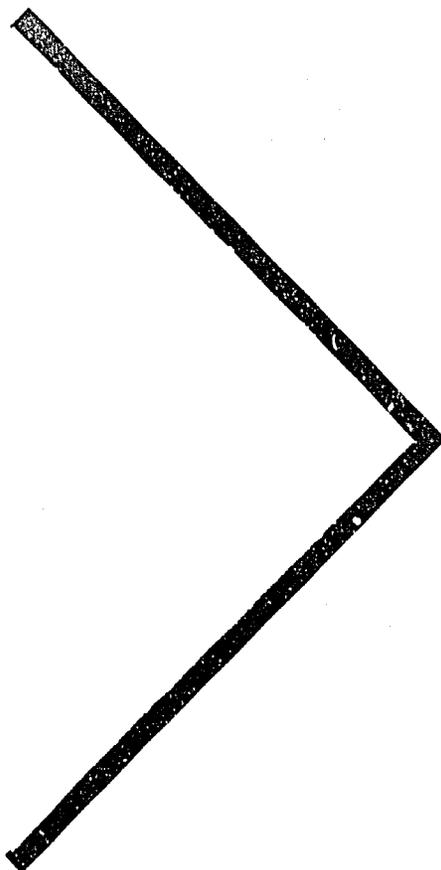


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PN-ABS-611

**The Gender Dimensions of Development
A Workshop for WID Officers and Coordinators
May 10 - 14, 1993
South Africa**

Training Activity Report

Edward Comstock

**GENESYS Project
Contract No. PDC-0100-A-00-9044-00**

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**USAID G/R&D/WID
U.S. Agency for International Development
Office of Women in Development
Department of State
Washington, DC 20523-1816**

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I. Executive Summary

The Gender Dimensions of Development: A Workshop for WID Officers and Coordinators was held May 10-14, 1993, by G/R&D/WID-GENESYS for WID Officers and Coordinators from the Southern Africa USAIDs of Lesotho, Madagascar, Malawi, Mozambique, South Africa, and Swaziland.

The workshop was conducted by G/R&D/WID-GENESYS, with assistance from the AFWID Project. The goal of the workshop was for WID Officers and Coordinators to develop technical skills to support the full integration of gender and women in development concerns into their USAID's programs and projects.

During the 4½-day workshop, participants refreshed their understanding of USAID's gender/WID initiatives, began to uncover and clarify gender/WID issues with implications for the development programs and projects of their respective Missions, and created a strategic plan for including gender and WID in their missions.

Lessons learned during this workshop were staff with Women in Development (WID) or Gender and Development (GAD) responsibilities require skill building to develop abilities to identify WID needs, to identify gender constraints in project planning, to influence mission management on the importance of gender, and to formulate a WID strategy and workplan and design impact indicators. Many of these requirements were treated during the course of the workshop, with specific attention paid to needs assessment techniques, gender analysis skills, and presentation skills.

II. Workshop Overview, Findings and Recommendations

Overview

The Gender Dimensions of Development: A Workshop for WID Officers and Coordinators was held May 10 - 14, 1993, by G/R&D/WID-GENESYS for WID Officers and Coordinators from the following Southern Africa USAIDs (a full participant list can be found in Appendix A):

- ◆ Lesotho
- ◆ Madagascar
- ◆ Malawi
- ◆ Mozambique
- ◆ South Africa
- ◆ Swaziland

The workshop was conducted by G/R&D/WID-GENESYS's Training Director Edward J. Comstock, with the assistance of G/R&D/WID's Annie Foster and the AFWID Project's Mary Picard. The goal of the workshop was for WID Officers and Coordinators to develop technical skills -- both strategic and operational -- to support the full integration of gender and women in development concerns into their USAID's programs and projects. To ensure that the workshop provided a productive and rewarding experience, participants themselves set the workshop objectives through a strategic planning exercise in which a hierarchy of objectives, leading to the goal of "positive people-level impacts," was articulated.¹ The workshop, by consensus of the participants, then focused on the lowest order objectives for which skills building was required. This process defined the participants' expectations as follows:

Participant Expectations

- ❖ needs assessment techniques
- ❖ gender analysis skills
- ❖ presentation skills

To accomplish this goal and meet these expectations, the workshop guided participants through five days of activities that met the following four purposes²:

¹The participants' strategic plan is displayed as Appendix B.

²The workshop's full agenda is found in Appendix C.

1. participants refreshed their understanding of USAID's gender/WID initiatives and, within that context, began to uncover and clarify gender/WID issues with implications for the development programs and projects of their respective Missions
 - ✓ they were introduced to the Gender Information Framework, and practiced it on their USAIDs' projects
2. participants created strategic plans for including gender and WID in their missions
 - ✓ they learned and practiced a strategic planning model, focusing on gender responsiveness, to identify the elements necessary for building institutional capacity to consider gender in development
 - ✓ set capacity-building objectives
3. participants articulated informed and realistic work plans for beginning to achieve their institutional capacity building objectives
 - ✓ charted out WID work plans
 - ✓ they learned and practiced how to use presentation techniques for effectively making the case for gender responsiveness in their institutions

Findings and recommendations

The most salient "lessons learned" during this workshop, by workshop staff and participants alike, were that...

- ✓ Staff with Women in Development (WID) or Gender and Development (GAD) responsibilities require:
 - ◆ skills in identifying mission WID needs
 - ◆ an ability to identify gender constraints in project planning
 - ◆ skills to convince mission management of the importance of gender
 - ◆ the ability to formulate a WID strategy and workplan (and design impact indicators)
- ✓ Although we've known for some time now that attention to gender issues results in more successful development,³ our understanding of how to build institutional capacity to ensure this attention is only recently being investigated and codified. The participants to this

³Success -- as it is used here -- equates with sustainability, effectiveness, and equity.

workshop identified several key objectives that would lead to routine mission consideration of gender issues. such as:

- ◆ technical assistance to mission staff, NGOs, and PVOs
- ◆ a mission WID strategy and workplan with gender-specific indicators
- ◆ gender-sensitive project impact analysis
- ◆ a budget process favorable to WID/gender initiatives

Appendix A

Participant List

Candace Buzzard
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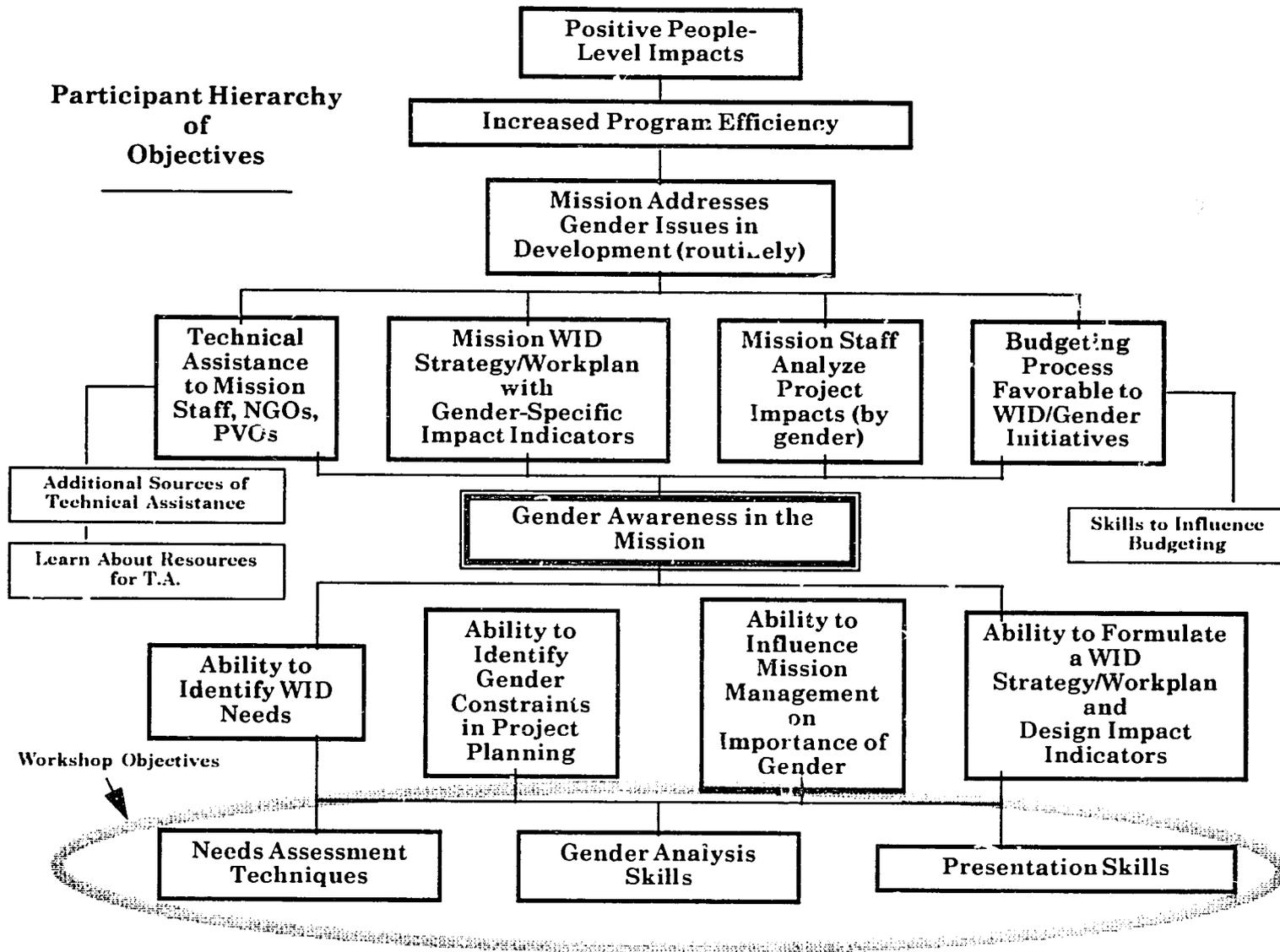
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Appendix B



Appendix C

Agenda

*Monday, May 10**

- 08:30 Coffee
09:00 Welcome
A gender refresher
10:00 Introductions
10:30 Tea
10:45 Expectations
12:15 Announcements, logistics, assignment
12:30 Lunch
14:00 Gender analysis: the Niger case
15:30 Tea
17:15 Reflections and closure
17:30 Written and audio-visual materials fair

Tuesday, May 11

- 08:30 Coffee
09:00 Welcome back
Fact or *Fancy*
09:30 A.I.D. and women in development
10:30 Tea
10:45 Gender analysis and your projects - design issues
12:30 Lunch
15:30 Tea
15:45 Gender and the Africa Bureau
17:15 Reflections and closure
17:30 Individual appointments with Mary and Annie

*All times are approximate!

Wednesday, May 12

08:30 Coffee
09:00 Welcome back
09:30 Gender analysis and your projects - implementation issues
10:30 Tea
12:30 Lunch and free afternoon

Thursday, May 13

08:30 Coffee
09:00 Welcome back
09:30 Gender analysis and your projects - monitoring and evaluation issues
10:30 Tea
12:30 Lunch
14:00 Making the case - presentations preparation
15:30 Tea
16:15 The Peace Corps, USAIDs and gender
Jennet C. Robinson, Peace Corps/A.I.D. Liaison
Office of Training and Program Support
Peace Corps
17:15 Reflections and closure
17:30 Individual appointments with Jennet

Friday, May 14

08:30 Coffee
09:00 Welcome back
09:30 Individual presentations
10:30 Tea
12:30 Lunch
14:00 Linking projects and programs
15:30 Tea
16:30 Workshop summary and closure

