

GENESYS

**THE BUREAU FOR SCIENCE AND
TECHNOLOGY CAPACITY BUILDING:
PHASE I**

THE
FUTURES
GROUP

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Executive Summary

Introduction

At the request of Richard E. Bissell, Assistant Administrator for the Bureau of Science and Technology, PPC/WID's Gender in Economic and Social Systems (GENESYS) Project staff recently concluded a quick "back of the envelope" assessment on women in development (WID) priorities and prospects for each of the Bureau's Offices. The principal objective of this exercise was to provide the Assistant Administrator information on how the S&T Offices address gender issues in their programs and projects for the forthcoming portfolio reviews.

Each S&T Bureau Office -- represented in most instances by its Director and WID Coordinator -- was interviewed by a GENESYS Project staff representative focussing on the five questions Mr. Bissell asked the Offices to answer. Prior to the interviews, a team building session was held using the Office of Rural and Institutional Development as a trial interview. Bernadette Bundy, the Bureau's WID Coordinator, was present at each interview. Following each interview, working drafts of the Offices' responses were written by the GENESYS staff and routed to the relevant Office for comment. The final drafts were then prepared.

GENESYS staff prepared the Executive Summary by isolating Office responses by question, then identifying those responses that arose most frequently. The purpose was to highlight what the S&T Offices held in common as their priorities and prospects for considering gender in development.

Throughout this document, and those attached, frequent reference is made to both gender considerations in development and women in development. The phrases refer to different concepts, with the essence of the former being gender analysis to determine whether or not men and women have different constraints or opportunities to participate in, contribute to or benefit from development. WID more broadly refers to the development and implementation of policies and programs that facilitate women's full participation in, contribution to and benefit from the economies and societies in which they live.

Proactive Steps

In reviewing the Office-specific answers to the first question, i.e., what proactive steps are being taken to address gender considerations, several responses were common across Offices. First, many Offices are engaged in research and/or project activities which address gender factors. In many instances this has already led to the design, and often the implementation, of programs or policies that take gender into account. Second, many Offices now ensure that their Statements of Work (for project and/or program evaluations, and new project designs) request that gender concerns be examined and incorporated.

Third, the application of PPC/WID matching funds is providing a multiplier effect regarding addressing gender factors, is increasing the base of knowledge about gender considerations in development, and is demonstrating the importance of addressing gender in project design, implementation and evaluation. Fourth, a number of Offices have initiated the preparation of "in-house" guidelines which assist project management in incorporating gender issues into Office programs and projects. Finally, several Offices now have specific "case" examples to demonstrate that addressing gender concerns has benefitted the project outcome.

Significant Opportunities

The majority of officers interviewed believe that significant opportunities exist for them to address both gender related and women-specific development issues. Of the many opportunities mentioned, three stand out as most commonly shared among the Offices. First, roughly half of the Offices reported that the Administrator's "new initiatives" provide excellent opportunities to promote new ways of considering issues affecting gender concerns in the development process. The initiatives specifically mentioned were those regarding the family and the environment. Second, a majority of Offices also reported that their projects planned for the near future include consideration of gender issues not as an afterthought (as has often been the case), but as integral elements of the projects from the earliest design stages. Similarly, several references were made to the vast potential for the inclusion of gender considerations and WID issues in those projects that are inter-sectoral, as well as those that are sector-specific. Third, most of the Offices stated or implied that efforts to address gender considerations in implementing, monitoring and evaluating existing programs and projects can be strengthened.

Constraints

The Bureau of Science and Technology is ideally placed in many ways to take a leadership role for A.I.D. and other donors on this broad cross-cutting issue of gender. Nevertheless, as the Bureau continues to lay the foundation for the development of its gender training and other WID capacity building activities, it should explore broadly and deeply the constraints that the Offices feel prevent them from exploiting opportunities to address gender issues.

Lack of funding and insufficient levels of staff were cited as major obstacles by most Offices. Several additional constraints were prominently and frequently mentioned. First, insufficient understanding, at all personnel levels, of when and how to incorporate gender concerns and what the results of this incorporation might be, hamper a fuller inclusion of gender consideration in Bureau programs and projects. Offices need additional, well-designed and targeted training and technical assistance (for office staff, contractors and cooperators) which provide "tools" for addressing gender issues in programs and projects. Second, it appears that project managers are not familiar with and/or are not held accountable to the Handbook Three requirements specifying incorporation of gender

concerns in their activities. Third, by being a central bureau, S&T can only recommend interventions to regional and Mission based programs and projects. This status limits the Offices' influence in ensuring that gender concerns raised by S&T's research and technical assistance activities are sufficiently addressed by the regional bureaus and Missions. Finally, the information being gathered and reported about the impact of programs and projects on women and men is insufficient, thus it is difficult to determine what works and what does not in considering gender.

Conflicts

In the course of the interviews, the possibility of a "mismatch" between Offices' programs and the gender-related needs of Missions and Bureaus was discussed. In some cases, Bureau Offices did not perceive any incompatibility in their gender-related work with Missions and Regional Bureaus; one Office cited its close working relationship with Missions and contractors as the basis for its success in working in cooperation with the field on gender issues. Other Offices did note a mismatch between their gender-related programs and the gender-related programs of Missions and Regional Bureaus. Impressions of the kind and degree to which this is a problem varied considerably.

First, Bureaus and Missions may be unaware of any problems or needs that are gender specific. They also may be unaware of any positive impact that gender-specific programming might have on their own portfolios. Second, some Offices believe there is the potential for them to play a technical leadership role in the Agency vis-a-vis gender considerations, but cite dissemination constraints which hinder their efforts to keep Missions and Regional Bureaus informed. For example, several Offices already have good gender-specific information which could be of great significance to the work of Missions. However, with limited and decreasing numbers of technical personnel in the field, the Offices are in the position of having to "market" long distance their considerable expertise and resources to mission generalists. As a result, these Offices cannot get Missions to focus on or accept the results of S&T research, and it is difficult for them to integrate their work with that of the Missions. Finally, while Missions generally plan in five-year increments the Bureau's mandate requires a longer-term perspective on the technological needs of development. This creates an essential timing problem and may promote a lack of interest in the Bureau's work.

Key Statements

In most Offices the interview closed with suggestions of activities they believe crucial to increasing gender considerations in development. First, there was a general agreement on the need to disaggregate gender variables, to analyze existing data by gender, and to disseminate findings widely, both in and out of the Agency. Second, establish S&T specific guidelines for incorporating gender considerations in development. Third, develop case studies that project managers, contractors and cooperators can use profitably in projects.

Fourth, receive training and technical assistance in including gender considerations in project design. Finally, monitor, evaluate and report the impact of gender consideration on development and policy formation (opportunities to measure, report on and disseminate the impact of gender consideration in development are ample and can be included in an activity at relatively low cost).

Conclusion

On the basis of the "back of the envelope" assessment, the GENESYS Staff believes that the Bureau of Science and Technology is aware of and sensitive to gender issues. A great deal has been accomplished by the Bureau, a great deal is planned, but a great deal more must be done to assure that women participate fully and benefit equally from the development process. As was mentioned during the most recent meeting of the Bureau's WID Action Group, the Bureau knows "why" gender consideration in development is important, it now must work on "how" to do it and do it well. Because of its "state of the art" mandate, the way in which the Bureau expands its WID role can be crucial to overall development trends for many years to come.

Office of Agriculture

1. What proactive steps are being taken by your office to address gender considerations?

- Last year the office participated in a Women in Development training program
- A number of S&T/AGR projects address the integration of gender. Several of the projects in the Collaborative Research Support Program (CRSP), i.e. the Bean/Cowpea, Small Ruminant, and Pond Dynamics Projects include gender as an integral part of their program. Additionally, the Nitrogen Fixation and Tropical Agricultural Legumes (NIFTAL) Project and the Fisheries Development Support Services (FDS) Project also address the significant role of women in the project related activities.
- Some examples of how gender considerations are being addressed in these projects include conducting a socio-economic impact study of agriculture in Rwanda that identifies the role of women and producing a video on the role of women in fisheries. This work is funded/headed by the Bean/Cowpea CRSP.
- The Director of the Bean/Cowpea CRSP is a woman and it is clearly indicated that where you have women participating you tend to get a greater degree of on-going gender consideration.

2. In your opinion, what significant opportunities exist?

- The terms of reference for the new Sustainable Agricultural Systems CRSP will require bidders to state how they will address Women in Development issues in the project activities.
- The Agriculture Office would like to take the lead with the Bureau WID working group in further assessment of their needs for incorporation of gender concerns in their program.
- There is significant opportunity to incorporate gender disaggregated information into the mathematical modeling work being developed on crop production under the International Benchmark Sites Network Project (IBSNAT).
- A new office of agriculture program thrust is in agribusiness. The role of women is critical in many areas of agribusiness.
- The Post-Harvest Losses project is being designed, and the Integrated Pest Management project to be designed, will include gender as an integral part of the project.

3. Are there constraints that you feel prevent you from exploiting these opportunities?

-- The level of participation of women in the Office of Agriculture is still limited. Only three of forty professional level staff are women, two of whom are American Association for the Advancement of Sciences (AAAS) Fellows. The fact that some of the office personnel don't feel it is a problem underscores the problem.

-- Women have been discouraged traditionally from entering many of the fields of agriculture. This attitude also pervades the Office staff.

-- Funding and staffing limitations are always considered constraints to fully achieving goals of the office. Funding availability for the collection of gender disaggregated data and attitudes of project managers to undertaking such data collection are seen as major constraints.

4. In your view, are there any conflicts between your sectoral technical leadership role and the needs of regional bureaus and missions in solving gender-related problems? Do you have any insights about how to resolve such conflicts, if they exist?

-- There is no incompatibility perceived by S&T/AGR in dealing with the regional bureaus and mission with regard to identifying and working with gender issues.

-- Since the Office tends to focus on relatively long-term efforts with specific commodities, it often finds it easier to respond to regional level requests.

-- Individual missions often look at the agriculture sector as a whole and have a shorter term focus. As such, S&T/AGR must deal with the incompatibility regarding its emphasis vis-a-vis that of the Missions. The Office's mandate is to fund research which requires a longer time horizon. More recently the Office has been encouraging buy-ins, e.g. the 47% buy-in rate of the Agriculture Policy Project.

5. Based on available research results and field support activities, are there any key substantive statements we can make about gender considerations in your sector? Any particular success stories you care to relate?

-- The Agriculture Office has been proactive in considering gender within several projects. Work with cowpeas, milkfish and small ruminants, for example, has incorporated a concern for the role of women. The Office thinks it has considered gender successfully in fisheries (particularly in the post-harvest area), and in small ruminants (Peru and Indonesia).

-- It was felt that efforts should be strengthened and continued to recruit, hire and train

more women to work at all level in the agriculture development process.

-- Women in Development concerns need to be routinely part of project design and program and policy planning activities of the office and of the Bureaus and missions it assists. Development of guidelines for incorporation of gender concerns in the office/bureau program/projects was suggested as a point meriting more discussion.

The Center for University Cooperation in Development

1. What proactive steps are being taken by your office to address gender considerations?

-- None.

2. In your opinion, what significant opportunities exist?

-- There are significant opportunities for The Center (Center for University Cooperation in Development) to incorporate gender issues in its work. This incorporation will require strong management and oversight of the programs with regard to WID.

-- The Center's overall program will be defined in the coming weeks. It would be possible to request and select research proposals that deal with gender.

-- As has been done at certain universities, WID could be incorporated through the existing committee system. Levels of female participation on committees/panels could be specified. Women could be selected to serve on all task forces, advisory panels, and selection committees.

-- There is the potential to incorporate WID through the Inter-agency Personnel Agreement (IPA) Programs. Again targeted levels of female participation could be established.

-- A new project, U.S. University Development Linkages, has been designed to provide a vehicle for linking U.S. and developing country universities to collaborate on research, training and extension problems of mutual interest. Up to 15 grants will be made to universities this fiscal year. While the selection criteria have already been set (proposals are due in June) and did not include WID considerations, it may be possible in the future to establish an expanded point system and evaluation process which include a WID section so that universities who include WID in their proposals would be advantaged.

-- In the Historically Black Colleges and Universities Research Program, it may be possible to recommend women in development or gender issues as areas of study. Or it may be possible to require demonstrations of interest in WID from investigators.

-- A.I.D. could be working more effectively with U.S. and developing country universities. Universities could be brought in more at the analytical stage. University people including women faculty members are a great resource for the collection and analysis of information and through increased collaboration, could be asked for more assistance in this area.

-- Overall, The Center could take a more proactive role regarding gender considerations. The incorporation of WID could be both encouraged and considered as an advantage in a

number of new programs as they are developed in new University Center programs.

3. Are there constraints that you feel prevent you from exploiting these opportunities?

-- Up until now, Strengthening Grants to universities included line items (for reporting purposes) for WID, but RUR had no enforcement mechanism as these were open-ended grants. The grants were practically given as entitlements and, therefore, the Office of Research and University Relations had "no muscle". Some of the universities reported on WID and some did not.

-- RUR needs more support regarding WID -- brief examples of "WID-oriented" projects, success stories and "tools" for gender analysis. The senior-level WID training of some time ago was not very helpful. The WID information is not clear or accessible.

-- RUR has always sensed some confusion as to whether the WID program is interested in women as participants or beneficiaries.

4. In your view, are there any conflicts between your sectoral technical leadership role and the needs of regional bureaus and missions in solving gender-related problems? Do you have any insights about how to resolve such conflicts, if they exist?

-- RUR's role has been to market universities to Missions and Regional Bureaus. This has kept RUR in touch with the needs of Missions and Bureaus.

5. Based on available research results and field support activities, are there any key substantive statements we can make about gender considerations in your sector? Any particular success stories you care to relate?

-- Social surveys and studies which record gender disaggregated data make it possible to investigate and analyze gender issues at later stages.

-- WID issues can be integrated into The Center's research agenda. Indeed, we will not be dealing with the realities of development if we do not focus on WID issues in our research. As we define appropriate research functions for The Center, it will be necessary to focus on WID issues.

-- Also, it may be possible to form a CRSP-like research group that would focus on the role of gender and age in development.

Office of Education

1. What proactive steps are being taken by your office to address gender considerations?

-- Important research on primary education has led to better management policies which have benefitted both boys and girls.

-- S&T/ED maintains a significant relationship with PPC/WID. PPC/WID provides substantial funding for a female education component of the Advancing Basic Education and Literacy (ABEL) project, which is pioneering new opportunities for higher quality education for girls. S&T/ED is disseminating information on what has been learned from the gender component of the ABEL project and supporting the design of new projects in Africa on girls' education, e.g. Malawi girls' education project. ABEL has provided WID people on project design teams for several African countries -- early focus on gender for new programs. Efforts have included gender analyses in Botswana and Ghana.

-- WID matching funds encouraged initiation of WID activities within ABEL, e.g. thorough study of "The Economic and Social Impact of Girls' Primary Education in Developing Countries" -- just completed; would have been a limited literature search in response to USAID/Guatemala request -- study was centerpiece of conference in Guatemala on girls' education which was attended by Guatemala's new President and Minister of Education. Upcoming study on the individual returns -- people-level impact -- of girls and women's access to formal and nonformal education.

-- The development of gender appropriate educational technology. One of four objectives in basic education is to improve student achievement through improved educational technology; most resources and attention in this area have been committed to Interactive Radio Instruction (IRI) which is accessible to girls and women.

-- Communication for Technology Transfer in Agriculture (CTTA) project has designed development communications methods which have been received well by cooperating country professionals and have proven effective. Has focused on the central role that women play in agricultural production throughout the world and subsequently on the extension and communications needs of women.

-- S&T/ED communications efforts have included women as a target audience, e.g. ORT, Healthcom, and CTTA.

-- Project personnel and core staff have been involved in the initial planning and design of most of the recent or projected new starts in Basic Education. (According to the 1989 - 1990 Report to Congress on WID, one hundred percent of new starts in basic education in Africa address the issue of girls' access to and persistence in school.)

-- Through the A.I.D.-Harvard Basic Research and Implementation for Developing Education Systems (BRIDGES) project, worked with host country officials in Pakistan to examine the possibility of using mosques for girls' education. Idea has been successfully implemented. Under existing PPC/WID buy-in to BRIDGES project, developed the Gender Education and Reporting System

(GENDER), a microcomputer data base system for analyzing and projecting educational enrollments by gender in LDCs.

-- Approximately one year ago organized a "What Works" conference on education. Provided opportunity to meet and discuss issues with counterparts from other organizations. Included informative presentation by Elizabeth King (World Bank) on the gender gap in primary education and its correlation to the overall development of countries.

-- The Office actively participates in a Consultative Group which supports a five-year interagency effort. The network includes 1,200 organizations in 120 countries.

2. In your opinion, what significant opportunities exist?

-- To achieve goals of ensuring an acceptable standard of learning achievement by 80 percent of children in developing countries and of reducing adult functional illiteracy by half by 2,000 AD, access to education (formal and informal) must improve dramatically -- great opportunity to provide access to education to girls and women.

-- To increase overall teacher effectiveness and improve student learning, efforts so far have been focused on improved educational technology, e.g. Interactive Radio Instruction. Focus on improved educational technology can lead to the continuing development of technologies that are specific to the needs of boys and girls.

-- The Educational Quality project, scheduled to begin in FY 1991 will introduce research techniques to study teaching practices in the classroom -- a pragmatic approach which is extremely rare; and work with cooperating countries to apply and adapt U.S. expertise in performance assessment -- providing means to monitor the effect of basic education reforms on actual student achievement and an opportunity to study the common and differential impacts of basic education programs on girls and boys. It includes a buy-in from PPC/WID to focus on gender issues and improve the quality of girls' education.

-- The All-Sector Service Agencies for Nonformal Training and Extension (ASANTE) project, scheduled to begin in FY 1992 will assist in the creation of service agencies which will provide local training. The majority of direct beneficiaries will be women. The program is especially exciting because there are plans to link literacy and access to credit which has great potential re opportunities for women.

-- S&T/ED oversees the education and communications elements of many projects. S&T/ED's experience in development communications and social marketing in agriculture, nutrition, population and health informs development communications efforts in other sectors. Therefore, gender-specific lessons learned have the potential of being disseminated widely and improving other efforts.

-- Proposes a multi-office project with Health, Nutrition, Population and WID on enhanced early childhood survival through working with mothers, fathers and communities. This early childhood initiative is part of the Agency's Family and Development Initiative and focuses on the quality of

children's lives and their access to certain resources such as education. S&T/ED is part of an ad hoc inter-sectoral working group for this activity.

3. Are there constraints that you feel prevent you from exploiting these opportunities?

-- Major constraints are in the countries.

-- Perception that host country authorities want to put the gender issue behind them.

-- Major constraint is difficulty of designing multi-disciplinary, cross-sectoral, community-based programs in A.I.D. The Agency's structure -- funding, staffing, etc. -- forces projects back into sectoral mode. It is also difficult to create participatory situations.

-- Staffing is a constraint as there is a total freeze on hiring and S&T/ED already has two vacancies and will have a third after an anticipated retirement in July 1991.

-- Possibility of conflict between family initiative and WID initiative.

4. In your view, are there any conflicts between your sectoral technical leadership role and the needs of regional bureaus and missions in solving gender-related problems? Do you have any insights about how to resolve such conflicts, if they exist?

-- High proportion of Mission buy-ins to Office projects -- roughly 2:1 in recent years. In FY 1989, buy-ins to projects which S&T managed or helped manage amounted to \$11.3 million, compared with \$6.9 million in obligations from S&T/ED funds. In FY90, after the office's participation in AIDSCOM was moved to S&T/Health as planned, the ratio closed to \$5.2 million (S&T/Health) to \$8.9 million (buy-ins).

-- Believe that, vis-a-vis AFR/EHR and AFR/WID, S&T/ED serves as the cutting edge.

5. Based on available research results and field support activities, are there any key substantive statements we can make about gender considerations in your sector? Any particular success stories you care to relate?

-- Sector specific research reveals surprisingly high correlation between the rate of female literacy and the success and sustainability of measures to increase economic productivity, extend life expectancy, reduce fertility rates, and expand the participation of individuals in the life of their group or nation.

Office of Energy

1. What proactive steps are being taken by your office to address gender considerations?

- The office is trying to identify local NGOs (citizen groups) to support an increased consideration of environmental issues, particularly for energy efficiency. Those groups are often strongly supported by women and are women-led.
- Continuous effort is made to involve more women in training programs.
- The office has some history of working with more energy efficient wood stoves which would tend not only to conserve energy but also to ease the fuel wood gathering task predominantly carried out by women and girls but these efforts are found to be hard to justify based on their relatively low output.
- The work of the office with fostering private enterprise energy development and management, and improving energy efficiency, in particular in the industrial sector, is very supportive of the growth and sustainability of the non-traditional export sub-sector. This sub-sector is a major employer of women and therefore, this assistance can contribute to their well being.

2. In your opinion, what significant opportunities exist?

- New technical assistance initiatives in energy and environmental policy planning, and in energy efficiency achievement have significant opportunity to impact very favorably and markedly upon women, particularly in the growing industrial park (free trade zones) industry sectors where women usually comprise over 80% of the work force. A reasonable system for measuring and reporting the impact of this technical assistance on women and men has not yet been developed or instituted however and without such a monitoring effort, the people level benefits to women and men will go unreported.
- Training of more women in the in the on-going program represents a strong opportunity to further incorporate women and, in turn, greater gender considerations in host country energy development, management and conservation. Could develop guidelines for encouraging the identification of women for training.
- "Women in Business." Make sure women have access to resources and to the planning process; for example, Nancy Ellison's work with four woman-owned businesses in the Middle East.

3. Are there constraints that you feel prevent you from exploiting these opportunities?

- The office does not have field based personnel and they characterize this as a general problem affecting their offices' ability to achieve its overall goals and objectives.

-- The low cost energy alternative activities were not viewed as priorities for the office although these activities may tend to more directly impact on the well being of rural women.

-- The mission based agricultural technical offices have not been very supportive of activities focusing on energy related matters. They are more concerned with direct technology for crop and livestock production. This is, again, a general constraint but it does restrict the ability of the office to reach women and men with its technical assistance program.

-- The office does not have any line authority over missions therefore missions and bureaus are not required to work with the Energy Office.

4. In your view, are there any conflicts between your sectoral technical leadership role and the needs of regional bureaus and missions in solving gender-related problems? Do you have any insights about how to resolve such conflicts, if they exist?

-- In their view, their Office and their Bureau have difficulty integrating their work with that of other Bureaus and missions because they have limited field personnel and no line authority over the field activity. This makes selling their energy program ideas more difficult and can result in energy-related field activities that do not fully avail themselves of the considerable expertise and resources of the Office of Energy.

5. Based on available research results and field support activities, are there any key substantive statements we can make about gender considerations in your sector? Any particular success stories you care to relate?

-- The Office of Energy has been making an effort to place more women trainees. Since 1987 only 8.9% (46 of 512) trainees were women but the number of female trainees is increasing. The majority of these women, 93% (43 out of 46), attended the energy policy-level courses, whereas only 7% (3 out of 46) attended technical-related courses. The office is trying to identify more women for its training programs. They felt that scholarships could be directed to encourage more participation by women.

-- It was discussed that establishing a monitoring and reporting system assessing impact of selected Office of Energy activities on women and men would most probably, demonstrate very positive linkages.

Office of Forestry, Environment and Natural Resources

1. What proactive steps are being taken by your office to address gender considerations?

-- Gender is considered in environment for reasons that are technical, rather than reasons related to equity. Early on technical people discovered that women and children were key actors and decision makers in this area. For example, in the forestry sector, seventy-five percent (75%) of all trees planted in the developing world, and decisions on what to plant, is done by women.

-- Scope of work for the current Environmental Planning and Management (EPM) project evaluation explicitly includes an assessment of gender implications of the activity. Gender considerations are to be incorporated in all future evaluation scopes of work.

-- Gender was integrated in designing the Conservation of Biological Diversity (CBD) project and is being integrated in the new Environment Policy and Training (EPAT) Project.

-- Attempting to achieve a gender balance in both office and project staff; currently, approximately 30% of office staff are female.

-- The environmental training program for direct hire staff will present case studies of gender considerations in natural resources management in cooperation with the Women in Development Office.

-- Office and project management are interested in and attempting to monitor gender issues.

-- The Office is collaborating with other S&T offices in looking at child survival, health and environmental controls.

-- Office is conducting specific WID research in several of its projects. The CBD utilizes PPC/WID matching funds (up to \$20,000) for research on gender issues in community-managed conservation projects. The World Wildlife Fund and the International Center for Research on Women have jointly proposed to perform case studies on role of women in community-managed conservation projects in Nepal and Philippines. The Forestry Support Component (under the Forestry Resources Management Project) has a PPC/WID buy-in (\$25,000) to expand coverage of Women in Forestry/Agro-Forestry Workshops in Africa, Latin America and Asia (two workshops conducted to date, one in Mali, the second in El Salvador).

-- Project activities, particularly in the forestry area, have significant built-in gender considerations in view that ex-Peace Corp volunteers, many of whom are women, are involved in project design and implementation. An estimated 40 - 50% of PCVs in natural resource management have been women, many serving as extension agents. This has resulted in gender considerations being factored into project activities, as well as encouraging women to pursue similar careers.

2. In your opinion, what significant opportunities exist?

- New initiatives in environmental quality potentially have gender considerations and implications.
- The Office recognizes that to encourage effective policy change within the EPAT project, they must provide incentives to induce appropriate behavioral responses, FENR is seeking to promote awareness of the micro-level economic, cultural, political and social considerations needed to influence behavior. Women are important in promoting behavioral changes, particularly of their children.
- Under the global climate change initiative, considering possibility of working with UNICEF in assessing role of families in the Amazon region and how they can be utilized in promoting sustainable land use practices.
- Working considerably with self-help community efforts in which women are active participants.
- The proposed Environment and Natural Resources Information Center (ENRIC) will incorporate gender into its data management and reporting functions.
- Would like to address various incentives which could be utilized to motivate communities to practice sustainable resource management. Many of the incentives, by nature, will have gender implications.
- Many of the new projects are being designed with the active cooperation of local NGO's, in which women are well represented. Further, with migration continuing, women are consistently the de-facto implementors at the ground level.
- Potential to document the contributions of successful WID activities.
- Next year, the Office will design a new project which will look more actively at environmental quality and pollution control. This activity also will be designed to consider gender.

3. Are there constraints that you feel prevent you from exploiting these opportunities?

- Understanding of gender implications has not necessarily led to the design and implementation of project-focused interventions.
- Would like to isolate those cases where gender issues have been critical to project success. To date, do not have sufficient staff or time to carry out such an exercise.
- Need to assess impact of training activities to date on gender.
- Lack information, specific data to justify directing activities which would take into consideration gender issues more consistently.

-- Lack tools to effectively incorporate gender considerations (suggest develop case studies/success stories indicating effective approaches taken to integrate gender considerations -- Office does have some).

-- Need assistance in the design of MIS/other systems to measure WID impact.

-- Recently, the Office lost a key female staff person. Further, the Office had identified top female candidates to fill two vacancies. However, the "freeze" makes it impossible to recruit these staff. The Office feels strongly that it needs a good gender balance.

4. In your view, are there any conflicts between your sectoral technical leadership role and the needs of regional bureaus and missions in solving gender-related problems? Do you have any insights about how to resolve such conflicts, if they exist?

-- The Office works closely with Missions, PVOs and contractors to provide services. As such, the Office has good indications of Mission's needs, both in natural resource management and gender.

-- The Office Director serves on the steering committee for critical resource management projects, such as ROCAP's Regional Natural Resource Management (RENARM).

-- Given the impact of the Agency's reorganization on staffing, regional bureaus will probably have to rely more heavily on S&T/FENR for assistance, both in research and services.

5. Based on available research results and field support activities, are there any key substantive statements we can make about gender considerations in your sector? Any particular success stories you care to relate?

-- The Forestry Support Project has looked at income earning activities in which women were the participants and beneficiaries. The Office has conducted some research in Africa which shows that fuelwood collection and charcoal production are key to many of these activities (such as jam production). It also was concluded that the highest cost components in these production activities were associated with fuelwood collection and charcoal production. This emphasized the need to isolate gender variables in the project's activities.

-- Methodology utilized by the International Council for Research in Agro-Forestry (ICRAF) was designed by an anthropologist and is "extremely sensitive" to gender.

-- Have significant case examples where gender was a factor in the project's outcome. For example, experience with tree planting projects found that they were more successful and accepted when trees were planted randomly, by community groups and/or individuals rather than in tree plantations. Women played a critical role in the decision to plant trees. Another example involved a food for work program, where food was initially given to workers in return for planting trees. The food was then given to the woman, whether in direct payment for her services, or from the husband working in the activity. The IDB later took over the project, but instead of paying for the work provided with food, gave money instead. The result was that the families did not benefit to the same extent, since

the money rarely ended up under the control of the household, i.e., the woman.

- Community self-help programs indicate that you must include women as active participants to ensure sustainability.
- Gender is viewed as a key variable in the development of multi-purpose trees.
- Major challenges of WID efforts in FENR are to measure and document the contributions of successful WID activities to economic growth; institutionalize the WID mandate and strengthen the understanding of gender issues in the Office's activities; convince host country policy makers to devote their own resources to increasing female productivity; and strengthen women's skills, resources and organizations.
- FENR's critical needs are (in order of priority) for success stories indicating effective approaches to the integration of gender in development activities; seminars discussing/developing tools to incorporate gender considerations into development activities; identification of technical experts to assist design teams in the integration of gender concerns; research efforts to identify the particular role and needs of men, women and children in project; assistance in the design of MIS and other systems to measure/monitor WID impact; and specific research to identify strengths and weaknesses of different approaches to incorporating WID concerns in the forestry, environment and natural resource area.

Office of Health

1. What proactive steps are being taken by your office to address gender considerations?

-- S&T/Health is supporting a National Academy of Science project intending to pull together fugitive information on the linkages between health and development, with the goal of preparing a decade-long research agenda to explore this important topic. While the project has no particular emphasis on women, the data will be disaggregated by gender and will address issues such as the relationship between a woman's health status and her productivity.

-- The Water and Sanitation for Health (WASH) Project, focusing on questions such as who's hauling the water, has drawn attention to the importance of women in water and sanitation. This project has a full-time anthropologist working on gender considerations.

-- The Demographic Health Survey (DHS), supported jointly by the Offices of Health and Population has generated considerable data which are, to the extent possible, disaggregated by gender. The DHS, conducted at the household level, focuses particularly on women of the reproductive age group and children. The first round of the DHS produced 32 surveys concentrating on 29 countries, and the information has been used extensively as the basis for monitoring and evaluating the Child Survival Project activities in those countries. The data have also become the central planning tool for missions, regional bureaus, and the S&T Bureau; as well as other national and international institutions.

-- The Office is funding behavioral research on Women and AIDS.

-- The Office is funding work, and a workshop, on women and aging.

2. In your opinion, what significant opportunities exist?

-- Demographic Health Survey. There is more potential in the data than has as yet been used, but the analyses of the data are not included in the contract. However, in 1992 a world conference will be held on the DHS, providing excellent opportunity to further encourage institutions to make use of the data. It is conceivable that the gender considerations of these very rich data will be highlighted at this conference.

-- Women and Aging. It is recognized that increased life expectancy, the dissolution of the extended family, and the absence of social security systems are contributing to emerging new problems for older women often left alone in rural areas upon the death of their spouses and the outmigration of their families. This can be seen in the lights of both health and family issues.

-- Child Survival. More research and programming attention can be given to the critical area of maternal health. For example, new opportunities will be presented to explore the linkages between nutrition and maternal health (e.g., anemia and reproductive tract infections).

-- Sexually Transmitted Diseases. Under the AIDS umbrella, considerably more attention will be given to the issue of sexually transmitted diseases among both prostitutes and non-prostitutes. While the Center for Disease Control has played the lead role in this work to date, there are clear possibilities for involving the private sector as well.

-- Adolescent Health. Currently, child survival projects focus principally on ensuring that children receive appropriate care until approximately two years of age. A challenge for the future will be how to reach children with basic health care once they have survived early childhood. An equally important challenge will be how to integrate family planning as an important element of adolescent health.

3. Are there constraints that you feel prevent you from exploiting these opportunities?

-- Time and money.

-- Knowledge; but specific knowledge in re what works and why (i.e., case studies). With practical information from case studies, S&T/Health staff would be fully capable to include gender considerations in their project designs. Although basic scientific research must continue, generally research is not viewed as a constraint. Rather, S&T/Health feels that it knows enough to get started, then builds research into the projects as integral and on-going aspects of its programs.

4. In your view, are there any conflicts between your sectoral technical leadership role and the needs of regional bureaus and missions in solving gender-related problems? Do you have any insights about how to resolve such conflicts, if they exist?

-- The Health portfolio reflects in large part the needs of Missions, with approximately one quarter of its budget derived from "buy-ins." While there is no mismatch per se regarding gender considerations, the Regional Bureaus for the most part have not yet come to ask about gender specific issues. S&T/Health is beginning to raise these issues.

5. Based on available research results and field support activities, are there any key substantive statements we can make about gender considerations in your sector? Any particular success stories you care to relate?

-- The Office is currently working with the PPC/WID Office on a number of substantive issues, including the impact on women of cost-recovery or fee for service programs in the health sector, and women's employment and breastfeeding. The Office is also eager to exploit the research potential of DHS data for gender analysis and is using Child Survival Fellows to explore further analysis of these unique data.

-- Measuring and documenting the contributions of successful WID activities to economic growth.

Office of International Training

1. What proactive steps are being taken by your office to address gender considerations?

- Handbook 10 policy concerning training needs assessments and participant selection provides directives and guidance on ensuring substantial participation by women in all training programs.
- OIT maintains the Participant Training Information System (PTIS) which stores gender disaggregated data on all U.S.-based training. This information is distributed to interested offices monitoring project and program performance in meeting WID goals.
- OIT uses PTIS to count person months of training instead of number of degrees or bodies to ensure that women are benefitting from participant training opportunities.
- Disseminates information to A.I.D. offices and Missions on how to increase participation of women in all training programs.
- OIT manages the Labor Leaders Project which conducts seminars on labor relations issues. Some of these seminars focus on women in the workforce. Participation by women in these seminars is substantial.

2. In your opinion, what significant opportunities exist?

- OIT could establish target enrollment numbers for participation of women in all U.S.-based training.
- Sessions on gender-related topics and issues could be developed and implemented as part of yearly mid-winter seminar series.
- Expanded follow-on activities would stress providing support to returned women participants and encourage their active participation in selection and recruitment of new participants.
- Incorporate "Experience America" activities when possible in to programs for women participants. This component is likely to be supportive of gender considerations.

3. Are there constraints that you feel prevent you from exploiting these opportunities?

- OIT has a very small budget to support evaluation, research and programs.
- Recent Agency trend to give responsibility for training to other government agencies inhibits OIT's ability to ensure effective and efficient programs that meet Agency goal for participation by women.
- Mission staff time, as well as funding, is a constraint particularly for follow-on activities. A small

investment in this area would assist greatly in actualizing the investment made in United States or third-country training.

4. In your view, are there any conflicts between your sectoral technical leadership role and the needs of regional bureaus and missions in solving gender-related problems? Do you have any insights about how to resolve such conflicts, if they exist?

-- When Missions become stressed and short of staff, reporting is the first thing to go. Lack of consistent reporting from Missions (e.g., on third-country training) jeopardizes OIT's ability to monitor performance on targets, including those for inclusion of women as participants.

5. Based on available research results and field support activities, are there any key substantive statements we can make about gender considerations in your sector? Any particular success stories you care to relate?

-- This question does not apply for OIT at this time.

Office of Nutrition

1. What proactive steps are being taken by your office to address gender considerations?

-- The Nutri-business Project has focused on women as producers and processors of food, and holds as a central tenet that improving their capacities to grow and process more and better food will provide enhanced nutritional benefits to the consuming public. This premise (currently being tested by Accion International in Colombia and Peru) has been severely questioned in the Agency, but early reports indicate validation.

-- Nutrition has initiated a project focusing on adolescent nutrition and life styles. Based on the findings from the Women and Infants Nutrition (WIN) Project, this new project will aim at finding out much more than is currently known about the nutritional status of adolescents. Little is known, for example, about the dietary patterns and nutritional states of female children between ages 10 and 19. Given the very close correlation between the nutritional status of a mother and that of her children, and between a woman and her economic productivity, an emphasis of this project will be on those important "invisible" years and what further interventions may be possible to improve the nutritional status of females.

-- The Nutrition Social Marketing Project and the Food and Nutrition Monitoring and Support Project accept the logic that mothers want their children to be healthy. These projects are developing materials that train implementers to recognize what mothers already do to improve the nutritional status of their children, and to involve women more directly in planning and implementing nutrition interventions.

2. In your opinion, what significant opportunities exist?

-- The nutrition CRSP has demonstrated that the nutritional status of the mother is the key to household nutrition. It also showed that the level of maternal food intake has an important impact on the total realm of mother/child interactions, particularly quality of child care. Both findings encouraged and guided the Egypt, Kenya and Mexico Missions in their policy dialogue with host country decision-makers, and national nutrition policies in these countries are changing course. These same CRSP findings can be utilized in broadening this dialogue and encouraging change in other countries.

-- Nutrition is often viewed merely as a mother/child issue. However, as more information comes to light linking female nutritional status to economic productivity (e.g., Food Intake and Functional Performance), this view must expand to take in a fuller range of gender considerations in nutrition (vis-a-vis the idea that women can and are valuable resources in development in their own right).

3. Are there constraints that you feel prevent you from exploiting these opportunities?

-- Time and money. Both are particularly constraining resources considering the magnitude of effort

required to analyze existing and planned gender disaggregated data.

4. In your view, are there any conflicts between your sectoral technical leadership role and the needs of regional bureaus and missions in solving gender-related problems? Do you have any insights about how to resolve such conflicts, if they exist?

-- The highly innovative Nutri-business project has been the most cogent example of this. Enthusiastically proposed by the Office of Nutrition, the Regional Bureau's response was skeptical and delaying; prompting the Office of Nutrition to find a way of going ahead with the concept to demonstrate its efficacy. This highlights the anxiousness that some A.I.D. officials have with regard to doing new things; clearly a mismatch with the attitude of the Office of Nutrition.

5. Based on available research results and field support activities, are there any key substantive statements we can make about gender considerations in your sector? Any particular success stories you care to relate?

-- More serious efforts directed toward gender analysis of existing data (e.g., CRSP) are required for enhancing sensitivity to gender considerations.

-- Developing systems to measure and document the impact of gender consideration in nutritional development that are sensitive to staff work loads.

Office of Population

1. What proactive steps are being taken by your office to address gender considerations?

-- Dr. Gillespie asserts that family planning programs are basically women-oriented. Hence, with its focus on women, everything the Office of Population does is proactive i.e., when the Office has opportunities to specifically address broad WID and gender consideration issues, it does so. A specific example cited was a women's milk cooperative project in India which is supported by the Office. This project provides both female employment and family planning assistance to rural Indian women in Bihar State.

-- More than any other A.I.D. activity, family planning has allowed women to enter the economic mainstream. As noted in this year's Report to Congress on Women in Development, Population funds have provided work in management and services for at least 500,000 women, most of whom had not previously been employed.

-- The Population Directorate is unique in having established a project for the specific purpose of training women as managers and providing them with resources to establish and manage family planning programs.

-- Population policy projects have for many years urged host country leaders to recognize the importance of funding education for girls.

-- Population services have contributed more than any other element to the reduction of maternal mortality through efforts to reach high risk mothers.

-- In terms of participant training, Population has the highest percentage of women trainees. Especially outstanding is the program to train women demographers.

-- In terms of demonstrating confidence, Population has been a pioneer in recognizing the important role that women can play as local change agents and as providers of medical services. As a consequence, contraceptive use rates have reached higher levels than those achieved when physicians are the sole providers of contraceptives.

-- Population has supported efforts to combine contraceptive delivery, literacy programs and income-generating activities, many of which served as forerunners to the increasing number of microenterprises owned and operated by women.

-- Population is engaged in collecting social, economic and health data which serve as the Agency's most extensive source of baseline information on the status of women. This information is further augmented by the information on women's status gathered by the Bureau of the Census (BUCEN) with Population, Health and WID support.

2. In your opinion, what significant opportunities exist?

-- The Office considers that most of its major efforts planned for the next five years are specifically related to WID goals. These include the training of family planning service providers and managers (mostly female), strengthening the family planning method mix and focussing on quality of care issues.

-- The Office of Population also supports research on the relationship between family planning, women's employment status, educational level and health status. For example, a study is being initiated to assess the role and impact of family planning programs on the lives of women. It is hypothesized that family planning programs empower women in two ways. First, family planning programs themselves create employment opportunities for women and second, women who practice family planning are freed from the drain of multiple births. This study will provide a conceptual framework for understanding these relationships and for identifying our future research agenda.

-- Dr. Gillespie suggested that A.I.D. choose one critical element of WID and place all available resources into that area.

3. Are there constraints that you feel prevent you from exploiting these opportunities?

-- A major obstacle impeding the integration of women into development projects is the low status of women in many parts of the world. In South Asia, Sub-Saharan Africa and in some Latin American countries, women's status is so low that it is a major impediment to the practice of family planning. The interacting factors that determine a woman's status are extremely complex.

-- If the Office had more funds and staff it would like to put more effort into addressing the problems associated with sexually transmitted diseases (STDs). STDs are so common in some areas of the world that they are not even treated. The crippling physical effects of chronic STD infection are equalled by their debilitating effects on women's status.

4. In your view, are there any conflicts between your sectoral technical leadership role and the needs of regional bureaus and missions in solving gender-related problems? Do you have any insights about how to resolve such conflicts, if they exist?

-- It is the view of the Office of Population that there are no conflicts between their sectoral technical leadership role and the needs of regional bureaus and missions in solving gender-related problems.

5. Based on available research results and field support activities, are there any key substantive statements we can make about gender considerations in your sector? Any particular success stories you care to relate?

As above.

Office of Program

1. What proactive steps are being taken by your office to address gender considerations?

-- We recognize that gender impacts on all program and project activities; however, the key is to determine when impact is significant and material. We plan to develop pre-project criteria for determining when it is a critical factor in project and program activity. We are looking to the Agency's Women in Development Office (PPC/WID) to assist in developing determinants which are unambiguous and provide a structured framework.

-- The Bureau's Women in Development (WID) Coordinator and Secretariat for the S&T WID Working Group is a member of this office's staff. We support the new approaches to capacity building and analysis being developed by the WID Working Group.

2. In your opinion, what significant opportunities exist?

-- The Assistant Administrator for S&T has identified WID as an issue in which the Bureau should be a leader. This promises to benefit the entire Agency. In fact, because of his attention to this issue, more senior staff is attending the WID Working Group meetings.

-- In the context of S&T's overall strategic objectives, the technical offices essentially conduct their own program and project activities and establish their portfolios and priorities independently. While we do not implement a program, per se, our oversight role allows for significant review and input into the technical offices' activities.

-- The Office is developing a compendium of guidelines, of which gender will be a component, that will facilitate the design, implementation, monitoring and evaluation of Bureau programs and projects.

-- Our approach to program and project development is unique to S&T with regard to nature, context and duration, i.e., the primary focus is research, the assistance is not generally in developing countries, and the life of project ranges from 10 to 20 years. The implementing document for most S&T Bureau's activities is not the project agreement with a host country, but rather a grant or contract agreement with the implementing organization. The issue of incorporating gender is one of developing methodologies and mechanisms which fit into the A.I.D. and S&T context. We are looking at Handbook Three, which essentially is designed for bilateral government-to-government and multilateral activities, with the view toward developing approaches which recognize S&T's unique requirements.

-- With regard to the appropriateness of S&T continuing to conduct evaluations versus the PPC/Center for Development Information and Evaluation (CDIE) efforts at examining enhanced performance level indicators, we will continue to perform objective evaluations. S&T evaluations are conducted on an individual project by project basis; the Bureau's Evaluation Officer is a standing member of each office's evaluation committee. We will be building evaluation criteria which we hope will employ conscious decision-making determinants with respect to gender. In other words, we will

be looking to develop indicators to determine whether the gender implications for a project or component of a project are positive, negative or neutral. This is different from the CDIE exercise of examining enhanced performance indicators which focus on determining impact. We await, with interest, the outcome of PPC/WID's efforts at integrating gender into the CDIE exercise.

3. Are there constraints that you feel prevent you from exploiting these opportunities?

-- Tailoring criteria to S&T's unique requirements is critical to integrating gender. Keeping interest and attention at a fairly high level also is key to that integration. The issue is to get a framework or structure in place.

-- Training or capacity building is critical. However, before it takes place, we must know what we want to include in training for staff, cooperators and contractors. It is important that the appropriate tools be developed to ensure that the participants feel they are taking something useful away with them after the training. Any negative feelings regarding training relates to past experience, rather than the concept. Training should be designed such that it is specifically targeted; the participants must feel that they have better tools with which to perform their assignments.

4. In your view, are there any conflicts between your sectoral technical leadership role and the needs of regional bureaus and missions in solving gender-related problems? Do you have any insights about how to resolve such conflicts, if they exist?

-- The question assumes the bureaus and missions know that they have gender-related problems for which they are asking assistance. We need to examine the types of activities in which S&T and the bureaus collaborate. When it is clear what we should be doing about gender, we should remain focused on the significant and material issues and concerns. It is also within this context that we should examine buy-ins.

-- Projects with field mission or regional bureau buy-ins are combined projects. We must view them in terms of what is significant and material for both partners. If this is not considered, the activity will not be sustained. Further, if care is not taken, it could result in the exercise becoming a pro forma one.

5. Based on available research results and field support activities, are there any key substantive statements we can make about gender considerations in your sector? Any particular success stories you care to relate?

-- Not applicable.

Office of Rural and Institutional Development

1. What proactive steps are being taken by your office to address gender considerations?

-- Explicit commitment to incorporating gender issues in all of its activities stated in Office Action Plan.

-- Since 1988, all new projects have been designed taking into consideration gender.

-- Conducted a WID portfolio review and prepared a WID Action Plan.

-- As part of Office's WID Action Plan, office staff and key personnel from cooperator and contractors entities have been trained re gender considerations. As recommended in the Office's WID Action Plan, one of the collaborators - Ohio State University - has recently conducted its own WID Training.

-- Emphasizes household as unit of measurement in many of its projects, although does not always analyze data in terms of gender implications.

-- Office and project management are interested in and are monitoring gender issues in programming.

-- Conducts specific WID research in several of its projects, as follows:

Human Settlement and Natural Resource System Analysis (SARSA). Assessing role of women in natural resource management and factors influencing decision-making process re. access to water and land (PPC/WID buy-in).

Access to Land, Water and Other Natural Resources (ACCESS). Analyzing household data gathered to determine implications of gender, if any, in land and resource tenure activities (PPC/WID buy-in).

Agriculture Marketing Improvement Strategies (AMIS). Conducting study to understand women's role, objectives and constraints in food processing and marketing (PPC/WID buy-in).

Development Strategies for Fragile Lands (DESFIL). Incorporating gender considerations in design of resource management project (Maya Resource Management Project/Guatemala, PPC/WID buy-in). Full-time WID person is being hired in new project.

Peri-urban Study. Addressing gender as one of many factors affecting areas in transition and market opportunities (three projects).

-- Compiling gender disaggregated data in several of its projects (SARSA, Financial Resource Management, ACCESS, AMIS).

-- Office has leadership role in Bureau for Family and Development Initiative.

2. In your opinion, what significant opportunities exist?

- Potential of portfolio is expansive.
- New projects, especially DESFIL II and Food Security, offer research opportunities to address gender specific issues from beginning of project.
- Implementing Policy Change (IPC) project, as well as many other Office projects, offer opportunities for addressing gender in policy formulation.
- New Family and Development Initiative provides opportunity to analyze, design, and implement policies and programs, taking into consideration constraints and opportunities faced by the family and its members.
- Disseminate results regarding implications of land registration for the poor (men and women), land titling, links between security of access, tenure and productivity (of critical need by Missions in project design). Other area of interest is the design and adaptation of technologies appropriate for use by women.
- Disseminate research results (pertinent examples would include the role of women in natural resource management, strategies to encourage local population in infrastructure, and natural resource management).

3. Are there constraints that you feel prevent you from exploiting these opportunities?

- Lack of full understanding of how to exploit opportunities regarding gender afforded by portfolio, and how to do it in a cost effective manner.
- Financial and human resource constraints, and time.
- One step removed from implementation -- can only recommend to Missions/Bureaus activities, rather than implement or force Missions to accept research results.
- Lack of gender sensitive understanding/training by cooperators, contractors.
- Lack of access to cost effective methods to gather gender disaggregated data.
- Questionable cost effectiveness of gathering gender disaggregated data in all instances.
- Project managers need to go extra mile to incorporate/address gender variables.

4. In your view, are there any conflicts between your sectoral technical leadership role and the needs of regional bureaus and missions in solving gender-related problems? Do you have any insights about how to resolve such conflicts, if they exist?

-- Office has information/research results which should have impact on the projects Missions carry-out. Need greater dissemination of findings re. land registration, titling, income streams in household, for example, and impact of gender.

-- Cannot force missions to accept results of the research.

-- Office has large amount of buy-ins from Missions/Bureaus, indicating match with their needs, although few requests, if any, have been gender specific.

5. Based on available research results and field support activities, are there any key substantive statements we can make about gender considerations in your sector? Any particular success stories you care to relate?

-- Research regarding commercialization of cash crops -- looking at intra-household dynamics and how women are affected by crop commercialization; what impact age and gender has?

-- Have recently conducted research regarding gender and constraints re. access to productive resources.

-- Have information re role of women in agricultural marketing, commercialization, policy changes, and rural/urban linkages.

-- Micro-enterprise area, before transferred to other Office, provided great opportunity for addressing gender issues.

-- Projects, in general, lend themselves well to addressing gender concerns and issues. Majority of staff are social scientist and therefore are predisposed to considering gender as variable in research activities.

-- Major challenge of WID efforts in Office is measuring and documenting the contributions of successful WID activities to economic growth; institutionalizing the A.I.D. WID mandate and strengthening the understanding of gender issues in program activities; and training.

-- S&T/RD's most critical needs are formal WID training for staff; one-on-one portfolio review assessments; seminars to discuss and develop tools to incorporate gender considerations into development activities; identification of technical experts to assist design teams in the integration of gender concerns; specific research activities to identify the strengths and weaknesses of different approaches to incorporating WID concerns in the Office's focus area; and strategic review of Office's activities.

Office of the Science Advisor

1. What proactive steps are being taken by your office to address gender considerations?

- Staff are currently exploring ways in which they can leverage more funds and attention to deal with support for women scientists, e.g., in Eastern Europe.
- Staff are exploring enhanced selection criteria and information dissemination measures that will increase the proportion of women applicants and ultimately, grantees.
- They are also exploring ways to include gender-related impacts as part of the grant approval criteria that will be appropriate to the types of scientific research they currently sponsor.
- ST/SCI uses AAAS fellows and summer interns who are frequently female and who are interested in gender issues as they affect research agendas and grants.
- Male senior staff also appear convinced that gender is significant to development concerns, and thus to scientific research that will have developmental impacts.

2. In your opinion, what significant opportunities exist?

- Competitive R&D grants competition offers rapid and effective approach to get new ideas on technologies which can economically empower women.
- A buy-in from PPC/WID could enhance what the Office wishes to do, especially in regard to encouraging women scientists in Eastern Europe, and/or in increasing the funding available for research grants.
- While currently not funding social science research, which typically involves more women scientists than do the natural and biological sciences, the Office would be interested in funding such research should other resources become available.
- Board on Science and Technology for International Development (BOSTID), which assists in implementing the program, and holds workshops about it in various countries, could address gender or scientists, and gender-related aspects of research proposals readily, especially with additional funds.

3. Are there constraints that you feel prevent you from exploiting these opportunities?

- Funding is a major constraint--the overall funding levels of the program have not kept pace with inflation.
- Staffing is a major constraint, although the Office has tried to address this by clever use of interns, fellows, and volunteer peer reviewers.

- While a priori underexploited technologies for women appears to be a rich area for R&D, there are no compendia of such technologies to encourage grant submission.
- Insufficient knowledge about what some women (and men) scientists are doing with Office funding--Office needs more and better PR, despite high application rate.
- Current inability to disaggregate data on research grants by gender, despite willingness (no time, no staff, no funds, and missions would have to do the work).
- Increased staff-intensiveness of administering grants due to increasing regulation of research within the U.S..

4. In your view, are there any conflicts between your sectoral technical leadership role and the needs of regional bureaus and missions in solving gender-related problems? Do you have any insights about how to resolve such conflicts, if they exist?

- General lack of enthusiasm in Missions to help manage Office-funded grants, including to do extra work to target any particular group or set of issues.
- Apparent lack of interest on the part of Missions in the results of research funded by the Office (although there are obvious exceptions).
- A.I.D. programs generally are thought through in five-year programming increments. ST/SCI is involved in trying to determine what will be the technological needs that will exist 10 to 20 years from now. It is hard to get bureaus and missions to relate to this, e.g., to the nexus of urbanization, the family initiative, and private enterprise.

5. Based on available research results and field support activities, are there any key substantive statements we can make about gender considerations in your sector? Any particular success stories you care to relate?

- The office has not routinely been able to assess results of its research projects that relate differentially to men, women, boys and girls. However, they are aware of some of the implications of some of the projects, e.g., the new food source for some African countries -- cricetomys as source of protein for women and children, and as a source of income generation for women (like small ruminants).

Appendix A
Initiating Memorandum

AGENCY FOR INTERNATIONAL DEVELOPMENT
WASHINGTON, D.C. 20523

ASSISTANT
ADMINISTRATOR

April 11, 1991

TO: SEE DISTRIBUTION

FROM: AA/S&T, Richard E. Bissell *REB*

SUBJECT: Additional Questions for the Portfolio Review --
Women in Development

The Bureau's Women in Development (WID) Action Group, with my full endorsement, is developing a comprehensive approach to strengthening the Bureau for Science and Technology's (S&T) capacity to work effectively on gender issues. The first step is an office-by-office assessment, which will be completed sometime this fall and is currently being scoped out by the WID Action Group. The results of this assessment will be the basis for development of the Bureau's gender training and other capacity building programs. I am pleased with the active role each office is playing in the work of the WID Action Group.

I plan to address gender issues in the forthcoming portfolio reviews and have asked the WID Action Group to do a quick "back of the envelope" assessment on each office's WID priorities and prospects for the reviews. As such, during the next week, the Group has arranged for representatives of PPC/WID's GENESYS project (an Agency resource for WID analysis and training) to interview with you to get your answers to the following questions:

1. What proactive steps are being taken by your office to address gender considerations?
2. In your opinion, what significant opportunities exist?

3. Are there constraints that you feel prevent you from exploiting these opportunities?
4. In your view, are there any conflicts between your sectoral technical leadership role and the needs of regional bureaus and missions in solving gender-related problems? Do you have any insights about how to resolve such conflicts, if they exist?
5. Based on available research results and field support activities, are there any key substantive statements we can make about gender considerations in your sector? Any particular success stories you care to relate?

The results will be assembled in a brief report that will be ready by May 1, 1991. The interview teams also will be seeking your insights into how best to carry out the more in depth assessment mentioned above.

The interview team will consist of a GENESYS representative (see list attached) plus Bernadette Bundy, S&T/PO -- Bureau WID Coordinator. Your office WID coordinator will be a key person in the interview.

In preparation for this activity, the interviewers will review your most recent Action Plans, your office's input into the A.I.D. WID Report to the Congress, and your office's directory. If there are other materials that should be reviewed prior to the interview, please get the information to Bernadette Bundy.

Through your office WID coordinator, you will be receiving an advance copy of the A.I.D. WID Report to the Congress for your information.

Attachment: 1) List of PPC/WID GENESYS Project Interviewers

Clearance: EChetwynd (Draft) Date: 4/12/91

BBundy: S&T/PO:4/11/91:3989d

ATTACHMENT 1

WOMEN IN DEVELOPMENT

LIST OF PPC/WID GENESYS PROJECT INTERVIEWERS

George Bremer	Office of Agriculture Office of Energy
Susi Mudge	Office of Forestry, Environment and Natural Resources Office of Rural and Institutional Development
Doreen Kelly	Office of Education Office of Center for University Cooperation in Development
Alice Morton	Program Office Office of the Science Advisor Office of International Training
Keys MacManus	Office of Population Office of Nutrition Office of Health

3989d:4/11/91

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S&T/EN	:	JVanderryn	509E	SA-18
S&T/AGR	:	DBathrick	409	SA-18
S&T/ED	:	SRea	609	SA-18
S&T/EY	:	JSullivan	508	SA-18
S&T/FENR:		TJohnson	509F	SA-18
S&T/H	:	AVan Dusen	709	SA-18
S&T/MGT	:	KHarley	513	SA-18
S&T/N	:	NJerome	411	SA-18
S&T/OIT	:	JAnderson	207	SA-16
S&T/PO	:	DSheldon	311	SA-18
S&T/POP	:	DGillespie	811	SA-18
S&T/CUCD:		CJackson	309	SA-18
S&T/SCI	:	HMinners	320	SA-18

INFORMATION:

S&T WID WORKING GROUP PRINCIPALS

PPC/WID	:	RGrosz	3725	NS
S&T/AGR	:	JTurk	420G	SA-18
S&T/ED	:	JHoxeng	609E	SA-18
S&T/EY	:	SToth	506K	SA-18
S&T/FENR:		MPhilly	509	SA-18
S&T/H	:	GPettigrew	709D	SA-18
S&T/N	:	SAnthony	411	SA-18
S&T/OIT	:	Callen	207	SA-16
S&T/POP	:	SHong	811	SA-18
S&T/RD	:	GSteele	620F	SA-18
S&T/CUCD:		RFrischer	309E	SA-18
S&T/SCI	:	RHowell	320	SA-18

S&T WOMEN IN DEVELOPMENT WORKING GROUP ALTERNATES

S&T/AGR	:	VCusumano	420G	SA-18
S&T/ED	:	RPelczar	609C	SA-18
S&T/EY	:	CKiser	506E	SA-18
S&T/FENR:		TJohnson	509F	SA-18
S&T/H	:	JJohnson	702	SA-18
S&T/N	:	FDavidson	411D	SA-18
S&T/OIT	:	WFord	207	SA-16
S&T/POP	:	JShelton	820	SA-18
S&T/RD	:	PStanbury	608	SA-18
S&T/CUCD:		CJackson	309	SA-18
S&T/SCI	:	JDaly	320	SA-18

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AA/S&T	:	RBissell	4942	NS



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