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QUARTERLY PROGRESS REPORT
July to September, 1978

OPERATIONAL PROGRAM GRANT # 515-0140
FOV/OEF Human Development Project
San José, COSTA RICA

FOV/OEF PROJECT of HUMAN DEVELOPMENT-San José, C.R.

Quarterly Progress Report from July to September, 1978

OPG # 515-0140

This report emphasizes progress of the training activities with several groups of women in marginal areas of San José.

The training material has been prepared and tested*, and FOV volunteer trainers are functioning well. The early training experiences described in this report have succeeded in establishing credibility of the FOV/OEF project in the community, resulting in increasing requests for the project's training by the National Training Institute (INA) the National Urban Housing Institute (INVU) the National Institute of Welfare Assistance (IMAS) and the Ministry of Culture, as well as private industries.

I. REPORT on SUB-PROJECTS

A. Leon XIII

The first training sub-project was initiated in November, 1977 but was interrupted by the Christmas holidays and the national elections.

In April, 1978 motivation and recruitment of participants was begun again and five groups were formed, meeting once a week on each day, Monday through Friday.

Needs of the women living in Leon XIII had been identified by interviews with 108 women made by FOV volunteers in October, 1977. The most urgent and common need is for more income. This is easily understood by reviewing the following information reported by INVU-IMAS:

	US currency	Colones
Average family income per month is 113	968
Payment on houses (depending on size) 54 or 57	462 or 486
Leaving for all other costs per month per family of 5.6 members 56	482

Other problems cited by the women in Leon XIII were:

- Small size of houses. They have only 2 bedrooms and a total area of 38.57 square meters. Fifty eight percent of the families have more than 4 members, 26% have more than 7.
- The cinder block wall between houses and the plaster board partial division between rooms are so thin as to provide no privacy.

These latter two problems are not something the FOV/OEF project can resolve so they focused on the economic problem.

The women indicated a desire for training in the traditional fields of sewing and baking, as well as domestic service. They identified the obstacles to their going into the labor market as a) lack of child care facilities b) the negative attitude of their men toward their being away from the house all day, since the woman has entire responsibility for housework and child care.

* see attached list of Training Units

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The FOV/OEF training for women in Leon XIII was designed in two phases, the first with the objective of personal human development in self-confidence and self-value and the second with the objective of training the women to earn money working in the community where they live. Achieving these challenging objectives has required a training period of nine months and a real coordination of community resources briefly described below.

The phase of personal human development training was given to the five groups by ten FOV volunteers who had been trained in the material designed for the following units:

MEANING OF SELF-IMPROVEMENT
SETTING INDIVIDUAL GOALS
ACTION PLANNING
DEVELOPMENT OF PERSONAL RESOURCES
MOBILIZATION OF INTERNAL & EXTERNAL RESOURCES
SETTING GROUP GOALS

This training took place in one of two adjoining houses in Leon XIII provided by INVU.

The other house was furnished and decorated as a child care center for the women participating in the training and staffed by volunteers from FOV and from Leon XIII.

The child care center is a temporary measure to meet an urgent need of the women in training. These women are seeking a permanent solution to this need by enlisting the support of the Association of Wives of Engineers and Architects to build a child care center for the entire Leon XIII community. The cornerstone was laid on July 25 and the Association is raising funds for the building.

Project personnel has contacted the person in charge of coordinating the volunteer services required of students in the University of Costa Rica, asking that students be assigned to work in the child care center.

Vocational training was begun in sewing by FOV volunteers and with gifts of five sewing machines donated by FOV affiliates.

This training by FOV volunteers was also a temporary measure while efforts were made to get INA to provide training in industrial sewing. This is now under way. Since there was no building in Leon XIII large enough for the machinery, FOV has donated a large room where INA has installed 15 industrial sewing machines, a cutting machine and button-hole machine. Beginning in September, INA teaches three groups of 15 women each who come from Leon XIII to classes held five days a week,

from 7:30 to 11:30 a.m.
from 12:30 to 4:30 p.m.
from 5:30 to 9:30 p.m.

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One hour a week of this time is devoted to continuing training in Human Development by FOV volunteer trainers.

The INA training schedule for industrial sewing is for two months (180 hours) of training followed by two months (180 hours) of supervised production during which the women earn money. INA instructors report that after only one month of training these women are ready for production - a clear indication of the value of human development training. The Leon XIII women have already gotten a contract from the CCSS for making hospital supplies. The first order for 11,000 pillow cases and syringe covers will provide an income of \$3,880 (33,000 colones). These articles will be produced on the industrial machines under supervision of INA until the four months' training ends in December.

A fourth group of eight Leon XIII women participants wanted to learn marketable skills in baking. INA hopes to be able to provide this training next year but in the meantime FOV volunteers and two Peace Corps volunteers train them in FOV's kitchen once a week.

The fifth Leon XIII group of 10 women thought they wanted to start a service of providing temporary domestic help but have now changed their plans to making Christmas ornaments for sale. INA is providing this technical training for one month beginning October 16, at FOV headquarters. The products will be sold at a bazaar the end of November.

The five groups of women in Leon XIII, a total of 63, are reaching the goals they set of learning marketable skills.

They plan to build and equip a workshop in the Leon XIII community for production of industrial sewing, baked good, and crafts. They expect to have this workshop operating in January 1979 and to date:

- they have obtained assurance from INVU of rental of a lot at low cost with an option to buy the land,
- they have arranged for INFOCOOP to train them in setting up a production cooperative and in management of the profits they will get from the CCSS contract,
- they are receiving help from MEIC on market studies and on equipping the workshop. MEIC has prefabricated workshops that can be assembled quickly.

They need funds for building and equipping the workshop, as well as some seed money for start up.

B. Poliandy (Knit-wear factory)

This first training sub-project in a factory was initiated in January 1978 with 50 women attending an orientation meeting. The questionnaire to get baseline data was administered in March to 36 women. The first training session was held in May for 18 people. Attendance was poor, fluctuating between three and 18 in the 14 sessions, with an average of 7.5.

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Although not a successful sub-project, this was a very useful experience for the FOV project team. They point out the problem as

- 1) loss of motivation because of the long delay between first contact and the training
- 2) too short a time and inconvenient hour for training sessions. These women work 10 hours a day Monday through Thursday. On Friday they work eight hours, getting out at 4:00 p.m. with their pay checks. They were expected to use for training one and a half of these two hours on Friday, which are normally used to buy supplies for their families
- 3) inappropriate setting for the training, which was held in the snack bar with the distraction of other employees coming and going.

Four participants attended regularly. They demonstrated positive changes in their self-concept, in setting personal goals, and in identifying resources for reaching the goals. As a result of the training the women organized basketball teams and got someone to coach them as a needed recreation in the factory.

C. Training Course of Camareras (Hotel Maids)

From September 11-22, 1978 the FOV project gave an intensive, 15-hour course in Human Development (three hours each day) to 13 women being trained as hotel maids by INA.

This was a very positive experience. The women showed greatly increased self-confidence and developed a companionship within the group that had not existed during their technical training. They set personal goals and are highly motivated to use internal and external resources to reach them.

The only recommendation for change was more time - two weeks with daily three hour sessions for a total of 30 hours.

II. NEW SUB-PROJECTS

A. Poliandy II

INA, Poliandy and the FOV project have entered into an agreement whereby FOV will train approximately 90 new female employees being trained by INA in operation of machines to make panty hose. Training of the first 25 women of this group has been completed very satisfactorily and the second group training started.

The problems of the initial training project in Poliandy are being avoided in this human development training because it is an integral part of the technical training for new employees. It is given in four days with 6-hour sessions each day for a total of 24 hours.

INA realizes the value of the Human Development Training given by the FOV Project and wants to include it in all their training for women. They have scheduled a meeting of INA department heads with FOV to plan the work schedule for next year.

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B. Villa Esperanza

This is a very low income area in which the Women's Affairs Office of the Ministry of Culture has a development program. It includes technical training of women by INA and forming production cooperatives. FOV has been asked to provide training in Human Development and has begun to collect base-line data on the participants.

C. INA Training Course in Industrial Sewing

This is a course open to all women (not limited to those in Leon XIII). The technical training will be given at FOV headquarters on the INA training machines beginning in January. The FOV Project will give Human Development Training to the participants in a 3-hour session each week from October 19 to December 7.

III. PUBLICATIONS

New publications include a summary of the Labor Law and one of Family Law, both written in easily understood terms.

IV. VOLUNTEER WORK

From July 1 to September 22 (date of field report) a total of 1829.5 hours of volunteer work was reported. A campaign is under way to recruit additional volunteers in view of increasing demand for the project's services.

LM/pb

HUMAN DEVELOPMENT PROJECT FOV/OEF
San José, COSTA RICA

TRAINING UNITS

1. "DEVELOPMENT OF PERSONAL RESOURCES"

Objectives - Participants through an in-depth self-study will analyze their capabilities and qualities; using them as resources toward attaining life goals.

2. "ACTION PLANNING"

Objectives - a) Participants will learn to plan the action to follow in relation to life goals previously set in an earlier session; dividing the plan of action into progressive tasks that will be done within an established time frame.

b) The trainer will introduce the "team work" concept, emphasizing its advantages as opposed to individual work.

3. "MOBILIZATION OF INTERNAL & EXTERNAL RESOURCES"

Objectives - This training will give the participants of the sub-projects the knowledge and skills necessary in order to make the best use of their resources in a given situation.

4. "MEANING OF SELF-IMPROVEMENT"

Objectives - Participants will understand the meaning of "self-improvement" and will learn to define the different aspects of their lives in which they want self-improvement.

5. "PLANNING OF A GROUP GOAL"

Objectives - Participants of sub-projects will learn to determine group goals that will benefit and meet their needs as a group.

6. "GROUP ACTION PLANNING"

Objectives - a) Participants as a group will learn to plan the action to follow in relation to the group goals determined in an earlier session, dividing the plan of action into progressive tasks that will be done within an established time frame.

b) Participants will learn to delegate responsibilities among the group, taking into account the current stage of the plan and the best use of the group's internal and external resources.

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6. "GROUP ACTION PLANNING" (cont.)

c) Participants will learn to identify the obstacles that prevent attaining the set goals, and will learn to use alternative measures as a solution.

7. "PERSONAL RIGHTS AS A RESOURCE"

Objectives - a) Participants will learn what a right is.

b) Participants will learn to identify their rights as human beings and will learn to use them as a resource, to:

- be able to adapt more easily to new environments
- be able to attain a goal

8. "EVALUATION"

Objectives - a) Participants will learn to identify their achievements and the reasons for obtaining them, also the reasons for obstacles that have or could hinder the attainment of individual or group goals.

b) The analysis of the Human Development Training processes by the participants will permit an assessment of personal resources and achievements which were identified and reinforced during the training.

c) Finally; participants will redefine their life goals (or group goals) or plan new goals.

OVERSEAS EDUCATION FUND of the League of Women Voters
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" G L O S S A R Y "

CCSS	SOCIAL SECURITY
FOV	FEDERATION of VOLUNTEER ORGANIZATIONS
IICA	INTER-AMERICAN INSTITUTE OF AGRICULTURAL SCIENCES
IMAS	NATIONAL INSTITUTE for SOCIAL WELFARE
INA	NATIONAL TRAINING INSTITUTE
INFOCOOP	NATIONAL INSTITUTE of COOPERATIVISM
INVU	NATIONAL INSTITUTE of URBAN HOUSING
MEIC	DIVISION of SMALL INDUSTRY
OEF	OVERSEAS EDUCATION FUND of the League of Women Voters