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AID

AGENCY FOR INTERNATIONAL DEVELOPMENT

GENDER CONSIDERATIONS IN DEVELOPMENT

Abidjan, Cote d'Ivoire
September, 1989

USAID Western Africa Regional
Training Workshop

PARTICIPANT WORKBOOK

AGENCY FOR INTERNATIONAL DEVELOPMENT

WASHINGTON, D.C. 20523

*Office of
the Administrator*

September 14, 1989

Dear Participant:

It is a pleasure to welcome you to A.I.D.'s "Training Workshop on Gender Considerations in Development" for the Sahel, Central, and Coastal West Africa Region. Your participation in this effort furthers the Agency's commitment to the full integration of women in its strategies, programs and projects.

The importance of women and gender issues to the overall economy of Sahel, Central, and Coastal West Africa has been well established. Women play a critical role in all aspects of agricultural production, household farm decision-making, and the agricultural wage labor force. Across the continent, women produce 60% to 80% of the African food supply. In the private sector, women tend to predominate in the low-income areas of services, commerce, and garment making. In most Sahel, Central, and Coastal West African countries, women's participation as entrepreneurs in the formal and informal economy is recognized and encouraged as a valuable and worthwhile human resource.

As the participation of women is crucial to achieving increased agricultural production and improved performance in private enterprise, I applaud your efforts to help us better institutionalize the inclusion of women in A.I.D.'s strategies, programs, and projects. Working together, we can and will take the critical steps needed to ensure that women's contribution to the Africa Region's economic growth is maximized.

I request your full participation in this workshop knowing that this will lead to greater success in all levels of our development activities.

Sincerely,

Mark L. Edelman

Mark L. Edelman
Acting Administrator

GENDER CONSIDERATIONS IN DEVELOPMENT

Western Africa Regional Training Workshop
Abidjan, Cote d'Ivoire
September 14-16, 1989

WORKSHOP GOAL

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

WORKSHOP OBJECTIVES

By the end of the workshop, participants will:

- 1) have used the Gender Information Framework (GIF) for incorporating gender in the project development process in the agricultural and private sectors;
- 2) have analyzed a development program, project or activity for which they are responsible in terms of gender considerations;
- 3) have developed a specific individual work plan for incorporating gender considerations into a development program, project or activity for which they are responsible; and
- 4) have examined some of the gender implications of the policy environment.

DESIRED OUTCOMES

At the end of the workshop, participants will:

- 1) be able to relate the six factors in the Gender Variable Guide to specific programs/projects;
- 2) be able to use the GIF as a resource document to incorporate gender considerations into development programs/projects;
- 3) be able to identify and use information resources available within the host country and elsewhere for effective design decisions incorporating gender;
- 4) be aware of and able to apply strategies incorporating gender considerations for programs or projects; and
- 5) be aware of types of linkages between gender considerations at the project and country programming levels.

GENDER CONSIDERATIONS IN DEVELOPMENT
Western Africa Regional Training Workshop
Abidjan, Cote d'Ivoire
September 14-16, 1989

SUMMARY SCHEDULE

Thursday, September 14

DAY 1

8:30 A	SESSION 1	WORKSHOP ORIENTATION
11:00 A	SESSION 2	EXPLORING THE ISSUES
12:30 P		LUNCH
2:00 P	SESSION 3	CONSIDERING GENDER IN THE DEVELOPMENT PROCESS
5:00 P		SUMMARY AND BREAK FOR THE DAY
6:30 P		EVENING SESSION

Friday, September 15

DAY 2

8:30 A	SESSION 4	INFORMATION RESOURCES AND HOW TO TAKE ADVANTAGE OF THEM
10:00 A	SESSION 5	STRATEGIES TO OVERCOME BARRIERS TO WOMEN'S PARTICIPATION IN DEVELOPMENT ACTIVITIES
11:30 A	SESSION 6	MANAGING THE PROCESS
12:30 P		LUNCH
2:00 P	SESSION 7	INDIVIDUAL APPLICATION
5:00 P		SUMMARY AND BREAK FOR THE DAY

Saturday, September 16

DAY 3

8:30 A	SESSION 8	GENDER IMPLICATIONS IN THE POLICY ENVIRONMENT
11:30 A	SESSION 9	PLANNING FOR ACTION
12:30 P		LUNCH
2:00 P		PLANNING FOR ACTION (CONTINUED)
3:00 P	SESSION 10	WORKSHOP SUMMARY AND EVALUATION
4:30 P		CLOSING ACTIVITIES

DAY 1

- Session 1: Workshop Orientation
- Session 2: Exploring the Issues
- Session 3: Considering Gender in the Development Process

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DAY 2

- Session 4: Information Resources and How to Take Advantage of Them
- Session 5: Strategies to Overcome Barriers to Women's Participation in Development Activities
- Session 6: Managing the Process
- Session 7: Individual Application

2

DAY 3

- Session 8: Gender Implications in the Policy Environment
- Session 9: Planning for Action
- Session 10: Workshop Summary and Evaluation

3

ADDITIONAL RESOURCES/REFERENCES

4

ADDITIONAL RESOURCES/REFERENCES

5

SESSION 1: WORKSHOP ORIENTATION

TIME: 2 Hours, 30 Minutes

OBJECTIVES

At the conclusion of this session, participants will:

1. have been officially welcomed to the training workshop by representatives of the sponsors;
2. have been introduced to the training staff and the logistics and administrative support team;
3. have heard the vision and expectations of PPC/WID;
4. have reviewed AID policies and procedures for incorporating gender considerations in development programs/project design, implementation, and evaluation;
5. have reviewed major activities related to Women in Development legislation;
6. know the names and work locations of at least 3 persons they did not know before;
7. be aware of why the workshop is being conducted and what we intend to accomplish together;
8. know which of the expectations we can and cannot address; and
9. be aware that their active participation is critical to the success of the learning experience.

SESSION 1: WORKSHOP ORIENTATION (Continued)

Time	Activities
8:30 A	Official Welcome to Participants <ul style="list-style-type: none">● Introduction of Lead Trainer and Workshop Staff
9:00 A	Opening comments by Representatives of PPC/W!D
9:30 A	Question and Answer Time
9:50 A	Small Groups' Get Acquainted Exercise
10:20 A	Reports from Small Groups
10:30 A	Break
10:45 A	Plenary Session <ul style="list-style-type: none">● Overview of Training Workshop Goals, Objectives, and Schedule● Presentation of Workshop Assumptions● Questions and Answers
11:00 A	Close of this Session

SESSION 2: EXPLORING THE ISSUES

TIME: 1 Hour, 30 Minutes

OBJECTIVES

At the conclusion of this session, participants will:

1. identify some implications for their own work from the new legislation and agency mandates about gender;
2. be able to describe how appropriate consideration for gender relates to other issues which they must address in the process of improving the way development is carried out;
3. recognize how failure to give consideration to gender differentiation can impede project success and/or the process of development; and
4. appreciate how the consideration of gender in specific aspects of development policy and project design can increase the success potential of a project.

Time	Activities
11:00 A	Plenary Session-Overview of the Issues
11:15 A	Group Discussion
11:30 A	Small Group Session to Identify Concerns
11:55 A	Nominal Group Technique to Report to Total Community
12:05 P	Summary and Reflection
12:30 P	Close of this Session

SESSION 3: CONSIDERING GENDER IN THE DEVELOPMENT PROCESS

TIME: 3 Hours

OBJECTIVES

At the conclusion of this session, participants will:

1. be able to list and utilize six key gender factors to be considered in the baseline situation for project/program design;
2. become aware of how the Gender Information Framework can be used as a resource in development programming and training; and
3. have reviewed a case example using the six key gender factors.

Time	Activities
2:00 P	Presentation of the 6 key gender factors to be considered in the baseline situation for project/program design and adaptation, followed by questions and answers
2:30 P	Practice with the Key Factors <ul style="list-style-type: none">• Reading and discussion of a case example and background paper in small groups
3:15 P	Break
3:30 P	Total group - analyzing document using the gender factors
3:45 P	Presentation of Gender Information Framework
4:15 P	Questions and Answers
4:30 P	Summary
5:00 P	Close of this Session

SESSION 4: INFORMATION RESOURCES AND HOW TO TAKE ADVANTAGE OF THEM

TIME: 1 Hour, 30 minutes

OBJECTIVES

At the conclusion of this session, participants will:

1. have skills to assess data needs for answering questions posed in the Gender Information Framework;
2. be able to identify alternatives for obtaining data;
3. be able to assess the usefulness of existing data in the development process;
4. be able to identify alternatives for obtaining new data when necessary;
5. have used existing data to examine assumptions in project documents and identify alternative approaches; and
6. have generalized skills for using information and developing strategies from a project to the broader development process.

Time	Activities
8:30 A	Day's Orientation
8:45 A	Assessing Needs for Information--Lecture and Discussion
9:00 A	Identifying Information Resources--Group Discussion <ul style="list-style-type: none">● Existing Information● Data Collection Alternatives
9:15 A	Small Group Exercise

SESSION 4: INFORMATION RESOURCES AND HOW TO TAKE ADVANTAGE OF THEM (Continued)

TASK: Groups will work with a case example to:

1. re-examine underlying assumptions about gender issues;
2. check those assumptions using additional information resources; and
3. use information to plan at least one alternative approach.

Time	Activities
9:45 A	Small Group Reports and Discussion
10:00 A	Close of this Session

SESSION 5: STRATEGIES TO OVERCOME BARRIERS TO WOMEN'S PARTICIPATION IN DEVELOPMENT ACTIVITIES

TIME: 1 Hour, 30 Minutes

OBJECTIVES

At the conclusion of this session, participants will:

1. be able to identify at least 3 project features that are frequent barriers to women's participation in development projects;
2. be able to select strategies for adapting mainstream sectoral projects so that key elements of the project incorporate gender considerations and, therefore, do not inadvertently discriminate against or pose barriers to the appropriate participation of women.

Time	Activities
10:00 A	Introduction to Session and Lecture
10:30 A	Plenary discussion on strategies to overcome barriers to women's participation in projects
10:45 A	Small Group Consultation Task
11:15 A	Reflection and Summary
11:30 A	Close of this Session

SESSION 6: MANAGING THE PROCESS

TIME: 1 Hour

OBJECTIVES

At the conclusion of this session, participants will:

1. have identified assumptions about how gender issues will be considered in the programming process;
2. have identified where gender issues should be addressed within the Mission programming processes, such as managing a project design team or coordinating project review; and
3. have briefly discussed, for one stage in the process, alternative strategies for incorporating gender issues.

Time	Activities
11:30 A	Plenary Session to review USAID-provided chart on programming process within a "typical" mission and discuss assumptions about the process vis-a-vis gender, as well as strategies for adapting one stage of the process
12:30 A	Close of this Session

SESSION 7: INDIVIDUAL APPLICATION

TIME: 3 Hours

OBJECTIVES

At the conclusion of this session, participants will:

1. have analyzed, individually and in consultation groups, the development materials they brought to the workshop for gender differential issues, additional baseline information needed and strategies for adaptation;
2. have gained additional skills in identifying project activities and outputs which should reflect gender considerations previously identified;
3. be able to select strategies for designing/adapting mainstream projects so that key elements of the project incorporate gender considerations; and
4. have begun to develop basic criteria for distinguishing projects/programs which have adequately considered gender from those which have not.

Time	Activities
2:00 P	Plenary Session - Presentation and Discussion
2:15 P	Individual work on development materials brought to the workshop and choose consultation groups
2:30 P	Consultation Groups Work
4:00 P	Reports in Total Group <ul style="list-style-type: none">● Discussion, Reflection and Summary
5:00 P	Close of this Session

SESSION 8: GENDER IMPLICATIONS IN THE POLICY ENVIRONMENT

TIME: 3 Hours

OBJECTIVES

At the conclusion of this session, participants will:

1. Have examined gender-differentiated implications for project design of higher level objectives found in AID's world-wide mission; also gender implications of the country strategy and action plan;
2. Have used factors of labor, resources, income, and expenditures in project/program analysis to discover where gender is a significant variable in the documentation process;
3. Have worked through an analysis of constraints and opportunities afforded by gender differences in roles and responsibilities to improve the documentation process; and
4. Have identified linkages between mission goals, the Country Development Strategy Statement, Action Plans, and WID Action Plans.

Time	Activities
8:30 A	Lecturette and Group Discussion: Gender Implications in the Policy Environment
9:00 A	Triads: Gender Considerations in the Action Plan
9:30 A	Full Group Discussion
10:00 A	Linkages between the Action Plan and the WID Action Plan
10:15 A	Break
10:30 A	Small Group Work
11:00 A	Small Group Reports, Summary, and Discussion
11:30 A	Close of this Session

SESSION 9: PLANNING FOR ACTION

TIME: 2 Hours

OBJECTIVES

At the conclusion of this session, participants will:

1. have developed an action plan for incorporating gender considerations into one component of their work; and
2. have identified the data needed for implementing their action plan, and sources or methods for obtaining those data.

Time	Activities
11:30 A	Planning as a Process - Presentation and Discussion
11:40 A	Individuals Identify "Solvable Problems" (Use Consultation Groups as Desired) Individuals Develop Work Plan
12:30 P	Break for Lunch
2:00 P	Group Summary and Discussion
2:40 P	Summary
3:00 P	Close of this Session

SESSION 10: WORKSHOP SUMMARY AND EVALUATION

TIME: 1 Hour, 30 Minutes

OBJECTIVES

At the conclusion of this session, participants will:

1. have reviewed the training workshop content and process for the last three days and discussed ways of incorporating the training in their work situations; and
2. have provided written evaluations of the workshop sessions.

Time	Activities
3:00 P	Workshop Summary
3:15 P	Workshop Sessions Evaluation
4:00 P	Workshop Sessions Closure <ul style="list-style-type: none">● Appreciations and Goodbyes
4:30 P	Closing Activities

Participant # _____

**GENDER CONSIDERATIONS IN DEVELOPMENT
USAID Western Africa Regional Training Workshop**

**Abidjan, Cote d'Ivoire
September, 1989**

Post-Workshop Assessment

1. Workshop Goal and Objectives

1.1 Workshop Goal

Please rate the degree to which you believe that the overall Workshop Goal has been achieved, and comment on your rating. For purposes of this rating, the goal has been sub-divided into three parts. Please fill in the number that corresponds to your achievement rating (6 being achieved completely, and 1 being not at all achieved).

Achievement Rating
(1 = Lowest, 6 = Highest)

To increase awareness of the importance of incorporating gender considerations into every stage of the U.S.A.I.D. development process.

Comment:

To increase knowledge about gender considerations with regard to the U.S.A.I.D. development process.

Comment:

Achievement Rating
(1 = Lowest, 6 = Highest)

To increase skills related to incorporating gender considerations into every stage of the U.S.A.I.D. development process. _____

Comment:

1.2 The Pre-workshop rating that you provided for the course learning objectives are presented on the last page. For each one, please rate your current awareness, knowledge or skills (as appropriate) and **comment** on your rationale for this rating.

1.3 On the Pre-workshop form, you rated your conviction with regard to gender considerations in development. Please indicate your current conviction with regard to the value of taking gender into account when designing a project or program. (Circle appropriate number)

1	2	3	4	5	6
Useless					Essential

Please **comment** on the rationale for your rating:

2. Specific Session Ratings

Each of the Workshop Sessions is presented below. Please:

- Rate the sessions in order of the degree to which you perceive them as useful to you in incorporating gender considerations into the USAID development process. For each one, please provide an overall rating of your perception of its utility (1 = Lowest, 6 = Highest);
- Comment on your satisfaction with each of the sessions; and
- As appropriate, provide an example of how the session might be helpful to you in incorporating gender considerations into the USAID development process.

Degree of Utility
(1 = Lowest, 6 = Highest)

SESSIONS

2.1 Session 1: Workshop Orientation _____

Comment:

Example of how session might be useful:

2.2 Session 2: Exploring the Issues _____

Comment:

Example of how session might be useful:

2.3 Session 3: Considering Gender in the Development Process _____

Comment:

Example of how session might be useful:

2.4 Session 4: Information Resources _____

Comment:

Example of how session might be useful:

2.5 Session 5: Strategy for Overcoming Barriers
to Women's Participation _____

Comment:

Example of how session might be useful:

2.6 Session 6: Managing the Process _____

Comment:

Example of how session might be useful:

2.7 Session 7: Individual Application _____

Comment:

Example of how session might be useful:

2.8 Session 8: Gender Implications in the Policy Environment _____

Comment:

Example of how session might be useful:

2.9 Session 9: Planning for Action _____

Comment:

Example of how session might be useful:

3. Training Methodologies, Materials and Content

3.1 What additional training materials would you recommend to be added to the workshop?

3.2 Please comment on additional training methodologies that you believe would be useful to incorporate into the workshop.

3.3 Please list any additional topics which you believe should be included in future workshops.

3.4 What additional training or resources could the PPC/WID office provide that would facilitate your incorporating gender considerations into the U.S.A.I.D. development process?

4. General Comments on Workshop

4.1 Please provide any additional comments on the workshop that you believe would be useful to PPC/WID.

GENDER CONSIDERATIONS IN DEVELOPMENT

Western Africa Regional Training Workshop

Abidjan, Cote d'Ivoire

September, 1989

Participant List

Name	Organization	Title
Mary Anglow	ADB	Research Assistant
Esther Addo	REDSO/WCA	Asst. Human Resources Development Officer
Jeannine Bugain	Internat'l. Committee of African Women for Dev.	Secretary General
Dennis Bilodeau	USAID/Bamako	Project Officer
Stephen Vance	USAID/Kinshasa	Actg. Chief, Program Operations
Barbara Jensen	USAID/Banjul	Training Officer
Evelyn C. McLeod	USAID/Lome	Program Officer
Jeanne Marie Zongo	USAID/Ouagadougou	Training Spec.-WID Officer
Augustin A. Ouattara	USAID/Ouagadougou	Engineer/NRM Officer
Chloe O'Gara	USAID/PPC/WID	Deputy Director
Anna Diallo	USAID/Bamako	Financial Analyst
Norman Olsen	USAID/Yaounde	Program Officer
William Deese	USAID/N'Djamena	Proj. Development Officer
Erna Kerst	USAID/Niamey	Proj. Development Officer

Participant List

Name	Organization	Title
Antoinette Ferrara	USAID/Monrovia	Asst. Program Assistant
Joanna Y. Laryea	USAID/Accra	Asst. Pop. Officer/WID
Wisdom Nutakor	USAID/Accra	Asst. Proj. Dev. Officer
Assitan Diallo	USAID/Bamako	WID Coordinator
Paul Mulligan	REDSO/WCA	Chief Economist & Asst. Director for Program Analysis and Evaluation
Estelle Garner	REDSO/WCA	Health, Pop., Nutrition Program Assistant
Frank Osei Asibey	REDSO/WCA	Advisor, Child Survival & Family Planning Programs
Lydie Boka-Mene	REDSO/WCA	Asst. Program Spec./ADB
David Leong	REDSO/WCA/PDO	Proj. Dev. Officer
Jeffrey Goodson	REDSO/WCA	Proj. Dev. Officer
Carleene Hope Dei	USAID/Abidjan	Urban Dev. Officer
Bakuena Moahloli	NGO/ADB	Loans Officer-Country Programmes Dept.
Helene Ouedraogo	ADB	Economist
Jean N'Dah	ADB	Training Officer
Elizabeth Kabuti'ti	ADB	WID Coordinator
Kawinzi Muiu Heinemann	ADB	Financial Analyst
Lamin Manneh	ADB	Industrial Economist
S.K. Sarr-Conde	ADB	Economist

Participant List

Name	Organization	Title
N. Fatou Rigoulot	REDSO/WCA	Program Specialist
Ladan Doorandish-Vance	USIS	Media Spec./Graphic Designer
J. Dulce Castleton		Private Consultant
Maryse G. Fall	USAID/Dakar	WID/PVO Officer
Theodora Wood-Stervinou	USAID/Conakry	WID & Training Specialist

REDSO/WCA Assistance

M. Proko - TDY Secretary
Pierre Sane-Aka - REDSO/WCA Executive Office Assistant

Training Team and Staff

Al Rollins
Rosalie Huisinga Norem
Barbara Howald
Kamylla Albritton
Alison Mayas

Table Groups' Task

- Discuss one of the following (to be assigned):
 1. What are some implications for your own work from the new legislation and agency mandates about gender?
 2. How does appropriate consideration for gender relate to other issues you must address in the process of improving the way development is carried out?
 3. What are some potential effects of failure to give adequate consideration to gender differentiation on project success and/or the process of development?
 4. What are some ways that adequate consideration of gender in policy and project design can increase the success potential of a project?
- Be prepared to present a summary of your discussion and findings to the total community.
- YOU HAVE 25 MINUTES FOR THIS TASK.

2.2.1/2.2.2

Consultants

1. Work with 2 factors
2. Identify 1 assumption
3. What do you know?
4. What do you need to know?
5. Plan interview/do interview

Informants

1. Work with 2 factors
2. Choose roles
3. Describe situation (creative thinking)
4. Be interviewed

Descriptive Factors

1. Labor
2. Income
3. Resources
4. Expenditures

Forming Conclusions

1. Constraints
2. Opportunities

Small Groups' Task

1. From your own experiences of project difficulties incorporating women's appropriate/intended participation, identify one or two barriers/constraints you think are most actively affecting that intended level of participation.
 2. Explore the nature of that constraint and develop a proposed strategy to reduce or remove it.
 3. Prepare to present a summary of your group's work to the total community.
- YOU HAVE 30 MINUTES FOR THIS TASK.

5.2

Gender Factors

1. Labor
2. Income
3. Expenditures
4. Resources
5. Constraints
6. Opportunities

"...mainstream projects that ensure women participation in proportion to their roles/responsibilities...are more likely to achieve their immediate purposes and broader socio-economic goals than projects that do not."

-WID: ND's Experience 1973-1985 CDIE, 1987

Session 3: Small Group Task

1. Select a group reporter
2. Read Case (10 minutes)
3. Agree on main points of project (5 minutes)
4. For each of the 6 factors, list 1-2 questions which need to be addressed in order to see if gender is an issue. (30 minutes)

Session 3: Small Group Task**Assignments**

Table A	-	Botswana Part 1
Table B	-	Botswana Part 2
Table C	-	Botswana Part 4
Table D	-	Togo Part 1
Table E	-	Togo Part 2
Table F	-	Togo Part 3

1. Labor M/F

Who does what?
 When? (seasonal?)
 Household, ag, non-farm...

2. Income

Sources? (control of)
 Seasonal?
 Inputs, T.A.
 How are goods marketed?

3. Expenditures

Who pays for what?
 Seasonality

4. Resources

What's required?
 Access to resources vs. control over resources

5. Constraints

Time?
 Educational level?
 Credit?
 Legal?

6. Opportunities

Specialized knowledge?
 Specialized skills?

Legislation: Women as agents: Design implementation evaluation:
 Beneficiaries

Legislation: Gender disaggregated data: Proportional assistance

Income

Inputs

The Family

Expenditures

Benefits

Session 7: Individual Application

Part 1: Individually

1. Clearly define the problem/task you wish to study.
2. Identify:
 - a. gender differential issues
 - b. additional baseline data needed
 - c. strategies for accomplishing this

15 MINUTES

Part 2: In Consultation Trios

1. Choose 2 people to work with as your "consultants".
2. For each person in turn:
analyze/strategize his/her project/issue.

*Use Part 1, items 2a, 2b, 2c.

20 MINUTES/PERSON

Project Features Most Commonly Identified as Presenting Barriers to Women's Full Participation

- Choice of promotion strategy
- Choice of technical package
- Timing and duration of activities
- Delivery systems
- Location of project activities or services
- Design of credit component
- Eligibility criteria
- Nature and distribution of benefits

5.1

Group Task

1. Use Botswana project
2. Identify up to five potential outputs based on purpose and activities
3. Identify two for each activity verifiable indicators which would incorporate gender
4. Identify policy constraints

Evaluation Guidelines: NPA

1. Cross-cutting issues
2. Development impact
3. Distribution of benefits
4. Institutional impact and the private firm
5. Equity

A Simple Personal Change Model

1. How is "IT" now?
2. How would I like "IT" to be?
3. What is keeping/blocking "IT" from being like I'd like "IT"?
4. What resources do I have ? - do I need?
5. How will "IT" be/look when "IT" is like I'd like "IT" to be?
6. *What steps do I want/need to take to move/change "IT" from now to then?

BY MARCH 16, 1990

Norms

- Full participation
- Share ideas
- Speak 1 at a time
- Listen
- Start and stop day on time

Development with People

Participants

Individual M/F

Families

Groups

Organizations

Institutions

Nations

Change in beliefs, values,
attitudes, knowledge, behaviors/
skills

Participants/
Beneficiaries

Development Process

Perceived Needs
(Assumptions)

Information Gathering
(RE Felt Needs)

Data Analysis

Problem Definition

Purpose/Goal

Implementation/Work Plan

Implementation Monitoring &
Evaluation

New Problem/Opportunity

USAID'S PROG/PROJ. DEV. PROCESS & DOCUMENTS

Country Development Strategy Statement (CDSS)

Action Plan/W.I.D. Action Plan

Project Identification Document (PID)

Project Paper (PP)

Project Assistance

- Based on a single activity designed to generate specific results

Non-Project Assistance

- Also referred to as program assistance
- Is accomplished by the transfer of resources in the form of foreign ex. or commodities

AID World-Wide Objectives

- Eliminate world hunger and malnutrition
- Economic growth
- Broaden participation in benefits of development
- Reduce illiteracy
- Support democratic institutions

Components of a WID Action Plan

- Mission training
- Project/program
- Development and implementation
- Modification of sectoral objectives
- Special analysis

(Need to include benchmarks, timelines, indicators)

Project Assistance
Project Level Objectives

	Inputs	Outputs	Purpose
labor			
income			
expenditure			
resources			
constraints			
opportunities			
specific gender considerations			

Non-Project Assistance

Inputs

Outputs

Purpose

Policy

Policy Level Objectives

AID/WW

CDSS

Action Plan
WID Action Plan