

**FY 2001 R4**

**Office of  
Women in Development**

**Bureau for Global Programs,  
Field Support, and Research**

**March 1999**

## **Please Note:**

The attached FY 2001 Results Review and Resource Request ("R4") was assembled and analyzed by the country or USAID operating unit identified on this cover page.

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*Released on or after Oct. 1, 2001*

## **PART I. OVERVIEW AND FACTORS AFFECTING PROGRAM PERFORMANCE**

In FY 98, the Office of Women in Development revised its strategic plan by expanding our Strategic Support Objectives (SSOs) to cover all regions, developing indicators at the SSO level, refining indicators at the Intermediate Results (IR) level, and developing a performance monitoring plan with acceptable baselines and targets. The revised plan retains the basic structure of G/WID's original strategic plan. It includes three sectoral SSOs that correspond to three of the seven Agency goals: (1) Broad-based economic growth and agricultural development encouraged; (2) Democracy and good governance strengthened; (3) Human capacity built through education and training. A fourth SSO reflects the Global Bureau mandate to provide technical leadership and expertise in all Agency goal areas. G/WID's plan also addresses key objectives of the U.S. Strategic Plan for International Affairs: (1) increasing global economic growth; (2) promoting board-based economic growth in developing and transitional economies; and (3) increasing foreign government adherence to democratic practices and respect for human rights.

Operating under this revised plan, G/WID met or exceeded each of its targets in FY98. G/WID has demonstrated technical leadership under each SSO and we have provided field support to Regional Bureaus and Missions in virtually all sectors. We have promoted increased national, regional or local recognition of gender-based constraints to economic development in 18 countries versus a target of 15 countries; we have supported over 40 forums for dialogue on women's economic status among NGOs, host country government officials and business leaders; we have supported over 30 interventions by NGOs focused on improving women's economic status; and over 25 peer-reviewed publications, research reports and conference papers on women's economic status.

G/WID has strengthened the capacity to promote girls' education in 12 private sector organizations and 5 government ministries; we have helped improve the fundraising capability of 5 private sector organizations working to improve girls' education, and thus the sustainability of their programs.

Working with G/DG, regional bureaus, and missions, G/WID has supported legislative actions to embody women's human rights in law in 9 countries; we have supported women's improved access to legal redress through women's bar associations, special (family) courts, and legal aid services; we have significantly increased the number of NGOs submitting reports to national, regional, or international human rights monitoring bodies.

G/WID has ensured greater reflection of gender considerations in the Agency's work and that of other donor organizations through more than 10 technical training activities; strong USAID representation on gender in the formulation of OECD/DAC policies, and technical support to USAID operating units in the development of gender integrated strategic objectives. We have participated in the G/PHN Gender Working Group, the Food Security Working Group, the HCD/EGAD Workforce Initiative, and the G/DG Rule of Law Team. We have prepared gender integration plans for USAID Missions in South Africa, Peru, and Malawi. We have provided technical support for Mission activities in girls' education in Guinea, Mali, Peru, Morocco, Egypt, India, Benin, Honduras, Nepal and Bolivia. We have supported Mission activities focused on women's legal rights in India, Guatemala, El Salvador, Ukraine and Bulgaria – including a \$3 million program to combat domestic violence in India, and in the Ukraine a \$3 million anti-trafficking initiative and a \$2 million project on women's legal rights and economic empowerment.

G/WID's WorldWID Fellows Program fielded 8 fellows in FY98, supporting critical Mission activities in microenterprise, NGO capacity building, economic growth, girls' education, democracy and governance, the environment, and population, health and nutrition, in South Africa, Mali, Morocco, India, Ukraine, Romania, and Peru.

In fulfilling our technical leadership role, we supported the development of gender integration plans in 9 InterAction NGO members that reflect key elements of USAID's Gender Plan of Action; plans are slated for development in 12 more NGOs in FY 1999.

In addition, G/WID sponsored a major international conference on girls' education, drawing over 450 high level policymakers, business leaders, and NGO activists to the International Trade Center. The conference increased national attention to girls' education in USAID-assisted countries and

resulted in concrete commitments of resources and action on behalf of girls' education. These included a national conference in Egypt on the role of the media in promoting girls' education; increased commitment of funds by the Government of Guatemala to the girls' scholarship program, and a press conference by the Minister of Education in Guatemala on government and private-sector partnerships for girls' education; the formation of a National Alliance for Girls' Education in Guinea, made up of public- and private-sector leaders, including religious leaders; the commitment of the banking sector in Morocco to support local schools, and the funding of three village girls' education projects by embassies and by a Rotary club; and the formation of a National Girls' Education Network in Peru, made up of national leaders, and their sponsorship of press conferences and publicity on girls' education issues.

**Limitations on Attainment of Results:** Procurement difficulties continued to plague G/WID in FY 1998. We experienced long delays in obtaining required approvals for hiring of staff and consultants, reallocation of budget line items, and equipment approval under existing contracts. There were also lengthy delays in the award of a number of key grants and task orders. Finally, several procurement actions that were completed in late September 1998 were not properly recorded, causing delays in payment of contractors and cooperators and requiring a great deal of G/WID staff time to rectify the situation. Fortunately, in FY 1999 G/WID has experienced a very positive change in procurement services and we do not anticipate a repeat of FY 1998 procurement problems.

## **PART II: RESULTS REVIEW**

**Strategic Support Objective 1: Gender-based constraints to economic growth policies and programs increasingly addressed.**

### **Overall Performance Assessment: Exceeded Expectations**

**Summary:** In support of the Agency's economic growth and agricultural development goal, G/WID's SSO1 is focused on ensuring that the gender-based constraints to economic growth are increasingly addressed. G/WID will contribute to this objective through the attainment of three intermediate results (IRs): 1) Increased engagement of policy makers in addressing gender issues in economic growth; 2) Increased effectiveness of NGOs and other partners in addressing women's economic issues; and 3) Increased knowledge and skills to deal with gender issues affecting growth.

Activities that support the achievement of these intermediate results include a program of policy research with the International Food Policy Research Institute (IFPRI); a program to increase the participation and leadership of African women at all levels of agricultural and environmental activities (AWLAE); a grants program to support innovative and effective NGO programs focused on economic growth and gender (PROWID); a partnership with agribusiness firms to improve the conditions and productivity of women's employment (University of Illinois); and technical support to USAID field missions.

In FY 1998 performance under this strategic support objective exceeded expectations.

**Key results:** Through its highly effective partners in Missions, NGOs and research organizations, G/WID exceeded expectations on all key indicators of performance at both the SSO and IR levels. At the SSO level (Performance Data Table 1), G/WID increased national, regional or local recognition of gender-based constraints to economic development in 18 countries (exceeding the target of 15). We increased the engagement of policy makers on this issue through 40 high visibility forums for dialogue on women's economic status among NGOs, host country government officials and business leaders. Topics included women's roles in transitional economies (Russia, Ukraine), constraints that affect agricultural production (Kenya), women's formal sector employment (Russia, Bangladesh), and

access to credit, markets and vocational training (Sri Lanka, Cambodia, Senegal), among others. We increased the effectiveness of NGOs in addressing women's economic issues by supporting over 30 NGO interventions focused on improving women's economic status. We increased knowledge and skills on this issue by supporting the production of over 25 peer-reviewed publications, research reports and conference papers on women's economic status.

In some countries, G/WID activities produced concrete policy actions. For instance, in Kenya, government officials cited the influence of the African Women Leaders in Agriculture and the Environment Project (AWLAE) in their decision to create a Gender Unit within the Ministry of Agriculture. In Mexico the NGO Grupo Educación Popular con Mujeres initiated meetings with government agencies that resulted in agreements to develop income generation programs for women at the national level.

**Expected results and management actions:** The activities reported for FY 1998 will continue through FY 1999. Based on the strong performance of these activities to-date, G/WID expects to meet or exceed its performance targets for FY 1999.

Principle management actions for FY 1999 will include procurement for several activities that will expand G/WID's work on women's formal sector employment in agribusiness; the potential adjustment upward of some targets under SSO1, given the high level of achievement in FY 1998; and the refinement of criteria for measurement on several indicators to ensure consistency in data collection among partners.

**Performance Data Table 1**

<b>OBJECTIVE:</b> SSO 1: Gender-based constraints to economic growth policies and programs increasingly addressed			
<b>APPROVED:</b> DD/MM/1999 <b>COUNTRY/ORGANIZATION:</b> G/WID			
<b>RESULT NAME:</b> SSO1: Gender-based constraints to economic growth policies and programs increasingly addressed			
<b>INDICATOR:</b> Number of countries in which the work of G/WID cooperating NGOs and other partners results in increased national, regional or local recognition of gender-based constraints to economic development			
<b>UNIT OF MEASURE:</b> Countries in which G/WID is working directly or through partners to promote gender equitable economic development	<b>YEAR</b>	<b>PLANNED</b>	<b>ACTUAL</b>
	1997		10
<b>SOURCE:</b> G/WID and Partners	1998	15	18
	1999	20	
<b>INDICATOR/DESCRIPTION:</b> Partners include other donors, government units, research institutions, private enterprises. Increased recognition includes greater exposure at local, regional and/or national levels to gender-based constraints to economic development, as seen in coverage by the media of these issues, discussion in representative and executive councils of government, private sector associations, and in high visibility conferences	2000	23	
	2001	24	
	2002	25	
<b>COMMENTS:</b> 1998 countries include Mongolia, Ukraine, Russia, Sri Lanka, Senegal, South Africa, Mexico, Bangladesh, Cambodia, Kenya, Uganda, Tanzania, Ethiopia, Mali, Cote d'Ivoire, Benin, Angola, Namibia			

**Performance Data Table 2**

<b>OBJECTIVE:</b> SSO1: Gender-based constraints to economic growth policies and programs increasingly addressed			
<b>APPROVED:</b> DD/MM1999 <b>COUNTRY/ORGANIZATION:</b> G/WID			
<b>RESULT NAME:</b> IR 1-- Increased engagement of policy makers in addressing gender issues in economic growth			
<b>INDICATOR:</b> Number of fora established for dialogue among G/WID cooperating NGOs and other partners and host country government officials and business leaders			
<b>UNIT OF MEASURE:</b> : Conferences, seminars, workshops and other meetings and briefings in which G/WID and G/WID-funded NGOs have engaged policy makers in discussion	<b>YEAR</b>	<b>PLANNED</b>	<b>ACTUAL</b>
	1997		16
<b>SOURCE:</b> G/WID and Partners	1998	26	42
	1999	26	
<b>INDICATOR/DESCRIPTION:</b> Fora include meetings, conferences, and other venues in which policy makers have been engaged in discussions of women's economic issues. Policy makers include national, regional and local senior government officials and business leaders.	2000	10	
	2001	10	
	2002	10	
<b>COMMENTS:</b> The reduced numbers for FY 2000, 2001 and 2002 Reflect activities coming to an end. These numbers may be adjusted when new mechanisms are put into place.			

**Performance Data Table 3**

<b>OBJECTIVE:</b> SSO1: Gender-based constraints to economic growth policies and programs increasingly addressed			
<b>APPROVED:</b> DD/MM1999 <b>COUNTRY/ORGANIZATION:</b> G/WID			
<b>RESULT NAME:</b> IR 2 -- Increased effectiveness of G/WID cooperating NGOs and other partners in addressing women's economic issues			
<b>INDICATOR:</b> Number of interventions with women initiated by NGOs and institutional partners intended to improve women's economic status			
	<b>YEAR</b>	<b>PLANNED</b>	<b>ACTUAL</b>
<b>UNIT OF MEASURE:</b> G/WID-funded interventions	1997		21
<b>SOURCE:</b> G/WID and Partners	1998	27	32
	1999	26	
<b>INDICATOR/DESCRIPTION:</b> Interventions that provide women access to resources, increase incomes and raise their economic status	2000	TBD	
	2001	TBD	
<b>COMMENTS:</b>  G/WID will be revising its TBD numbers as we put new activities into place.	2002	TBD	

**Performance Data Table 4**

<b>OBJECTIVE:</b> SSO1: Gender-based constraints to economic growth policies and programs increasingly addressed			
<b>APPROVED:</b> DD/MM1999 <b>COUNTRY/ORGANIZATION:</b> G/WID			
<b>RESULT NAME:</b> IR 3 – Increased knowledge and skills to deal with gender issues affecting growth			
<b>INDICATOR:</b> Number of peer-reviewed publications, research reports, and conference papers			
<p><b>UNIT OF MEASURE:</b> Published articles, research reports and conference papers produced by G/WID-supported activity</p> <hr/> <p><b>SOURCE:</b> G/WID and Partners</p> <hr/> <p><b>INDICATOR/DESCRIPTION:</b> Published articles, research reports, and conference papers</p> <hr/> <p><b>COMMENTS:</b> Indicator total includes 4 journal articles, 7 policy briefs, 8 conference papers, and 7 workshop papers. In addition, 3 manuals and 15 unpublished reports were produced. Reduced numbers reflect agreements coming to an end that impact on this IR.</p>	<b>YEAR</b>	<b>PLANNED</b>	<b>ACTUAL</b>
	1997		14
	1998	15	26
	1999	22	
	2000	10	
	2001	10	
	2002	6	

## **Strategic Support Objective 2: Broad-based, informed constituencies mobilized to improve girls' education in emphasis countries**

### **Overall Performance Assessment: Met Expectations**

**Summary:** In support of the Agency's goal to build human capacity through education and training, G/WID's SSO2 focuses on the mobilization of broad-based constituencies for girls' education. G/WID will contribute to this objective through the attainment of 4 intermediate results (IRs): 1) Strengthened capacity of public- and private-sector institutions to promote girls' education; 2) Improved knowledge to implement policies, strategies, and programs for girls' education; 3) Mobilized leadership to promote girls' education; and 4) Broadened local community participation to promote girls' education.

Activities that support the achievement of these intermediate results include analytic studies and pilot projects that help host-country decision-makers in government, business, religion, the media, and other non-governmental organizations identify the barriers to girls' education, and low-cost, sustainable actions to overcome the barriers. G/WID also provides technical support via four principle contractors: The Institute for International Research has been responsible for technical assistance to the six "emphasis country" missions under G/WID's Girls' and Women's Education Activity (GWE), although their responsibility is being reduced to three countries. Creative Associates International, Inc. has supported two Missions through training of education authorities and is expected to work with six more. Development Alternatives International (DAI) will begin a program of training services in girls' education in two countries, with expansion planned for up to a total of eight countries. DevTech Systems continues to provide direct technical and administrative assistance to G/WID in support of SSO2 activities, including facilitation of the SSO2 Team's support to the Missions.

In FY 1998 performance under this strategic objective met expectations.

**Key Results:** While data is not yet available to report results at the SSO level, G/WID met expectations on all key indicators of performance at the IR level, except IR 2.2, which aims at developing analytic tools and studies to improve knowledge on girls' education. Although the tools have been

developed and baseline data have been collected, it is too early for findings from preliminary studies to be used to inform policies, strategies, and programs for girls' education.

In FY 1998 G/WID strengthened the capacity to promote girls' education in 12 private sector organizations and 5 government ministries, as well as helping to improve the fundraising capability of 5 private sector organizations working to improve girls' education, and thus the sustainability of their programs. In Morocco, girls' education projects addressing key barriers to girls' education were funded by local private-sector organizations and implemented by local NGOs and community members. In Guinea, local businesses contributed funds to girls' education projects. In Guatemala, local private-sector organizations raised funds to produce a special section on girls' education in a national newspaper.

In addition, G/WID organized a major international conference, Educating Girls: A Development Imperative, which stimulated a wide range of activities in countries participating in the conference. The Conference took place in Washington, D.C., from May 6-8, 1998. G/WID enlisted as co-sponsors and co-planners UNICEF, the Inter-American Development Bank, the Delegation of the European Commission, the Lewis T. Preston Education Program for Girls, and The World Bank. A central purpose of the conference was to examine the roles of the government, private-sector, religious, and other non-governmental organizations in ensuring girls' school completion as well as to promote actions in each sector, thus directly supporting the objectives of SSO2. Because of the level of involvement of the leaders represented, national and international media coverage was broad during the conference. In many countries, including Egypt, Guinea, Mali, Guatemala, Peru, and Morocco, national forums and pre- and post-conference briefings were reported extensively in the local media. At the final conference session, high-ranking officials made public commitments to implement policies and programs for girls' education upon their return to their countries, thus sustaining country attention to the issue. These meetings and actions before, during, and after the conference assisted G/WID in informing and mobilizing constituencies to improve girls' education and enhanced the technical leadership of USAID in girls' education.

**Expected Results and Management Actions:** G/WID expects that performance targets for SSO2 will be met in FY 1999. Although some

difficulties have occurred in implementation of the activities that support SSO2, G/WID is correcting these problems by modifying an existing agreement and initiating a new award in support of this strategic objective.

Principle management actions for FY 1999 will include the refinement of indicator targets for the IRs in order to more closely reflect what is in G/WID's manageable interest.

**Performance Data Table 1**

<b>OBJECTIVE:</b> SSO2: Broad-based, informed constituencies mobilized to improve girls' education in emphasis			
<b>APPROVED:</b>		<b>COUNTRY/ORGANIZATION:</b> G/WID	
<b>RESULT NAME:</b> Broad-based, informed constituencies mobilized to improve girls' education in emphasis countries.			
<b>INDICATOR:</b> SSO2.1 Number of emphasis countries with improved rate of girls' completion of primary school.			
<p><b>UNIT OF MEASURE:</b> Rate of girls completing primary school in program areas in emphasis countries, as defined by Ministry of Education.</p> <hr/> <p><b>SOURCE:</b> Ministry of Education records accessed annually to determine completion rate for areas where program is implemented. May require disaggregating along regional or district lines to account for program area impact.</p> <hr/> <p><b>INDICATOR/DESCRIPTION:</b> Country and annual completion rate.</p> <hr/> <p><b>COMMENTS:</b> Improved rate is within "program areas" of emphasis countries; measure based on Ministry of Education data. Official statistics not yet available to report for FY 98.</p>	<b>YEAR</b>	<b>PLANNED</b>	<b>ACTUAL</b>
	1997	0	0
	1998	1	0
	1999	3	
	2000	4	
	2001	6	
	2002	6	

**Performance Data Table 2**

<b>OBJECTIVE:</b> SSO2 Broad-based, informed constituencies mobilized to improve girls' education in emphasis countries.			
<b>APPROVED:</b>		<b>COUNTRY/ORGANIZATION:</b> G/WID	
<b>RESULT NAME:</b> Strengthened capacity of public and private sector institutions to promote girls' education.			
<b>INDICATOR:</b> IR1.1 Number of G/WID cooperating civil society organizations (CSOs) & other private sector organizations initiating actions to promote girls' education.			
<b>UNIT OF MEASURE:</b> Civil society or other private sector organizations acting to keep more girls in school.	<b>YEAR</b>	<b>PLANNED</b>	<b>ACTUAL</b>
	1997 (B)	0	0
<b>SOURCE:</b> A baseline of total # of CSOs and other private sector organizations should be established on the basis of a formal registry or program activity record by area of active organizations. Those actively working will be counted proportionate to total. This should be incorporated in standard M & E functions of the activity.	1998	6	12
	1999	9	
	2000	12	
	2001	18	
	2002	18	
<b>INDICATOR/DESCRIPTION:</b> CSOs and other private sector organizations.			
<b>COMMENTS: These twelve include:</b> - Private foundation aligned its school feeding initiative to schools that also participate in the girls' scholarship program (Guatemala). - Special newspaper insert on girls' education funded by business leaders (Guatemala). - National Working Group members raised \$700 for girls' education activities (Guinea) - Women's Committee organized radio campaign on girls' education (Morocco) - Four NGOs implemented school improvement projects (Morocco). - NGO produced materials that emphasized literacy skills focused on women's education (Bolivia). - Two NGOs produced materials on family health, reproductive health, and women's education (Bolivia) - Radio station broadcast public service messages in support of girls' education (Peru).			

**Performance Data Table 3**

<b>OBJECTIVE:</b> SSO2 Broad-based, informed constituencies mobilized to improve girls' education in emphasis countries.			
<b>APPROVED:</b>		<b>COUNTRY/ORGANIZATION:</b> G/WID	
<b>RESULT NAME:</b> Strengthened capacity of public and private sector institutions to promote girls' education.			
<b>INDICATOR:</b> IR1.2 Number of public sector units initiating actions to promote girls' education as a result of G/WID intervention.			
<p><b>UNIT OF MEASURE:</b> Government units, including ministries, offices, organizations or other publicly-supported bodies. Actions include, for example, to develop policies that benefit girls; create more school places; establish child-care centers; create infrastructure improvements.</p> <hr/> <p><b>SOURCE:</b> Collected annually from activity records based on number of possible units. Standard activity M &amp; E function.</p> <hr/> <p><b>INDICATOR/DESCRIPTION:</b> Government units.</p> <hr/> <p><b>COMMENTS: These five include:</b>                      - Three Ministry departments undertook training activities for mothers and teachers incorporating girls' education modules (Guatemala)                      - Teacher training college incorporated girls' education training activities (Morocco).                      - Government in program area in India decided to focus on girls' education in its teacher training program (India);</p>	<b>YEAR</b>	<b>PLANNED</b>	<b>ACTUAL</b>
	1997 (B)	0	0
	1998	1	5
	1999	3	
	2000	5	
	2001	6	
	2002	-	

**Performance Data Table 4**

<b>OBJECTIVE:</b> SSO2 Broad-based, informed constituencies mobilized to improve girls' education in emphasis countries.			
<b>APPROVED:</b> <b>COUNTRY/ORGANIZATION:</b> G/WID			
<b>RESULT NAME:</b> Strengthened capacity of public and private sector institutions to promote girls' education.			
<b>INDICATOR:</b> IR1.3 Number of G/WID cooperating CSOs & other private sector organizations with increased revenue from non-USAID sources to promote girls' education.			
<p><b>UNIT OF MEASURE:</b> CSOs and other private sector organizations that increase their finances.</p> <hr/> <p><b>SOURCE:</b> Use of program activity records for data on CSOs &amp; other organizations with which the program directly works.</p> <hr/> <p><b>INDICATOR/DESCRIPTION:</b> CSOs and other private sector organizations.</p> <hr/> <p><b>COMMENTS: These five include:</b> - Local CSOs/NGOs raised funds from non-USAID sources for school-based projects in support of girls' education (Morocco). - Girls' Education funds raised from individual donations (Guinea).</p>	<b>YEAR</b>	<b>PLANNED</b>	<b>ACTUAL</b>
	1997 (B)	0	0
	1998	4	5
	1999	6	
	2000	12	
	2001	18	
	2002	-	

## **Strategic Support Objective 3: Women's Legal Rights Increasingly Protected**

### **Overall Performance Assessment: Met Expectations**

**Summary:** In support of the Agency's democracy and governance goal, G/WID's SSO3 focuses on improvements in women's legal rights via the attainment of four intermediate results (IRs): 1) improved legislation that protects women's rights; 2) enhanced justice sector interpretation and enforcement of the laws; 3) strengthened capacity of non-governmental organizations (NGOs) advocating for women's rights; and 4) increased knowledge of, and receptivity to, women's legal rights.

Activities that support the achievement of these intermediate results include a program to improve women's economic and legal rights in Asia (WELR); programs to build the capacity of women's advocacy organization in the NIS; research on the impact of privatization and firm restructuring on women's employment; a grants program to support innovative and effective NGO programs focused on women's legal rights (PROWID); and technical support to USAID field missions' DG programs. G/WID also relies on other USAID operating units, both in Washington and in Missions, to achieve its intermediate results. By adopting a team approach in addressing women's rights throughout the Agency, results have been both broadened and strengthened. The issue of women's rights now appears in Mission strategic plans, the G/DG strategic framework, and requests for application (RFAs) for key democracy and governance awards. Improving women's legal status has become a significant concern of the democracy and governance community, both in Washington and in Missions worldwide.

In FY 1998 performance under this strategic objective met expectations.

**Key results:** In collaboration with its highly effective partners in Missions, other USAID operating units, and NGOs, G/WID has met expectations on all key indicators of performance at both the SSO and IR levels. Working with G/DG, regional bureaus, and missions, G/WID has supported legislative actions to embody women's human rights in law in 9 countries. We have supported women's improved access to legal redress through women's bar associations, special (family) courts, and legal aid services.

We have significantly increased the number of NGOs submitting reports to national, regional, or international human rights monitoring bodies. In addition, we have supported the work of the fourteen USAID Missions that are actively engaged in supporting issues of women's rights and seeking ways in which to expand their work. Major new initiatives from both Missions and from USAID/W are underway that focus on improving women's legal status. The Anti-Trafficking Initiative, initially launched by USAID/Ukraine with technical support from G/WID, has become the USG model for interventions in this area. This approach has also been adopted by USAID's Asia Near East Bureau--including Missions in Nepal, India, Bangladesh, the Philippines, and Cambodia --which is now embarking on an anti-trafficking program with technical support from G/WID.

G/WID-assisted NGOs have been at the forefront of initiating new policy discussions and initiatives. Through their efforts, national legislation, which enhances and protects women's rights have been passed. Women now have greater access to justice, and gains have been made in the justice sector's capacity to fairly interpret, and enforce, legislation. Most exciting has been the rise in the number of civil society organizations that are effectively initiating successful advocacy campaigns in more than 30 countries across the world. Their efforts have resulted in greater attention being focused on women's legal rights, greater voice in the corridors of power, and greater impact on policy decisions.

**Expected Results and Management Actions.** During FY 1999, G/WID fully expects to meet or exceed performance targets under this SSO.

To support improved performance, principle management actions for FY 1999 will include design and procurement activities for Phase II of the Women's Legal Rights Initiative which, working with existing Mission Rule of Law and Civil Society programs, will more directly support Missions efforts

### Performance Data Table 1

<b>OBJECTIVE:</b> Strategic Support Objective 3: Women's Legal Rights Increasingly Protected			
<b>APPROVED:</b> DD/MM/YYYY <b>COUNTRY/ORGANIZATION:</b> G/WID			
<b>RESULT NAME:</b> Women's Legal Rights Increasingly Protected			
<b>INDICATOR:</b> SSO 3.2 Number of G/WID programs in women's legal rights actively supported by G/DG, Regional Bureaus and Missions			
<p><b>UNIT OF MEASURE:</b> Programs promoted by G/WID for adoption in priority and emphasis countries</p> <hr/> <p><b>SOURCE:</b> PROWID, WIDStrat, WIDTech</p> <hr/> <p><b>INDICATOR/DESCRIPTION:</b> Programs to which G/DG, Bureaus or Missions have provided financial or technical support. Measures the number of USAID Missions and operating units which actively support programs in women's legal rights, either by directly funding them or by including them in their strategic plan and programs.</p> <hr/> <p><b>COMMENTS: Highlights:</b>  <b>Ukraine:</b> Over \$3 million supports a two-year anti-trafficking initiative; more than \$2 million will launch a women's economic empowerment program.  <b>India:</b> More than \$3 million addressing domestic violence.  <b>Russia:</b> \$400,000 supporting crisis centers to help victims of domestic violence.  <b>G/DG and ANE:</b> \$600,000 for women's legal literacy and advocacy in the Middle East.  <b>ANE:</b> \$250,000 for anti-trafficking in FY 98; new funding to address this issue in FY99.</p>	<b>YEAR</b>	<b>PLANNED</b>	<b>ACTUAL</b>
	1997 (B)	4	
	1998	6	13
	1999	8	
	2000	11	
	2001	15	
	2002	18	

**Performance Data Table 2**

<b>OBJECTIVE:</b> Strategic Support Objective 3: Women’s Legal Rights Increasingly Protected			
<b>APPROVED:</b> DD/MM/YYYY <b>COUNTRY/ORGANIZATION:</b> G/WID			
<b>RESULT NAME:</b> IR 1: Support improved legislation that protects women’s rights			
<b>INDICATOR:</b> IR 1.2 Number of legislative actions taken to embody women’s human rights in law as a result of G/WID intervention			
<p><b>UNIT OF MEASURE:</b> New, repealed, or reformed bills</p> <hr/> <p><b>SOURCE:</b> PROWID, Women, Law, and Development International; NIS-US Women’s Consortium</p> <hr/> <p><b>INDICATOR/DESCRIPTION:</b> Bills introduced, debated in committee, testified on behalf of, and voted on (by country)</p> <hr/> <p><b>COMMENTS: Program Highlights: Russia:</b> “Legal Framework on Equal Rights and Equal Opportunities” approved in Duma.  <b>South Africa:</b> Data on position of women farmworkers used to draft the Employment Equity Bill.  <b>Croatia:</b> Draft legislation on gender equity introduced in areas of family law, criminal code, the law on social protection and the pension law.  <b>Poland:</b> Reformed legislation on women’s health and reproductive rights.</p>	<b>YEAR</b>	<b>PLANNED</b>	<b>ACTUAL</b>
	1997 Baseline	2	2
	1998	3	9
	1999	4	
	2000	5	
	2001	7	
	2002	10	

### Performance Data Table 3

<b>OBJECTIVE:</b> Strategic Support Objective 3: Women's Legal Rights Increasingly Protected			
<b>APPROVED:</b> DD/MM/YYYY <b>COUNTRY/ORGANIZATION:</b> G/WID			
<b>RESULT NAME:</b> IR 2: Enhanced Justice Sector capacity to interpret and enforce legislation in a gender-equitable manner			
<b>INDICATOR:</b> Number of mechanisms implemented through G/WID assistance for women's access to legal redress			
<b>UNIT OF MEASURE:</b> Number of provisions for access	<b>YEAR</b>	<b>PLANNED</b>	<b>ACTUAL</b>
	1997 Baseline	0	0
<b>SOURCE:</b> PROWID	1998	1	10
	<b>INDICATOR/DESCRIPTION:</b> Ways or means put in place to increase women's access, including e.g. women's bar associations, special courts (family courts), special police cells, units or stations, women in the justice system	1999	3
<b>COMMENTS: Program Highlights:</b> <b>LAC:</b> Revised legal curriculum to increase visibility of gender in legal discourse and practice in 8 countries. <b>Russia:</b> Workshops to train lawyers to creatively use the legal system to address domestic violence. <b>Poland:</b> Establishment of a national network of advocates for women's reproductive health and rights	2000	5	
	2001	TBD	
	2002	TBD	

**Performance Data Table 4**

<b>OBJECTIVE:</b> Strategic Support Objective 3: Women's Legal Rights Increasingly Protected			
<b>APPROVED:</b> DD/MM/YYYY <b>COUNTRY/ORGANIZATION:</b> G/WID			
<b>RESULT NAME:</b> IR 3: Strengthened Civil Society Organizations to Advocate for Women's Legal Concerns			
<b>INDICATOR:</b> IR3.2 Number of NGOs submitting reports to national, regional, or international human rights monitoring bodies			
<b>UNIT OF MEASURE:</b> G/WID assisted NGOs in emphasis and priority countries	<b>YEAR</b>	<b>PLANNED</b>	<b>ACTUAL</b>
	1997 Baseline	9	9
<b>SOURCE:</b> PROWID, The Asia Foundation, Women, Law, and Development International, NIS-US Women's Consortium	1998	3	22
	1999	3	
<b>INDICATOR/DESCRIPTION:</b> Reporting human rights violations to regional bodies, e.g. Pan American Committee on Violence Against Women; international bodies, e.g. CEDAW (Convention for the Elimination of Discrimination Against Women)	2000	5	
	2001	5	
	2002	5	
<b>COMMENTS: Program Highlights:</b> <b>Croatia:</b> Shadow report supplemented the Croatian Governmental Delegation to the 18th Session of CEDAW <b>LAC:</b> Regular reports to the Women's Leadership Conference of the Americas, and to the Second Summit of the Americas held in Santiago in April, 1998 <b>Poland:</b> Published "The Reproductive and Sexual Health and Rights Guide," the first Policy publication concerning reproductive rights adopted by the Polish Government <b>Liberia:</b> Presentation of situation of women in conflict settings to the UN Special Rapporteur on Violence Against Women, which in turn presented them to the UN Commission on Human Rights (1998 report)			

## **Strategic Support Objective 4: Greater Reflection of Gender Considerations in the Agency's Work**

### **Overall Performance Assessment: Met Expectations**

**Summary:** As a cross-cutting objective that supports each of the Agency's goals, G/WID's SSO4 engages with USAID staff throughout the Agency, as well as partners within the broader development community, to increase awareness of gender issues in development and to ensure greater reflection of gender considerations throughout the work of the Agency. G/WID contributes to the attainment of this objective through four intermediate results: 1) Improved Agency policies and organizational capacity to address gender issues; 2) Improved incorporation of gender considerations in the design and implementation of Washington-based programs; 3) Improved incorporation of gender considerations in the design and implementation of field programs; and 4) Improved coordination on gender issues with the international community.

G/WID's key partners in achieving this objective are other USAID operating units, in Washington and in the field, and collaborating donors who look to G/WID for cooperation and leadership. As a Global Bureau office, G/WID supports the efforts of these partners to address the needs of their ultimate customers.

In FY 1998 performance under this strategic support objective met expectations.

**Key results:** SSO4 is based on the premise that increased awareness of gender issues and closer integration of gender into Agency policies, programs and activities will contribute directly to an accelerated pace of equitable and sustainable social and economic development. In FY 1998 G/WID met or exceeded all but one of the performance targets used to manage for results and assess progress at the SSO and IR levels.

At the SSO level, G/WID measures its results with reference to key quantitative indicators, including the formal adoption of specific measures laid out in the Administrator's Gender Plan of Action (GPA). Progress on Agency adoption of GPA measures has been slower than expected. Only one additional measure was instituted during FY 98: language in the ADS

for procurement guidance on grants and cooperative agreements that will highlight the importance of gender in all Agency assistance instruments. Implementation of a number of the most critical measures of the GPA is pending, but recent discussions between the G, PPC and M Bureaus have resulted in a clear consensus regarding next steps for rapid implementation of outstanding items.

G/WID has also ensured greater reflection of gender considerations in the Agency's work and that of other donor organizations through more than 10 technical training activities; strong USAID representation on gender in the formulation of OECD/DAC policies; and technical support to USAID operating units in the development of gender integrated strategic objectives. We have participated in the G/PHN Gender Working Group, the Food Security Working Group, the HCD/EGAD Workforce Initiative, and the G/DG Rule of Law Team. We have prepared gender integration plans for USAID Missions in South Africa, Peru, and Malawi. We have provided technical support for Mission activities in girls' education in Guinea, Mali, Peru, Morocco, Egypt, India, Benin, Honduras, Nepal and Bolivia. We have supported Mission activities focused on women's legal rights in India, Guatemala, El Salvador, Ukraine and Bulgaria – including a \$3 million program to combat domestic violence in India, and in the Ukraine a \$3 million anti-trafficking initiative and a \$2 million project on women's legal rights and economic empowerment.

G/WID's WorldWID Fellows Program fielded 8 fellows in FY98, supporting critical Mission activities in microenterprise, NGO capacity building, economic growth, girls' education, democracy and governance, the environment, and population, health and nutrition, in South Africa, Mali, Morocco, India, Ukraine, Romania, and Peru.

**Expected results and management actions:** Through continued collaboration with key partners within USAID and beyond, in FY 1999 G/WID expects to build on the solid record of accomplishments achieved by the SSO4 team and partners during FY 1998.

Principle management actions for FY 1999 will include the refinement of the criteria by which gender integration is assessed – through a process that will invite Mission and Washington participation. In addition, G/WID will work toward more collaborative and mutually supportive relationships with M and

PPC in order to move forward with the Gender Plan of Action. Finally, a new Fellows program will be designed and procured.

**Performance Data Table 1**

<b>OBJECTIVE: Strategic Support Objective 4: Greater reflection of gender considerations in the Agency's work</b>			
<b>APPROVED: DD/MM/YYYY      COUNTRY/ORGANIZATION: G/WID</b>			
RESULT NAME: Improved Agency policies and organizational capacity to address gender issues			
<b>INDICATOR: IR 1 Indicator #2: Number of technical training activities reflecting gender consideration</b>			
<b>UNIT OF MEASURE:</b> technical training sessions in specific technical areas with direct gender input	<b>YEAR</b> 1997 baseline	<b>PLANNED</b> 6	<b>ACTUAL</b> 6
	1998	10	12
<b>SOURCE:</b> G/WID	1999	10	
	2000	10	
	2001	8	
<b>INDICATOR/DESCRIPTION:</b> Agency training sessions in specific technical areas that address gender	2002	8	
<b>COMMENTS:</b> The number is annual. The training sessions that took place in FY 98 were: 1) Regional Democracy and Governance Training, Accra; 2) WID Officers Workshop, Washington; 3) Global Bureau Democracy Center for DG Officers, Washington; Global Bureau Environment Center mini, Washington; 4) CDIE Women in Disasters Workshop; 5) East Africa Environment Workshop, Uganda; 6) EPA Training of the G/ENV Center, Washington; 7) ENI Gender Issues in Small and Medium Enterprise Development, Russia; 9)ANE Environment Officers Training, Baltimore; 10) IDI entry training, Washington; 11) HCD training workshop, Poland; 12) HCD training workshop, Mali.			

**Performance Data Table 2**

<b>OBJECTIVE: Strategic Support Objective 4: Greater reflection of gender considerations in the Agency's work</b>			
<b>APPROVED: DD/MM/YYYY      COUNTRY/ORGANIZATION: G/WID</b>			
<b>RESULT NAME: IR 2: Improved incorporation of gender considerations in the design and implementation of Washington-based programs</b>			
<b>INDICATOR: Number of Washington operating unit strategic objectives reflecting gender considerations as a result of G/WID intervention.</b>			
<p><b>UNIT OF MEASURE:</b> Bureau and office strategic planning documents that meet G/WID criteria.</p> <hr/> <p><b>SOURCE:</b> Bureau and office strategic planning and reporting documents</p> <hr/> <p><b>INDICATOR/DESCRIPTION:</b> Central and Regional Bureaus and Office strategies that incorporate gender in defining program impact.</p> <hr/> <p><b>COMMENTS:</b> The number is incremental. The Washington operating units with strategies that met G/WID gender integration criteria in FY 98 are: 1) G/HCD Center: "Improved and expanded basic education and learning systems;" 2) LAC/RSD: "Protection of selected LAC parks and reserves important to conserve the hemisphere's biological diversity;" 3) G/DG Center: "Political processes, including elections are competitive and reflect the will of an informed citizenry;" 4) G/PHN/HIVAIDS: "To increase the use of improved, effective and sustainable responses to reduced HIV transmission and mitigate the impact of the HIV/AIDS pandemic;" 5) G/PHN/POP: "Increased use by women and men of voluntary practices that contribute to reduced fertility."</p>	<b>YEAR</b>	<b>PLANNED</b>	<b>ACTUAL</b>
	1997 baseline	8	8
	1998	5	5
	1999	5	
	2000	4	
	2001	TBD	
	2002	TBD	

**Performance Data Table 3**

<b>OBJECTIVE: Strategic Support Objective 4: Greater reflection of gender considerations in the Agency's work</b>			
<b>APPROVED: DD/MM/YYYY      COUNTRY/ORGANIZATION: G/WID</b>			
<b>RESULT NAME: IR 3 Improved incorporation of gender considerations in the design and implementation of field programs</b>			
<b>INDICATOR: Number of gender integrated strategic objectives in G/WID priority and emphasis countries</b>			
<b>UNIT OF MEASURE:</b> Number of gender integrated strategic objectives in G/WID priority and emphasis countries developed with G/WID assistance.	<b>YEAR</b> 1997 baseline	<b>PLANNED</b> 15	<b>ACTUAL</b> 15
	1998	20	24
<b>SOURCE:</b> Country Strategic Plan and R4 reviews by G/WID	1999	25	
	2000	30	
	2001	35	
	2002	35	
<b>INDICATOR/DESCRIPTION:</b> Gender integration in Mission strategic objectives in G/WID priority and emphasis countries			
<b>COMMENTS:</b> The regional breakdown of gender-integrated SOs is: ANE: 8; ENI :1; Africa: 9; LAC: 6. The criteria used to assess whether SOs are gender-integrated are: 1) gender relevant research or background analysis; 2) gender analysis informed SO design; 3) specific gender language in the SO or IR statements; 4) sex-disaggregated indicators and targets/PMP has gender dimension; 5) evidence of coordination with other donors on gender issues.			

**Performance Data Table 4**

<b>OBJECTIVE: Strategic Support Objective 4: Greater Reflection of Gender Considerations in the Agency's Work</b>			
<b>APPROVED: DD/MM/YYYY      COUNTRY/ORGANIZATION: G/WID</b>			
<b>RESULT NAME: IR 4.4, Improved coordination with the international community on gender issues</b>			
<b>INDICATOR: OECD/DAC policies and actions informed by USAID gender policy</b>			
<p><b>UNIT OF MEASURE:</b> OECD/DAC policy and guidance documents on gender and poverty</p> <hr/> <p><b>SOURCE:</b> G/WID, DAC</p> <hr/> <p><b>INDICATOR DESCRIPTION:</b> DAC policy and guidance formulations that benefit from inputs from USAID gender policy and guidance.</p> <hr/> <p><b>COMMENTS:</b> The two OECD documents that were published during FY98 to which G/WID contributed were: 1) <i>OECD/DAC Guidelines For Gender Equality And Women's Empowerment In Development Cooperation</i> and 2) <i>OECD/DAC Sourcebook On Concepts And Approaches Linked To Gender Equality</i>.</p>	<b>YEAR</b> 1997 baseline	<b>PLANNED</b> 1	<b>ACTUAL</b> 1
	1998	2	2
	1999	3	
	2000	3	
	2001	TBD	
	2002	TBD	

## **PART III. RESOURCE REQUEST**

### **Financial Plan**

G/WID does not anticipate any changes to the FY 2001 projected budget amount of \$10M for the Office. However, with our revised Strategic Plan in place, G/WID will be reviewing the approved ceiling resource levels for each SSO and may require an increase in these levels. This is particularly likely for SSO2 (girls' education).

Financial Tables are attached.

### **Workforce and OE Budget**

G/WID staff are currently overextended and the loss of one direct-hire position in FY 1999 and one in FY 2000 will further increase the workload of the staff that remains. To cope with a greater workload per staff member, G/WID will need to reduce its already small number of contracts and cooperative agreements. In all likelihood, we will need to eliminate the variety of contractual and assistance mechanisms now available to provide G/WID services and fulfill our technical leadership role. We may need to ensure that only one large indefinite quantities contract (IQC) is funded under each of our Strategic Support Objectives. This will reduce our management burden to an appropriate level, but will also reduce the breadth of services and innovative programs we are able to offer the field. It will also mean an increased burden for Mission and Bureau staff who will have to be responsible for developing, budgeting and managing activities under the decentralized IQC model. As importantly, it may entail a significantly truncated relationship with the NGO community as G/WID's limited program and staff resources will need to be focused almost exclusively on the acquisition of services versus assistance to programs that, while innovative and high-impact, may not meet immediate field support needs.

G/WID will also have to rely more heavily on RSSAs, Fellows and contractor staff to perform many functions now undertaken by G/WID technical staff. Indeed, our ability to retain technical staff may be reduced as they are called upon to increasingly perform the administrative and contract monitoring functions of the G/WID program.

In OE funding, G/WID is projecting a slight increase in its travel funds since, given reduced staff levels, each G/WID staff member will need to undertake more TDYs to maintain our support to the field. To balance individuals' travel versus Washington-based workload, this will mean shorter TDYs, and an inability cover several countries during one longer TDY.

# FY 1999 Budget Request by Program/Country

Program/Country: G/Office of Women in Development

24-Mar-99

03:56 PM

Approp Acct: DA/CSD  
Scenario Base Level 10,000,000

S.O. # , Title	FY 1999 Request														Est. S.O. Expenditures	Est. S.O. Pipeline End of FY 99		
	Bilateral/Field Spt	Total	Micro-Enterprise	Agri-culture	Other Economic Growth	Children's Basic Education (*)	Other HCD	Population	Child Survival (*)	Infectious Diseases (*)	HIV/AIDS (*)	Other Health	Environ	D/G				
SS 1: Gender-based Constraints to Economic Growth Policies and Programs Increasingly Addressed																		
Bilateral	2,440				2,440												2,750	4,865
Field Spt	0																0	0
	2,440	0	0	0	2,440	0	0	0	0	0	0	0	0	0	0	0	2,750	4,865
SS 2: Broad-based, Informed Constitutencies Mobilized to Improve Girls' Education in Emphasis Countries																		
Bilateral	2,340					2,340											4,200	7,755
Field Spt	0																0	0
	2,340	0	0	0	0	2,340	0	0	0	0	0	0	0	0	0	0	4,200	7,755
SS3: Women's Legal Rights Increasingly Protected																		
Bilateral	2,520													2,520			5,100	6,200
Field Spt	0																0	0
	2,520	0	0	0	0	0	0	0	0	0	0	0	0	2,520	0	0	5,100	6,200
SS 4: Greater Reflection of Gender Considerations in the Agency's Work																		
Bilateral	2,700				2,700												3,050	3,165
Field Spt	0																0	0
	2,700	0	0	0	2,700	0	0	0	0	0	0	0	0	0	0	0	3,050	3,165
SO 5:																		
Bilateral	0																0	0
Field Spt	0																0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 6:																		
Bilateral	0																0	0
Field Spt	0																0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 7:																		
Bilateral	0																0	0
Field Spt	0																0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 8:																		
Bilateral	0																0	0
Field Spt	0																0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total Bilateral</b>	<b>10,000</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5,140</b>	<b>2,340</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2,520</b>	<b>0</b>	<b>0</b>	<b>15,100</b>	<b>21,985</b>
<b>Total Field Support</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL PROGRAM</b>	<b>10,000</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5,140</b>	<b>2,340</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2,520</b>	<b>0</b>	<b>0</b>	<b>15,100</b>	<b>21,985</b>

FY 99 Request Agency Goal Totals	
Econ Growth	5,140
Democracy	2,520
HCD	2,340
PHN	2,340
Environment	0
Program ICASS	0
GCC (from all Goals)	0

FY 99 Account Distribution (DA only)	
Dev. Assist Program	10,000
Dev. Assist ICASS	
<b>Dev. Assist Total:</b>	<b>10,000</b>
CSD Program	2,340
CSD ICASS	
<b>CSD Total:</b>	<b>2,340</b>

Prepare one set of tables for each appropriation Account  
Tables for DA and CSD may be combined on one table.  
For the DA/CSD Table, columns marked with (\*) will be funded from the CSD Account

## FY 2000 Budget Request by Program/Country

Program/Country: G/Office of Women in Development

24-Mar-99

03:56 PM

Approp Acct: DA/CSD  
Scenario Base Level 10,000,000

S.O. # , Title		FY 2000 Request													Est. S.O. Expenditures	Est. S.O. Pipeline End of FY 00		
		Bilateral/Field Spt	Total	Micro-Enterprise	Agri-culture	Other Economic Growth	Children's Basic Education (*)	Other HCD	Population	Child Survival (*)	Infectious Diseases (*)	HIV/AIDS (*)	Other Health	Environ			D/G	
SS 1: Gender-based Constraints to Economic Growth Policies and Programs Increasingly Addressed															Year of Final Oblig:03			
	Bilateral	2,440			2,440												3,200	4,105
	Field Spt	0																
		2,440	0	0	2,440	0	0	0	0	0	0	0	0	0	0	0	3,200	4,105
SS 2: Broad-based, Informed Constitutencies Mobilized to Improve Girls' Education in Emphasis Countries															Year of Final Oblig:03			
	Bilateral	2,340				2,340											3,630	6,465
	Field Spt	0																
		2,340	0	0	0	2,340	0	0	0	0	0	0	0	0	0	0	3,630	6,465
SS3: Women's Legal Rights Increasingly Protected															Year of Final Oblig:03			
	Bilateral	2,520												2,520			4,300	4,420
	Field Spt	0																
		2,520	0	0	0	0	0	0	0	0	0	0	0	2,520	0	0	4,300	4,420
SS 4: Greater Reflection of Gender Considerations in the Agency's Work															Year of Final Oblig:03			
	Bilateral	2,700			2,700												2,950	2,915
	Field Spt	0																
		2,700	0	0	2,700	0	0	0	0	0	0	0	0	0	0	0	2,950	2,915
SO 5:															Year of Final Oblig:			
	Bilateral	0																
	Field Spt	0																
		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 6:															Year of Final Oblig:			
	Bilateral	0																
	Field Spt	0																
		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 7:															Year of Final Oblig:			
	Bilateral	0																
	Field Spt	0																
		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 8:															Year of Final Oblig:			
	Bilateral	0																
	Field Spt	0																
		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total Bilateral</b>		10,000	0	0	5,140	2,340	0	0	0	0	0	0	0	2,520	0	0	14,080	17,905
<b>Total Field Support</b>		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL PROGRAM</b>		10,000	0	0	5,140	2,340	0	0	0	0	0	0	0	2,520	0	0	14,080	17,905

FY 00 Request Agency Goal Totals	
Econ Growth	5,140
Democracy	2,520
HCD	2,340
PHN	2,340
Environment	0
Program ICASS	0
GCC (from all Goals)	0

FY 00 Account Distribution (DA only)	
Dev. Assist Program	10,000
Dev. Assist ICASS	
Dev. Assist Total:	10,000
CSD Program	2,340
CSD ICASS	
CSD Total:	2,340

Prepare one set of tables for each appropriation Account  
Tables for DA and CSD may be combined on one table.  
For the DA/CSD Table, columns marked with (\*) will be funded from the CSD Account

# FY 2001 Budget Request by Program/Country

Program/Country: G/Office of Women in Development

24-Mar-99

03:56 PM

Approp Acct: DA/CSD  
Scenario Base Level 10,000,000

S.O. # , Title		FY 20001 Request													Est. S.O. Expenditures	Est. S.O. Pipeline End of FY 01	Future Cost (POST-2001)
Bilateral/Field Spt	Total	Micro-Enterprise	Agri-culture	Other Economic Growth	Children's Basic Education (*)	Other HCD	Population	Child Survival (*)	Infectious Diseases (*)	HIV/AIDS (*)	Other Health	Environ	D/G				
SS 1: Gender-based Constraints to Economic Growth Policies and Programs Increasingly Addressed															Year of Final Oblig:03		
Bilateral	2,440			2,440											2,520	4,025	0
Field Spt	0																
	2,440	0	0	2,440	0	0	0	0	0	0	0	0	0	0	2,520	4,025	0
SS 2: Broad-based, Informed Constitutencies Mobilized to Improve Girls' Education in Emphasis Countries															Year of Final Oblig:03		
Bilateral	2,340				2,340										3,725	5,080	0
Field Spt	0																
	2,340	0	0	0	2,340	0	0	0	0	0	0	0	0	0	3,725	5,080	0
SS3: Women's Legal Rights Increasingly Protected															Year of Final Oblig:03		
Bilateral	2,520												2,520		2,950	3,990	5,355
Field Spt	0																
	2,520	0	0	0	0	0	0	0	0	0	0	0	2,520	2,950	3,990	5,355	
SS 4: Greater Reflection of Gender Considerations in the Agency's Work															Year of Final Oblig:03		
Bilateral	2,700			2,700											2,850	2,765	5,100
Field Spt	0																
	2,700	0	0	2,700	0	0	0	0	0	0	0	0	0	0	2,850	2,765	5,100
SO 5:															Year of Final Oblig:		
Bilateral	0																
Field Spt	0																
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 6:															Year of Final Oblig:		
Bilateral	0																
Field Spt	0																
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 7:															Year of Final Oblig:		
Bilateral	0																
Field Spt	0																
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 8:															Year of Final Oblig:		
Bilateral	0																
Field Spt	0																
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total Bilateral</b>	<b>10,000</b>	<b>0</b>	<b>0</b>	<b>5,140</b>	<b>2,340</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2,520</b>	<b>12,045</b>	<b>15,860</b>	<b>10,455</b>
<b>Total Field Support</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL PROGRAM</b>	<b>10,000</b>	<b>0</b>	<b>0</b>	<b>5,140</b>	<b>2,340</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2,520</b>	<b>12,045</b>	<b>15,860</b>	<b>10,455</b>

FY 01 Request Agency Goal Totals	
Econ Growth	5,140
Democracy	2,520
HCD	2,340
PHN	2,340
Environment	0
Program ICASS	0
GCC (from all Goals)	0

FY 01 Account Distribution (DA only)	
Dev. Assist Program	10,000
Dev. Assist ICASS	0
<b>Dev. Assist Total:</b>	<b>10,000</b>
CSD Program	2,340
CSD ICASS	0
<b>CSD Total:</b>	<b>2,340</b>

0  
0

Tables for DA and CSD may be combined on one table.  
For the DA/CSD Table, columns marked with (\*) will be funded from the CSD Account

OC	Resource Category Title	FY 1999 Estimate	FY 2000 Target	FY 2000 Request	FY 2001 Target	FY 2001 Request
11.8	<b>Special personal services payment:</b> IPA/Details-In/PASAs/RSSAs Salaries	Do not enter data on this line.				
	<b>Subtotal OC 11.8</b>	0.0	0.0	0.0	0.0	0.0
12.1	<b>Personnel Benefits</b> IPA/Details-In/PASAs/RSSAs Salaries	Do not enter data on this line.				
	<b>Subtotal OC 12.1</b>	0.0	0.0	0.0	0.0	0.0
21.0	<b>Travel and transportation of person:</b> <b>Training Travel</b>	Do not enter data on this line.				
	<b>Operational Travel</b>	Do not enter data on this line.				
	Site Visits - Headquarters Personnel	52,500.0	57,500.0	57,500.0	58,000.0	58,000.0
	Site Visits - Mission Personnel					
	Conferences/Seminars/Meetings/Retreats	2,500.0	2,500.0	2,500.0	3,500.0	3,500.0
	Assessment Travel	8,000.0	5,000.0	5,000.0	5,000.0	5,000.0
	Impact Evaluation Travel	5,000.0	5,000.0	5,000.0	8,000.0	8,000.0
	Disaster Travel (to respond to specific disasters)					
	Recruitment Travel					
	Other Operational Travel					
	<b>Subtotal OC 21.0</b>	68,000.0	70,000.0	70,000.0	74,500.0	74,500.0
23.3	<b>Communications, Utilities, and Miscellaneous C</b> Commercial Time Sharing	Do not enter data on this line.				
	<b>Subtotal OC 23.3</b>	0.0	0.0	0.0	0.0	0.0
24.0	<b>Printing &amp; Reproduction</b> Subscriptions & Publications	Do not enter data on this line.				
	<b>Subtotal OC 24.0</b>	2,000.0	2,000.0	2,000.0	2,000.0	2,000.0
25.1	<b>Advisory and assistance service:</b> Studies, Analyses, & Evaluations Management & Professional Support Services Engineering & Technical Services	Do not enter data on this line.				
	<b>Subtotal OC 25.1</b>	0.0	0.0	0.0	0.0	0.0
25.2	<b>Other services</b> Non-Federal Audits Grievances/Investigations Manpower Contracts Other Miscellaneous Services Staff training contracts	Do not enter data on this line.				
	<b>Subtotal OC 25.2</b>	0.0	0.0	0.0	0.0	0.0
25.3	<b>Purchase of goods and services from Governmen</b> DCAA Audits HHS Audits All Other Federal Audits Reimbursements to Other USAID Accounts All Other Services from other Gov't. Agencies	Do not enter data on this line.				
	<b>Subtotal OC 25.3</b>	0.0	0.0	0.0	0.0	0.0
25.7	<b>Operation &amp; Maintenance of Equipment &amp; Stora</b>	Do not enter data on this line.				
	<b>Subtotal OC 25.7</b>	0.0	0.0	0.0	0.0	0.0
25.8	<b>Subsistence and support of persons (contract or Gov't.</b>	Do not enter data on this line.				
	<b>Subtotal OC 25.8</b>	0.0	0.0	0.0	0.0	0.0
26.0	<b>Supplies and Materials</b>	Do not enter data on this line.				
	<b>Subtotal OC 26.0</b>	0.0	0.0	0.0	0.0	0.0
31.0	<b>Equipment</b> ADP Software Purchases ADP Hardware Purchases	Do not enter data on this line.				
	<b>Subtotal OC 31.0</b>	0.0	0.0	0.0	0.0	0.0
	<b>TOTAL BUDGET</b>	70,000.0	72,000.0	72,000.0	76,500.0	76,500.0

Workforce Tables

Org_G/WID _____								Total	Org.	Fin.	Admin.	Con-	All	Total	Total		
End of year On-Board								SO/SpO	Mgmt.	Mgmt	Mgmt	tract	Legal	Other	Mgmt.	Staff	
FY 1999 Estimate		SO 1	SO 2	SO 3	SO 4	SO 5	SpO1	SpO2									
<b>OE Funded: 1/</b>																	
U.S. Direct Hire								0	1.5					6.5	0	8	
Other U.S. Citizens								0							0	0	
FSN/TCN Direct Hire								0							0	0	
Other FSN/TCN								0							0	0	
Subtotal		0	0	0	0	0	0	0	0	1.5	0	0	0	0	6.5	0	8
<b>Program Funded 1/</b>																	
U.S. Citizens								0						2	2	2	
FSNs/TCNs								0							0	0	
Subtotal		0	0	0	0	0	0	0	0	0	0	0	0	2	2	2	
Total Direct Workforce		0	0	0	0	0	0	0	0	1.5	0	0	0	0	8.5	2	10
TAACS								0						1	1	1	
Fellows								0						1	1	1	
IDIs								0							0	0	
Subtotal		0	0	0	0	0	0	0	0	0	0	0	0	2	2	2	
<b>TOTAL WORKFORCE</b>		0	0	0	0	0	0	0	0	1.5	0	0	0	0	10.5	4	12

1/ Excludes TAACS, Fellows, and IDIs

Workforce Tables

	SO 1	SO 2	SO 3	SO 4	SO 5	SpO1	SpO2	Total SO/SpO	Org. Mgmt.	Fin. Mgmt.	Admin. Mgmt.	Con-tract	Legal	All Other	Total Mgmt.	Total Staff
<b>FY 2000 Target</b>																
<b>OE Funded: 1/</b>																
U.S. Direct Hire								0	1.5					5.5	7	7
Other U.S. Citizens								0							0	0
FSN/TCN Direct Hire								0							0	0
Other FSN/TCN								0							0	0
Subtotal	0	0	0	0	0	0	0	0	1.5	0	0	0	0	5.5	7	7
<b>Program Funded 1/</b>																
U.S. Citizens								0						2	2	2
FSNs/TCNs								0							0	0
Subtotal	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2
Total Direct Workforce	0	0	0	0	0	0	0	0	1.5	0	0	0	0	7.5	9	9
TAACS								0						1	1	1
Fellows								0						4	4	4
IDIs								0							0	0
Subtotal	0	0	0	0	0	0	0	0	0	0	0	0	0	5	5	5
<b>TOTAL WORKFORCE</b>	0	0	0	0	0	0	0	0	1.5	0	0	0	0	12.5	14	14

<b>FY 2000 Request</b>																
<b>OE Funded: 1/</b>																
U.S. Direct Hire								0	1.5					6.5	8	8
Other U.S. Citizens								0							0	0
FSN/TCN Direct Hire								0							0	0
Other FSN/TCN								0							0	0
Subtotal	0	0	0	0	0	0	0	0	1.5	0	0	0	0	6.5	8	8
<b>Program Funded 1/</b>																
U.S. Citizens								0						2	2	2
FSNs/TCNs								0							0	0
Subtotal	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2
Total Direct Workforce	0	0	0	0	0	0	0	0	1.5	0	0	0	0	8.5	10	10
TAACS								0						1	1	1
Fellows								0						4	4	4
IDIs								0							0	0
Subtotal	0	0	0	0	0	0	0	0	0	0	0	0	0	5	5	5
<b>TOTAL WORKFORCE</b>	0	0	0	0	0	0	0	0	1.5	0	0	0	0	13.5	15	15

1/ Excludes TAACS, Fellows, and IDIs

Workforce Tables

Org <u>  </u> G/WID <u>  </u>								Total SO/SpO Staff	Org. Mgmt.	Fin. Mgmt	Admin. Mgmt	Con-tract	Legal	All Other	Total Mgmt.	Total Staff
End of year On-Board	SO 1	SO 2	SO 3	SO 4	SO 5	SpO1	SpO2									
<b>FY 2001 Target</b>																
<b>OE Funded: 1/</b>																
U.S. Direct Hire								0	1.5					5.5	7	7
Other U.S. Citizens								0							0	0
FSN/TCN Direct Hire								0							0	0
Other FSN/TCN								0							0	0
Subtotal	0	0	0	0	0	0	0	0	1.5	0	0	0	0	5.5	7	7
<b>Program Funded 1/</b>																
U.S. Citizens								0						2	2	2
FSNs/TCNs								0							0	0
Subtotal	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2
Total Direct Workforce	0	0	0	0	0	0	0	0	1.5	0	0	0	0	7.5	9	9
TAACS								0						1	1	1
Fellows								0						4	4	4
IDIs								0							0	0
Subtotal	0	0	0	0	0	0	0	0	0	0	0	0	0	5	5	5
<b>TOTAL WORKFORCE</b>	0	0	0	0	0	0	0	0	1.5	0	0	0	0	12.5	14	14

<b>FY 2001 Request</b>																
<b>OE Funded: 1/</b>																
U.S. Direct Hire								0	1.5					6.5	8	8
Other U.S. Citizens								0							0	0
FSN/TCN Direct Hire								0							0	0
Other FSN/TCN								0							0	0
Subtotal	0	0	0	0	0	0	0	0	1.5	0	0	0	0	6.5	8	8
<b>Program Funded 1/</b>																
U.S. Citizens								0						2	2	2
FSNs/TCNs								0							0	0
Subtotal	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2
Total Direct Workforce	0	0	0	0	0	0	0	0	1.5	0	0	0	0	8.5	10	10
TAACS								0						1	1	1
Fellows								0						4	4	4
IDIs								0							0	0
Subtotal	0	0	0	0	0	0	0	0	0	0	0	0	0	5	5	5
<b>TOTAL WORKFORCE</b>	0	0	0	0	0	0	0	0	1.5	0	0	0	0	13.5	15	15

1/ Excludes TAACS, Fellows, and IDIs

## Accessing Global Bureau Services Through Field Support and Buy-Ins

Objective Name	Field Support and Buy-Ins: Activity Title & Number	Priority *	Duration	Estimated Funding (\$000)			
				FY 2000		FY 2001	
				Obligated by:		Obligated by:	
Operating Unit	Global Bureau	Operating Unit	Global Bureau				
Girls' & Women's Education	Girls' and Women's Education, 936-5848 [I.I.R.; Peru]	High	1 Years		150,000		150,000
Girls' & Women's Education	Girls' and Women's Education, 936-5848 [WIDTECH-AED; Bolivia]	High	1 Year		400,000		400,000
Girls' & Women's Education	Girls' and Women's Education, 936-5848 [I.I.R.; Guatemala]	High	1 Year		250,000		250,000
Girls' & Women's Education	Girls' and Women's Education, 936-5848 [WIDTECH-AED; Guinea]	High	1 Year		400,000		400,000
Girls' & Women's Education	Girls' and Women's Education, 936-5848 [WIDTECH-AED; India]	High	2 years		800,000		
Women's Legal Rights Increasingly Protected	WID Strategies & Resources, 930-0100 [WIDTECH; India]	High	3 Years	750,000			
Greater Reflection of Gender in Agency's Work	WID Strategies & Resources, 930-0100 [WIDTECH; LAC/Bureau]	High	1 year		50,000		50,000
Gender-Based Constraints to Economic Growth	WID Strategies & Resources, 930-0100 [WIDTECH; Jordan]	High	1.5 Years		150,000		50,000
Women's Legal Rights Increasingly Protected	WID Strategies & Resources, 930-0100 [New Coop. Agr., vice PROWID; Ukraine]	High	2 Years	300,000		250,000	
Women's Legal Rights Increasingly Protected	WID Strategies & Resources, 930-0100 [New Coop. Agr. vice PROWID; ANE Regional--Trafficking]	High	2 Years		400,000		200,000
Women's Legal Rights Increasingly Protected	WID Strategies & Resources, 930-0100 [New Coop. Agr. vice PROWID; G/DG]	High	2 Years		250,000		
<b>GRAND TOTAL.....</b>				<b>1,050,000</b>	<b>2,850,000</b>	<b>250,000</b>	<b>1,500,000</b>

\* For Priorities use high, medium-high, medium, medium-low, low