

UNITED STATES GOVERNMENT

Memorandum

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TO : AFR/DP, Mr. Robert G. Huesmann
THROUGH : AFR/CWA, *Frank J. Scudato* / Danton A. Griffith
FROM : AFR/CWA/G, *John B. Coe*

DATE: April 7, 1975 13p

SUBJECT: Approval of Funds to Support Pilot Activities Related to Women in National Development - Ghana

In recognition of the importance of the concern identified by the Percy Amendment (Section 113 of the Foreign Assistance Act), the recently approved Development Assistance Program (DAP) for Ghana includes a general study of the role of women in the promotion of economic growth and the achievement of national development in Ghana. In addition to developing comprehensive background data and analysis of the socio-economic roles and legal status of women in contemporary Ghana, the study examines the actual and potential role of women in agriculture, health, population and nutrition, and education - areas of special interest to USAID/Ghana since they reflect both the congressional mandate and GOG priorities under the Five-Year Development Plan now being prepared.

In this process, USAID/Ghana has developed a number of practical ideas for enhancing the contribution of Ghanaian women to national development which might be undertaken with AID support through new projects and/or modification of on-going projects. First, however, there is an urgent need for experimental design, demonstration and testing of these ideas to assess their feasibility and gain experience with methods of implementing them.

For this purpose, as Director North mentioned to you, USAID/Ghana requested \$55,000 to carry out the following activities:

1) Assistance to the Home Extension Unit of the Ministry of Agriculture and the Home Service Department of the University of Ghana to develop a number of demonstration houses which would serve as training facilities for extension personnel and housewives. The University of Ghana already has one such house which, with some improvements and modifications, could serve as an experimental center and as a prototype for others in other sections of the country. It could also serve as the center from which training could be given to home extension workers. The demonstration garden located at the center could be expanded and used for research and training (\$50,000).



2) A two year grant of \$5,000 to the Ghana Assembly of Women to assist this organization, in which most Ghanaian women's organizations are represented by providing (a) modest clerical and local travel expenses as well as some costs of communication with constituent women's associations in Ghana; (b) minimum expenses for simple workshops and exhibits; (c) part of the costs of "The Ghanaian Woman" for two years to enable the periodical to acquire financial independence; (d) materials and instruction sheets to be prepared by Ghanaian professionals (e.g. on food growing, preparation and preservation) for use as program materials by individual groups.

Full details of these proposals and other program activities being considered by USAID/Ghana are described in attachment A. AER/CWA fully supports USAID/Ghana's request and recommends its rapid approval.

Recommendation: That you approve and allocate \$55,000 to USAID/Ghana for use in developing and carrying out experimental activities related to women in development.

Attachment: Women in National Development in Ghana

Approved : N. Hudson

Disapproved: _____

Date 4/9/75

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WOMEN IN NATIONAL DEVELOPMENT IN GHANA

Summary Statement

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In recognition of the need for information to comply with the Percy Amendment to the Foreign Assistance Act, the Ghana Mission has forthcoming a general study of women in national development in Ghana which is in the final stages of preparation. The study attempts first to provide a background picture of the social, economic and legal status of women including their importance in the commercial system as traders and as employees of commercial and industrial concerns. It then focuses on three areas in which USAID has a special interest: agriculture; health, population and nutrition; and education in an attempt to determine both the effects of these systems on women and women's inputs into them. Voluntary organizations are also examined to determine their potential in providing educational opportunities for women. Using this information as a basis, programs which would serve to enhance the status of women and increase their contribution to economic development have been identified and illustrative activities are included in this summary statement.

Ghanaian society has high expectations for the economic production of its women as well as for the functions they fill in the areas which Western society has come to classify as "women's work," cooking, cleaning and child rearing. In the rural areas they are expected to work on the family farm, to carry water, firewood and produce, and to provide the ingredients for the soups which contain most of the quality elements in the Ghanaian diet either by growing the products themselves or through trading activities. In the urban areas, women are expected to earn a significant portion of the family income through their own activities whether in trading, hawking or in professional, commercial or industrial employment. The funds earned by the women themselves are often crucial to the welfare of the family and especially the children. The incomes of husband and wife are usually kept separate and are used for distinct types of expenditures, so the earnings of both are required to meet all the needs of the family.

Many factors hinder the Ghanaian woman in meeting the expectations of society. The health environment in the country is a severe drain on her energies, and she is further burdened by repeated childbearing and lactation in combination with poor diet and lack of medical care. Various pressures have combined to make it more difficult for women to take advantage of the educational opportunities available in the country, and the education which has been available has often been unrelated to what she really needs to know. The women's portion of agricultural production has been largely neglected by programs to improve the inputs and technologies used with the result that the diets of Ghanaians have suffered even when cash crop production has increased. The family responsibilities of the woman and her

Tp 50,000

responsibilities for economic production are often in conflict, and she must make difficult decisions between the needs of her children and the imperatives of her need to produce. As a result, she is criticized for her failure to perform well in either task.

The activities recommended below are designed both to help in lifting some of the burdens of women and to improve the effectiveness of women in performing their tasks, with the intention that both the women and the society will benefit thereby. It will be noted that no special activities have been recommended in the fields of health and nutrition. Health activities of the Mission are already addressing the needs of women, but the information collected will be used to evaluate the effectiveness of the programs. Nutrition activities are in the process of development and programs which will address both the nutritional problems of women and those designed to improve the nutritional inputs of women in such areas as food processing and hawking will be considered for inclusion in any nutritional project which the Mission supports. In addition, some of the activities described below, such as the project to support the Home Extension Division of the Ministry of Agriculture have as one of their objectives the improvement of nutritional standards.

1. AGRICULTURE

Purpose: To improve the home life of farm families and to increase the contribution made by farm women to rural development in Ghana.

Discussion: In spite of lack of technical skills and formal education, rural women make a substantive contribution to food production and marketing in Ghana, and they exert great influence on the health and well-being of their families. The quality and quantity of these inputs could be greatly enhanced if these women were instructed in nutrition and health, and in efficient labor-saving methods of growing and preserving food, water storage, household management, and marketing.

Implementation: The activity would be carried out through the Home Extension Unit of the Ministry of Agriculture, and the Home Service Department of the University of Ghana, both of which are already involved in programs to accomplish the above objectives, but who are hampered by lack of resources.

Assistance would be given to the Home Extension Unit in the development of a number of demonstration houses which would serve as training facilities for extension personnel and housewives. The University of Ghana has one such house, built of local materials and incorporating facilities for food preparation and storage, waste disposal, etc. With some improvements this house could be used as an experimental center and as a prototype for others to be located

throughout the country. It could serve as the center from which training would be given to Home Extension workers. Its demonstration garden could be expanded and used for research and training.

The University offers a two-year diploma in Home Science Extension and a three-year degree which combines science and agriculture. It has a qualified staff to provide leadership for the project and, thus far, eleven diploma graduates already working in the Ministry of Agriculture who could serve as a nucleus for the corps of extension workers in the demonstration houses.

2. FAMILY PLANNING

Purpose: To facilitate the acceptance of family planning in Ghana, by studying the reasons for the high demand for children among males and attempting to determine what other social or psychological pleasures could provide a substitute for large families.

Discussion: Family planning programs have concentrated on the provision of clinic based services to females and the marketing of contraceptives. KAP surveys have shown in both the rural and urban areas that women desire fewer children than males but are often forced to comply with the higher demand of their spouses. As many men are not responsible for even half the support of their children, economic pressures are not as effective in restraining demand as they are in other parts of the world. Family planning motivators and family counselors need information on other incentives which could be used to encourage males to limit their families.

Method of carrying out: A research organization would be sought with the facility both to probe for the roots of the problem and the ability to utilize the results in the preparation of motivational materials. Initially, consideration would be given to field testing the materials using the family counselors of the Christian Marriage and Family Life Committee of the Christian Service Committee with the intention that the materials would be modified based upon experience and made available to all field workers of the Ghana National Family Planning Program.

3. SEMINAR ON WOMEN IN DEVELOPMENT

Purpose: To provide a mechanism 1) to draw together persons working on the problems of women in development, 2) to support applied research on specific problem areas and 3) to collect the information for broad dissemination to government, private and voluntary organizations supporting action programs.

Discussion: The study on women in development has identified many problem areas which require further investigation. An example is the

need to determine what reasons underlie the high dropout rate of girls between primary one and two and after secondary form four as the situation must be corrected if girls are to take advantage of the educational opportunities available to them. In addition, persons working on various programs need to share the experience and results of their efforts if repetitive activities (and mistakes) are to be avoided. For example, detailed information on the past experience of various programs to reach small farmers is needed to determine among other things whether they were successful in reaching women farmers and, if so, what mechanisms were employed and what technologies were developed which could be used in other programs. Many governmental and private organizations are working on projects concerning women in development and need to be put in touch with each other, and to have available information for improving their activities.

Method of Carrying Out: A grant would be made to an interested organization such as the newly formed Commission on Women in Development which would be responsible for organizing the seminar. A working committee would be created including representatives from interested governmental, private and voluntary agencies to plan the seminar and develop an agenda. Funds would be available for research into topics to be included in the discussions and for the compilation of information on past activities. While recommendations on new initiatives to be undertaken by government would undoubtedly flow from the conference, the primary purpose would be to improve the performance of ongoing programs. Papers prepared for the seminar would be published and be made available to the participants and other interested groups.

USAID/Ghana
March 21, 1975

Ghana Assembly of Women

~~+~~ \$5,000

Purpose. To assist this umbrella organization, which writes a wide variety of womens voluntary organizations in Ghana.

1. to be more effective in serving its constituent members in developing program leadership.
2. so that these groups can increase their development of informal education programs promoting community and rural development - nutrition, health, backyard gardens, basic education.

Proposal. That a two year grant of \$5,000 be given this organization 1) to provide modest clerical and local travel expenses as well as meet some cost of communication with constituent womens associations in Ghana. This fund also to provide minimum expenses for simple workshops and exhibits; 2) to pay part cost of The Ghanaian Woman for two years only, to enable the periodical to acquire financial independence; 3) anable instruction sheets to prepared by Ghanaian professionals, (e.g. on food growing, preparation and preservation) to be used for program materials by the individual groups.

Discussion. This Assembly is composed of large organizations with many branches and small ones. Some are organizations of sophisticated professionals, others are of illiterate traders. There are twenty constituent member groups and five more loosely affiliated. The Assembly includes large church womens groups and the Girl Guides, YWCA, Registered Nurses, market women and rural women's groups.

The executive committee of the Assembly and leaders of the international affiliate organizations have numerous opportunities for development of ideas and skills through frequent and numerous international conferences, a number of which are funded indirectly by AID. However, the organization itself has so little financial resources and also the members, that it cannot organize the same developmental interchange with its own constitutional group which are not in the vicinity.

The Federation of Ghana Women was politicized by the Nkrumah Government, and banned when that government fell. This is a reconstruction of the old organization under a new name, led by the pre-Nkrumah leaders of the Federation. It is dependent upon dues of member groups and fund raising efforts by these groups who have their own fund raising problems.

Many of these voluntary organizations are actively concerned with teaching and serving to raise the standard of living of economically and educationally deprived women in Ghana. Many of the groups are composed of people from this deprived group. A grant to develop leadership training, (formal and informal) and materials and methods for teaching needed rural technology should result in better voluntary programs of this sort.

Perhaps more important, such resulting activity would serve to stimulate and attract government services to those grouping rural women or city traders whose organization by teachers of the Community Development Department, the Ministry of Health and of Agriculture, demand much of scarce professional resources.

It is hoped that when constituent groups are better served they will be more able to undertake these overhead costs. The Ghanaian Woman, already a medium for educational articles should be able to be financially strong within two years with this assistance.

Women's Vocational Training and Marketable Skills Survey Study

Purpose

A. To assist Ghanaian educational institutions provide vocational training to primary and middle school leavers in marketable skills needed by the society.

- 1) To thereby reduce the number of unemployed of this category (who cannot be advanced because of lack of higher places in the school system).
- 2) To thereby support the Ministry of Education in its efforts to reorganize to meet this need.
- 3) To provide simple skills needed by government agencies and services and by industry.
- 4) Perhaps lead to labor intensive small business not now operating, possibly for export.

B. Although intended to meet the needs of both men and women, attention to be focused in the special problems of women whose entry in the wage earning jobs have not been smooth and who must make child support compatible with child care.

C. Explore the area of assistance to Department of Labor in career guidance.

Proposals

A. A marketable skills survey be conducted in Ghana to determine what simple technologies are needed for which person with middle school education or less could be trained.

Emphasis to put on:

- 1) contributing sectors of the society, e.g. para-medical technology motor vehicle maintenance.
- 2) undeveloped, but uncomplicated new ventures of commercial value, (perhaps growing of orchids and ginger and preparation for export, bookkeeping.)
- 3) cottage industry possibilities which would enable women to solve child care problems.

B. Assist a teacher training institution to prepare vocational tutors.

- 1) such training of mature tutors to be limited to the craft and skills and the methods of teaching them.
- 2) training to be related to the results of the marketable skills study.

C. The training center to used could be

-one in the process of establishment by the Ministry of Education to provide tutors for its future program of vocational education in the Middle schools or

-associated with another institution, perhaps the University of Cape Coast (education department), or University of Science and Technology (technological center). With such a connection, these training institutions could be used by the Ministry of Education, but also by the teachers in the Department of Community Development of the Department of Welfare, as ministries interested in technological in-service training and by private groups as the girls vocational schools and the Christian Council.

D. A contractor with experience in vocational survey and training would be sought, who would evaluate the Ghanaian institutional connection, and work with the institution to do the marketable skills survey and related training program,

- 1) Two to six officers of the Department of Labor to be given a two month study tour of the U.S. Womens Bureau and career guidance programs.
- 2) Further discussion be held with ministry regarding possible assistance with staff development in career guidance/planning.

Discussion

The problem of the conspicuous scarcity of vocational education for the students who have not attended secondary school is compounded by

- 1) the lack of qualified vocational teachers (NVTI, OIC and the Canadian Technical School now or in the past have relied heavily on expatriate teachers),
- 2) the poor relationship between vocational education offered women and the marketability of any skills acquired, and
- 3) the ever growing number of such students leaving school because of the limited number of higher education spaces.

The ability of industry to make profitable use of "piece work" brought to the factory after completion at home could be explored. Also the question of whether employers would enter export of ventures if trained personnel were available.

Officials at the Department of Labor, concerned with youth and women's employment, believe their personnel is in need of training, planning and experience, to help prepare students for vocational choices and to help workers, particularly women to productive adjustment to wage earning jobs.

Child Care for Working Women

Purpose

To enable lower income women to work for money needed to support their children while providing day care near their places of work.

Proposal

Conduct a study of the feasibility of establishing a creche (child care center) to be used for children thru months to five years, for demonstration and research near the Korle Bu Hospital or the Ministries buildings in Accra.

Such a study would examine the highly regarded YWCA creche to determine the income level of those who use it, or who could pay its ₵10 monthly cost.

To examine the Day Care Centers serving children thru six years, operating usually near the markets in Accra.

If a workable plan could be made for such a project being self supporting, while effectively serving the low wage earner, and if the government shows sufficient interest, to work with the YWCA or the Department of Social Welfare or the Ministry of Health to finance the establishment of such a facility.

Once established, useful records should be kept of the operation of the center and its effect on the working mother, so that industry and government can consider the replicability of such centers near other places of work.

Immunization and family planning service and health instruction can be an integral part of this program.

Discussion

A large number of Ghanaian low paid women workers have full or part financial responsibility for their children. This responsibility is reinforced by elements of some of the traditional cultures. Such women in the city do not have family assistance with child care and they cannot pay for it. There is therefore a high incidence of absenteeism and distraction on the part of these women workers.

The Department of Social Welfare overseas have a number of day care centers in the city which take children at the age of three, and which are not near the wage earning jobs. The YWCA operates the only cresche

catering to infants as well. This is self supporting, non-profit and is not near these places of employment.

There is a particular need for such an institution at the large Karle Bu Hospital complex where many low-paid, over tired mothers bear major responsibility for health care.