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Final Report

CONCEPTS, TOOLS AND APPLICATIONS
FOR
CONSIDERING GENDER IN DEVELOPMENT

Integrating Gender Considerations
into
Strategic Planning

USAID/Bolivia

October 1992

Presented By:
GENESYS

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GENESYS TRAINING REPORT

**Concepts, Tools and Applications
for
Considering Gender in Development
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into
Strategic Planning**

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GLOSSARY OF ACRONYMS

ARD	Agriculture and Rural Development Office (USAID)
CIDEM	Centro de Información y Desarrollo de la Mujer
CORDEP	Cochabamba Regional Development Project
DID	Democratic Initiatives Office (USAID)
DP	Development Program Office (USAID)
FFW	Food for work programs
FRC	Family Resources Committee
GENESYS	Gender in Economic and Social Systems Project
GOB	Government of Bolivia
IDEA	Institute for the Development of Entrepreneurs and Administrators
NTFP	Non-timber forest products
PD&I	Project Development and Implementation
PL480	Public Law 480 -- Food for Peace
PROA	Pro El Alto
PROCOSI	Programa de Coordinación en Supravivación Infantil
PROSALUD	Protección a su Salud
PVO	Private voluntary organizations
SOC	Strategic Objective Committee (USAID)
UDAPSO	Unidad de Análisis de Políticas Sociales (Ministry of Planning)
WID	Women in development

EXECUTIVE SUMMARY

The R&D/WID-GENESYS team twice conducted a two-day gender analysis workshop, as well as a one-half day working meeting on stakeholder analysis with the Environment Strategic Objective Committee (SOC). The goal of the training was to support the institutionalization and integration of gender in USAID/Bolivia's development program and projects in Bolivia.

The workshops began with setting the A.I.D. and cultural contexts in which participants were to consider gender, and then introduced the concepts and tools of gender analysis -- which also encourages consideration of other socioeconomic factors such as ethnicity, class, age, rural/urban status. Working in small groups, participants applied gender analysis to a hypothetical case study; and then, in greater detail, to the Mission's own projects. Using their gender analysis skills, participants identified gender-related constraints and opportunities in projects in natural resource management, alternative development, democratic initiatives, health, and privatization/trade and investment. Based on the results of the gender analysis, they identified specific actions that would improve the efficiency of these projects. In addition, participants applied their skills to the strategic planning process, through an analysis of indicators. The workshops ended with participants developing and presenting action plans (at an individual project or mission-wide level) for more effectively attending to gender issues in their development work.

The workshops reflected recent modifications in training design made by R&D/WID-GENESYS and participants responded favorably. The materials and team composition were specifically targeted to the USAID/Bolivia program and to the country context, with expertise in gender analysis training used in combination with technical expertise in the key sectors of Mission interest. As a result of the added preparation and specificity involved in the training, the team was able to provide finely-tuned guidance during the workshops' program and project level analytical activities, and participants moved quickly toward action-oriented recommendations.

The actions identified reflect high participant involvement in the training, and the ability to apply the skills and concepts acquired through the workshop. Additionally, the training team noted that the recommendations were very well-grounded in the participants' findings from the gender analysis, displaying a higher degree of continuity than has been typical in gender analysis training activities. The participants also demonstrated a superior ability to identify concrete, realistic and specific actions to achieve their next steps, and to use the gender analysis skills to discriminate between the need for training, technical assistance and research to achieve gender-related goals in a project.

WORKSHOP OVERVIEW, FINDINGS AND RECOMMENDATIONS

A. Overview

The goal of the training was to support the institutionalization and integration of gender in USAID/La Paz's development program and projects in Bolivia. Specifically, the training had the following participant¹ objectives:

- acquire an understanding of A.I.D.'s current priorities with respect to gender considerations and their impact on development;
- gain a greater understanding of the importance of including gender considerations in their work in Bolivia;
- learn and practice the skills of gender analysis;
- apply gender analysis skills, identifying gender-related constraints and opportunities for their program and projects;
- learn and practice skills for integrating gender considerations into the Mission's strategic objectives and indicators; and,
- develop recommendations and strategies for integrating gender considerations into their work.

These objectives were thoroughly incorporated into the training design. Each workshop began with an overview of A.I.D.'s policy on women in development, and how the LAC Bureau is interpreting and applying that policy. This was followed by a presentation by a local expert on the economic, legal, and social status of women relative to men in Bolivia, and the Government of Bolivia's newly adopted paper on gender issues and proposed policy reforms.

Once the A.I.D. and cultural contexts in which participants were to consider gender and other socioeconomic issues were introduced, the team presented the Gender Information Framework as one of several tools available for conducting analyses of gender and other social, cultural and economic variables. Participants learned to use this tool by working through a hypothetical case study -- an environmental development project in the mythical Andean "country" of Runapacha. During the second day of training, the participants used gender analysis skills to identify gender-related constraints and opportunities in one of the Mission's own projects and to develop specific actions based on the gender analysis that would

¹See Appendix A, Participant List

improve the efficiency of the projects². Later, they applied their skills to the strategic planning process, through an analysis of indicators. The workshops ended with participants developing and presenting project or mission-wide level action plans for integrating gender as a variable in the Mission's work. Participants found the workshops to be practical and useful³.

An exit briefing paper was provided to the Mission Director and PD&I Office prior to the team's departure from La Paz. This report expands slightly on the briefing paper, and includes supplemental information in the appendices.

Building on earlier R&D/WID-GENESYS training designs, the training team made several modifications specific to USAID/Bolivia's needs that substantially increased the effectiveness of these workshops for the participants. Whereas previous training needs assessments primarily measured the level of awareness about gender issues among potential participants, this needs assessment focused on getting a clear sense of what the Mission wanted to accomplish with the training *on an office-by-office basis*. Upon arrival in the country, the team followed up with office directors to verify expectations and answer any outstanding questions about the nature of the training to be provided.

This innovative training design was specifically targeted to the USAID/Bolivia program and to the country context, even more so than in recent GENESYS training activities. The team spent 5-7 days in the U.S. gathering and preparing reference materials, case studies, guidelines and other information that was either specific to the Bolivian cultural context or particularly relevant to USAID/Bolivia's programs. The composition of the team was also somewhat different than earlier trainings, in that expertise in gender analysis training was combined with technical expertise in the key sectors of Mission interest. Additionally, the team members were charged with familiarizing themselves thoroughly with the Mission's strategic planning documents as well as Mission projects in their areas of expertise.

As a result of the added preparation time in Bolivia and the U.S., the team was able to provide specific guidance during the workshops' program and project level analytical activities which enabled the participants to move quickly toward action-oriented recommendations. The team identified two key advantages to this higher degree of specificity:

- there was a better fit between the participants' findings and subsequent recommendations than in past workshops, when the two have not always followed as logically; and,

²See Appendix B, Workshop Products

³See Appendix C, Participant Assessments

- as a result, the participants in the workshops achieved a higher level of sophistication in articulating their follow-up actions than usual.

B. Findings

Through *gender analysis* -- which focuses on the roles, rights, and responsibilities of men and women in a given cultural and socioeconomic context along with such factors as labor, income and expenditures, access to and control of resources, time, and decision-making -- participants learned about and exchanged perspectives on the roles of women and men in Bolivia. A few examples:

- Women make many of the decisions on family health, re child care and purchase of health services; men make decisions in health crises; and both contribute to decisions on reproductive health.
- In the Chapare (as in many other regions of Bolivia), women are active in marketing and they may be responsive to opportunities for income generation in this domain.
- In the production of many crop, livestock, and forest commodities, both men and women appear to play key and distinct, yet complementary, roles in different phases of the product cycle: e.g., in production itself, and quality control; in post-harvest handling and transformation (processing) of products to add value; in distribution (marketing); and in making consumption decisions.
- Likewise for men's and women's stock of local technical and ecological knowledge. Each may control different bodies of knowledge that can be tapped to increase project effectiveness.
- In general, Bolivian men have greater access than women to education, credit, banking, extension, and judicial services and to public information in certain sectors (e.g., legal rights) -- with obvious implications for development projects that depend on women's contributions, but fail to consider women's differential access to such resources into account.

Workshop participants applied gender analysis and some of the "lessons learned" from it to active USAID/Bolivia projects. These projects spanned initiatives in many different stages of conceptualization, design, and implementation. The Sustainable Forestry Management Project, for example, is in the PID stage. The PL480 export linkages project for small producers is also at an early stage of conceptualization. The Administration of Justice and the Municipal Development/PVO Management projects are just entering implementation. In contrast, other projects examined during the workshop are in mid-implementation (e.g., CORDEP, PROSALUD).

For *all* these diverse projects, however, using insights from their analysis of constraints to and opportunities for increasing positive development impacts by considering gender (and other socioeconomic) differences in Bolivia, participants made a number of *recommendations and actions* that could increase their projects' effectiveness.

- The forestry project recommended including in the multidisciplinary design team's scope of work an on-site assessment of the gender distribution of local technical and ecological knowledge of non-timber forest products (NTFPs) with regard to their collection/production, processing, and marketing, as well as men's and women's general knowledge of natural resources and ecological processes within their forest environment. This exploratory assessment will help identify opportunities for building upon existing local knowledge and practice in strengthening or stimulating new income-earning and sustainable uses of NTFPs.
- Similarly, the PL480 export linkages project set a criterion for inclusion in all proposals for incorporating a given commodity within the project. This criterion stipulates that the relative contributions of women and men to three main feasibility factors in selection of export commodities -- i.e., quantity, quality, and reliability -- be investigated and outlined. With this information, project planning can take advantage of men's and women's differential availability of labor, technical knowledge (e.g. in quality control), access to necessary inputs and resources, etc. to overcome potential production bottlenecks that would prejudice exportation. Moreover, this critical information will be gathered by including men and women producers on proposal elaboration teams.
- Two workgroups analyzed the CORDEP project. They identified a wide range of opportunities/constraints and information needs for enhanced development of alternative income sources in the Chapare. A few examples:
 - More women are involved in marketing than men. Particularly among women who pursue marketing as a secondary activity, there is potential for increasing their volume of business via their access to credit through the rural finance project.
 - Women may play a key role in post-harvest handling and quality control of products, so women should be targeted along with men for technical assistance and training in this domain.
 - Women's organizations need to be explored as an additional mechanism for increasing the delivery of project technical packages, training, incentives, etc.

- Incorporate women into the tropical extension program. Develop extension materials for non-literate producers, of which many are women. Provide extension to women in Quechua. Locate and schedule extension and training so as to accommodate to women's and men's different time and labor constraints.
 - A better understanding of both men's and women's labor availability, their acceptance of new (possibly labor-saving) crop technology, and access to critical infrastructure is needed for the 1/3 of farms in the Chapare that are > 5 hectares -- so as to increase project impact among this large, but as yet little affected, socioeconomic group.
- The Administration of Justice project workgroup identified a need to assess barriers to accessing the judicial system by different ethnic groups, and especially by women within these groups. It also identified concerns about: judges' level of sensitivity to the needs and situation of different ethnicities, classes, and genders -- which might be overcome by special "sensitivity training" for judges; and clients' level of knowledge about judicial services and procedures for which a public information campaign might be appropriate.
- The Municipal Development/PVO Management workgroup uncovered the need to train female and well as male leaders, to review the training selection process to ensure that women are included, and to make sure that women are involved in decision-making about the timing, level, and type of their participation in municipal works so that their labor inputs will not prejudice their other responsibilities as mothers and homemakers.
- Two workgroups who addressed the PROSALUD project discovered a number of unexpected project-level findings through their gender analyses. A prime example was the need to investigate (via PROA) the reasons for adult males' and adolescent girls' relatively limited use of health services.

C. Recommendations

Participants in the workshops identified a number of priority actions and a series of next steps for integrating gender considerations into the Mission's programs and projects. The actions identified reflect the high quality of the participants' work during the training and their ability to apply skills and concepts acquired through the workshop. Additionally, the training team noted that the recommendations were very well-grounded in the participants' findings from the gender analysis, displaying a higher degree of continuity than was typically found in trainings elsewhere. The participants also demonstrated a superior ability to identify concrete, realistic and specific actions to achieve their next steps, and used the gender analysis skills to

discriminate between the need for gender-related training, technical assistance and research to achieve the goals of a project.

Below is a sample of some of the recommendations that emerged at the end of the workshop. The sample is by no means comprehensive since most participants chose to develop individual action plans to guide the design, implementation or evaluation of projects they manage.

Mission-wide actions

Three mission-wide objectives with regard to gender integration were identified by participants:

- Streamline the Family Resources Committee (FRC); define the audience and identify actions to reactivate it. Several specific actions were outlined to strengthen the FRC and its effectiveness within the Mission. The recommendation targeted a need to review FRC membership and to make adjustments where needed. There is also an expressed need to more strategically integrate the FRC into the planning process, and to better identify Mission staff needs with regard to gender analysis and its application to program planning and project design.
- Create an institutionalized database which tracks gender disaggregated information from projects. This recommendation supported the need for a more specific breakdown of information gathered to measure the people-level impact of Mission projects. It would entail conducting a needs assessment to ascertain the interest, capacity, and time availability of project implementors and managers to collect such information.
- Design, in collaboration with the FRC, an approach to tackle the reluctance of some Mission staff to consider gender in their work. Concretely, this recommendation referred to the need to develop a Mission-wide action plan for integrating gender considerations and to further train Mission staff, Bolivian counterparts, and contractors.

Project-level actions

Health project implementers focused their recommendations on the need to facilitate women's access to health services through consideration of gender specific constraints and opportunities, rather than assuming that providing services targeted at women and children will result in women using those services.

PROSALUD: Prosalud management and staff identified a specific problem that needs to be addressed, namely that girls ages 5-17 and

young-adult men are not being served adequately by PROSALUD health services. It was not clear why these groups are utilizing services at a rate well below older women and boys. Project staff recommended that PROA investigate why this is the case and recommend possible solutions to the problem based on the research findings. It may be necessary, for example, to target social-marketing outreach programs to these groups based on identified health needs. At a larger level, the project hopes to encourage whole-family, "holistic" use of health services via a social database that gives greater insight into men's and women's relative health needs and beliefs, income and time availability, decision-making authority, and still other gender-sensitive factors.

PROCOSI: Although PROCOSI programs are designed to promote women's involvement in the care and health of their children, the programmatic interventions do not explicitly address ways to motivate women's participation in these programs. Therefore, the PROCOSI representative at the training identified the need to explicitly incorporate gender considerations into the design, review, analysis, and evaluation of all PROCOSI funded interventions.

Several recommendations were made to increase the impact of Title II programs on women through women's increased participation in the Municipal Infrastructure Project and through more equitable resource distribution under the Food for Work program.

Municipal Infrastructure: Project management recommended improving community response to the project by: 1) having implementing agencies conduct a more thorough gender analysis at the design stage; 2) gaining the commitment of male and female leaders in the community before initiating infrastructure projects; 3) integrating social projects such as health and education with infrastructure construction at the design stage; and 4) conducting environmental impact assessments in collaboration with men and women in the community.

Food for Work: The project manager identified the need to increase women's control over money and other resources so as to improve the nutrition, clothing, and education of their families. This would require: 1) promoting women's micro-level entrepreneurial activities in El Alto; 2) increasing the food ration and decreasing the number of hours worked by women in FFW programs; 3) linking programs for strengthening women's entrepreneurial activities with FFW programs so as to graduate women in FFW programs to more lucrative employment/businesses; 4) paying a portion of men's salaries in food so that those resources directly benefit the family.

A number of concrete recommendations for improving implementation of CORDEP were identified during the course of the training. CORDEP project management retained their action plans for follow-up.

The recommendations included: 1) integrating women more systematically into watershed conservation activities through training for men and women in the maintenance of mini-irrigation systems, fencing and reforestation of catchment areas; 2) Recruiting women extension agents and training male and female extension agents in gender considerations, so as to work more effectively with women farmers; 3) target women with training and technical assistance as potential marketers of alternative crops.

Training actions

In addition to providing additional training to Mission staff, Bolivian counterparts, and project implementors, several participants recommended that the Mission-sponsored training programs do a better job of training Bolivian women in management and technical skills. Two specific recommendations were:

- that IDEA increase the number of women trained at management levels, to challenge more effectively the glass ceiling that exists in many Bolivian businesses. This would entail an investigation of why more women are not currently participating in IDEA-sponsored courses above the secretarial and entry-level management courses. A specific outcome of this investigation would be to identify ways to target and support women executives.
- that the mission support greater participation of women in USAID projects by increasing their access to project-related training. This recommendation specifically emphasizes the need to better target women for training through the use of mass communications media (radio and t.v.), as well as through local-level promotional programs.

GENESYS follow-on activities in Bolivia

Several activities were discussed during the TDY with GENESYS team members that require follow-up. These include:

- preparation of an illustrative scope of work for technical assistance to the project team on the proposed PL480 Export Linkages Project (worker-producer organizations);
- preparation of an illustrative scope of work for writing up operation policy changes in the USAID/Bolivia Title II program; and

- follow-up call to the FRC in 2-3 months to check on the Mission's progress in implementing the participants' recommendations. Also, discuss the possibility of conducting an assessment of progress made to date, including identifying any bottlenecks and making recommendations for adjustments to the strategy for achieving integration of gender considerations into the program.

APPENDIX A

Participant List

Workshop 1: October 5-6, 1992

Fabian Aguirre, USAID/DP
Kerry Allen, USAID/DID
Mahlon Barash, USAID/PD&I
Cristina Blacutt, USAID/ARD
William Boyd, USAID/HHR
Lorenzo DeCoste, USAID/DP/MSI
Jerry Harrison-Burns, USAID/TI
Teresa Hidle, Misión Alianza de Noruega
Miguel Hoyos, USAID/TI
Joy Locke, USAID/T&I
Lisa Markowitz, Small Ruminant CRSP
Pamela Putney, PROSALUD
Francisco Rodriguez, FHI Title II
Pilar Sebastian, PROSALUD
Jonathon Sleeper, USAID/ARD

SOC Workshop: October 12, 1992

Fabián Aguirre, USAID/DP
Sigrid Anderson, USAID/HHR
Sonia Aranibar, USAID/DP
Mahlon Barash, USAID/PD&I
Matt Cheney, USAID/PD&I
Beatriz O'Brien, USAID/DP
Mike Yates, USAID/ARD

Workshop 2: October 8-9, 1992

Sonia Aranibar, USAID/DP
Elizabeth Bowles, USAID/DP
Jorge Calvo, USAID/ARD
Cesar Castellon, USAID/PD&I
Jon Davidson, USAID/DP
Fernando Díaz Romero, PROCOSI
Charles Hash, USAID/ARD
Rafael Indaburu, USAID/HHR
David Lozano, USAID/ARD
Wendy McFarren, UDAPSO (GOB)
Jennifer Macías, USAID/HHR
Maggy Morales, USAID/PD&I
Patricia Ossorio, USAID/DP
Beatriz Pelaez, DIFEM (GOB)
Fernando Rollano, USAID/DP
Sibylle Scholz, Winrock International
Susan Steele, USAID/EXO
Isabel Stout, USAID/HHR
Alfonso Torrico, Cáritas Boliviana
Oswaldo Vega, USAID/ARD
Jaime Vizcarra Cuellar, USAID/PD&I
Wilson Zurita, USAID/PD&I
Michael Yates, USAID/ARD

APPENDIX B

Workshop Products

Following are transcriptions of the flipcharts detailing the gender analysis findings and recommendations for each of the project workgroups during the two main workshops. Each write-up includes a list of the participants in the workgroup and a description of their recommendation(s). The presentation of recommendations to the workshops' plenary sessions generally responded to the following three questions.

- What?* A brief description of the recommendation(s) arrived at by the group.
- How?* A description of the specific actions to be taken by the project in order to implement the recommendation. Some groups identified contractual arrangements that would allow the action to be taken. In some cases, the workgroups also recorded the assumptions that could potentially hinder implementation of the action.
- Why?* The rationale for the recommendation, drawn from the analysis of constraints and opportunities identified through the exploration of the six factors -- labor, income, expenditures, time availability, access to and control over resources, and decision-making.

ADMINISTRATION OF JUSTICE

Participants: Wendy McFarren
Maggie Morales
Patricia Ossorio
Alfonso Torrico
Jaime Vizcarra

Recommendation:

What Based on an assessment of barriers to accessing judicial system (due to ethnic, class, and gender characteristics and biases), train judges to become ethnic, class and gender sensitive.

How Study judges, professional administrators, and client characteristics (training needs assessment)

- in La Paz, Santa Cruz, Tarija
- when judges are not on judicial vacation
- 3 months total study time

Consider the following in the needs assessment:

- education
- language
- socioeconomic status
- levels of trust in judicial system
- corruption
- levels of sensitivity to ethnic groups and gender
- legal framework -- family, work, civil, and penal codes

Design training and TA packages:

- based on definition of target groups
- based on legal framework (assign priority)
- to create transparency
- define type of contractor

Implement training program

- for length-of-project
- in La Paz, Santa Cruz, and Tarija
- hold 3 - 4 times a year

Evaluate impact of training program on judges' sensitivity and clients' knowledge.

Why

The overall problem is seen as a lack of access to the judicial system by ethnic groups, particularly women of these groups.

Opportunities and Constraints

Opportunities (Objectives)

Judges -- increase sensitivity to ethnic and gender characteristics of clients.

Clients -- increase clients' knowledge of legal rights.

Constraints

Judges' cultural and class differences from clients lead to lack of sensitivity.

Clients' lack of knowledge of legal rights.

Relevant Gender Analysis Factors

Resources (judiciary) -- (A) Men's access to/application of resources -- knowledge of local rights, money, education, language. Re control/application: lack of trust, perception of corruption.

(B) Women -- less access to/control of money. Exacerbated problems re: education, language. Also lack of trust; perception of corruption.

Decision-making -- Cultural class differences between judges and clients. Lack of sensitivity of judges to class, ethnic, and gender characteristics of clients.

MUNICIPAL DEVELOPMENT/PVO MANAGEMENT

Participants: Kerry Allen
Cristina Blacutt
Francisco Rodriguez

Recommendations

What Measure of the number of women who go to work, review the selection process for leaders, and emphasize the selection of projects in which women should have more decision-making power in relation to the work they do as mothers and homemakers.

How Have a baseline study of persons by sex who are unemployed.

Conduct a study of the projects to be implemented vis-a-vis the labor (by sex) that they will absorb.

Make sure that people who are going to participate as leaders have a direct relation by percentage to the type of project to be done. E.g., in waterworks and services, the percentage of women should be greater than in other types of projects.

Choose project sites and/or time periods so as to be opportune for participants.

Work jointly with existing authorities (e.g., Comite Cirrico).

The projects selected should be planned and executed participatorially among leaders, authorities, technicians, and workers.

Why Opportunities and Constraints

Opportunities

Opportunities for women to participate in the process of decision-making.

It gives them the opportunity to receive foodstuffs for improving family nutrition.

Access to work.

Training of leaders in communal organizations.

Improving services and infrastructure in marginal neighborhoods.

It helps deter migration of people into coca regions.

Constraints

The percentage of women who take decisions with regard to what the project is going to do is not defined.

No selection process exists for citizen leaders and municipal leaders.

No indicator exists for how many men and women will work.

Relevant Gender Analysis Factors

Labor -- both men and women.

Income -- cash - private enterprise. Preferably to women but men are also included.

Expenditures -- Cash is used for materials, kind is food for work. Preferably women are paid with food.

Resources -- access to private enterprise, control of municipalities and agencies. Men are paid with cash. Women are paid with food. Preferably women will be in control because of their participation.

Time -- This point depends largely on the decisions that the communities make. It is important that decisions are made as quickly as possible in order to gain time.

Decision-making -- authorities, public decision, leaders are being trained to participate in decision-making. Men are included; preferably for women for their participation.

PROSALUD (Workshop 1)

Participants: Lon Barash
Bill Boyd
Pamela Putney
Pilar Sebastian

Recommendation

What Replicate project in other areas (suburban): Oruro, Cochabamba, Tarija, Beni.

How Market surveys -- would determine which features to consider.

Obtain political support from community and government.

Establish services.

Promotion strategy.

Ensuring quality control of services

- Training and continuing education
- Focus groups in community
- Monitoring, supervision, evaluation

Replicate in other countries/places, e.g. New York City.

Why Opportunities and Constraints

Opportunities

Lack of quality primary healthcare.

Excess of physicians, competition; can choose.

Willingness to pay for quality service and less accustomed to free services.

Women's daily schedule predictable.

Baseline survey available.

Strong community tradition.

High cost of private services.

Low cost of PROSALUD services.

Quality of PROSALUD services -- "bueno, bonito, barato."

Constraints

Shortage of nurses.

Political opposition of special interests.

Accustomed to free services.

Women not outspoken in mixed meetings.

Women do not have control of family resources.

Relevant Gender Analysis Factors

Decision-making -- in practice women make decisions on family health. However, men control community organizations.

Resources -- both men and women have.

Expenditures -- process of learning to value health services.

PROSALUD (Workshop 2)

Participants: Fernando Díaz Romero
Rafael Indaburo
Jennifer Macias
Beatriz Pelaez
Isabel Stout
Wilson Zurita

Recommendation

What Considering all-age males and females, use of PROSALUD services is equally proportioned, as it is among children ages 1 - 2. However, among children ages 3 - 5 males receive services at roughly twice the rate of females, and among children ages 5 - 17 at three times the rate. Above the age of 17, this ratio is reversed with females claiming 75% of total services. These data indicate the need to increase health services for adult men, adolescent girls, and the family as a whole by targeting of services to:

- adult men
- young women (ages 5-17)

How Ask PROA (PROSALUD's subcontractor) to research and develop activities and networks that promote male participation: e.g., strengthening community organization, health services, water, sanitation, employment, housing.

Link community development (PROA) with provision of health services (PROSALUD) and education (both).

Obtain community commitment through social marketing and persuasion for use of targeted services (males and young women).

Develop incentive system for targeted services (culturally sensitive).

Encourage the use of PROSALUD's community room for adolescent activities (theater, music, lectures, family planning/sex education).

Incorporate adolescents in the outreach process (home visits throughout El Alto and La Paz)

Develop a social data base (through PROA) behavior, social info, shortterm anthropological studies, rapid appraisals, census analysis, opinion polls, etc.

Assumptions:

Infrastructure is in place and adequate.

PROA has technical capabilities to meet PROSALUD requirements.

Data gathering mechanisms and operations research methods are operative and in place.

The PROSALUD-PROA contract can be adjusted as needed.

The incentive systems will capture pre-school and pre-adolescent groups, too.

Data Needs:

Women's income -- sources and control, by ethnic group.

Nature of family structure (% of women headed households).

Why do adult men not demand services? What are men's health needs?

Is there any relationship between young females' health (neglect of) and adult females' health (75% of PROSALUD services)? And reverse relationship for young/adult males?

What is the nature of services provided to females by age group?

Why

Opportunities and Constraints

Opportunities

Use PROSALUD facilities for strengthening community organization and increase involvement of men in health.

Use PROSALUD as an adolescent center catering for the young females (5-17) currently neglected.

Constraints

Inability to reach men effectively.

Lack of involvement of men in healthcare related family problems.

Neglect of young females.

Relevant Gender Analysis Factors

Income -- men have cash incomes, women women have some small cash incomes and in-kind incomes

Expenditures -- done in cash by men

Resources -- men have principal access to household income; women are willing to pay for services and have access to these services

Time -- time availability governs the number, nature, and quality of services available to women.

Decision-making --

child care	by women
purchase of services	by women
crisis decisions	by men
reproductive health	by women, men (some)

CORDEP/ALTERNATIVE DEVELOPMENT (Workshop 1)

Participants: Lorenzo de Coste
Teresa Hilde
Lisa Markowitz
Jack Sleeper

Recommendations

What With the purpose of developing alternative sources of income in the Chapare:

Explore existence of women's organizations as delivery mechanism (a data need).

Gather information on labor availability (on farms of less than 5 ha) of women, and crop technology acceptability, and location of infrastructure (data needs).

Assure coverage by rural finance project of market women.

Develop participant training program.

How Language: Quechua

Technical packages: bookkeeping, time management, client-ology.

Location of activities: near infrastructure, weekly markets, and women's organizations.

Eligibility requirements: member of women's organizations and participants in training; collateral with loans; social sanctions for payback.

Checkback: Will probably help mostly people with less than 5 ha and 11% of women who do secondary marketing.

Why Opportunities and Constraints

Opportunities

More women are involved in marketing than men.

Women's organizations (e.g. mothers' clubs, Misque women's union).

6% of women (primary) control income.

Women are responsive to opportunities for income generation from secondary activities, e.g. marketing.

Change in crop mix or new technology could lead to less labor.

A third of households have less than 5 ha.

Constraints

Lack of info about women's role in Chapare tropics.

6% of women are involved in marketing as a primary activity, 11% as secondary; total 17%.

Most women already have other secondary activities, i.e. labor constraints.

Credit availability.

Infrastructure.

CORDEP/ALTERNATIVE DEVELOPMENT (Workshop 2)

Participants: Sonia Aranibar
Lizzy Bowles
Cesar Castellon
Jon Davidson
Charley Hash
David Lozano
Sibylle Scholtz

Recommendations

- What* Incorporate women into tropical extension program.
- Focus post-harvest/market handling technical assistance and training on women.
- Train input suppliers (of pesticides/herbicides) to train women and men farmers in how to handle agrochemicals safely.
- Increase animal production in tropics (pigs, goats, hair sheep).
- How* Small pilot interventions.
- Encourage NGOs to hire women technicians; e.g., Technoserve: post-harvest technicians, IVS: extension agents.
- Mandate that approximately 12 out of 15 new extension agents hired by IBTA must be women, especially for animal production.
- Train all male and female extension agents in gender applications.
- Make use of local male and female leaders trained in post-harvest techniques to train other male and female farmers.
- Develop instruction sheets for pesticides/herbicides using pictures and local measures.
- Consider:
- Training in Quechua for women.
 - Extension agents need to speak Quechua.

Location and timing: conveniently located and timed to accommodate women's time and task constraints.

Extension and training materials need to be developed for people who are not literate.

Data Needs:

Need to define a split by gender for all exploratory factors.

Crop-by-crop analysis of labor contributions by gender.

Why

Opportunities and Constraints

Opportunities

Need for packaging, canning (labor), Women and men leaders can be trained in Costa Rica in packaging, production and quality control.

Women are considered to be well-trained in packaging bananas.

40% of people who graduate in agronomy are women. Women can be channeled through training component.

Lending credit to Rural Banking Pilot Project -- women can be channeled through TA component. Credit available with signature and guarantee from two friends. Builds after time.

Constraints

Lack of quality control of products.

Lack of information about prices (market).

Lack of information on division of labor for alternative crops in Chapare.

Lack of information on gender split of income.

All-male extension forces.

Lack of info on pesticide use, treatment (sanitation).

Need for management expertise to integrate gender consideration in the marketing element.

Not enough info to split gender by the exploratory factors. Especially, lack of info about expenditures and decision-making with regard to planting materials/inputs.

Relevant Gender Analysis Factors (group focused on bananas and pineapples)

Labor -- Men cut harvest. Women wash harvest, and do animal production. Need for packaging. When price of coca goes down, women are the first to drop out (harvest).

Income -- Both joint and individual.

Expenditures -- Men responsible for farm inputs.

Resources -- Access to credit: define the split.

PL 480 Export Linkages Project

Participants: Fabian Aguirre
Jerry Harrison-Burns
Miguel Hoyos
Joy Lucke

Note: For this workgroups purposes, a decision was taken to focus on one of the many possible commodities for promotion -- llama hides. This is a new effort, not yet staffed. Commodities will be selected once the project is up and running, with input from producers themselves. Commodities must be ones for which a market outlet has already been identified and for which a producer group/organization already exists. The goal is to overcome the bottleneck of insufficient production for export markets.

Recommendations

What Job qualifications were written -- during the workshop -- for the two technical positions on the project. These were done on writing paper and submitted to the project manager.

A gender-sensitive criterion was set for inclusion in the instructions for preparing each proposal for including a given commodity within the project. The criterion:

The proposal should include identification of the roles (and their importance) of men and women in how they contribute to the three main considerations in production/supply of the proposed export commodity, i.e.:

quantity
quality
reliability

This should include the gender division of labor and resources (e.g., technical knowledge, necessary production inputs and equipment, land and water, etc.) in relation to the proposed commodity, as well as the likely distribution of benefits/incentives by gender.

How CARANA will identify possible products for inclusion in the project.

The project staff will investigate these products with producer representatives by product, including both male and female representatives as appropriate.

The project staff and the producer representatives will make a proposal to CARANA. The proposal will include the gender-related factors discussed above.

Given more time, the group would have also liked to set criteria for how to select the most informative producer representatives.

Assumptions:

Women are involved to some degree in the production process.

Men are not always available/in the field yearround.

Labor time for men and women will not increase significantly with the project.

There will be no increase in the herds.

Why

Opportunities and Constraints

Opportunities

Women's daily role in animal husbandry.

Women's knowledge of technical aspects of animal husbandry.

Opportunities for technical assistance to both sexes (e.g. in skinning and preliminary hide processing).

Constraints

May need improvement in quality of herd to have quality hides.

Low levels of literacy.

Relationship between producers and middlemen could be problematic.

Credit could be a problem. Investigate this issue better; look into credit by gender activity.

Relevant Gender Analysis Factors

Labor -- Both men and women (and children) are involved in llama production. Men may do more of the farming and women more of

the herding, care of young animals, and feeding. Re: hide production, it was felt that mainly men would probably do the slaughtering and skinning, while women would be responsible for initial processing (stretching, salting, and drying the hide).

Income -- Both men and women have income from llama production -- from selling meat for cash and from handicrafts. Re: hide sales, it was assumed that men would probably make the marketing arrangements, but income would be split according to the ownership of the animal by men or women.

Expenditures -- These were assumed to be joint by husband and wife.

Resources -- Credit: men traditionally are the receivers of credit; women have no credit experience. Yet females have some collateral in that they own animals. Knowledge: both males and females have for llama production; men and maybe some women have knowledge of credit procedures.

Decision-making -- assumed to be shared between men and women.

Time Availability -- There is probably a seasonality to male participation in on-farm labor due to migration, but the whole issue of time needs to be looked into much more before deciding [on project actions, participants].

SUSTAINABLE FORESTRY MANAGEMENT PROJECT

Participants: Jorge Calvo
Fernando Rollano
Susan Steele
Oswaldo Vega
Mike Yates

Note: This project is in PID stage, so many doors are still left open.
The purpose of this exercise was to point the design team in the right direction.

For this exercise, the decision was made to take a single-commodity focus on a non-timber forest product in one geographical region. It was noted that this exercise should be repeated for timber products in other regions, and for each non-timber product, by the parameter of primary versus secondary forest.

The region chosen was Concepción in Santa Cruz Department. The commodity chosen was nuts of the babassu palm -- a representative non-timber product of the primary forest. Nut collection can be done without cutting down the palm. Nuts have important economic use (in production of oil for export) and ecological uses (as major feed for macaws, each worth \$7000 in US). Thus, productive protection of babassu represents an opportunity for protecting bird species and biodiversity. Currently, there is a small domestic market for babassu oil for use in soap, shampoo, etc.

Choice of this commodity for the exercise also points up complex interactions among three major actor groups in the Concepción region: cattle ranchers, indigenous people (the Guarayos), and loggers.

Differences in gender considerations were uncovered for project training and policy dialogue.

Recommendation

- What* Project design team should explore gender distribution of local knowledge about non-timber products with regard to:
- collection/production
 - processing
 - marketing
 - natural resources awareness/knowledge
- How* Assign the multidisciplinary design team to do an exploratory assessment on-site by commodity with an eye to opportunities for building on existing

practices and to identifying and targeting new income-earning but sustainable uses of non-timber forest products.

Data Needs:

For both Guarayos and cattle ranchers, who manages income?

For both groups, what is the division of labor tasks and the use of time among males and females?

During project implementation, who will benefit? Who will have to provide extra labor?

Why

With this knowledge, project will be better able to identify economic and sustainable forest uses for diversifying income sources.

Opportunities and Constraints

Opportunities

Local knowledge of babassu collection and processing of the oil.

Local knowledge of animal husbandry and ethology.

Opportunity for diversification of animal use (macaws), with eco-certification.

Existing local technologies.

Constraints

Territorial disagreements among ethnic groups and ranchers; land tenure situation.

Lack of knowledge of value of alternative species.

Lack of time for absorbing extra labor related to project activities.

Lack of data and information.

Relevant Gender Analysis Factors

Group noted that almost nothing concrete was known of factors by gender, except that the Guarayo men work as cowboys/wranglers for the cattle ranchers and that mainly women Guarayos make

some craft products (e.g. hammocks, pots), which they market.
Please see Data Needs, above.

APPENDIX C

Participant Assessments

Upon completion of the training the participants provided the following opinions about the usefulness of the training for their work:

"It has given me a reason for why gender breakout is asked for. Since I do plan on doing project design work, I found it [gender considerations] to be crucial for any people-oriented project success."

"The practical application of the tools was the best learning device."

"This training has been very useful to focus attention on women. It has also helped me learn more about Bolivia and USAID's program and other projects here....I liked the Bolivia related case work and especially with a project in the pre-design phase. It gave concrete purpose to our work and not just an exercise of no applicability."

"It was a very useful training for my work, because it was practice for implementing [gender considerations] in our programs."

"Very useful for project design phase."

"It was an opportunity for creative thinking."

"So far in Bolivia I have forgotten all my knowledge of gender-issues in trying to adjust to Bolivian culture -- now I have learned how to integrate these issues without making a special 'feminist' project."

"You offer a comprehensive and clean methodology that I think will help me organize my thinking."

"It's the first time I took a course on gender and I learned a lot. But more than that, I am more aware now that women should be explicitly included in development programs, either as a source or beneficiary."

"It will allow me to design better, more gender oriented projects that will have a greater impact on women, in a world dominated by males."

"It has inspired me to implement some concrete steps to deal with gender issues in our project."

"Extremely useful, particularly regarding provision of background data, i.e. traditional vs. modern societal roles of women and men."

"Extremely useful -- I was able to immediately have gender considered and implemented in the arbitration process of the Administration of Justice Project."

"Very useful in helping me conceptualize approach needed in our food for work program in El Alto."

"Useful; will the mission follow up? Will the PD&I office ask how we're considering gender issues?"

"It will strengthen my idea which is: women are a very important asset for development activities."

"It allows one to incorporate gender analysis in proposal design. It is also useful for revising and evaluating child survival and maternal health projects."

"It will be very useful in giving me the confidence to more effectively and rigorously pursue certain changes needed to break the purely male orientation of our counterpart organizations."

"The strategic planning process is part of my regular work. To be able to add gender to that tool is certainly going to enhance the products."

"Very useful in improving analytical capabilities and developing a common language/framework for discussion."

"A new perspective and different point of view makes a difference when gender analysis is applied to projects, in order to improve the goals and targets originally proposed."

"Personally, it gives me a chance to develop abilities and or expectations beyond my normal daily work at DIFEM. Considering that we are involved in somehow in the various projects, and could contribute to make them more effective."

"It helps to get a more balanced participation of people. It gives me the opportunity to encourage female colleagues to get involved in development."

"Quite useful. A good update on where we are on gender issues in the agency."

"It will give me a better perspective on the information gathering perspective. It will allow me to make more 'gender conscious' analyses of projects (better recommendation process, including source, geography, social -- all with gender implications)."

"I think it would be very useful for implementing my projects' objectives and integrating gender considerations."

"Useful for project design, implementation, and evaluation in general and specific terms. Useful for raising personal awareness of gender considerations in different aspects of my professional and personal life."