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SECOND REPORT
ON THE STATUS OF THE PROJECT FOR
NON-FORMAL EDUCATION FOR WOMEN IN MOROCCO
(AID project number 603-0139)

submitted to
MINISTRY OF YOUTH AND SPORTS

copies to:

US AID/MOROCCO
US AID/Washington, D.C.

submitted by:

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January, 1981

Rec. 3/31/81

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INTRODUCTION

As noted in the contract signed in November, 1979 by the Moroccan Ministry of Youth and Sports (MJS) Promotion Féminine (PF) Service and the New TransCentury Foundation (NTF) of Washington, D.C. and in the June, 1980 First Report on the Status of the Project by the NTF Team in Morocco, the ultimate goal of this Agency for International Development (AID) financed Non-Formal Education for Women project is to improve the organizational capacity of PF in relation to the creation and increase of income-generating opportunities for Moroccan women. This goal is being pursued through the existing infrastructure and personnel of the Service's over 300 Centres Féminins (CF) located throughout Morocco.

This document is the NTF Team's second formal report to MJS and AID. It contains a brief accounting of all key project activities to date with reference to specified documents for complete details. These activities include the renegotiation of the project budget, consultant assistance, progress of the Moroccans studying in the USA, plan for administering MJS's small project development fund through the Banque Populaire (BP), preparations for a national base-line data collection survey of all current PF clients (Adhérentes) in collaboration with the Ministry of Plan's Statistical and Computer Divisions, development of criteria for three distinct types of income-generation activities and work in the pilot provinces of Tetouan and Beni-Mellal.

The key section in this report is the one that presents the NTF Team's recommendations for long-term planning including the timing and scope of all future project activities called for in the original contract. The Team is anxious to have reaction from both MJS and AID to this proposed revised plan of work over the remaining two and a half years of the project. It is on the basis of this reaction and the resulting dialogue that we can jointly agree on an approach which should ensure the project's long-term success.

The report concludes with the NTF Team's internal evaluation of the second six months of the project.

ACTIVITIES TO DATE

RENEGOTIATED PROJECT BUDGET

NTF Project Manager, Ms. May Rihani, made her third visit to Morocco November 10-19, 1980 to review with MJS a proposed new project budget. Most of the changes incorporated in the new budget had been agreed upon in principle by MJS and AID during Ms. Rihani's second visit for the June, 1980 "Pause" discussions. Thus the budget renegotiation was resolved relatively quickly and Ms. Rihani was able to participate actively with the NTF Team in their long-range planning process and internal review of project progress. She regretted not having more time to spend in Morocco and assured all that her future visits would be longer.

The final corrected revised budget was submitted to MJS in mid-December. It will become the official budget for the rest of the project when MJS returns a signed copy and AID gives their final approval. The major changes in the budget are:

1. an increase in monies available for local-hire Moroccan consultants and a corresponding decrease for international or American consultants.
2. an increase in NTF/Washington headquarter's support costs--primarily due to a new line item for NTF technical staff assistance to the project as needed-requested.
3. provision for covering travel expenses for up to six Moroccan PF counterparts in 1981, nine in 1982 and twelve in 1983.
4. provision for a tri-lingual secretary for the duration of the project.
5. monies for travel and educational materials for training programs of P.F. personnel.
6. increased funds for field travel within Morocco by NTF team members.

The total increase in the budget for above changes is a little over three hundred thousand dollars. It is expected that this increase will help assure long-range success of this project.

CONSULTANTS

In accordance with the project contract terms, the team has made use of additional outside consultants as specific needs arose.

The following consultants spent time with the team for the purpose noted:

- Dr. Ahmed Najib; presently Directeur de l'Aménagement du Territoire
Periodic close collaboration with team members on all aspects of the project
- M.2.1.; Abdelghani Laghrari and Taib Debbagh; co-directors of this computer firm
Computer information for the national census
- Informatique et Methodes de Gestion; Marti Abdelhafid
A computer firm
Computer information for the national census
- John Schiller; working for Partnership in Productivity in Upper Volta
Small enterprise start-up procedures and planning
- Maryanne Dulansey; director of Consultants in Development
Marketing studies, cottage industry production procedures
- Mary Rita Zeleke; staff member of World Education Inc.
Coordination between home office and field, renegotiation of the project budget
- Dr. May Yacoub-Gahtan; Staff member of World Education, Inc.
Dr. Gahtan is based in the New York office of World Education and will supply technical services to the field team. She will make periodic trips to Morocco, beginning in early 1981.
- Naima Abouzeid; Staff member of Centre National de Documentation
Setting up the Document Center of Promotion Feminine

For further details on all of the 1980 consultancies, reference can be made to the project file on consultants and to the reports of the consultants which are submitted at the end of each mission. The long-range planning of project activities which has just been completed makes note of the stages at which further special consultants could be useful. Thus, their services can be contracted

far well in advance of the period needed. An effort is being made to use as many Moroccan consultants as practical and a list of specialists, especially women, is being compiled in the office from which they can be drawn in the future.

PROJECT PERSONNEL

Candidates

The six candidates selected by WJS to do graduate studies in the USA related to the project adhered to the proposed schedule and departed for the USA in June, 1980 to begin their study programs.

Reference is made to the document entitled, Programme de Formation Aux Etats-Unis; Resumé des Activites Principales; Janvier - Septembre 1980 for the details of the initial activities of the students in the USA.

Following is an update on the students, including their current respective programs, their academic advisors and an assessment of their academic performance which was made by World Education Inc. and dated 4 November 1980:

Abdelmoumene Abdallah. Graduate School of Public and International Affairs (GSPIA); Dr. Ajay Creshkoff; University of Pittsburgh. Moumene is enrolled currently in two advanced English courses and one GSPIA course, Organizational Development. He was enrolled originally in an additional GSPIA course, Quantitative Analysis. Moumene did well on the Department's test to determine level of standing, and was exempted from the course as a result.

Halima Jamai, Naima Ibnoul-khatib, Aicha Madkour. International Development Education Program (IDEP); Dr. Seth Spaulding; University of Pittsburgh. All three are currently enrolled in the English Program. Their advisors and teachers at the Language Institute report that they are enthusiastic, disciplined students, and an inspiration in the class. All are expected to receive full certification to begin full time academic work in the winter quarter.

Khadija Raki. International Public Administration Center (IPAC); Dr. John Gerletti; University of Southern California. Khadija is enrolled in two courses, Public Administration and Society and Administrative Behavior. Her background in public administration has served her in good stead; she is able to understand and readily apply the principles of her coursework to her experience. Her advisor is very impressed with her work. She is, he says, one of the "star" pupils of the department.

Hafida Rhagi Jermi. International Intercultural Development Education; Dr. George Panagiamis: Florida State University. Hafida took two graduate courses in the Education Department during summer quarter and received the grade of "A" in both courses. She is currently taking 12 credits, a full courseload: International and Development Education: Nonformal Education and National Development; and Statistics. According to her advisor, she is doing well in her classes. She is "energetic and hardworking"; her analytic twist of mind has enabled her to grasp concepts quickly. In addition, she earned the highest grade ever awarded in the program on her English test at the beginning of her studies.

If any of the present students is unable to complete her course of study in the USA, it is recommended that the remaining funds be used to finance short-term courses on specific subjects relevant to the project, in whichever country the courses are available, and that instead of requiring that the candidates have academic degrees, that they be required to have completed five years of service with the Promotion Feminine.

New Team Members and Counterparts

In the evaluation of the first phase of this project, it was noted that one of the major difficulties in overall project implementation was that a core group of four persons was doing work designed for a minimum of seven. It was also noted that true counterparts on a full-time basis had still not been named to the project. Since the first report was published, these personnel shortages have been partially alleviated with the recruitment of two permanent team members, a trilingual secretary, and four Moroccan counterparts, two of whom work full-time with the project. However, the seventh permanent position, that of the Moroccan team member, still remains to be filled.

In August, Stephanie Sweet and Judith Taybi began working as permanent MTF team members. Both have had extensive prior living and work experience in Morocco, both as fonctionnaires for different Moroccan ministries and as development workers. Between them, they possess many years of experience in various aspects of the education and management fields.

In September, Fatima-Zahra El Maliki Anderson joined the team as a trilingual secretary. Her duties have so far exceeded those of a simple secretarial nature. She helped in training the monitrices involved in the pre-test of the questionnaire, served as interpreter for foyer visits, and aided in evaluating the CRAFA stage last fall.

As of October 1980, four Moroccan counterparts were named to work with the NTF project team.

Two of those named, Zohra Lyazid from Beni Mellal and Habiba Amezouj from Tetouan province, had been working with NTF team members in their respective regions since last spring on an unofficial basis. They both remain very active field workers now that their duties are official. Zohra has maintained her position as Résponsable Régionale for Beni Mellal province, and as such still holds all the authority of that office. Whenever Project work requires her absence from her duties as Résponsable, her assistant takes them over. Habiba still remains Assistant Chef du Centre at Larache, but now has the liberty and means of movement within Tetouan province which are essential to effective field work.

The most recent additions to the team are based at the project headquarters in Rabat with the rest of the NTF team members. They are Chems Doha Tedjini and Nouzha Souissi. Both are former Résponsables Régionales from Rabat. Chems has had many years of experience with Promotion Féminine, both in the centers and in administrative positions. Nouzha has recently completed the program of study at the Ecole Nationale d'Administration Marocaine and has contributed bureaucratic and institutional knowledge to the project.

The seventh team member position was nearly filled by Madame Najiba Zebdi of the Service Central and the former Project Coordinator at the Ministry of Youth and Sports. Shortly after her nomination to the position in October, her husband was transferred to Tangier and she was obliged to follow him. Subsequently, she resigned her NTF position. She is presently being

considered for a counterpart role since Tangier is one of the projected zones of intervention. Her ideal location and her familiarity with the project and its goals make her an exceptionally good candidate.

After Zebdi's nomination to the team, Mademoiselle Fatima Dehbi was named **PROJECT COORDINATOR** with the Ministry of Youth and Sports.

Unfortunately, Zebdi's transfer has left the NTF team at less than full strength once again. It is essential to the success of the project that the seventh team member position be filled as soon as possible. Ideally, the candidate should possess skills in economics and business management as well as familiarity, if not experience, with the Promotion Féminine system. An all-out effort should be made to recruit such a person, either from within the ranks of the Promotion Féminine, from Moroccan society in general, or from Moroccans residing abroad who possess the necessary qualifications.

PLAN FOR ADMINISTERING MINISTRY'S SMALL PROJECT DEVELOPMENT FUND

For the past six months, the New TransCentury Foundation team has been exploring the possibilities of Ministry of Youth and Sports collaboration with U.S.A.I.D. and the Banque Populaire in the administration of the \$300,000 Project Development Fund awarded Promotion Féminine by U.S.A.I.D. The purpose of this fund is to stimulate income-generating activities for women through the intermediary of the Centres Féminins.

Collaboration with the Banque Populaire in the administration of this fund offers several advantages to the project:

- 1) local professional financial opinion on the economic viability of the small projects.
- 2) training for the project participants in established banking and commercial practices.

- 3) the eventual rendering of the small projects credit-worthy for eligibility for future loans from traditional credit sources.
- 4) facilitate the establishment of a revolving fund and PF's ability to disperse and recoup the loans and grants awarded small projects throughout the country.

The Minister of Youth and Sports will appoint a committee to administer the fund and control its use in coordination with A.I.D. and the Banque Populaire. This Comité de Gestion du Fonds will be structured in accordance with Banque Populaire procedures but will have the final decision on the acceptance or refusal of all loans or grants from the fund. It is believed that the creation of this Comité de Gestion du Fonds puts an essential aspect of the project immediately into the hands of the Ministry and is an example of the kinds of institutionalization that NTF believes so necessary to the success of the project. As with most facets of the project, the workings of the Comité should be subject to modifications and change with experience to allow for the maximization of its efficiency in administering the Project Development Fund.

Depending upon the type of small project proposed (A,B,C), either a grant or a loan at varying interest rates may be made available. If the project and its beneficiaries meet the established criteria, the local agency of the Banque Populaire will perform an economic viability study on the project. The opinion of the bank and the recommendations from the provincial level of the Ministry of Youth and Sports will be forwarded to the Comité de Gestion du Fonds in Rabat. This body will then, upon its approval of the project, submit all project expense justification documents to U.S.A.I.D. which will then deposit the requested amount in the Comité's Banque Populaire account in Rabat. From there it will be transferred to a local Banque Populaire account opened by the small project. If the money transferred is a loan,

it will be repaid at the local Banque Populaire branch, then transferred back into the account of the Comité de Gestion du Fonds where it will serve to fund further loans and grants. Articles of Agreement have been proposed to Banque Populaire by the Ministry of Youth and Sports and an official response is awaited. Once the Banque Populaire's accord is received, the entire Loan Fund Administration plan will be submitted to U.S.A.I.D. for its approval and the small projects may begin to be funded.

- * see: - Proposed General Plan for the Administration of the Small Project Development Fund .
- Articles of Agreement Proposed by the Ministry of Youth and Sports to the Banque Populaire
- Grant Fund Procedures
- Loan Fund Procedures

PROMOTION FEMININE NATIONAL CENSUS

Pre-Test of the National Questionnaire

Rationale for the Pré-enquête

Before launching the full-scale national questionnaire, the NTF Project Team decided to organize a pre-test of the questionnaire for the following reasons:

- to test the sleeve format to see if it was a workable and logical system
- to see which questions might pose problems in terms of comprehension, format, composition, or response alternatives
- to train selected monitrices in administering the questionnaire in order that they could also help to train other Promotion Feminine personnel who will be used to administer the national questionnaire.

Selection of Sample Foyers

Three foyers were chosen to participate in the pré-enquête. They were chosen to conform to the three foyer category types: superurban (located in large urban centers where certain programs are offered which are different from those offered in the traditional foyer system); urban (located in urban areas where the foyer population is large, but which do not possess the diversification of the superurban category foyers); and rural (located in smaller cities and rural areas where traditional programs are followed). Those chosen were all in the Rabat region and are listed as follows:

- Foyer Feminin EL Alou, Boulevard EL Alou, (superurban category)
- Foyer Feminin Yacoub EL Mansour, quartier Yacoub EL Mansour, (urban category)
- Foyer Feminin Ain EL Aouda, Ain EL Aouda, (rural category)

Eight monitrices from the Rabat area were chosen to administer this questionnaire. Since a monitrice:adhérente

ration of 1:10 was desired, the sample size chosen was 80 adherentes, distributed as follows: 30 at EL Alou, 30 at Yacoub EL Mansour, and 20 at Ain EL Aouda.

The eight monitrices and their assigned foyers are listed below.

<u>EL Alou</u>	<u>Yacoub EL Mansour</u>	<u>Ain EL Aouda</u>
Malika Znati	Zhor Nesma	Lakbira Sourouri
Wadiaa Hajji	Fatima Dahit	Najiba Riahi
Khadija Lisser.	Saadia Chahboun	

Pré-Enquête Orientation

On November 19, 1980, the eight monitrices were convoked at the Centre Féminin EL Tuarga for an orientation stage directed by NTF Team members Sheila Reines, Fatima-Zehra EL Maliki, and Chems Tedjini.

After a general introduction, a welcome and background on the project, history of the questionnaire work in Beni Mellal and Tetouan, idea for a national survey, design of the questionnaire, computer analysis, and kinds of information desired, the questionnaire was examined question-by-question, along with the accompanying instructions for administration. After an explanation of the sleeve and answer sheet format, the monitrices were given a short talk on interviewing techniques, covering points such as building a rapport with the interviewees, re-phrasing questions to aid in comprehension, etc. The monitrices were then divided into pairs, with each pair role-playing monitrice and adherente to practice the actual administration of the questionnaire. Once the questionnaire was administered to the "adherente" in each pair, the roles were reversed so that each person received an opportunity to both ask and answer the questions.

Then all the monitrices were assembled, with the full NTF Project Team, to discuss problems which had surfaced. Logistic arrangements and observer team assignments for the following day were also made.

Pré-Enquête Administration

For pré-enquête administration on November 20, 1980, three NTF observer teams were assigned as follows:

<u>Foyer EL Alou</u>	<u>Foyer Yacoub EL Mansour</u>	<u>Foyer Ain EL Aouda</u>
Chems Tedjini	Nouzha Souissi	Fatima-Zahra EL Maliki
Stephanie Sweet	Sheila Reines	John Strattner
	Judith Taybi	

Each team was composed of at least one Arabic speaker and one French speaker. The role of the observer teams included choosing adherentes for questioning, observing actual questionnaire administration, noting which questions were posing difficulties and were being misunderstood generally, and timing the questionnaire administration.

The samples and numbers chosen to participate from each foyer were as follows:

<u>Foyer EL Alou</u>	
<u>1^{ère} Année</u>	10
Machine Embroidery	4
Hand Embroidery	4
Governess	4
Hairdresser	4
Knitting	<u>4</u>
	30

<u>Foyer Yacoub EL Mansour</u>	
<u>1^{ère} Année</u>	10
<u>3^e Année</u>	10
Typing	5
Embroidery	<u>5</u>
	30

Foyer Ain El Aouda

1^{ère} Année

10 girls

10 elder women

20

The usual methodology was for each team to observe each of the first three interviews for each monitrice, thus staggering the beginning time intervals as follows: Monitrice A begins and interviews 1, 2, and 3. Then Monitrice B begins and interviews 1, 2, and 3, etc.

After getting each monitrice past her first three interviews, the observer teams left her alone and did not return until she was ready to interview her last two adherentes. Thus, each observer team viewed each monitrice initially, when she was unused to questionnaire administration, and also later when she was theoretically more familiar with the process and format.

Pré-Enquête Follow-Up

The following day, November 21, 1980, the full team and the eight monitrices were assembled at Tuarga to discuss the events of the preceding day. The following conclusions were reached:

1. The sleeve format worked well.
2. The instructions should be incorporated onto the sleeve.
3. Certain questions needed to be redesigned or re-phrased so as to avoid confusion.
4. Some answer ranges and alternatives were not sufficient.
5. Some change in format was necessary to avoid confusion at certain points.

Conclusion

In general, the pré-enquête fulfilled its raison-d'être. It served both as a testing device in terms of format (the sleeve) and a training device. It also anticipated problems in terms of question structure, phrasing and position, so that effective changes could be integrated into the questionnaire before its final printing. -13-

The pré-enquête also emphasized the importance of the "intangible" aspects such as the personality of the interviewer and her ability to put the adherentes at ease. Time is another important factor to be considered. In general, those interviewers who took time to carefully complete the questionnaire, to probe for complete answers, and to put the respondents at ease, took more time to administer the questionnaire. The timing of the interviews ranged from 6½ to 20 minutes. Since certain questions had certain sections skipped or answered incorrectly, it can be assumed that some of the 6½ minute administrations were not as thorough as others.

While tabulating responses, the MTF team also made lists of the questions which had posed problems for each monitrice. These lists will also be helpful in the re-training process since each monitrice that we use for the stages must participate in a retraining process.

For Tabulations Resulting from the Pré-Enquête see
APPENDIX A: Results of the Pre-Test of the National
Promotion Féminine Questionnaire

Collaboration With The Ministry Of Plan

History

Since the national questionnaire of the adherentes in the Centres féminins is designed to furnish a primary data base, and since the client population could reach up to 50,000, computer analysis of the data is required. The private computer firm of M2i was extremely helpful in aspects of conceptualizing tables. In addition, members of the AMIDEAST team, having designed a questionnaire for their project, reported at an AID contractors' meeting that they would be willing to furnish insight into negotiations with the Ministry of Plan.

Accordingly, the NTF team followed some of the AMIDEAST suggestions, made preliminary contacts with Ministry of Plan officials, in particular those in the Statistics Division, and followed the suggestions of these latter in compiling the necessary dossiers.

Rationale for Collaboration

The questionnaire, being one of the most extensive activities of the project, needs not only accurate tabulation and analysis, but accessibility and credence. To serve Promotion Féminine in the future, the data drawn from the questionnaire must be available for inter-ministerial and inter-program coordination. Thus, in order to facilitate this availability in the context of the Moroccan governmental system, an attempt at collaboration with the Ministry of Plan was imperative.

The main justifications for this collaboration are as follows:

- Centralization of data in a standard form accessible to both outsiders and other Ministries,
- Comparison by means of charts and tables of variables affecting the client population,
- Comparison of the primary data with that received in future questionnaires,
- Utilization of the data by Promotion Féminine as the Job Development Research Unit within the Promotion Féminine is refined and updated,
- Recognition of the official status of the questionnaire with the granting of the visa of the COCOES (Comité de Coordination des Études Statistiques).

An inter-ministerial cooperation on a national scale must follow official procedures, so the NTF team prepared an initial dossier which was sent with the NTF cover letter, as well as with an official letter from M. KADIRI, the Minister of Youth and Sports, requesting collaboration with the Statistics Division of the Ministry of Plan. This initial dossier contained the following appendices:

- an introduction to the NTF project,
- the objectives and client population of the

- proposed questionnaire,
- a summary of the work to date,
 - the methodology for administration,
 - the codes, definitions, and systems of control,
 - two copies of the preliminary questionnaire,
 - two copies of the instructions for the preliminary questionnaire,
 - a list of tables for data analysis.

While this dossier followed the official channels, a copy was furnished to the Statistics Division unofficially in order to facilitate and speed up the visa-granting process. Once the official dossier arrived, it was reviewed by various services of the Statistics Division. Since some of the appendices in the initial dossier needed extensive revision and refinement, a second dossier was requested by the Data Processing Service. This dossier was to contain the following:

- a descriptive explanation of the planning and methodology proposed for questionnaire distribution and subsequent collection,
- the revised tables plus the methodology used to calculate percentages,
- the code manuals (geographic, professional, and coding procedures for questionnaire administration),
- the Validity Control,
- the Coherence Control,

The dossier is now being completed and will be awaiting the final COCOES decision regarding the visa.

ZONES OF INTERVENTION

Project Criteria

Based upon experience in the field with the Centres Féminins and with the staff of Promotion Feminine, the New TransCentury Foundation team has delineated the different types of small projects that would be addressed. Together with PF, NTF has established criteria by which these projects and their beneficiaries will be judged for eligibility for assistance from the Project Development Fund. PF/NTF has decided to develop three distinct types of small income-generating activities for women. These are:

Project Type A: Job training programs within the Centres Féminins for already existing, non-production-related employment. (ex. first-aid assistant)

Project Type B: Job training for small enterprise start-up and management and/or for production-related employment. (ex. beekeeping)

Project Type C: Projects designed to help create or improve existing small enterprises owned and managed by women outside of, but in relation to, the Centres Féminins.

PF/NTF has established specific criteria relative to each of these three types of projects and their correspondent beneficiaries. The establishment of these guidelines will enable PF to be assured that the project is reaching its primary target groups: adherentes of the Centres Féminins and women in relation to the Centres who are not eligible for traditional lines of credit. Rather than to limit the kinds of projects, these criteria will give PF the necessary control over the dispersement of the Project Development Fund and to be able to draw upon the small project experiences to formulate programs and systems to ensure project replicability. These criteria represent the beginning of the systematization of small project development which will help assure the institutionalization of the Job Development Unit within Promotion Féminine.

- * see - Criteria for Projects
 - Criteria for Beneficiaries of the Project Development Fund
 - Criteria for Loans
 - Criteria for Grants.

Work In Zones To Date

Tetouan Province

During the period of time covered by Report No. 1, initial visits were made personally by members of the NTF team to 11 of the 13 Promotion Feminine Centers in Tetouan province and the characteristics of the other 2 centers were discussed in detail with the RR and the MJS Délégué. After investigating the most obvious possibilities for income-generating activities in the province, it was decided to develop projects in the two major sectors of agriculture and sewing.

Initial contacts were made with the offices of Tourism, Artisanat, Education, Labor and the Employment Bureau. The team members were accompanied on all these contact visits by the RR or the Délégué. Following visits, simple recommendations were made for activity in 12 of the 13 centers and the recommendations were communicated to the individual CCs, to the RR and to the Délégué.

The team recommendations consisted mainly of initiating economic studies in each center to gather information about the local situation to be used in discussing what projects might be feasible, of initiating discussions with the adherentes to determine what feasible projects they want to undertake and of following up on the contacts already established with the government offices named above. The follow-up was recommended to be in specific work areas. Some examples of these specific possibilities are: arranging to display PF products in the showcases of all government-owned hotels in the coastal area, putting PF products on immediate sale at the Artisanat Center, exploring a collaboration with the summer festivals at

M'Dig and Martil, either in sales of sewing products or in snack food production and sale, working with the Education office on the possible production of wooden school supplies, supplying to the Employment Bureau lists of adherent's who are leaving the centers and seeking jobs, screening some adherent's for the free typing classes offered at the Chamber of Commercc & Industry, exploring the souk sales possibilities in Khemis Anjra and talking with hospital authorities in Dar Ben Karriche about contracts to supply items to the hospital there. These are only a few of the many recommendations for exploratory investigation of project possibilities made by the team before June 1980 and requiring direct PF personnel action.

After submitting Report No. 1, the team began making periodic follow-up visits to the RR and to each of the 13 centers. During this period of subsequent visits, the team observed that no follow-up activity ever occurred, without the presence of a team member. There are many reasons for this lack of activity; some of them are: that the present PF style of operation is not always one of out-reach activity, which makes the RR reluctant to leave the Delegation and the CCs and monitrices reluctant to leave their centers, that the RR cannot organize her transportation to visit the centers, some of which are as remote as 370 kilometers, round trip, from her office, and that the adherentes are timid about undertaking market studies and having to meet with possible buyers.

It is because of these handicapping circumstances that the team asked for a fulltime project representative in each of the initial provinces of intervention and is forced to concentrate personal team participation on a smaller number of centers. When more of the PF personnel become familiar with the procedures necessary for project start-up and have completed the field training in progress, a more active participation from PF staff and adherentes in developing income-generating activities can be expected. This evolution already is evident in centers like Beni Guerfet.

In Tetouan province, during the current phase, the team is concentrating its efforts in the following PF Centers: for possible sewing enterprises: Sidi Talha, Harroune, EL Kadim, EL Jadid and Dar Ben Karriche. As many as 5 and 6 hour-long meetings have been held in each of these centers. Out of these meetings has come the identification in each center of a small group of qualified adherentes who are interested in exploring income-generating sewing possibilities. After several separate meetings, the centers of Harroune and Sidi Talha have decided to join together as one group. These meetings have served also as field training experience for the provincial PF project representative, the RR, the CCs and the monitrices who participate. The adherentes and the PF staff have advanced from the first step of collecting the initial, general economic information which, they need as a basis for their decisions about projects, and for which they use a team-designed form, to conducting product-specific market studies on items they have ascertained they will be able to produce. Most of the groups are at this point in their project development process. They will now begin to identify specific and alternative buyers and to make a cost/benefit analysis of each project which must answer the basic question, "Can this activity make a profit for our group?". If the answer is yes, they will then produce the models necessary to enable them to make offers on specific contracts, and, if they win the contract, to get to work. However, the team has observed that the quality of the modern sewing done by adherentes is not adequate for commercial sale and more intense training is underway in some centers. If the adherentes can maintain their enthusiasm during this lengthy learning process, we could expect to see some work on outside contracts underway some months from now.

In agriculture, the second of our chosen sectors in Tetouan province, unrelated circumstances have favored the project team intervention. A systematic investigation of

the regional resources revealed that CRAFA (Centre Régional d'Animation et de Formation Agricole) in Larache had money in their end-of-year budget to finance a 21 day seminar for "daughters of farmers" and were willing to collaborate with PF personnel in putting together a seminar. Adherentes from several rural centers were invited, but only those from Beni Guerfet and Larache responded. The team found the seminar useful in giving PF adherentes a general agricultural orientation and recommended that it be duplicated in the other 10 CRAFA facilities around the nations on an annual basis.

Another existing resource was discovered in ORMVAL (Office de Miss en Valeur du Loudkos), with headquarters in Ksar el Kebir and 10 training facilities in the region, offering training, for example in poultry raising, beekeeping and gardening. ORMVAL is willing to assist groups of women in starting up enterprises.

A third existing resource is DERRO (Développement Economique Rural du Rif Occidental), a project financed by the World Bank and FAO, which promotes rural development in 10 northern provinces. DERRO was seeking a closer collaboration with rural women of the region and has entered into an agreement to work with the PF centers in all 10 provinces. The team will collaborate closely in the provinces of Tetouan and Tanger this year and act as consultants in the other provinces.

The first joint PF/DERRO project is currently underway at the PF center of Beni Guerfet. It consists of 14 adherentes, graduates of the CRAFA seminar, who are organizing a commercial poultry raising enterprise, aided by the team. Part of this group plans to undertake beekeeping training, through ORMVAL assistance, in March of this year.

In addition, DERRO has offered the training facility at Aouamra to the PF and plans are underway to conduct a first seminar on general agricultural orientation for 10 rural teachers, to be chosen from the 10 northern provinces. This seminar will be followed throughout the

year by seminars on special techniques for groups of adherentes, as the need for training is identified. Use of the Aouamra center for training rural monitrices in the future is being considered. The 36 hectares surrounding the center offer unusual opportunities for practice training in all types of agriculture: bees, small animals, horticulture and the use and repair of farm machinery.

In the sector of assisting small enterprises for adult women, the team is working with a large group of cous-cous producers in Ksar el Kibir. The members of the group have been identified, 3 or 4 initial meetings have taken place with PF center personnel and team members present and the initial market studies are underway. Many more meetings will be necessary before there is a clear direction for this enterprise.

In Tanger province, attempts have been made to put the regional PF center in touch with an exterior market source, and to explore the possibility of the Asilah PF center using the festival pottery facilities to train PF adherentes. However, the Tanger PF personnel has not had the time to produce the models necessary for export exploration or to work on the Asilah pottery idea. Perhaps these are areas in which Mm. Zebdi can assist the centers.

Beni Mellal

Project activities in the Beni Mellal region have been developed on the basis of market studies done in the area last spring. Primary effort is being focused on ready-made clothing ("confection") in the Foyer Régional in Beni Mellal, and on bee-keeping in Foug el Anssar; secondary efforts are being made to continue developing a market garden in EL Ksiba, and to identify a possible site for a chicken-raising project in Oulad Yaiche.

Confection. Fourteen girls from the third-year program in the Foyer Régional have been organized into a group for training in the production of doctor's and nurses' uniforms for the Beni Mellal Regional Hospital, and of children's smocks for the MJS nursery schools (beginning with the "garderie" in Oulad Ayed).

Following up discussions with médecin-chef, Dr. Mustapha Saber, during the spring and summer, contact was made with the comptroller of the Regional Hospital to procure samples of the Nurses' aprons and doctors' lab coats. The girls' initial attempts to replicate them proved unsuccessful for several reasons, notably for lack of a step-by-step training program. Members of the NTF team and Zohra Lyazid worked with Milouda Habach, the monitrice responsible for training the group, to establish a 24-day curriculum covering all aspects of production of a doctor's lab coat, from measurements, to cutting, sewing and finishing. Also, the format for a control sheet was established, so that the evaluation of each girl's competence in each task could be kept on record. To date the training program has been completed; a similar program for production of children's smocks is now being designed.

The parents' association of the Oulad Ayed nursery school contacted Zohra Lyazid this fall, to express interest in purchasing smocks from the Beni Mellal group. Several samples were prepared at the foyer, which were presented to, and accepted by the association. Once the training program has been completed, it is expected that production can begin, to fill the order for 30 smocks.

Concurrent with the technical training, NTF team members have been working with Milouda and Zohra to develop a system for accounting, inventory and calculation of prices. Inventory sheets for raw materials and finished products have been designed, and used to track materials for the preparation of samples. Work is also being done to prepare a simple book-keeping system to handle the monetary contribution that will be made by each group member, and down-payments made by clients.

Bee-keeping. During the summer contacts were made with Dr. Bougnine, Chef de Service d'Elevage de Beni Mellal, and Mohammed Belghiti, of the Service Technique d'Equipement Rural d'Elevage, to discuss collaboration on the

Foum el Anssar project. Dr. Bougnino has put his staff at our disposal for assistance in site selection and training, especially Mr. Chiffa, the bee-keeping specialist stationed in Zaouit Cheikh. He has also expressed willingness to help in the procurement of equipment for project start-up.

Approximately twenty girls have volunteered for participation in the project. Plans are being made to train them during a three-week program in March, to be conducted at the CRAFA center outside of Kasba Tadla. The program will be taught by Chiffa, who is presently developing a curriculum emphasizing "hands-on" experience to be provided through sessions at the Zaouit Cheikh station.

Chiffa has visited Foum El Anssar, and looked at the sites proposed for the project (several sites have been rejected because of proximity to residences, difficult access or absence of appropriate flora). He has agreed to review these sites, and look at others near the center, to help identify a viable area for the placement of about twenty hives.

Zohra Lyazid has begun a detailed market study to gauge demand for and price of honey in the area, and to identify prospective clients.

Market Gardens, Poultry-raising. The CC and adherentes of the El Ksiba center have been growing vegetables on a plot adjoining the center, and have not received any technical assistance in cultivation or marketing from the NTF team; to date the team's intervention has been limited to discussions with local authorities, about the construction of a well around the garden plot. Likewise, NTF team activity in Oulad Yaiche has been limited to contacts with local authorities to discuss possible sites for a chicken-raising project; it has been agreed that no independent initiative will be undertaken by the CC to advance the project in other respects (training, acquisition of equipment, etc.) until a later date.

Document Center of the Promotion Féminine

As outlined in Report I, work has continued on setting up a Document Center for the Promotion Féminine, to be known as the Centre de Documentation de la Promotion Féminine (CDPF). In the opinion of the team, the objectives of the Center have not changed. The team still considers the ultimate objectives to be the collection, classification, duplication and dissemination of documents which can be useful to women working out of the PF Centers all over the nation, the establishment of a data bank based upon the collecting of baseline data through the national PF census-survey and the periodic updating of this data. All the information stored in the CDPF should be readily available to all PF Centers.

In establishing the CDPF, the team considered the possibility of using one of the qualified consultants working for the Document Center of the NTF Secretariat for Women in Development, in the Washington, D.C. office. However, in line with the project policy to employ Moroccan consultants whenever possible, many in-country specialists were interviewed and a technician employed by the Centre National de Documentation (CND) was identified as being appropriate. She has been contracted and is currently setting up a system for the CDPF similar to that of the CND. This contact has the added advantage that the technician will be able to identify and duplicate many of the documents entering the CND which can be useful to the CDPF and the women working in the PF Centers. She is also surveying the international organizations working in Morocco to compile another list of documents useful to the CDPF.

The team still favors the creation of a regular newsletter, as recommended in Report #1, to which both PF Central personnel and PF Center staff and participants would contribute. It could go out periodically to all the PF Centers and serve as a method to inform the PF Centers of new materials available at the

CDPF, to spread new ideas and to exchange new income-generating experiences among the Centers.

For the moment, the CDPF will be located in the project team office, but the service will be open to all users. The equipment being acquired will all be dismantlable, so that eventually the CDPF can, and should, be re-established in a convenient PF Center, such as Laalou. The present PF communication system - mail, telephone, personal visits - is adequate to permit constant use of the CDPF by all the PF Centers, including the most remote.

LONG-TERM PLANNING BY SYSTEMS APPROACH

The goal of the New TransCentury Foundation project in Morocco with the Ministry of Youth and Sports is to improve the capacity of women to find economically remunerative activities through job identification, marketing and management techniques, small enterprise start-up and skills-training programs initiated through the national network of Centres Féminins directed by Promotion Féminine. NTF's most substantive and meaningful intervention, however, will be the development of systems in each sector, each with a defined methodology and set of materials, which will permit PF to continue and expand project activity long after NTF has left Morocco.

In conceptualizing its long-term planning for the project, NTF has extended its thinking beyond the June 1983 date of its departure from Morocco to encompass an additional two years to consider the long-range effects of its intervention. NTF believes that the project will eventually reach all the Centres Féminins in Morocco in a competent and coherent manner through:

- developing tested and evaluated methods and materials for market studies, job training, placement and follow-up etc. in a highly controllable environment.

- translating a few carefully conceived and executed projects into a curriculum and body of materials for training a staff of monitricas in new methods of job identification, market development, skills training, etc.
- developing replicable pilot projects.

To accomplish this goal, NTF believes that its efforts must be directed toward two principal groups:

- adherentes of the Centres Féminins and the women of Morocco for whom PF exists.
- monitricas trained at the Institute Royal de Formation des Cadres.

The members of this second group are particularly significant as they, and present monitricas who have been recycled, will be in the field with the adherentes long after NTF has departed. These monitricas represent the most permanent link between PF/NTF and all the adherentes of the Centres Féminins network.

To effectively design the systems necessary for PF to be able to continue and develop the project, verticle, and not horizontal, emphasis must be given to it. That is, to develop a limited number of provinces in depth, rather than a large number superficially. Based upon a number of different kinds of replicable pilot projects in a limited and controlled number of provinces that have been exploited and studied in depth, the necessary curricula, methodologies and systems can be developed. After these have been formulated, taught at IRFC and in recycling training stages, then and only then should the project be expanded into new areas.

Having begun work in two pilot provinces, NTF now proposes to expand its activities into two others: Tanger and Rabat. Due to the addition of homologues and other considerations, NTF believes that those two particular additions will permit a horizontal spread without risk to the verticle development necessary to ensure the long-term success of the project.

If these four provinces have been effectively studied and tested, it should be possible to increase the number of provinces by an additional five or six with the third series of zones of intervention. As projects in these new provinces get underway with the addition of trained PF staff in the field, the successful reinforcement of methodologies, etc., an even greater number of new provinces could be incorporated into the project over a short- or time period. NTF believes that with tight control at the beginning of the project, a studied and manageable infusion of the curriculum, methodologies and systems through the IRFC, a multiplier effect of small-project start-up, in increasing progression, will reach all the adherentes in all the Centros Feminins throughout Morocco.

* Refer to: Long Term Planning chart
Overall Project Strategy Paper

CONCLUSION

Evaluation of the Second Phase

If the first six months of the New TransCentury Foundation's work in Morocco can be characterized as the acquiring of familiarity with Morocco, Promotion Féminine and the Centre Féminin system, as well as the resources available to the project and its general parameters, the second six month period could be considered the laying of the necessary foundation upon which the long-term success of the project is to be built.

The activities described in this report have been essential to the establishment of this base. Certainly, the addition of four Moroccan counterparts to work with NTF has been a definite advantage to the project. The familiarity with PF and knowledge of the Centre Féminin system and the adherentes, provide the Project with helpful insights on a daily basis. As the project continues, these counterparts will assume an increasingly responsible role, as it is they who will assure the long-term success of PF/NTF efforts. In spite of the addition of the counterparts and the two new NTF team members who joined the project in August 1980, as well as a trilingual secretary-administrative assistant, personnel issues continue to plague the project. Internal personnel problems and the Ministry's inability to recruit a seventh Moroccan team member have hampered but not impeded the NTF efforts.

On balance, however, a considerable amount of positive and constructive work has been accomplished during the past six months. The development of project criteria, the identification of the types of projects to be developed has been carefully considered and based upon experiences in the field. A comprehensive agreement between U.S.A.I.D., the Ministry of Youth and Sports, and the Banque Populaire has been worked out for the administration of the project development fund, and awaits

only the final approval of the concerned parties. This agreement will allow small projects and enterprises managed by women to begin to be funded. A national questionnaire for the adherentes of the Centros Femeninos has been prepared in close collaboration with the Ministry of Plan that will give PF an in depth profile of the young women attending its centers. With the assistance of a consultant from the National Documentation Center, the Job Development Unit resource system and a PF Document Center has been established. These systems will help facilitate the communication of employment information and the information concerning all of the pilot projects, among the different provinces and PF centers.

Most importantly, perhaps, was the establishment of the long-range planning strategy which has adjusted the scope of the project. Based upon its experiences over the first eight months of work in Morocco, NTF has proposed a shift from horizontal to vertical development and the concentration of its efforts in a controlled number of provinces. Also, the future role of the monitricas of the Institut Royal de Formation des Cadres, as the implementers of a new type of training for women, ^{is} seen as paramount to the projects long-term success is, fully recognized by NTF and is considered central in the planning.

Many of the problems facing the project during the first six months and mentioned in the First Report, June 1980, have been rectified through the cooperation of MJS. Necessary office space for the team and counterparts was found within close proximity to the Ministry, the budget has been reviewed with adjustments made for increased in-country travel and payment of expense for counterparts and other PF personnel on project-related business. The assignment of counterparts to the project has been a necessary and helpful improvement. Some problems, of course, still exist. The photocopy machine to be provided by MJS is still in disrepair, monthly

office supply requests often go unfilled and the messenger to shuttle twice daily between MJS and NTF offices has rarely appeared. These, however, are relatively unimportant problems that will hopefully be worked out, as the others have, with the continued cooperation of the Ministry.

Synthesis

Report No. 2 to the Ministry of Youth and Sports reflects the beginning stages of the actual implementation of the non-formal education project for Moroccan women. With most of the preliminary studies having been accomplished during the first six months, NTF began to focus its efforts on the preparation for the commencement of small projects through specialized training courses, further market studies and overall project planning.

NTF's development of a detailed long-range planning strategy has put into perspective the many inter-related facets of this project. Essentially, the planning reflects NTF's concern that appropriate systems and infrastructures be instituted to allow PF to continue and develop the project after NTF's contract terminates in June 1983.

The establishment of criteria for projects and beneficiaries, the development of a plan for the administration of the Project Development Fund, the addition of counterparts to the team, all point to efforts at the institutionalization of the project.

The preparation of the National Questionnaire reflects NTF's awareness that the project, in time, will assume nationwide proportions and that a certain framework must be in place for this eventuality.

At the end of the first year of work in Morocco, NTF believes that it has gained considerable knowledge and insights into both the country and the workings of Promotion Féminine, its strengths and shortcomings, that have allowed NTF to assess the task of project implementation.

The level of cooperation NTF has received from the Ministry of Youth and Sports has been outstanding. NTF is confident that this relationship will continue to strengthen and grow and that the mutual personal and professional respect that has evolved will continue to allow for the frank and open communications that have benefited our efforts thus far.

APPENDIX A: RESULTS OF THE PRE-TEST OF THE NATIONAL PROMOTION FEMININE QUESTIONNAIRE

Tabulations Resulting from the Pre-Enquete

The results of the Pre-Enquete, as tabulated globally, are as follows. Questions 1, series 5a through 5c, 11a and 11b, series 12a through e, 14a through c, 16a through e, 17a and 17b, 18, 19a and 19b, and series 20a through d are also broken out by foyer category.

Question 1 - Age

Yr	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
S	2	1	-	1	-	3	2	3	5	4	1	-	-	1	-	4	-	-
U	-	1	-	2	3	2	6	7	2	2	1	1	1	1	1	-	-	-
R	1	-	-	-	2	6	3	2	1	-	1	-	2	-	-	-	-	-
T	3	2	-	3	5	11	11	12	8	6	3	1	3	2	1	4	-	-

Yr	28	29	30	31	32	33	34	35	36	37	38
S	-	1	-	1	-	-	-	-	-	-	1
U	-	-	-	-	-	-	-	-	-	-	-
R	-	-	-	-	-	-	1	-	-	-	-
T	-	1	-	1	-	-	1	-	-	-	1

Question 2 - Place of Birth

Rabat	36	Kalaat Seraghna	1	Meknes	1
Ain Aouda	14	Oran	1	Mohammedia	1
Marrakech	3	Bouznika	1	Azilal	1
Essaouira	2	Taghrist Amezniz	1	Rommani	1
Fez	2	Azrou	1	Tetouan	1
Skhirat	2	Boulmadel	1	Oulad Gamine	1
Kenitra	2	Sale	1	Sidi Kacem	1
Casablanca	2	Sehoul	1		

Question 3a - Is your mother living?

NO	5
Yes	75
<u>Total</u>	<u>80</u>

Question 3b - Is your father living?

No	14
Yes	66
Total	80

Question 3c - If both parents are living, do they live together?

	No	6	
	Yes	57	
Correct	Skip	10	
Incorrect	Res.	7	+
	Total	80	

+(question should not have been answered due to one parent's death)

Question 3d - Why don't they live together?

One left	0	
One works else- where	2	
Divorce	3	
Other	1	
Correct Skip	66	
Incorrect		
Answer	8	+
	80	

+(question should have been skipped; answer in all cases was "autre")

Question 4a and 4b - How many sisters do you have? How many brothers do you have?

Number	0	1	2	3	4	5	6	7	8	9
Sisters	7	5	11	14	24	10	3	4	-	1
Brothers	3	20	10	17	13	8	4	2	1	-

Skip - Question 4a - 1

Question 4b - 2

Question 5a - Marital Status

	Married	Engaged	Unmarried	Incorrect	Skip
S	3	-	22	5	
U	1	-	29	-	
R	3	-	16	1	
T	7	-	67	6	

Question 5b - If you are unmarried or engaged, were you married before?

	No	Yes	Incorrect	Skip	Correct	Skip
S	11	1	16		2	
U	15	2	12		1	
R	7	-	12		1	
T	33	3	40		4	

Question 5c - If you are married now, is this your first marriage?

	No	Yes	Incorrect	Skip	Correct	Skip
S	-	4	4		22	
U	-	1	-		29	
R	-	3	1		16	
T	-	8	5		67	

Question 5d - How old were you when you got married?

Age	15	16	17	18	19	20	21	Incorrect	Correct	Skip
								Skip		
S	2	-	-	-	1	-	-	5	22	
U	1	-	-	-	-	-	1	1	27	
R	-	2	1	-	-	-	-	1	16	
T	3	2	1	-	1	-	1	7	65	

Question 5e - If you were married before, were you widowed or divorced?

Status	Widowed	Divorced	Incorrect	Skip	Correct	Skip
S	-	1	3		26	
U	-	1	1		28	
R	-	-	1		19	
T	-	2	5		73	

Question 6 - How many children do you have?

Number	0	1	2	3	4	5	6	7
Total	73	2	2	0	1	0	1	1

Question 7 - With whom do you live?

Mother and father	46
Father only	5
Mother only	10
Husband	6
Other relative	11
Incorrect Skip	2
<u>Total</u>	<u>80</u>

Question 8 - Who is the head of the household?

Father	42
Mother	7
Brother	9
Sister	3
Husband	5
Father-in-law	1
Other relative	8
Wrong answer	3
Incorrect skip	2
<u>Total</u>	<u>80</u>

Question 9a - What is the profession of the head of the household?

Responses identical to those in Question 19a.	76
Technical civil servant	1
Lawyer	1
Optician	1
Auctioneer	1
<u>Total</u>	<u>80</u>

Question 9b - For whom does the head of household work?

For himself	28
For someone else	46
Incorrect skip	6
<u>Total</u>	<u>80</u>

Question 9c - When does he work?

All year	64
Part of the year	3
From time to time	4
Incorrect skip	9
<u>Total</u>	<u>80</u>

Question 10a - What is the father's profession?

Civil servant	5	Worker	2	Launderer	1
" " (retired)	1	Painter	2	Sanitation worker	1
"Chaouch"	3	Butcher	2	State agent	1
Worker-private	2	Guardian	2	Secretary	1
Worker-retired	4	Blacksmith	2	Unemployed	1
Policeman	4	Fqih-Mosque	2	Personnel dr.	1
Merchant	8	Chauffeur	2	Teacher	1
Farmer	5	Gardener	2	Builder	1
Grocer	4	Writer	1	Skilled worker	1
Veterinary nurse	1				

Question 10b - What is the mother's job?

Housowifo	40
Civil sorvant	2
Skilled worker	6
Laundress	13
Maid	2
Unemployed	14
Skip	13
<u>Total</u>	<u>80</u>

Question 10c - What is the profession of the husband/fiancee?

Worker abroad	1
Teacher	1
Civil Servant	2
Journalist	1
Retired	1
Skip	74
<u>Total</u>	<u>80</u>

Question 11a - Do you know how to read and write?

	Yes	No
S	25	5
U	24	6
R	15	5
<u>T</u>	<u>64</u>	<u>16</u>

Question 11b - Where did you learn to read and write?

	Koranic	Primary	CF	Other	Correct	Skip	Wrong
S	-	21	3	-	4	2	
U	1	22	1	-	6	-	
R	-	15	-	-	4	1	
<u>T</u>	<u>1</u>	<u>58</u>	<u>4</u>	<u>-</u>	<u>14</u>	<u>3</u>	

Question 12a - How many years did you spend in school?

Yr	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	NA
S	2	1	-	-	1	5	6	3	6	1	-	-	-	-	-	5
U	-	-	1	1	2	2	4	7	3	2	-	-	-	-	1	7
R	-	-	-	-	-	-	5	4	1	1	4	-	-	-	-	5
<u>T</u>	<u>2</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>3</u>	<u>7</u>	<u>15</u>	<u>14</u>	<u>10</u>	<u>4</u>	<u>4</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>1</u>	<u>17</u>

	CE ₁	CE ₂	CM ₁	CM ₂	1 AS	2 AS	3 AS	4 AS	Skip
S	1	-	5	15	-	1	-	-	8
U	-	2	2	15	1	1	-	2	7
R	-	-	-	12	2	-	1	-	5
T	1	2	7	42	3	2	1	2	20

Question 12c - Why did you leave school?

	Help/work	Help/Home	Pulled out	Learned nothing	Marriage	Money
S	-	1	3	3	-	2
U	-	-	2	4	-	5
R	-	-	4	-	1	4
T	-	1	9	7	1	11

	Failed	Incorrect Skip	Incorrect Answer	Still in School
S	10	4	7	-
U	11	-	6	2
R	4	2	5	-
T	25	6	18	2

Question 13a - Did you attend another centre feminin?

Yes	11
No	67
Skip	2
Total	80

Question 13b - What other center have you attended?

CFP/handicrafts	1
CFP/labor	3
Ouvroir	3
Croissant Rouge	1
FAR	1
Independent	1
Other	2
Correct skip	67
Incorrect skip	1
Total	80

Question 14a - What class are you in in the Center?

	1 ⁰ rd	2 ^o	3 ^o	Typing	Hair-dresser	Governess	Other	Incorroct answer
S	11	1	10	-	3	4	-	1
U	11	4	2	4	-	-	6	1
R	18	2	-	-	-	-	-	-
T	40	7	12	4	3	4	8	2

Question 14b - How many years have you been in the class?

Yr	-1	1	2	3	4	5	6	Skip
S	-	12	13	4	1	-	-	-
U	8	17	4	-	-	1	-	1
R	-	10	5	3	-	-	1	-
T	8	39	22	7	1	1	1	1

Question 14c - How many years have you been in the foyer?

Yr	-1	1	2	3	4	5	6	7	8
S	-	11	7	6	4	1	-	-	1
U	9	7	10	2	1	1	-	-	-
R	-	9	6	3	-	1	1	-	-
T	9	27	23	11	5	3	1	-	1

Question 15a - How often do you come?

Every day	73
Several times	4
From time to time	3
Total	80

Question 15b - Whom do you come?

Mornings only	2	
Afternoons only	23	
Mornings and afternoons	52	
Skip +	2	+(These girls are still attending school and come during free periods.)
Incorrect Skip	1	
Total	80	

Question 16a - Have you ever sold anything?

	Yes	No	Incorrect Skip
S	6	18	6
U	6	23	1
R	3	16	1
T	15	57	8

Question 16b - What did you sell?

Article	Djellabah	Dress	T.cloth	Sheet	Other	Emb.
S	-	1	3	1	2	
U	1	-	1	2	2	
R	-	-	-	2	-	
T	1	1	4	5	4	

Article	Sweater	Other	Skip
S	2	-	67
U	-	-	24
R	-	1	17
T	2	1	62

Question 16c - By what means did you sell it?

	Order	Other	Skip
S	9	-	21
U	5	1	24
R	3	-	17
T	17	1	62

Question 16d - What price did you receive?

	S	U	R	T
DI 12,50	-	-	1	1
" 20,00	1	1	-	2
" 30,00	1	-	-	1
" 35,00	1	-	-	1
" 50,00	-	1	-	1
"100,00	-	-	1	1
"150,00	1	1	-	2
"200,00	2	1	-	3
"250,00	2	-	-	2
"300,00	-	1	-	1
"350,00	-	1	-	1
Incorrect Skip	1	-	1	2
Correct Skip	21	24	17	62

Question 16c - What did you do with the money?

	S	U	R	T
Bought wool/material, etc.	2	3	-	5
Bought clothes	1	1	1	3
Bought for someone	1	-	-	1
Bought something else	1	-	-	1
Gave to parents	2	1	-	3
Gave to husband	1	-	-	1
Saved	-	-	1	1
Other	1	-	-	1
Incorrect Skip	-	1	1	2
Correct Skip	21	24	17	62

Question 17a - Have you saved or are you saving now?

	Yes	No	Incorrect Skip
S	20	10	-
U	7	21	2
R	8	12	-
T	35	43	2

Question 17b - What are you saving to buy?

	Gold Silver	Wool Material	Clothing	Something House	Skip
S	2	6	10	2	10
U	3	1	5	-	21
R	1	4	2	1	12
T	6	11	17	3	43

Question 18 - Which of the following does your family own?

	S	U	R	T
Sewing Machine	12	11	5	28
Knitting Machine	-	2	-	2
Car/truck	8	2	5	15
Bicycle/mobylette	6	15	9	30
Donkey, horse, camel	1	6	2	9
Livestock	3	7	4	14
Land	11	13	4	28
Tractor	1	2	-	3
Radio	29	29	16	74
Television	24	24	10	58

Question 19a - Do you have electricity?

	Yes	No
S	28	2
U	26	4
R	9	11
T	63	17

Question 19b - Do you have running water?

	Yes	No
S	29	1
U	26	4
R	9	11
T	64	16

Question 20a - Will you return to the Center next year?

	Yes	No	Incorrect	Skip
S	23	6	1	
U	29	1	-	
R	20	-	-	
T	72	7	1	

Question 20b - If not, what will you do?

	Work at home	Work outside	Stay home no work	Inc. Skip	Cor. Skip
S	-	6	-	1	23
U	-	1	-	-	29
R	-	-	-	-	20
T	-	7	-	1	72

Question 20c - If you work outside, have you received a job offer?

	Yes	No	Correct	Skip
S	4	2	24	
U	-	1	29	
R	-	-	20	
T	4	3	73	

Question 20d - What job offer have you received?

	Embroidery instructress	Governess
S	1	3

All other responses to this question were correct skips.