makes developmental sense to find ways to involve women — the greatest example of this is the emphasis on women in development in our Country Development Strategy Statement. So we really do not have 'WID' projects; we have projects for whom the clients happen to be women. We really have done a reasonably good job of mainstreaming a concern for women which is related to access — economic access, political access, and access to control over reproduction." Malcolm Purvis, Deputy Mission Director, USAID/Bangladesh

USAID/Bangladesh took a significant step to incorporate women in development into its program when the Mission established the issue as one of three that would guide all Mission efforts from 1991-1995. As explained in the Country Development Strategy Statement, "[USAID/Bangladesh's] entire strategy will be supported and implemented by three cross-cutting themes: sustainability; involvement of women; and open markets/open societies." The Mission also identified the isolation of women from the mainstream of economic growth as one of eight key constraints on economic growth in Bangladesh.

Over the last two decades, economic conditions in Bangladesh have substantially increased women's economic responsibilities and their need for remunerated employment opportunities. Women are increasingly the sole, primary, or secondary income earners of their households due to poverty, landlessness, and male out-migration. Nearly 15 percent of rural households and fully one quarter of landless households are headed by women. Women's increasing economic responsibilities have influenced labor trends which show that more than half of rural women (55 percent) are economically active; 60 percent of landless or near-landless women work in agriculture or non-farm employment.

Long-standing efforts within USAID/Bangladesh have led to progress in the Mission's efforts to involve women in economic activities. For example, all USAID/Bangladesh agricultural projects have integrated women's activities to some degree in accordance with the goals and objectives of the CDSS. Innovative approaches to women's participation in agriculture have included 21,500 homestead vegetable demonstrations which have trained women in intensive homestead vegetable production technology.

Support for women's entrepreneurial activities and access to credit has been strong. In fact, all loans up to \$1,000 (development assistance funding) in FY 1989 and FY 1990 went to women because USAID/Bangladesh's microenterprise activities are women-focused. This represents an investment of \$384,000.

USAID/Bangladesh's commitment to women and private enterprise is exemplified by the fact that while the USAID budget for activities in support of private enterprise development increased by approximately 100 percent from FY 1989 to FY 1990, the budget in support of women's participation in the private sector increased almost threefold during that time.

USAID/Bangladesh has also been successfully involved in policy dialogue. One result of such efforts has been the integration of women in development concerns into the Government of Bangladesh's five-year planning document (fourth five-year plan) for FY 1991 through FY 1995.

Incorporation of women in development issues into the USAID/Bangladesh Country Development Strategy Statement will invigorate the Mission's existing efforts to improve the lives of Bangladeshi women. And, the integral involvement of women in USAID/Bangladesh's program will strengthen the Mission's efforts to help Bangladesh achieve sustainable economic and social development.

CONCLUSION



FY 1989 and FY 1990 have been years of substantive progress toward institutionalizing women in development concerns in A.I.D. The success of the Agency's institutionalization strategy is demonstrated by the unprecedented volume of requests to the WID Office for technical expertise in women in development from both field Missions and A.I.D./Washington. The women in development matching fund, expanded training and technical assistance, as well as research and information dissemination activities, have all significantly contributed to the institutionalization of WID in the Agency.

The growing recognition of the importance of the role women play in economic development has led to the adoption of comprehensive and innovative approaches by USAID Missions aimed at enabling women to become both partners in and beneficiaries of the development process. Examples of outstanding initiatives include: USAID/Bangladesh's establishment of WID as one of three issues that will guide all Mission efforts from 1991 to 1995; USAID/Tanzania's successful recruiting and information campaign to bring women into participant training programs; USAID/Guatemala's co-sponsorship of a National Conference on girls' education which was the first to bring together public and private leaders from many sectors to focus on this issue; and the work USAID/Yemen has conducted with local women's associations to strengthen their capacity to train women and to create income generating activities. These and other efforts are new and effective approaches that provide precedents or models for other USAID Missions and the donor community at large.

Progress in the last two years has been significant. The magnitude of positive change documented in this report is a strong and continuing effort. The challenge for the next two years is to sustain and strengthen the process of institutionalization; to systematically monitor how and to what extent A.I.D. policies, programs, and projects respond to the realities of gender differences in the developing world; and to evaluate the impacts of those responses on women in development.

Missions and Bureaus, confronted with the complexity of action on a WID agenda, are now requesting "graduate" training to assist them in addressing specific gender issues in design, implementation, and impact evaluation in their policy, program, and project portfolios. A great deal of additional work is needed to relate gender issues to the design and implementation of policy reform and sectoral adjustment.

In FY 1989 and FY 1990, A.I.D. and the WID Office successfully built the foundation for institutionalizing gender concerns in the Agency. The WID perspective must now be systematically expanded and built into all A.I.D. actions. It is vital to define and assess the impacts of gender relevant development programming and to fully integrate the productive capacities of women into the process of economic development.



APPENDIX A: OFFICE OF WOMEN IN DEVELOPMENT PROGRAM STRATEGY

Narrative	Indicators	Assumptions
<p>Supergoal Women participate fully and benefit equally from the development process.</p> <p>Goal 1. Development and implementation of policies and programs that facilitate women's full participation in, contribution to, and benefits from the economies and societies in which they live.</p>	<p>1.1 Participation and integration of women in A.I.D. and host-country development efforts.</p>	<p>(purpose to goal) A.I.D. programs and emphases maintain attention to sector-specific issues. Host countries are willing to consider expanding role for women in economic and social development activities. Other donors carry out complementary actions to increase involvement by women in the development process. A.I.D., Congress and other development constituencies maintain high level of support for WID.</p>
<p>Purpose 1. Institutionalization of gender considerations into key A.I.D. programming decisions.</p>	<p>1.1 Adequate policies are developed and implemented to promote full participation by women in A.I.D.'s development efforts.</p> <p>1.2 Congressional presentation includes substantive section on Agency's objectives and performance concerning women in development.</p> <p>1.3 All strategic documents (CDS, Action Plan, ABS) incorporate gender-disaggregated data, gender analysis, and explicit discussion of gender issues.</p> <p>1.4 Program performance indicators and accountability systems for all Bureaus and Missions incorporate gender disaggregation and, as appropriate, gender-specific objectives.</p> <p>1.5 Scopes of work for all relevant project papers, workplans, evaluation programs and NPA activities include explicit attention to gender.</p>	<p>(output to purpose) Available incentives and sanctions are sufficient to ensure motivation and compliance by relevant A.I.D. personnel. Competing priorities, staff, and/or budget reductions do not preclude increased attention to gender issues.</p>
<p>Outputs 1. A.I.D. personnel trained in gender considerations in development.</p> <p>2. Improved policies, systems, and procedures to institutionalize gender considerations developed and introduced.</p> <p>3. Improved performance monitoring systems designed and implemented.</p> <p>4. Research base concerning gender issues strengthened.</p>	<p>1.1 Case examples prepared of successful and unsuccessful integration of gender considerations into strategic objectives, program performance indicators, policy analyses, project designs, and monitoring and evaluation systems.</p> <p>1.2 Training courses provided to all policy and technical personnel at GS-9/FS-3 level and above on incorporating gender considerations into strategic objectives, program performance indicators, policy analyses, project designs, and monitoring and evaluation systems.</p> <p>1.3 Training provided to relevant groups of trainers, contractors, PVO personnel, and host country counterparts.</p> <p>2.1 Prototype systems and procedures developed for measuring and monitoring the incorporation of gender considerations into strategic objectives and program performance.</p> <p>3.1 Annual analyses prepared for Congressional presentation with respect to Agency performance in integrating gender considerations and women in development into ongoing operations in the Agency.</p> <p>3.2 Targets established and monitored with respect to the performance of individual Bureaus and Missions in meeting A.I.D.'s women in development objectives.</p> <p>3.3 Selected evaluations developed and implemented to test assumptions, integrative techniques, interventions, and project objectives.</p> <p>4.1 Research commissioned, conducted, and/or synthesized and analyzed regarding principal hypotheses concerning the costs, benefits and most effective ways of integrating women more fully into specific development activities.</p>	<p>(input to output) Other centrally funded projects can be persuaded to incorporate and disseminate gender considerations through their ongoing activities. Coordination with other donor agencies is sufficient to ensure full exchange of information on policies, procedures, and lessons learned.</p>

APPENDIX B: TEXT OF CABLE TRANSMITTED TO USAID MISSIONS REQUESTING INPUT FOR THE REPORT

1. SUMMARY

In order to secure the information necessary to prepare our biennial Report to Congress, A.I.D./W has prepared a series of questions to gather information from the field on A.I.D.'s Women in Development efforts. Many of the questions can be answered in a word or two, but we welcome additional information or comments for inclusion in the Report to Congress. End Summary.

2. ACTION REQUESTED

A.I.D./W requests the information outlined below to prepare its biennial Report to Congress on Women in Development. The 1989-1990 Report to Congress will focus on Agency efforts to implement the Women in Development mandate established by Congress. Comprehensive input (responses) from the Field will be critical to this endeavor.

Please cable or fax your response to be received by PPC/WID no later than November 15th. If responding by fax, please fax to (202) 347-0050 and pouch original to the attention of Kay Davies, PPC/WID, Room 3725A-NS.

These questions are being asked of all Missions and refer to A.I.D.-funded, co-funded or parallel-financed activities. Please key your responses to the paragraph numbers and letters and only respond to those items that are applicable. Mark others "n/a." If your Mission is working closely with a host country government or another donor on an activity which is noteworthy in furthering WID objectives (particularly in the area of policy dialogue), please provide information on this activity even if A.I.D. program funds have not been committed to it.

Finally, the majority of questions that follow are organized to reflect the four functional areas of focus of the PPC/WID strategic workplan: Agriculture; Environment and Natural Resources; Private Enterprise; and Education. If your Mission has information or success stories regarding women in other sectors, please include this information in your response. While most questions can be answered briefly, additional information or comments including case histories or human interest stories that can facilitate preparation of the Report to Congress are appreciated.

3. ACTION FOR AFR MISSIONS

For AFR Category I Missions: Information requested in this cable is at the output level of most activities. Therefore, it does not duplicate Mission reporting in Assessment of Program Impact, although the API exercise should be useful in gathering the information requested in this cable.

AFR Category II Missions need only respond to sections relevant to their programs.

Response is optional for AFR Category III countries.

4. BACKGROUND

Please be aware that Congress has mandated that the Agency:

- ensure that A.I.D.'s country strategy, program, project, non-project assistance, and reporting documents explicitly describe strategies to involve women, identify benefits and impediments to women's participation in development, and establish benchmarks to measure women's participation in and benefits from development activities;
- collect sex-disaggregated data in all its research or data-gathering activities;
- incorporate women as beneficiaries of and contributors to its development activities at the level proportionate to their participation in the sector or to their representation in the total population, whichever proportion is higher.

Note: When such efforts/activities are difficult to achieve, Bureaus and USAIDs will ensure that there is substantive analysis of the obstacles preventing completion of such efforts and will include an explanation of how these obstacles will be overcome.

Responses to the questions that follow (Paragraphs 5 - 13) will be used:

- (1) in the Report to Congress,
- (2) in Congressional hearings,
- (3) as a basis for monitoring WID within A.I.D., and
- (4) as a means for forecasting Missions' future requirements for training, technical assistance, etc.

5. AGRICULTURE

- (a) Overall, how would you characterize your Mission's efforts to integrate women into agricultural projects? (Please choose one.)
- (i) almost complete
 - (ii) in process
 - (iii) just being initiated
 - (iv) non-existent
- (b) Within your agricultural credit programs:
- (i) What percentage of borrowers are women?
 - (ii) What percentage of total lending (dollar value) do women receive?
 - (iii) What is the total dollar value of all A.I.D.-funded agricultural loans to both men and women?
- (c) Regarding technology transfer, please describe any of your Mission's agricultural projects which make a specific effort to target women with modern inputs (e.g. high-yielding seeds, fertilizer, irrigation) and associated extension services (not only for primary crop production, but also post-harvest processing, vegetable cultivation, marketing, and other activities commonly performed by women).
- (d) Please describe your agricultural research efforts which address issues related to increasing agricultural productivity among female farmers/farm workers.
- (e) In A.I.D.-funded agricultural research projects, what percentage of local professional staff (not clerical or administrative) is female?
- (f) What percentage of participants in your in-country agricultural training programs are women? (Please delineate your response as follows.)
- (i) percentage in short-term agricultural training programs (six months or less)
 - (ii) percentage in long-term agricultural training programs
- (g) Is the Mission involved in any efforts to strengthen the technical and managerial capabilities of women's

cooperatives or other agricultural groups formed by women? If yes, please describe briefly.

- (h) Which one of the following agricultural activities do you believe deserves the most attention and resources for furthering WID objectives in your country? (Please prioritize the following.)
- (i) credit
 - (ii) farm input supply
 - (iii) field extension
 - (iv) research (on-center and on-farm)
 - (v) training and marketing
 - (vi) other (please specify)

6. ENVIRONMENT AND NATURAL RESOURCES

- (a) How do your activities in the following areas address women's roles as agents for natural resource management or beneficiaries of natural resource programming? (Please describe if applicable.)
- (i) Biological Diversity Conservation
 - (ii) Reserve Management
 - (iii) Agroforestry
 - (iv) Social Forestry
 - (v) Environmental Education
 - (vi) Pesticide Management
 - (vii) Other (please explain)

7. PRIVATE ENTERPRISE

- (a) Regarding Mission-funded, non-agricultural credit programs (including those funded with local currency):
- (i) What percentage of borrowers of very small loans (up to \$300) are women?
 - (ii) What percentage of borrowers of small loans (\$301 to \$1,000) are women?
 - (iii) What percentage of borrowers of medium-sized loans (over \$1,000) are women?
 - (iv) What is the total dollar value of very small loans (up to \$300) to both men and women?
 - (v) What is the total dollar value of small loans (\$301 to \$1,000) to both men and women?
 - (vi) What is the total dollar value of medium-sized loans (over \$1,000) to both men and women?

- (vii) What are women's repayment rates compared to those of men?

Please discuss obstacles to or strategies for measuring women's access to credit if these data are not available.

- (b) What was the total budget for the private enterprise portfolio in FY 89 and FY 90?
- (c) Please estimate the resources in the private enterprise portfolio dedicated to each of the following in FY 89 and FY 90.
- (i) Management Training for Women
 - (ii) Technical Assistance to Female-owned Businesses
 - (iii) Increased Credit Access for Female Entrepreneurs
 - (iv) Collaboration with Women's Organizations and/or Women's Business Associations
 - (v) Research on Constraints and Opportunities for Women's Participation in a Given Sub-sector
 - (vi) Initiatives to Improve Women's Participation in the Formal or Informal Sector
 - (vii) Tracking Women's Labor and Employment
- (d) How receptive are the public and private sectors to discussing steps necessary to increase the role for women in private enterprise? (Please choose one response and qualify or elaborate if appropriate.)
- (i) Public and Private Sector are receptive
 - (ii) Public and Private Sector are not receptive
 - (iii) Only Public Sector is receptive
 - (iv) Only Private Sector is receptive
- (e) What kind of incentives or type of policy dialogue has your Mission used to encourage host countries to increase private enterprise and/or employment opportunities for women and girls?
- (f) If the Mission has developed a particularly successful/innovative approach to WID issues in private enterprise, please describe briefly.
- (g) If the Mission has developed a successful/innovative approach to indicators or other measures of women's participation in private enterprise, please describe briefly.

8. EDUCATION

- (a) If your Mission has taken steps to increase the quality or quantity of educational opportunities for women and girls, please briefly describe for each category below:
- (i) Primary Education
 - (ii) Secondary Education and Vocational Training
 - (iii) Post-secondary Education
- (b) Is your Mission providing any incentives or engaging in any policy dialogue to encourage host countries to increase educational opportunities for women and girls? If yes, please describe briefly.
- (c) Please list other organizations in the development community with which the Mission is working to encourage the consideration of WID issues in education.
- (d) What opportunities do you see to improve girls' education in the host country over the next five years?
- (e) What constraints do you see to girls' education in the host country over the next five years?

9. INFORMATION ON OTHER SECTORS

- (a) List and describe activities/initiatives related to WID that are not included in the following four sectors: Agriculture; Environment and Natural Resources; Private Enterprise; and Education. In preparing a response to this question, the Mission may want to explore activities in Health, Population, Nutrition, Legal Rights, Land Tenure, Housing/Urban Programs, and Refugees.

10. PARTICIPANT TRAINING ACTIVITIES (Please specify sectors in responses.)

- (a) What steps has your Mission taken internally to increase participant training opportunities for women?
- (b) If your Mission has not taken steps to increase participant training opportunities for women, please cite the obstacles involved and

briefly enumerate the steps that will be taken to overcome these obstacles.

- (c) Is your Mission working with other organizations or individuals in the development community to encourage the consideration of WID issues in participant training? If yes, please describe briefly.
- (d) Is your Mission providing any incentives or engaging in any policy dialogue to encourage host countries to increase participant training opportunities for women? If yes, please describe briefly.

11. INSTITUTIONALIZATION OF WID CONSIDERATIONS

- (a) Do you have a WID Officer?
- (b) Is this his/her only function?
- (c) If this is not the WID Officer's only function, please indicate the appropriate description of the WID Officer's other responsibilities as follows:
 - (i) Program
 - (ii) Project
 - (iii) Other (specify)
- (d) What percentage of the WID Officer's time is spent on WID?
- (e) Please indicate the WID Officer's hiring affiliation:
 - (i) USDH
 - (ii) PSC
 - (iii) FSN
- (f) How would you describe your Mission's WID committee?
 - (i) Nonexistent/Inactive
 - (ii) Active but with little influence over the efforts of the Mission
 - (iii) Active and a significant influence on the Mission's activities
 - (iv) Alternative formal structure for addressing WID concerns (Please describe briefly.)

(g) How would you describe the level of WID training of your staff?

- (i) Few or none have had any training in WID considerations
 - (ii) Many have had training in WID considerations
 - (iii) Most or all Mission staff have been trained in WID considerations
- (h) Has WID training been extended to the following people?
- (i) Host country counterparts
 - (ii) PVO/NGOs with whom the Mission works
 - (iii) Other donors
- (i) How would you describe your WID Action Plan?
- (i) Nonexistent/Inactive
 - (ii) Significant once but out of date and unused now
 - (iii) An integral part of Mission Plans
- (j) If you do have a WID Action Plan, how have you measured impacts/achievement of goals?
- (k) Do you have a WID-specific Management Information System?
- (l) Are data within the Mission's MIS disaggregated by gender?
- (m) Has an interagency committee or other mechanism been established in-country to coordinate WID activities with the national government among donors (including external PVO's)?
- (n) If it has been established, is this interagency committee or other mechanism active?
- (o) How would you describe the consideration of WID issues in key project, program, and strategic documentation at the Mission?
- (i) Not considered/not significant
 - (ii) Addressed as a Special Issue
 - (iii) Addressed as an integral part of planning and document preparation

- (p) Have you requested technical assistance or other support in the consideration of WID issues from a Regional or Central Bureau other than PPC/WID?

12. STRATEGIC PLANNING FOR ADDRESSING WID CONSIDERATIONS

- (a) How would you describe the measurement of WID progress in your country?
 - (i) No country baseline measures have been established and no measurement of WID progress is underway
 - (ii) Baseline measures have been taken but measurement of progress is not regularly attempted
 - (iii) Baseline measures have been taken and regular measurement of progress is included in Mission activities
 - (iv) Not only is regular measurement undertaken but special studies of WID issues are undertaken
- (b) How would you describe WID policy dialogue with host country leaders?
 - (i) Non-existent / not important
 - (ii) Not undertaken but needed
 - (iii) Undertaken but could be improved
 - (iv) Excellent and effective
- (c) Which of the following would you characterize as the major challenge of A.I.D.'s WID efforts in your country in the 90's? (If you select more than one, please prioritize your responses.)
 - (i) Institutionalizing the WID Mandate and strengthening the understanding of gender issues in A.I.D. activities
 - (ii) Measuring and documenting the contributions of successful WID activities to economic growth
 - (iii) Convincing host country policy-makers to devote their own resources to increasing female productivity
 - (iv) Strengthening women's skills, resources and organizations
 - (v) Training
 - (vi) Other

- (d) How would you describe the Mission's efforts to secure gender disaggregated data for key strategy and activity planning documents (CDSS, CPSP, CP, PID, PP, PAIP, PAAD), relevant research and monitoring activities (action plans, PIR's, special studies) and reporting documents (assessments of program impact)?

- (i) not feasible
- (ii) difficult but possible
- (iii) possible but not reliable
- (iv) difficult but useful for impact assessment
- (v) Other

13. WID IMPACTS

- (a) Please describe any substantive and measurable impact that A.I.D.-funded activities have had on women's participation in and benefits from national social and economic development.
- (b) Are there any areas not included here which you think are essential to the preparation of a Report to Congress on the Agency's performance in response to the WID mandate?

14. PLEASE RESPOND BY THE END OF OCTOBER IF POSSIBLE. RESPONSES MUST BE RECEIVED BY NOVEMBER 15, 1990. DIRECT RESPONSES TO KAY DAVIES, PPC/WID, ROOM 3725A-NS.

		AFRICA		ASIA		NEAR EAST		LAC		GRAND TOTAL	
		ANTICIPATED		ANTICIPATED		ANTICIPATED		ANTICIPATED		ANTICIPATED	
		RESPONSE		RESPONSE		RESPONSE		RESPONSE		RESPONSE	
		30 TOTAL		7 TOTAL		9 TOTAL		19 TOTAL		65	
		RESPONSES		RESPONSES		RESPONSES		RESPONSES		RESPONSES	
		RECEIVED		RECEIVED		RECEIVED		RECEIVED		RECEIVED	
		27 TOTAL		7 TOTAL		8 TOTAL		16 TOTAL		58 TOTAL	
5A.	WID into Ag. Projects	#	%	#	%	#	%	#	%	#	%
		1	NA	0	NA	2	NA	2	NA	5	NA
	I ___ Complete	2	7%	1	14%	0	0%	0	0%	2.14	4%
	II ___ In Process	18	67%	5	71%	4	50%	10	63%	37	64%
	III ___ Just Starting	4	15%	1	14%	2	25%	3	19%	10	17%
	IV ___ Non-Existent	1	4%	0	0%	0	0%	1	6%	2	3%
5B.	Ag. Credit	#	Avg	#	Avg	#	Avg	#	Avg	#	Avg
		17	NA	6	NA	5	NA	8	NA	36	NA
	I ___% Borrowers	4	67.1%	1	13.0%	3	23.0%	6	17.0%	14	32.3%
	II ___% Lending	6	41.8%	0		2	27.5%	3	7.2%	11	28.4%
	III \$_____ Loan Value	6	9321667	1	1777986	2	21700000	5	27200001	14	16936285
5C.	Tech Transfer	#	% Reply	#	% Reply	#	% Reply	#	% Reply	#	% Reply
	TEXT ANSWER _____	25	93%	7	100%	8	100%	15	94%	55	95%
5D.	Ag. Research	#	% Reply	#	% Reply	#	% Reply	#	% Reply	#	% Reply
	TEXT ANSWER _____	23	85%	7	100%	8	100%	15	94%	53	91%
5E.	Women in Ag. Research	#	Avg	#	Avg	#	Avg	#	Avg	#	Avg
		8	NA	0	NA	3	NA	6	NA	17	NA
	___%	16	8.0%	7	17.1%	4	25.3%	7	17.0%	34	13.8%
5F.	Participants in Ag. Train	#	Avg	#	Avg	#	Avg	#	Avg	#	Avg
		6	NA	1	NA	1	NA	7	NA	15	NA
	I ___% Short term	17	17.4%	6	18.8%	6	28.0%	8	18.9%	37	19.6%
	II ___% Long Term	13	14.1%	6	10.7%	6	9.1%	8	10.2%	33	11.6%
5G.	Tech and Manage Capability	#	% Reply	#	% Reply	#	% Reply	#	% Reply	#	% Reply
		1	NA	0	NA	3	NA	5	NA	9	NA
	___Y (Text Answer)	18	67%	4	57%	1	13%	6	38%	29	50%
	___N	6	22%	3	43%	3	38%	5	31%	17	29%
5H.	Priority Areas	#	RANKING	#	RANKING	#	RANKING	#	RANKING	#	RANKING
		1	NA	0	NA	0	NA	3	NA	4	NA
	I ___ Credit	19	2.1	4	3.3	3	3.0	8	2.8	34	2.4
	II ___ Inputs	14	3.4	3	4.0	4	2.3	8	4.6	29	3.6
	III ___ Extension	18	3.1	5	1.8	7	1.6	10	2.5	40	2.5
	IV ___ Research	13	4.4	4	2.8	5	2.6	9	4.4	31	3.9
	V ___ Marketing	20	2.2	7	2.0	6	1.8	12	1.9	45	2.0
	VI ___ (Text) Other	15	2.7	1	1.0	2	1.5	5	2.8	23	2.6

Note: The title for Appendix C which begins on page 76 was omitted. It should appear as follows:

APPENDIX C: DATA SUMMARIES OF USAID MISSION INPUT

		AFRICA		ASIA		NEAR EAST		LAC		GRAND TOTAL	
		#	%	#	%	#	%	#	%	#	%
6.	Environment/Natural Resources										
	I (Text) Diversity	11	41%	4	57%	5	63%	7	44%	27	47%
	II (Text) Management	12	44%	4	57%	4	50%	11	69%	31	53%
	III (Text) Agroforestry	20	74%	4	57%	5	63%	7	44%	36	62%
	IV (Text) Social Forestry	11	41%	3	43%	4	50%	6	38%	24	41%
	V (Text) Env. Education	10	37%	3	43%	4	50%	8	50%	25	43%
	VI (Text) Pesticide Mgmt	10	37%	2	29%	4	50%	7	44%	23	40%
	VII (Text) Other	16	59%	4	57%	6	75%	5	31%	31	53%
7A.	PRE Credit	#	%	#	%	#	%	#	%		
		8	NA	1	NA	2	NA	2	NA	13	
	I % Small	11	35.2%	4	73.5%	1	5.0%	12	34.8%	28	39.4%
	II % Medium	10	25.2%	4	13.8%	1	4.0%	12	28.2%	27	24.1%
	III % Large	10	14.2%	4	9.5%	1	6.0%	11	20.3%	26	15.7%
	IV \$ Small	9	209822	4	76345763	1	24018	9	610222	23	13599455
	V \$ Medium	10	64980	4	52040325	1	36000	8	914524	23	9398404
	VI \$ Large	10	6027600	4	48301565	1	383571	9	21172698	24	18517505
	VII Repayment (Text)	9	0.9	4	0.75	1	1	10	1	24	
	ABOVE N.A. (Test)	5	1.0	2		4	1	3	1	14	
7B.	PRE Program Budget	#	AVG \$	#	AVG \$	#	AVG \$	#	AVG \$	#	AVG \$
		3		3		3		3		12	
	\$ (89)	20	2306683	4	25482500	3	5400000	12	10238329	39	7362144
	\$ (90)	21	2807059	3	20806667	4	9575000	13	9910120	41	7036580
7C.	PRE Resources										
		10	0	1		6		6		23	
	I \$ (89)	15	128670	5	392000	1	0	6	122910	27	171389
	I \$ (90)	14	71802	6	405700	1	0	7	320604	28	202988
	II \$ (89)	10	23310	4	222525	1	0	6	43400	21	65886
	II \$ (90)	9	41711	4	178750	1	0	7	38533	21	64768
	III \$ (89)	10	258950	5	697600	1	0	5	149800	21	325071
	III \$ (90)	10	62710	4	406750	1	0	6	98000	21	135338
	IV \$ (89)	11	5455	4	130000	1	0	5	29000	21	34524
	IV \$ (90)	11	12827	6	118333	1	0	5	4000	23	37374
	V \$ (89)	11	0	4	20750	2	0	5	3400	22	4545
	V \$ (90)	11	3182	4	50000	2	0	6	2500	23	10870
	VI \$ (89)	12	22500	5	45000	2	0	5	17376	24	24245
	VI \$ (90)	11	69545	6	118333	2	12500	6	20644	25	64955
	VII \$ (89)	11	3591	5	52000	2	0	3	333	21	14310
	VII \$ (90)	11	3045	5	62000	2	0	4	250	22	15659
7D.	Public/Private Receptivity	#	%	#	%	#	%	#	%	#	%
	I (Text) Both Receptive	24	89%	7	100%	4	50%	14	88%	49	84%
	II (Text) Both Unreceptive	5	19%	0	0%	2	25%	3	19%	10	17%
	III (Text) Only Public	5	19%	0	0%	1	13%	3	19%	9	16%
	IV (Text) Only Private	5	19%	0	0%	1	13%	4	25%	10	17%
7E.	Policy Dialogue	#	%	#	%	#	%	#	%	#	%
	-TEXT ANSWER	21	78%	7	100%	8	100%	15	94%	51	88%
7F.	Innovative Approach	#	%	#	%	#	%	#	%	#	%
	TEXT ANSWER	22	81%	7	100%	8	100%	14	88%	51	88%
7G.	Innovative Measure	#	%	#	%	#	%	#	%	#	%
	TEXT ANSWER	23	85%	7	100%	8	100%	14	88%	52	90%

		AFRICA		ASIA		NEAR EAST		LAC		GRAND TOTAL	
		#	%	#	%	#	%	#	%	#	%
8A.	Education Opportunity										
	I ____ (Text) Prim	14	52%	4	57%	8	100%	15	94%	41	71%
	II ____ (Text) 2nd	18	67%	5	71%	7	88%	16	100%	46	79%
	III ____ (Text) Post 2nd	20	74%	4	57%	7	88%	16	100%	47	81%
8B.	Policy Dialogue										
	____Y (Text)	7	NA	2	NA	2	NA	8	NA	19	NA
	____N	3	11%	0	0%	1	13%	2	13%	6	10%
8C.	Cooperate Other Organizations										
	TEXT ANSWER ____	23	85%	6	86%	7	88%	13	81%	49	84%
8D.	Opportunities for Education										
	TEXT ANSWER ____	23	85%	6	86%	7	88%	16	100%	52	90%
8E.	Constraints to Education										
	TEXT ANSWER ____	23	85%	7	100%	7	88%	15	94%	52	90%

		AFRICA		ASIA		NEAR EAST		LAC		TOTAL	
		27 Total		7 Total		8 Total		16 Total		58 Total	
9A.	Other Sectors	30 Possible		7 Possible		9 Possible		19 Possible		65 Possible	
	TEXT ANSWER ____	24	89%	7	100%	7	88%	16	100%	54	93%
10A.	Steps for Female P.T.	#	%	#	%	#	%	#	%	#	%
	TEXT ANSWER ____	25	93%	6	86%	7	88%	15	94%	53	91%
10B.	Obstacles to Female P.T.	#	%	#	%	#	%	#	%	#	%
	TEXT ANSWER ____	26	96%	6	86%	6	75%	13	81%	51	88%
10C.	Coord with other orgs. on P.T.	#	%	#	%	#	%	#	%	#	%
	__Y (Text)	16	59%	4	57%	2	25%	13	81%	35	60%
	__N	8	30%	1	14%	3	38%	1	6%	13	22%
10D.	Policy Dialogue on P.T.	#	%	#	%	#	%	#	%	#	%
	__Y (Text)	19	70%	6	86%	5	63%	13	81%	43	74%
	__N	4	15%	0	0%	1	13%	2	13%	7	12%
11A.	WID Officer?	#	%	#	%	#	%	#	%	#	%
	__Y (Text)	24	89%	7	100%	8	100%	14	88%	53	91%
	__N	0	0%	0	0%	0	0%	1	6%	1	2%
11B.	Only function?	#	%	#	%	#	%	#	%	#	%
	__Y (Text)	2	7%	0	0%	0	0%	2	13%	4	7%
	__N	23	85%	7	100%	8	100%	13	81%	51	88%
11C.	WID Officer's other job?	#	%	#	%	#	%	#	%	#	%
	I ____ Program	16	59%	2	29%	2	25%	9	56%	29	50%
	II ____ Project	10	37%	5	71%	5	63%	7	44%	27	47%
	III ____ (Text)	5	19%	2	29%	2	25%	2	13%	11	19%
11D.	Percent of job WID?	#	Avg %	#	Avg %	#	Avg %	#	Avg %	#	Avg %
	____ %	1	NA	0	NA	0	NA	2	NA	3	NA
		24	16.9	7	17.6	8	14.4	13	15.4	52	16.2
11E.	Direct or other	#	%	#	%	#	%	#	%	#	%
	I ____ USDH	19	70%	3	43%	5	63%	8	50%	35	60%
	II ____ PSC	5	19%	3	43%	0	0%	3	19%	11	19%
	III ____ FSN	3	11%	1	14%	3	38%	6	38%	13	22%
11F.	Wid Committee	#	%	#	%	#	%	#	%	#	%
	I ____ Inactive	10	37%	4	57%	1	13%	2	13%	17	29%
	II ____ Little effect	4	15%	2	29%	1	13%	4	25%	11	19%
	III ____ Big effect	5	19%	0	0%	3	38%	4	25%	12	21%
	IV ____ Other (Text)	6	22%	1	14%	3	38%	3	19%	13	22%

		AFRICA		ASIA		NEAR EAST		LAC		TOTAL	
		#	%	#	%	#	%	#	%	#	%
11G.	WID training	0	NA	0	NA	0	NA	1	NA	1	NA
	I ___ Few	19	70%	5	71%	7	88%	12	75%	43	74%
	II ___ Many	5	19%	1	14%	0	0%	1	6%	7	12%
	III ___ Most	2	7%	1	14%	1	13%	1	6%	5	9%
11H.	Trained others?	1	NA	1	NA	0	NA	1	NA	3	NA
	I ___ Counterparts	21	78%	5	71%	7	88%	11	69%	44	76%
	II ___ NGO/PVO	22	81%	6	86%	8	100%	12	75%	48	83%
	III ___ Other Donors	19	70%	4	57%	7	88%	7	44%	37	64%
11I.	WID Action Plan	0	NA	0	NA	0	NA	1	NA	1	NA
	I ___ Nonexistent	7	26%	0	0%	1	13%	2	13%	10	17%
	II ___ Unused	5	19%	2	29%	2	25%	2	13%	11	19%
	III ___ Integral	11	41%	5	71%	4	50%	10	63%	30	52%
11J.	Measure Goals	24	89%	7	100%	8	100%	14	88%	53	91%
	TEXT ANSWER ___										
11K.	WID MIS?	1	4%	3	43%	1	13%	4	25%	9	16%
	___Y										
	___N	22	81%	4	57%	7	88%	9	56%	42	72%
11L.	Data disaggregated?	14	52%	6	86%	5	63%	10	63%	35	60%
	___Y										
	___N	13	48%	2	29%	2	25%	4	25%	21	36%
11M.	Interagency coord?	9	33%	6	86%	3	38%	3	19%	21	36%
	___Y										
	___N	15	56%	1	14%	5	63%	11	69%	32	55%
11N.	Is it active?	20	74%	6	86%	7	88%	12	75%	45	78%
	___Y										
	___N	2	7%	0	0%	1	13%	1	6%	4	7%
11O.	WID issues in docs?	0	NA	0	NA	0	NA	1	NA	1	NA
	I ___ Not	2	7%	1	14%	0	0%	2	13%	5	9%
	II ___ Special	6	22%	2	29%	5	63%	4	25%	17	29%
	III ___ Integral	16	59%	4	57%	4	50%	9	56%	33	57%
11P.	Non PPC support	7	26%	1	14%	2	25%	6	38%	16	28%
	___Y										
	___N	15	56%	6	86%	6	75%	9	56%	36	62%

		AFRICA		ASIA		NEAR EAST		LAC		TOTAL	
12A.	Measurement	#	%	#	%	#	%	#	%	#	%
	I ___ None	0	NA	0	NA	0	NA	1	NA	0	NA
	II ___ Baseline	12	44%	1	14%	3	38%	5	31%	21	36%
	III ___ Regular	10	37%	4	57%	5	63%	4	25%	23	40%
	IV ___ Regular + Special	5	19%	1	14%	1	13%	4	25%	11	19%
		3	11%	1	14%	0	0%	0	0%	4	7%
12B.	Policy Dialogue	#	%	#	%	#	%	#	%	#	%
	I ___ None	0	NA	0	NA	0	NA	1	NA	1	NA
	II ___ Needed	3	11%	0	0%	1	13%	2	13%	6	10%
	III ___ Could be improved	5	19%	1	14%	0	0%	3	19%	9	16%
	IV ___ Excellent	18	67%	6	86%	7	88%	10	63%	41	71%
		2	7%	0	0%	0	0%	0	0%	2	3%
12C.	Major Challenge	#	Ranking	#	Ranking	#	Ranking	#	Ranking	#	Ranking
	I ___ Institutionalize	1	NA	0	NA	0	NA	1	NA	2	NA
	II ___ Document success	8	1.9	2	2.0	3	1.0	9	1.2	22	1.5
	III ___ Convincing hosts	11	1.7	3	1.3	5	1.8	5	2.8	24	1.9
	IV ___ Strengthening skills	10	2.4	5	1.6	5	3.4	6	2.7	26	2.5
	V ___ Training	11	1.6	5	1.6	6	1.8	8	1.8	30	1.7
	VI ___ Other	11	2.5	3	2.0	4	2.0	8	2.5	26	2.4
		1	1.0	1		0		1	2.0	3	1.3
12D.	Dissag data in key documents	#	%	#	%	#	%	#	%	#	%
	I ___ Not feasible	0	NA	0	NA	0	NA	2	NA	2	
	II ___ Not reliable	3	11%	0	0%	1	13%	1	6%	5	9%
	III ___ Useful	5	19%	2	29%	2	25%	1	6%	10	17%
	IV ___ Other	17	63%	4	57%	5	63%	10	63%	36	62%
		3	11%	1	14%	1	13%	1	6%	6	10%
13A.	WID impacts	#	%	#	%	#	%	#	%	#	%
	TEXT ANSWER ___	22	81%	7	100%	8	100%	13	81%	50	86%
13B.	Other Information?	#	%	#	%	#	%	#	%	#	%
	TEXT ANSWER ___	15	56%	5	71%	7	88%	11	69%	38	66%

APPENDIX D: OFFICE OF WOMEN IN DEVELOPMENT PROJECTS AND ACTIVITIES FY '89 AND '90

The following list is not an Agency-wide account of women in development activities. It represents only those projects and activities funded either fully or jointly by the Office of Women in Development.

Activities Grouped by Project

PROJECT TITLE: ICRW - INTERNATIONAL CENTER FOR RESEARCH ON WOMEN TECHNICAL ASSISTANCE CONTRACT

Project Description:

Working in approximately eight or more countries, the Contractor will serve three main functions: (1) assist in the collection, analysis, and synthesis of information on WID drawn from a variety of host country sources, bilateral and multilateral funding agencies, PVOs and researchers; (2) within each country, use that information as a catalyst to action on WID issues; and, (3) act as a technical advisor to implementing agencies and A.I.D. Missions by transmitting program information to policy-makers, and helping to translate policy decisions into action.

**89-001.0001 Region: Asia/Near East
Country: NA**

Activity Title: Studies of Key Constraints /Opportunities Facing Women's Participation In Development Projects/Programs in the ANE Region.

Activity Objective:

Study will focus on agriculture, private sector, natural resources/environment, education, and health.

**89-001.0002 Region: Asia/Near East
Country: Jordan**

Activity Title: CRS Income Generation Project for Rural Women in Jordan

Activity Objective:

The final evaluation of the Catholic Relief Services (CRS) Income Generation Project for Rural Women in Jordan took place during the period February 27 - March 9, 1989. This evaluation, and its timing, had been jointly agreed to by USAID/Jordan and CRS/Jordan in order to fulfill the requirement of the Grant Agreement Article II for a full scale evaluation at the culmination of the final eight months of the project.

**89-001.0004 Region: Asia/Near East
Country: Sri Lanka**

Activity Title: USAID/Sri Lanka Portfolio Review

Activity Objective:

To identify and analyze gender factors which facilitate or hinder a project's purpose, the extent to which such factors have been taken into account in project design and implementation, and areas where gender disaggregation of project information may be useful.

**89-001.0005 Region: Latin America/Caribbean
Country: Belize**

Activity Title: Women and Development in Belize

Activity Objective:

A complete review of existing sources of gender disaggregated data in Belize in agriculture and private enterprise.

**89-001.0006 Region: Asia/Near East
Country: Tunisia**

Activity Title: Gender Analysis in USAID/Tunisia's CDSS Planning

Activity Objective:

The report reviewed plans for developing a CDSS for the 1992-96 period to identify issues for gender-differentiated analysis.

PROJECT TITLE: INTEGRATING GENDER ISSUES INTO ANE'S NATURAL RESOURCE STRATEGY FOR THE 1990'S (PPC/WID CO-FUNDED WITH ANE/TR/HR.)

Project Description:

A WID specialist was added to the team and asked to: (1) review background issue papers commissioned for the strategy; (2) prepare a paper, "Natural Resource Issues for the Asia and Near East Region: Gender Consideration"; and (3) incorporate the findings of this paper into the Bureau strategy.

**89-004. Region: Asia/Near East
Country: NA**

Activity Title: Integrating Gender Issues into ANE's Natural Resource Strategy in the 1990's

Activity Objective:

To ensure that ANE's Natural Resource Strategy addresses gender concerns. A WID specialist will be reviewing background issue papers commissioned for the strategy, preparing a paper, and incorporating the findings of this paper into the Bureau's strategy.

PROJECT TITLE: WOMEN AND MICROENTERPRISE: AID TO ARTISANS MARKET LINK PROGRAM. USAID/TEGUCIGALPA

Project Description:

PPC/WID and USAID/Tegucigalpa (Honduras) funds supported Aid to Artisans by providing export marketing services to Honduran artisans such as representation in international gift shows, facilitation in sales contacts and negotiations, assistance in product design, training of Honduran participants in export business with the U.S. and post-show services in sales, deliveries and continued public relations to expand export opportunities of Honduran women artisans in the U.S.

**89-010.0001 Region: Latin America/Caribbean
Country: Honduras**

Activity Title: Representation of Honduran artisans at International Gift Show

Activity Objective:

To assist in the representation of Honduran artisans at the August gift show

**89-010.0002 Region: Latin America/Caribbean
Country: Honduras**

Activity Title: Post-show assistance to Honduran artisans

Activity Objective:

Provide post-show assistance to Honduran artisans in the areas of sales, delivery, and public relations.

PROJECT TITLE: MAYATECH WID TRAINING

Project Description:

Design, organize, and conduct a series of group and individual training activities in English and Spanish as appropriate for USAID/Lima, Southern Africa Region, and REDSO/West Africa. Target audiences are: program and project contractors, affiliated counterpart personnel in the relevant governments, local private and non-governmental organizations.

**89-014.0001 Region: Latin America/Caribbean
Country: NA**

Activity Title: Latin America and Caribbean Bureau WID Training

Activity Objective:

- 1) Conduct pre-training technical site visits;
- 2) Design and deliver all training activities;
- 3) Analyze training workshop participant evaluation questionnaires;
- 4) Prepare final report detailing facilitation of the training.

**89-014.0002 Region: Latin America/Caribbean
Country: Peru**

Activity Title: USAID/Peru WID Training

Activity Objective:

- 1) Conduct pre-workshop technical site visits;
- 2) Design and deliver all group and individual training activities;
- 3) Analyze training workshop participant evaluation questionnaires;
- 4) Prepare final report detailing facilitation of the workshop.

**89-014.0003 Region: Africa
Country: REDSO/W**

Activity Title: Western Africa Regional WID Training

Activity Objective:

- 1) Conduct pre-training technical site visits;
- 2) Design and deliver all training activities;
- 3) Analyze training workshop participant evaluation questionnaires;
- 4) Prepare final report detailing facilitation of the of the training.

**89-014.0004 Region: Africa
Country: NA**

Activity Title: Southern Africa Regional WID Training

Activity Objective:

- 1) Conduct pre-training technical site visits;
- 2) Design and deliver all training activities;
- 3) Analyze training workshop participant evaluation questionnaires;
- 4) Prepare final report detailing facilitation of the training.

**89-014.0005 Region: Asia/Near East
Country: Egypt**

Activity Title: Egypt Mission WID Training

Activity Objective:

- 1) To conduct pre-training technical site visits;
- 2) Design and deliver all training activities;
- 3) Analyze training workshop participant evaluation questionnaires;
- 4) Prepare final report detailing facilitation of the training.

**89-014.0006 Region: Asia/Near East
Country: NA**

Activity Title: Asia and Near East Regional WID Training

Activity Objective:

- 1) Conduct pre-training technical site visits;
- 2) Design and deliver all training activities;
- 3) Analyze training workshop participant evaluation questionnaires;
- 4) Prepare final report detailing facilitation of the training.

89-014.0007 Region: World Wide Country: NA

Activity Title: Women in Development Bureau for Science and Technology Senior Orientation

Activity Objective:

To conduct a training for senior staff of S&T bureau and to acquaint staff members with the methods of gender analysis in efforts to ensure adequate consideration of gender issues in bureau policy and programming.

**89-014.0008 Region: World Wide
Country: NA**

Activity Title: Science and Technology / Ag Office WID Training

Activity Objective:

- 1) Conduct pre-training technical site visits;
- 2) Design and deliver all training activities;
- 3) Analyze training workshop participant evaluation questionnaires;
- 4) Prepare final report detailing facilitation of the training.

**89-014.0009 Region: World Wide
Country: NA**

Activity Title: Gender Considerations in Development Workshop for Trainers

Activity Objective:

- 1) Conduct pre-training technical site visits;
- 2) Design and deliver all training activities;
- 3) Analyze training workshop participant evaluation questionnaires;
- 4) Prepare final report detailing facilitation of the training.

PROJECT TITLE: ABEL - ADVANCING BASIC EDUCATION AND LITERACY

Project Description:

Assists governments and USAIDs in the design and implementation of basic education programs. Draws on the tools, lessons learned, and research evidence accumulated over the past three decades; these resources will be adapted to country-specific conditions as A.I.D. designs, implements, and evaluates new projects aimed at boosting school effectiveness. Assistance is offered at three levels:

- (1) policy dialogue, sector assessment, and adjustment within central government;
- (2) nuts and bolts management between the central ministry and local schools; and
- (3) school and classroom-level practices, teaching technologies, and materials that directly affect pupil learning.

**89-017.0002 Region: World Wide
Country: NA**

Activity Title: Girls' Education Benefits and Constraints

Activity Objective:

To motivate girls' education discussion at the Girls' Education Roundtable, World Conference Education for All, Jomtien.

**89-017.0005 Region: World Wide
Country: NA**

Activity Title: Lessons learned in Basic Education in the Developing World: A Monograph

Activity Objective:

To report on "Lessons Learned" from the Basic Education Conference sponsored by S&T/ED, expanding upon the following topics:

- 1) the quality of basic education for women;
- 2) strategic planning and management improvement;
- 3) the use of instructional technologies; and
- 4) teacher training.

**89-017.0007 Region: Africa
Country: Ghana**

Activity Title: Social Analysis of the Ghana primary education program

Activity Objective:

To analyze the Ghana primary education program with respect to

- 1) basic education in social context;
- 2) economic crisis in education;
- 3) targeted population groups;
- 4) characteristics of school-age children;
- 5) access and equity;
- 6) primary enrollment; and
- 7) social feasibility PREP.

**89-017.0010 Region: Africa
Country: Malawi**

Activity Title: Pre-design for female education and employment in Malawi

Activity Objective:

Provide technical expertise to the analysis of policy and institutional constraints to female

employment in the education sector. Suggest points of intervention to address constraints.

**89-017.0011 Region: Africa
Country: Togo**

Activity Title: Togo/Africa Conference

Activity Objective:

ABEL played a facilitatory role in this conference which served as a catalyst for a meaning lateral (South/South) exchange of pertinent ideas and knowledge. Relevant ideas and recommendations were extracted from presented information.

PROJECT TITLE: WID STRATEGY AND IMPLEMENTATION PLAN FOR USAID/BOLIVIA

Project Description:

Develop a Women in Development Strategy and a Women in Development Implementation Plan in an effort to increase the participation of women in USAID/Bolivia's projects.

**89-018.0001 Region: Latin America/Caribbean
Country: Bolivia**

Activity Title: WID Strategy and Implementation Plan for USAID/Bolivia

Activity Objective:

To develop a Women in Development Strategy and a Women in Development Implementation Plan in an effort to increase the participation of women in USAID/Bolivia's projects.

PROJECT TITLE: GEMINI - GROWTH AND EQUITY THROUGH MICROENTERPRISE INVESTMENT AND INSTITUTIONS

Project Description:

Provide assistance in:
(1) Economic Research and Sector Studies;
(2) Project Design and Evaluation; and
(3) Organizational Development.

PPC/WID funds will sponsor two activities to integrate gender concerns into the GEMINI agenda. First, PPC/WID will participate in GEMINI's economic research and sector studies on growth and dynamics of microenterprise. Guidelines will be developed for

assessing women's constraints and opportunities in microenterprise development in all field work that takes place as part of the research component. Second, PPC/WID will fund a consultant to participate in the design of an Agency-wide beneficiary impact analysis to ensure that benefits to women are properly measured from A.I.D. activities in microenterprise development.

89-019.0001 Region: World Wide

Country: NA

Activity Title: Gender In Growth and Dynamics Of Microenterprise

Activity Objective:

To explore factors and constraints affecting female participation in microenterprise activities. Outputs include:

- 1) plan for incorporating gender issues in GEMINI's research design;
- 2) gender-aware scopes of work for field activities; and
- 3) strategies to overcome major constraints.

89-019.0002 Region: World Wide

Country: NA

Activity Title: Impact of Microenterprise Project Assistance on Women

Activity Objective:

To ensure that gender is appropriately considered in the measurement of the impact of A.I.D.'s microenterprise assistance efforts. The output will be incorporation of gender into the design of the Agency's microenterprise impact analysis plan.

89-019.0004 Region: Asia/Near East

Country: Indonesia

Activity Title: Financial Institutions Development Project - Indonesia

Activity Objective:

The purpose of the activity is to include gender analysis in the comparative evaluation of the Village Financial Institutions (VFI) and General Village Credit Program of the Bank Rakyat Indonesia (Kupedes). The expected outputs include lessons learned on gender-differentiated impacts of a non-targeted microenterprise program.

89-019.0005 Region: Africa

Country: Swaziland

Activity Title: Small Business Survey - Swaziland

Activity Objective:

To define the extent of female entrepreneurship as well as constraints and opportunities facing women in business in Swaziland. Output is gender awareness input into the Swaziland small business development PP.

PROJECT TITLE: BANGLADESH WID OFFICER ORIENTATION IN A.I.D./WASHINGTON

Project Description:

Training program consisted of providing WID officer information on the Agency WID policy, evolution of institutionalizing WID in Agency programs and projects and sectoral and generic manuals that describe how to integrate gender issues from CDSS planning down to project design. Special attention was given to private sector issues since WID officer is also a private sector project development officer in USAID/Dhaka. Range of meetings included PPC/WID, ANE/DP, ANE/TR/HR, S&T/RD/EED PPC/CDIE and contractors actively providing TA in WID.

89-024. Region: Asia/Near East

Country: Bangladesh

Activity Title: WID Officer Orientation

Activity Objective:

To become familiar with A.I.D./W initiatives for WID and Micro/Small Scale Enterprises; conduct meetings with staff in PPC/WID, PRE, ANE/PD, ANE/DP, ANE/TR, S&T/RD/EED, etc.; meetings with representatives from organizations involved with women's issues and potential resource organizations.

PROJECT TITLE: WID PORTFOLIO REVIEW FOR USAID/KINGSTON

Project Description:

Technical assistance to conduct a portfolio review for USAID/Kingston's agriculture sector activities leading to institutionalization of WID in the Mission.

**89-025.0001 Region: Latin America/Caribbean
Country: Jamaica**

Activity Title: WID Portfolio Review for USAID/Kingston

Activity Objective:

To provide technical assistance to conduct a portfolio review for USAID/Kingston's agriculture activities leading to institutionalization of WID in the Mission.

PROJECT TITLE: DESFIL GUATEMALA

Project Description:

PPC/WID will provide a WID specialist to be a team member on the PP team to ensure that adequate attention is given to gender considerations on the PP and assesment of the environmental MAYAREM project.

**90-033.0001 Region: Latin America/Caribbean
Country: Guatemala**

Activity Title: DESFIL Guatemala

Activity Objective:

To ensure that adequate attention is paid to gender issues on a TA team which will assist USAID/Guatemala in the elaboration of a PP and the environmental assessment of the Mayarema Project. PPC/WID will provide a WID specialist to be a team member on the PP Team.

PROJECT TITLE: GENESYS - GENDER IN ECONOMIC AND SOCIAL SYSTEMS

Project Description:

Provides

- (1) technical assistance activities requiring WID expertise (e.g., strategy design, portfolio reviews, programs and project design, implementation and/or evaluation);
- (2) research to analyze WID issues in both the formal and informal sectors and the economic contributions of women in developing nations;
- (3) training efforts which will include design, production and delivery to assist A.I.D. to institutionalize systems and procedures for addressing gender issues in policies, programs and projects; and

- (4) information dissemination and communication activities, as may be required to support the Office's information dissemination/communication program.

**90-050.0001 Region: Africa
Country: Zimbabwe**

Activity Title: Zimbabwe Portfolio Review

Activity Objective:

Portfolio Review for all on-going and proposed regional and bilateral project in Southern Africa and Zimbabwe. Briefing Mission staff in groups and as individuals re-new gender requirements.

**90-050.0002 Region: Africa
Country: Botswana**

Activity Title: Botswana PVT Enterprise Development Project

Activity Objective:

Prepare gender analysis for the Project Identification Document for the planned Botswana Private Enterprise Support Project. Incorporated appropriate gender considerations into project design.

**90-050.0004 Region: Latin America/Caribbean
Country: Guatemala**

Activity Title:

Activity Objective:

Conduct a portfolio review of all USAID/Guatemala projects, ongoing and newly initiated, to ensure that WID concerns are fully institutionalized in all programs.

90-050.0009

**Region: Not Applicable
Country: NA**

Activity Title: CID/MUCIA Cooperative Agreement Evaluation

Activity Objective:

Evaluation of Title XII Consortia Programs in Technical Assistance for PPC/WID's. To evaluate the impact of CID/WID's and MUCIA/WID's programs offering technical assistance to USAID missions. Final evaluation report.

**90-050.0010 Region: Not Applicable
Country: NA**

Activity Title: Streamlining PPC/WID-GENESYS MIS

Activity Objective:

Analyze PPC/WID work flow, responsibilities, communications to find opportunities for streamlining, clarification, etc.

**90-050.0015 Region: Latin America/Caribbean
Country: NA**

Activity Title: RDO/C Portfolio Review

Activity Objective:

To review RDO/C portfolio and to provide guidance on the establishment of strategies /techniques for the collection, reporting and review of gender disaggregated data.

**90-050.0018 Region: World Wide
Country: NA**

Activity Title: WID Training Courses Assessment

Activity Objective:

The purpose of this activity was to determine the scope of WID and WID-Related, short-term, training courses offered to women and men in LDCs. A report and Matrix was delivered. The Matrix will have courses disaggregated by type of training and technical sector.

**90-050.0020 Region: Africa
Country: Zimbabwe**

Activity Title: Zimbabwe Regional Export Promotion Support PP

Activity Objective:

USAID/Zimbabwe has requested assistance for a gender consultant to be added to the PP design team for the Export Enterprise Support Project (EES). EES is a Regional Project that focuses on five countries in the SADCC Region.

**90-050.0024 Region: Latin America/Caribbean
Country: Peru**

Activity Title: ILD Peru

Activity Objective:

To analyze the success of ILD in Peru in the integration of women into their efforts.

**90-050.0030 Region: Not Applicable
Country: NA**

Activity Title: CEDPA Evaluation

Activity Objective:

To evaluate CEDPA Women in Management (WIM) Course. To make recommendations re future WID training efforts. To produce an evaluation report.

**90-050.0053 Region: Latin America/Caribbean
Country: Dominican Republic**

Activity Title: Dominican Republic Devt of WID Strategy & Portfolio Review

Activity Objective:

The objective of the assistance is to prepare a gender disaggregated analysis of all Mission activities and make recommendations on what actions can be taken to improve their responsiveness to gender differences among participants and overall effectiveness. The review will form the basis for a Mission WID Strategy, identifying the institutional mechanisms for building the Mission's capacity to analyze and effectively address gender issues.

**90-050.0056 Region: Latin America/Caribbean
Country: RDO/C**

Activity Title: RDO/C Encore Project Paper Design

Activity Objective:

The purpose of the activity is to integrate gender into the project paper for the ENCORE Project. Two person team assessed gender roles in agriculture, fisheries, forest management, use of natural resources tourism and the informal sector in the Eastern Caribbean, determined implications of proposed activities on women and men, and developed recommendations to improve the participation of women and men in the project activities.

**90-050.0061 Region: Latin America/Caribbean
Country: Chile**

Activity Title: Chile Buy-in RHUDO Urban Strategy

Activity Objective:

The objective of the assistance is to provide adequate attention to gender considerations relative to the alternative institutional structures and mechanisms through which shelter assistance might appropriately be channeled and the policy agenda to be advanced by it. Tasks include the preparation of an analysis to substantiate the final design, including an evaluation of the feasibility of the project.

**90-050.0067 Region: World Wide
Country: NA**

Activity Title: DAC Needs Assessment

Activity Objective:

Janet Tuthill to accompany Kay Davies to undertake WID training needs assessment for the DAC/WID training. DAC has requested assistance in this type of training and a needs assessment would provide recommendations for the training needed.

**90-050.0069 Region: World Wide
Country: NA**

Activity Title: WID Private Sector Strategy Development

Activity Objective:

Provide T.A. for WID office strategy development in the private sector/meeting.

**90-050.0079 Region: Latin America/Caribbean
Country: Peru**

Activity Title:

Activity Objective:

Conduct training WID workshops for HCN Counterparts, FSN AID staff and other AID staff who missed prior training. Conduct further training on the specifics of gender disaggregation etc. Evaluate WID progress with AID staff and local organizations.

**90-050.0082 Region: Not Applicable
Country: NA**

Activity Title: CEDPA Evaluation Workshop

Activity Objective:

Provide a trainer on "Gender in Evaluation" to present and facilitate on Monday July 30 in a workshop that CEDPA conducts on evaluation. This is a repeat of a past performance by RG however he is unable to make it this year.

**90-050.0083 Region: Latin America/Caribbean
Country: RDO/C**

Activity Title: RDO/C SEAP Small Enterprise Assist. Project

Activity Objective:

The project has two objectives:

- 1) Conduct a study of the constraints and opportunities facing women in small and microenterprise development;
- 2) Integrate gender into relevant sections of project paper, including the preparation of the Social Soundness Analysis.

Activities Grouped by Project

**90-050.0095 Region: Africa
Country: Botswana**

Activity Title: Botswana Private Enterprises PP

Activity Objective:

USAID/Botswana request GENESYS consultant to assist in the development of a project paper from the Botswana Private Enterprise Development Project.

**90-050.0097 Region: Africa
Country: Gambia**

Activity Title: Gambia AG Program Assistance

Activity Objective:

To provide WID expertise to Gambia Ag sector. Four parts 1) sector assessment 2) baseline 3) PAAD 4) PAIP.

**90-050.0098 Region: Latin America/Caribbean
Country: Guatemala**

Activity Title: Impacts on Women and Men

Activity Objective:

The objective of the activity is to conduct a study to determine what the impact of employment in the non-traditional export area has been on men and women.

**90-050.0107 Region: World Wide
Country: NA**

Activity Title: Tracking Exercise

Activity Objective:

Prepare a written report clarifying the authority of PPC and that of other Bureaus for the tracking of expenditures in Agency activities in A.I.D. policy areas. The report will determine what tracking mechanisms are being used in PPC and other A.I.D. Bureaus and Missions to measure the dollars spent in efforts to meet Agency policy objectives in areas including Child Survival, Environment, Women in Development, etc.

**90-050.0108 Region: Africa
Country: Uganda**

Activity Title: Program Planning Assistance and Monitoring, Evaluation and Reporting Systems

Activity Objective:

PPC/WID through its GENESYS Project will provide a gender specialist to accompany the AFR/DP Program Planning team to Uganda which will assist the Mission in developing its Country Program Strategic Planning (CPS) document.

**90-050.0109 Region: Latin America/Caribbean
Country: Bolivia**

Activity Objective:

The purpose of the assistance was to provide a gender specialist and small enterprise/rural development specialist to conduct field work and integrate gender considerations into USAID/Bolivia's Cochabamba

Regional Development Project.

**90-050.0110 Region: World Wide
Country: NA**

Activity Title: CDIE Evaluation News

Activity Objective:

PPC/WID has been invited to prepare the background material for an article on women in development for the Agency's new periodical Evaluation News. GENESYS will provide a consultant to perform two major tasks in relation to this project.

1) Undertake a thorough literature search to determine what is known about women in development ie. what works and what does not work.

2) Produce a first draft based on the information garnered during Phase I.

**90-050.0111 Region: Latin America/Caribbean
Country: NA**

Activity Title: LAC Training

Activity Objective:

To plan and carry out a one and one half day WID training activity for the LAC Bureau staff.

**90-050.0112 Region: Latin America/Caribbean
Country: Honduras**

Activity Objective:

GENESYS will facilitate a Gender in Development Workshop for Mission staff.

**90-050.0113 Region: Africa
Country: Rwanda**

Activity Objective:

To increase awareness of, knowledge about, and motivation and skills for incorporating gender considerations through the use of the GIF in every stage of the USAID development process.

**90-050.0114 Region: Latin America/Caribbean
Country: Guatemala**

Activity Title: Benefits to Women in the Non-Traditional Export Industry

Activity Objective:

Assessment will compare the level of productivity and benefits of women working in non-traditional export industries, particularly in the apparel drawback and agro-processing for export industries to those of men working in the same industries. The assessment will identify critical factors affecting productivity, in general and specifically within the apparel drawback and agro-processing industries.

PROJECT TITLE: SARSA KENYA RURAL WOMEN, COMMUNITY INSTITUTIONS AND NATURAL RESOURCES: MANAGING RESOURCES FOR IMPROVED FOOD PRODUCTION AND SUSTAINABLE DEVELOPMENT

Project Description:

Research will focus on key institutional elements in sustainable management of community resources. The findings should contribute to guidelines for policy dialogue related to community resource management.

**90-051.0001 Region: Africa
Country: Kenya**

Activity Title: SARSA Kenya: Rural Women Community Institutions and Natural Resources — Managing resources for improved food production and sustainable development

Activity Objective:

PPC/WID will provide support for research on the interactions of rural women with community institutions and their roles in these institutions under the cooperative agreement "SARSA" with S&T/AG.

PROJECT TITLE: RHUDO REGIONAL NETWORK COAG PROJECT ECUADOR: A COLLABORATIVE EFFORT WITH THE INTERNATIONAL UNION OF LOCAL AUTHORITIES

Project Description:

To develop within the International Union of Local Authorities and its national counterparts in the region the capacity to understand, assimilate and promote the concept of gender considerations; to develop case studies to highlight the role of gender considerations and to disseminate info from the case studies through regional workshops.

**90-052.0001 Region: Latin America/Caribbean
Country: Ecuador**

Activity Title: RHUDO Regional Network CoAg Project Ecuador

Activity Objective:

To develop within the International Union of Local Authorities and its national counterparts in the region the capacity to understand, assimilate and promote the concept of gender considerations; to develop case studies to highlight the role of gender considerations and to disseminate info from the case studies through regional workshops.

PROJECT TITLE: ILD COAG BUY-IN PERU

Project Description:

PPC/WID is providing matching funds to assist the ILD in establishing gender disaggregated baseline data, an information management system for gender disaggregated activity data and the integration of key gender considerations in ILD training material.

**90-054.0001 Region: Latin America/Caribbean
Country: Peru**

Activity Title: ILD CoAg Buy-In Peru

Activity Objective:

To integrate the consideration of key gender issues and the gender disaggregation of data into the institutional reform research and advocacy activities of the Institute for Liberty and Democracy under a cooperative agreement with A.I.D.

PROJECT TITLE: AIDSCOM

Project Description:

- 1) Background Paper, 2) Working group to review background paper and identify research opportunities, 3) Research to assess impact of AIDs on women and test a public health communication model.

**90-056.0001 Region: World Wide
Country: NA**

Activity Title: AIDSCOM

Activity Objective:

To provide resources for research and programs to reach women with information about AIDS.

PROJECT TITLE: AIDS/ICRW

Project Description:

Research that describes and analyzes the behavioral, social and cultural factors that determine women's risk of HIV infection and success in preventative strategy.

90-057.0001 Region: World Wide Country: NA

Activity Title: AIDS/ICRW

Activity Objective:

To explore the impact of AIDS on women through research that describes and analyzes the behavioral, social and cultural factors that determine women's risks of HIV infection and successful preventative strategies.

PROJECT TITLE: WID RESOURCE CENTER LTS

Project Description:

- 1) Process document requests
- 2) Maintain and handle mailing lists
- 3) Produce WID newsletter

**90-063.0001 Region: World Wide
Country: NA**

Activity Title: WID Resource Center LTS

Activity Objective:

To provide WID document distribution through A.I.D. system.

PROJECT TITLE: WID RESOURCE CENTER AED

Project Description:

Six tasks are to be undertaken.

- 1) Search services
- 2) Tailored information packages
- 3) Inter-library loan
- 4) Reference services
- 5) Current awareness services
- 6) The development of an overall WID information resource.

**90-064.0001 Region: World Wide
Country: NA**

Activity Title: WID Resource Center AED

Activity Objective:

To provide WID information resources through the A.I.D. library.

PROJECT TITLE: CEDPA EXTENDING FAMILY PLANNING SERVICES THROUGH THIRD WORLD WOMEN MANAGERS

Project Description:

- 1) Training women managers who have positions of responsibility in developing countries to raise confidence levels, enhance ability to initiate development activities.
- 2) CEDPA will test the combination of family planning with the sector programs in nutrition, management training, home economics, etc. to see what combinations are most effective for promoting the integration of family planning.

**90-067.0001 Region: World Wide
Country: NA**

Activity Title: CEDPA Extending Family Planning Services through Third World women managers.

Activity Objective:

- 1) Continuation of support to the Women in Management Project. WIM program trains Third World women managers.
- 2) To test multisector approach to family planning to ascertain what sectoral combinations are most effective in promoting family planning.

**PROJECT TITLE: BUCEN PASA
CHARTBOOK: WID PROJECT ON WOMEN IN
LABOR FORCE**

Project Description:

The chartbook will include the most up to date gender disaggregated data on labor force participation and related factors such as education, fertility, and migration in developing countries.

**90-074.0001 Region: World Wide
Country: NA**

Activity Title: BUCEN PASA Chartbook Update

Activity Objective:

BUCEN, in the process of updating its population data under the PASA with S&T/Pop will produce numbers in a chartbook form that focus on the role of women in developing countries.

PROJECT TITLE: AAAS FELLOWSHIP

Project Description:

The fellow will act as a liason between S&T and PPC/WID. They will oversee inputs to the design of new activities to assure that gender considerations are integrated into the total design process.

**90-075.0001 Region: World Wide
Country: NA**

Activity Title: AAAS Fellow

Activity Objective:

PPC/WID will jointly fund an AAAS fellow who will be based in the S&T/HRD Bureau. The fellow will act as a liason between S&T and PPC/WID. He or she will oversee inputs into the design of new activities to assure that gender considerations are integrated into the total design process.

**PROJECT TITLE: WOMEN'S WORLD
BANKING**

Project Description:

To institutionalize gender considerations into the organization of Women's World Banking by placing two gender specialists on staff.

**90-100.0001 Region: World Wide
Country: NA**

Activity Title: Women's World Banking

Activity Objective:

To institutionalize gender considerations in the organization of Women's World Banking by placing two gender specialists on staff.