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AGENCY FOR INTERNATIONAL DEVELOPMENT
 PROJECT PAPER FACESHEET

TO BE COMPLETED BY ORIGINATING OFFICE

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2. COUNTRY/REGIONAL ENTITY/GRAantee
 GHANA

3. DOCUMENT REVISION NUMBER

4. PROJECT NUMBER
 641-0083

5. BUREAU
 A. SYMBOL AFR B. CODE 01

6. ESTIMATED FY OF PROJECT COMPLETION
 FY 7/9

7. PROJECT TITLE - SHORT (STAY WITHIN BRACKETS)
 WOMEN IN GHANIAN DEVELOPMENT

8. ESTIMATED FY OF AUTHORIZATION/OBLIGATION
 MO. YR.
 A. INITIAL 9/76 B. FINAL FY 7/8

9. SECONDARY TECHNICAL CODES (MAXIMUM SIX CODES OF THREE POSITIONS EACH)

10. ESTIMATED TOTAL COST (\$000 OR EQUIVALENT, \$1 = _____)

A. PROGRAM FINANCING	FIRST YEAR			ALL YEARS		
	B. FX	C. L/C	D. TOTAL	E. FX	F. L/C	G. TOTAL
AID APPROPRIATED TOTAL:	242		242	500		500
(GRANT)	(242)	()	(242)	(500)	()	(500)
(LOAN)	()	()	()	()	()	()
OTHER 1.						
U.S. 2.						
HOST GOVERNMENT/PVOs		5	5		306	306
OTHER DONOR(S)	15		15	15		15
TOTALS	257	5	262	515	306	821

11. ESTIMATED COSTS/AID APPROPRIATED FUNDS (\$000)

A. APPRO- PRIATION (ALPHA CODE)	B. PRIMARY PURPOSE CODE	C. PRIMARY TECH. CODE	FY 76		FY 77		FY 78		ALL YEARS	
			D. GRANT	E. LOAN	F. GRANT	G. LOAN	H. GRANT	I. LOAN	J. GRANT	K. LOAN
EH	760	740	242		140		118		500	
TOTALS					312		138			

12. ESTIMATED EXPENDITURES

13. PROJECT PURPOSE(S) (STAY WITHIN BRACKETS) CHECK IF DIFFERENT FROM PID/PRP

1. Enhancement of the National Council on Women and Development's capacity to identify, define and prescribe solutions to key problems inhibiting a more participatory role for women in development.

2. Create a nationwide net work of women's PVOs with the capacity to

a. assist rural and urban poor women articulate needs in support of development

b. design and direct projects to address women's development problems.

14. WERE CHANGES MADE IN THE PID/PRP FACESHEET DATA NOT INCLUDED ABOVE? IF YES, ATTACH CHANGED PID AND/OR PRP FACESHEET. Yes No

15. ORIGINATING OFFICE CLEARANCE

SIGNATURE: W.H. North *W.H. North*

TITLE: DIRECTOR USAID/GHANA

DATE SIGNED: 10/4/76

16. DATE RECEIVED IN AID/W OR FOR AID/W DOCUMENTS
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MO. DAY YR. | MO. DAY YR.

USAID - Ghana - Project Paper
Project #0083, Women in Ghanian Development
AID Funding (\$000)

Project Specific Inputs	TQ	FY 1977	FY 1978	Total
I. <u>NCWD Program Support</u>				
A. Research Studies				
1. Local costs: - Small Scale University Studies	109	-	-	109
- Reanalysis of Previous Research				
- Indicative Woman Power Plan - formal sector				
- Indicative Woman Power Plan - informal sector				
- Identification of Appropriate Technology				
2. Consultants - NCWD Contract:	31	-	-	31
- Indicative Woman power plan - formal sector				
- Indicative woman power plan - informal sector				
- Profile of Ghanian Women (Project Director)				
3. Commodities	10	-	-	10
B. Seminar on Women in Development				
1. Consultants - AID contract	-	10	-	10
2. Other Costs (Dollar Publishing Costs)	-	10	-	10
C. Consultants to Design/Evaluate Programs	15	25	23	63
II. PVO Program Support				
A. Consultants - AID Contract	40	-	-	40
B. Local Support Costs	30	-	-	30
C. Grants to GAW and PVO's	-	60	40	100
III. Participant Training	7	20	40	67
IV. USAID Project Management	-	15	15	30
TOTAL	242	140	118	500

AGENCY FOR INTERNATIONAL DEVELOPMENT
PROJECT PAPER FACESHEET
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2. COUNTRY/REGIONAL ENTITY/GRAZTEE
 GHANA

3. DOCUMENT REVISION NUMBER

4. PROJECT NUMBER: 641-11-690-083

5. BUREAU
 A. SYMBOL: AFR B. CODE: 01

6. ESTIMATED FY OF PROJECT COMPLETION
 FY 7 | 9

7. PROJECT TITLE - SHORT (STAY WITHIN BRACKETS)
 WOMEN IN GHANAIAN DEVELOPMENT

8. ESTIMATED FY OF AUTHORIZATION/OBLIGATION
 MO. YR.
 A. INITIAL: 6 | 76 B. FINAL FY: 7 | 8

9. SECONDARY TECHNICAL CODES (MAXIMUM SIX CODES OF THREE POSITIONS EACH)

10. ESTIMATED TOTAL COST (\$000 OR EQUIVALENT, \$1 = 01.15)

A. PROGRAM FINANCING	FIRST YEAR			ALL YEARS		
	B. FX	C. L/C	D. TOTAL	E. FX	F. L/C	G. TOTAL
AID APPROPRIATED TOTAL	277		277	500		500
(GRANT)	(277)	()	(277)	(500)	()	(500)
(LOAN)	()	()	()	()	()	()
OTHER 1.						
U.S. 2.						
HOST GOVERNMENT/PVOs		5	5		306	306
OTHER DONOR(S)	15		15	15		15
TOTALS	292	5	297	515	306	821

11. ESTIMATED COSTS/AID APPROPRIATED FUNDS (\$000)

A. APPRO- PRIATION ALPHA CODE	B. PRIMARY PURPOSE CODE	C. PRIMARY TECH. CODE	FY 76		FY 77		ALL YEARS			
			D. GRANT	E. LOAN	F. GRANT	G. LOAN	H. GRANT	I. LOAN	J. GRANT	K. LOAN
EH	550	740	277		64		107		500	
TOTALS										

12. ESTIMATED EXPENDITURES 27 127.8 285.2

13. PROJECT PURPOSE(S) (STAY WITHIN BRACKETS) CHECK IF DIFFERENT FROM PID/PRP

1. Enhancement of the National Council on Women and Development's capacity to identify, define and prescribe solutions to key problems inhibiting a more participatory role for women in development.

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Project Development Team:

Judy Bryson, Project Officer
Louanne Douris, IDI

Clearance: AD/P, JHKeane 

WOMEN IN GHANAIAN DEVELOPMENT PROJECT PAPER

PART I. SUMMARY AND RECOMMENDATIONS

A. Summary Information

Cooperating Country: Ghana

Project: Women in Ghanaian Development, 641-11-690-083

Nature of Funding: Development Grant

Amount of Funding: \$500,000

B. Recommendations:

The following recommendations are made with respect to the activities with private and voluntary organizations which are one of the elements of the project described below.

1. That the Mission Director be authorized to execute grants not to exceed \$60,000 per annum to eligible FVOs for approved sub-project activities.

2. That the waivers signed by the Deputy Administrator on February 28, 1975, in respect to authorized local procurement under FVO programs be considered applicable to grantees under the FVO portion of this project, i.e.:

a. Procurement of expendable and non-expendable commodities (excluding motor vehicles) which are regularly available and normally sold on the local market, without regard to limitation of foreign source or componentry (other than restricting componentry to 935 countries), under \$2,500 per transaction.

b. Procurement of services from preferred local firms, joint ventures as described in M.O. 1412.1 III, A.2.b., or local firms in equal preference with U. S. firms.

C. Description of the Project

Through this project USAID proposes to support both public and private initiatives aimed at advancing the socio-economic status of Ghanaian women and thereby increasing their ability to contribute to national development. As such, it is the keystone of the Mission's effort to respond to the concerns which were embodied in the Percy Amendment to the Foreign Assistance Act.

The National Council on Women in Development (NCWD) which was established by the Ghana Government in April 1975 will be the implementation agent in the public sector. Women's private and voluntary organizations (PVOs) will be the focus of private sector activities. The primary implementor of the PVO activities will be the Ghana Assembly of Women (GAW) which has a membership of 23 women's organizations. Women's PVOs who are not members of the GAW but demonstrate significant interest and ability will also be included in the program.

The purpose of USAID support to the NCWD is to enhance its capacity to identify, define and prescribe solutions to key problems inhibiting a more participatory role for women in development. Essential to this effort is financial support for a research program designed to provide an adequate data base for policy makers. The research studies will document the contributions of women to the economy and barriers to enhancing their performance. In addition, as an essential input to future planning an indicative "women power" plan will be prepared, detailing areas where there will be income-earning opportunities for women in both the formal and informal sectors over the next decade and

making recommendations on the educational, financial and technical services women will require to take advantage of these opportunities.

A seminar will be supported to consider the research results and make recommendations for action programs. Consultant services will be provided to assist the NCWD with the research effort and the design of follow-on activities. A limited amount of participant training will be supported for Ghanaians who will assist the Council in the design and/or implementation of programs.

Private sector project activities are designed to create a nationwide network of women's private and voluntary organizations (PVOs) with the capacity to:

1. Assist rural and urban poor women to articulate their needs in support of their roles in development;

2. Design approaches, mobilize resources and direct projects to address the development problems of women.

USAID inputs to achieve these purposes will consist of a combination of development program grants and operational program grants to permit women's PVOs to carry out a number of pilot activities both to test those approaches and to develop the confidence and administrative ability of the organizations. Additional funding will be provided for technical assistance, participant training and other costs to support leadership and management training programs for women's groups.

The GAW and other national organizations will use their branch members as a focal point for project activities. In the process strengthened

organizations and communication channels will be developed. The GAW will organize the leadership management training for its constituent member organizations and will also involve other interested women PVOs. This should facilitate improved coordination among all women's private organizations.

As a result of project inputs and outputs in support of the project purpose, USAID believes it is reasonable to expect the following end-of-project status:

1. Public Sector

a. The National Council of Women in Development operating effectively as:

(1) The conscience of the Ghana Government on issues affecting women;

(2) A planning unit to identify major program needs;

(3) Participant on top councils to insure that programs of the Ghana Government include relevant and adequate action for women.

b. The Ghana Government will have taken positive administrative action to implement NCWD recommendations.

2. Private Sector

a. The GAW and other national organizations will be better organized and more cohesive with an increased awareness of the needs and aspirations of their members in all parts of the country;

b. Project activities of women's private organizations will have demonstrated several successful approaches to solving selected aspects

of the four key problem areas of women in development: (1) women in the food chain; (2) increased incomes for rural and urban poor women; (3) time constraints and labor saving devices for women; (4) health, family planning and nutrition problems of women.

D. Summary Findings

Plans for the proposed project activities have been developed in conjunction with the responsible Ghanaian organizations. The research activities of the NCWD and the programs with the women's FVOs are technically feasible and are within the capability of the proposed implementation agents. Informal contacts with the responsible agencies of the Government of Ghana provide assurance that procedural and substantive understanding concerning the project have been reached. No problems arising from government views are likely to impede its implementation.

Financial plans have been developed in a manner which will permit the achievement of project objectives at reasonable costs. The projected costs for the NCWD activities are lower than possible alternatives, i.e. the utilization of local researchers to the maximum extent is considerably cheaper than using American personnel in all positions. Use of Ghanaian researchers will also contribute to the achievement of the social goals of the project. As the social analysis points out, decisions concerning appropriate actions a country should take to enhance the status of women must be taken by the nationals of that country, and foreign donor assistance should merely help to support

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the process. Action leading to decisions needs to be perceived locally as being in indigenous hands. Positive actions on the part of Ghanaians such as the establishment of the National Council on Women and Development are indicative of the intent to change the current situation. Project activities can make a substantial impact, particularly in light of the fact that substantial resources to undertake action programs are already in place and need mainly to be focused, supported and deployed for the achievement of project objectives.

FVO activities focused on women's organizations will enhance their ability to serve as advocates for women's needs and to design and implement activities to meet those needs. The focus on women's organization will help to ensure that women are involved in all aspects of programs and not merely as beneficiaries, both in this project and in future AID activities using FVOs as implementation agents. The project activities build on the fact that most women are members of one or more organizations and can be more easily reached through those institutions than as individuals.

The modest amounts of AID assistance proposed for women's FVOs should help to "prime the pump" i.e. they will be sufficient to help the organizations to begin more meaningful activities but they will not be so large as to overwhelm the initiative of the organizations to carry out their own fund raising activities. The recommendation in B.1. above that the Mission Director be authorized to execute grants not to exceed \$60,000 per annum to eligible FVOs for approved sub-project activities

*W of
Mission Director
on activities*

will cover the possibility that a \$30,000 grant will be made to the GAW executive committee for pilot field activities and an additional \$30,000 grant will be made to them for the leadership/management training program in the same fiscal year. It is intended that a \$30,000 grant be the upper limit for individual pilot field activities of any organization or group.

The project is ready for implementation and meets all applicable statutory criteria.

PART II. PROJECT BACKGROUND AND DETAILED DESCRIPTION

A. Background

The failure to involve women sufficiently in economic development has been a problem for many years but it has only lately been recognized as such by governments and international donors. A preliminary assessment of the problem in Ghana was provided by the DAP Sector Assessment, "Women in Ghanaian National Development, "Volume 6, Appendix F. This assessment indicated that women had a substantial role in economic production but both the quantity and the quality of their production and the benefits they derived from it are less than optimum. The failure to recognize the contributions of women or to support the work they are doing has affected the ability of the country to solve some of its most important development problems and especially those of an inadequate food supply coupled with rapid population growth. Remedial efforts by both public and private institutions are required to correct the situation.

Planning for public sector efforts is the responsibility of the National Council on Women in Development which USAID proposes to assist under this project. The discussion which follows focuses on the structure of the Council and provides an assessment of the NCWD's capability based upon its initial months of operation plus an analysis of its prospects for the future.

In the private sector many different actors will have to be involved in seeking solutions to the problems of women in development including private and voluntary groups, businesses and individuals. USAID has chosen to focus project efforts solely on women's FVOs

as they provide the best opportunities for women to be involved in all phases of project activities including planning and implementation, and not only as beneficiaries of programs.

The discussion below describes the experience of the Mission with the pilot effort funded in fiscal year 1975 to assist the Ghana Assembly of Women. In addition, women's FVOs which we expect to be involved in the project will be identified and their experience/capacity to implement project activities will be assessed.

1. The National Council on Women in Development

a. Structure of the Council

*balanced
constitute*

The National Council on Women in Development was inaugurated by the Head of State on April 21, 1975. Fifteen women and five men who are especially qualified to deal with the work of the Council were appointed to serve as individuals and in addition there are ten representatives of government departments. The Council is to advise the Ghana Government generally on all matters relating to the full integration of women in national development at all levels and to indicate the specific areas where participation by women may be strengthened or initiated. Given the broad scope of work which the Council must tackle, it has five specialized committees to deal with different substantive areas. These are the Employment of *self or other* Women, Education, The Home, Women in Society, and Legal Committees. The steering committee of the Council is made up of the Chairman, the Executive Secretary and the heads of the five standing committees.

The national secretariat of the Council consists of an administration unit, a counseling services unit, an information/

public relations unit and a research and coordinating unit. The secretariat is headed by the executive secretary who is supported by administrative and secretarial staff primarily seconded from other government departments. A senior information officer has been appointed to head up the information unit and the Council is still searching for appropriate personnel for the counseling unit. Three research officers and an assistant research officer have been employed. Three other assistant research officers will be appointed in the near future. In addition, the Council has retained as a consultant a highly qualified senior research fellow with the Institute of African Studies at the University of Legon. In all, the government has established 48 positions in the national secretariat many of which are as yet unfilled as the Council is determined to place women in most substantive positions and few qualified women are available.

The Council is in the process of establishing Regional Advisory Committees in all of the nine regions of Ghana. To date regional secretaries have been appointed for five of the nine regions and the Council is interviewing persons for the other regional secretariat positions. Each regional secretariat will consist of 10 persons: the regional secretary and her assistant, two field officers and six administrative and clerical staff.

The Council has secured an office building for its national headquarters and is retaining the small suite of offices it was initially assigned in the State House to be its Accra headquarters. Office space is also being sought in each of the regional capitals.

As can be seen, the Council is receiving substantial support from the Ghana Government. Its budget for fiscal year 75-76 is ₵800,000 which are available primarily for the employment of staff, renting of office buildings, purchase, maintenance and running expenses of vehicles and other general expenses. It expects to receive a budget in the same range for the coming fiscal year although its actual expenditures will probably be considerably lower.

A significant shortcoming in the budget which the Council has been provided are funds for research activities (₵4,500). Presumably the Ministry of Finance assumes the Council can undertake any necessary research with its own research staff. However, the kinds of research which will be required to develop significant information for policy makers will require many field interviewers and participant observers. For this reason the Council recognizes that it must contract with the universities and other institutions who have the person power to carry out the research programs. USAID support under this project will help to meet the Council's requirement for an increased research budget.

b. Assessment of the NCWD's Capability and Prospects for the Future

In the months immediately after its inauguration, the Council was primarily involved in activities surrounding the International Women's Year Conference in Mexico City. Its first major program was to organize a seminar for women from all walks of life in Ghana to consider the themes of International Women's Year--equality,

development and peace--and what they meant for Ghana's women. The seminar resulted in the Declaration of Accra which served as the basic talking paper for Ghana's delegation to the Mexico City conference.

The principal members of the Council were involved over the summer either in the Mexico City conference or in activities connected with it. As a result, the Council did not reassemble to begin work on its assigned tasks until the end of August. Since that time, the Council has not only achieved the formidable organizational task which was described above but the standing committees of the Council have identified their priorities in line with the relevant sections of the World Plan of Action and the Council as a whole has developed its goals. (See Annex B.1.) It should be emphasized that the working plans of the committees and the Council's goals are still preliminary at this stage. In addition, the Council has identified areas where it will require additional information to finalize its proposals. These research priorities are discussed in B.1. below.

The NCWD has planned a major educational program for women in all the regions of Ghana to stimulate them to establish small-scale rural industries. The Council's interest in this subject was fired by presentations at the Tribune in Mexico City and by those members of Ghana's delegation who participated in the International Seminar which was organized by the National Council of Negro Women in the United States with AID support. The Council recognized that these presentations related to its first priority area which is to increase the incomes of women in Ghana.

A first seminar was held in Accra in February 1976 for 50 women leaders from all the regions of Ghana. These women included social welfare workers, home extension agents and representatives of women's organizations. The seminar reviewed with them the many steps which are involved in establishing small businesses and also provided them with practical demonstrations of industrial processes and methods of rearing small livestock. These women are now expected to organize seminars for women in their own regions. The National Council on Women in Development enlisted the strong support of the Department of Social Welfare and Community Development in this training effort and can count on them to assist in their regional programs.

The first round of all the regional seminars is to be completed by December 1976. The seminar series represents an extensive organizational effort for the Council on top of its other responsibilities and is an example of the enthusiasm and capability of the Council members, most of whom hold full-time jobs in addition to serving on the Council.

USAID believes the Council is an effective organization which will develop significant recommendations for improvements in the government's programs for women by the end of its current guaranteed life of two years, that is by April 1977. It is the normal practice for the Ghana Government to extend the tenure of organizations like the Council as long as they are judged to be serving a useful purpose. Given the resources which have been committed to the

Council and the projects it is undertaking, USAID believe the Council will be a fixture in the Government structure for many years to come.

2. Women's Private and Voluntary Organizations

The economic and social importance of women's private and voluntary organizations and their potential as contributors to national development was described in the DAP analysis. However, it also indicated that the organizations needed to enhance their leadership and management skills and to improve the design of project activities if their full potential was to be realized.

In the months since the original report was prepared, USAID has been considering the most useful form of assistance for the women's FVOs. The USAID review included providing a small development program grant to the Ghana Assembly of Women and observing their project activities. In addition, women's FVOs have been surveyed in more detail to determine their strengths and weaknesses.

a. GAW Project Activities:

The DAP analysis pointed out that the national leadership of the Ghana Assembly of Women which was headquartered in Accra had special skills and knowledge which could be used in programs to assist the more rural members of their constituent member organizations. However, due to a lack of funds for travel and correspondence in-country, there was little contact between the urban and rural groups. Paradoxically the women leaders were often invited to

travel out of Ghana to attend the meetings of international women's organizations to which they were affiliated and travel grants were provided to them by donor agencies to permit them to do so.

In Accra the GAW served as a channel of communication between its member organizations and joint activities were organized. However, the coordination of programs of member organizations did not extend beyond Accra. The GAW executive lacked the funds needed to make contact with the rural branches of its constituent member organizations and it could not persuade its members to contribute additional funds in the absence of concrete evidence of the benefits to be derived from their investment. The USAID program grant of \$5,000 in FY 75 was designed to assist the GAW in overcoming this problem as the purpose of the grant was to permit the executive council of the GAW to expand the services available to its members for rural development programs. The funds could be used for the secretarial and transportation expenses of the Executive Committee of the GAW, the development of educational materials and exhibitions for the rural groups, and publication of the GAW magazine, "The Ghanaian Woman," to expand its coverage and educational content in support of the program.

Using funds provided under the grant, the GAW has begun activities in three areas near Accra--Aburi, Nsawam and Danfa. The Aburi project is the most advanced and a description of it can serve as an illustra-

tion of the activities contemplated in the other areas. The Girl Guides were the initial instigators in bringing together women in Aburi who were members of organizations affiliated to the GAW (7 of the 23 constituent member organizations are represented in Aburi). This group invited the GAW executive to come to Aburi and discuss possible project activities. The series of discussions which were held identified fund-raising activities to support the service projects of the group as the greatest initial need. As soap is short in Aburi, and palm oil was available, the women indicated that they wanted to learn how to make soap and to sell it as a fund-raising venture. In the course of these meetings the members of the GAW executive helped the women to set up a constitution for their new organization and to elect officers. This group will be a branch member of the GAW.

The GAW purchased the materials necessary to demonstrate soap making to the women--utensils, caustic soda and palm oil--and arranged for an instructor from the Department of Community Development. The soap produced by the training effort will be sold and the funds used to purchase the raw materials needed to continue the soap-making activity. As the project proceeds, the funds from the sale of each batch of soap will be used to purchase supplies for the next batch and the profits will be set aside for group activities. Individual women may process palm kernels into oil for sale to the group project.

The GAW is also providing the new group with information on how to conduct meetings, how to develop educational programs and activities for the members and information on services available from government and other FVOs to help them with their programs.

Accordingly, a two-way flow of communication has been developed and institutionalized between the Aburi group and the GAW executive whereby the women in Aburi have been able to express their needs and interests and the GAW has arranged for the services required to assist them. The executive has recognized that it will require additional staff (in addition to the general secretary and part-time clerical staff) if it is to have the capacity necessary to expand its geographic outreach. The executive committee is currently recruiting a field officer who will be responsible for contacting rural groups and analyzing their needs, as well as other activities including the arrangement of leadership training seminars.

b. Identification of FVOs for inclusion in the Project

(1) The GAW and its Member Organizations

The USAID expects that the GAW and its member organizations will receive a large portion of project grants. This is due to the fact that collectively and individually they represent organizations with large memberships and geographic outreach. It is expected that grants will be made to the GAW as a whole to continue the programs they have begun under their initial grant. In addition, USAID expects that individual member organizations of the GAW will develop and carry out activities relating to their own special interests which are not shared by the other organizations. However, USAID will encourage the members to discuss their project activities at the regular meetings of the GAW executive committee and in

special meetings involving more members of the various organizations. This will provide a means of bringing the experience of other organizations to bear on improved project implementation and it will also serve as a learning experience for those organizations who are not carrying out project activities on their own.

It is expected that grants may also be given to groups of GAW member organizations to carry out activities when the individual organizations do not have sufficient strength to organize programs on their own or when a number of organizations are interested in the same activity. In these cases the GAW secretariat may be a partner to the effort and provide support services for the project.

(a) Organizations with Small Memberships

These organizations are generally composed of women living in the same locality who have joined together for a particular purpose which is usually social and community service. They include the Accra Women's Association, the Committee on the Status of Women, the Ideal Homemakers' Club, the Ewe Women's Association, the Legon Women's Society and the Akosombo Ladies' Club. Their memberships range between 40 and 150 members. Despite their small size, some of them have very active programs. The Accra Women's Association has fortnightly meetings, runs a trolley service at Korle Bu Hospital and has collected money through fund-raising activities to support a variety of charitable projects. The Legon Women's Society which is composed of women living on the University of Ghana campus has organized a baby clinic for women in

the villages surrounding the campus and has enlisted an impressive array of support for the activity including the Ministry of Health, Catholic Relief Services and Peace Corps volunteers. The clinic has been operating for the last five years in the open air on land donated by the University. It attracts mothers from 14 villages and currently has 550 babies registered, approximately 250 of which attend regularly each month. The society is currently trying to raise funds to build a permanent facility which would also house a nursery and day care center.

Mention should also be made here of the foreign women's organizations which are affiliated to the GAW. These include the American Women's Association, the British Women's Association and the Nigerian Women's Association. These organizations have very active fund-raising programs and are involved in a broad range of charitable and community service. While it is not contemplated that they should be the recipients of individual grants under the project, the skills of their memberships are an additional resource to the programs of the GAW.

(b) Organizations with a Broad Membership Base

These organizations include eight church-connected bodies which have affiliated women's groups in many of the churches run by their denominations. As a result they have a wide geographic outreach and memberships of many thousands of women. These include the AME Zion Church Women's Association, the Anglican Mothers Union,

Christ's Little Band, the Evangelical Presbyterian Women's Association, the Muslim Women's Association, the Methodist Women's Fellowship and the Christian Mothers Association. There are four other large organizations representing special interest groups: the Ghana Registered Midwives Association, the Ghana Girl Guides Association, the Market Women's Organization and the Young Women's Christian Association (YWCA).

In general the organizations have considerable strength and ability and have been involved in development in one way or another for many years. They have organized literacy training courses, sponsored vocational schools and carried out many other activities such as nutrition demonstrations, lectures on family planning or the provision of health services which have served to upgrade the abilities of their members and other women they are assisting. All of the organizations, however, (with the possible exception of the YWCA), are not organized as effectively as they might be and do not have a sufficient two-way flow of communication between the urban-based national headquarters and more rural groups to enable them to tailor plans to the needs and desires of the women in the villages. There is a tendency to lecture village women and to teach them what others think they should know. Too often this is the same narrow range of skills provided by government institutions--catering, hairdressing, dressmaking and needlework skills which are of only limited benefit to rural women.

As a result, the organizations have not been able to generate as much support or achievement as one would expect given their numbers nor are the financial contributions of their members as great as they might be. The project activities described in Part 2(b) below have been designed to assist in overcoming these difficulties by upgrading leadership and management skills and encouraging a more participatory style on the part of the leaders of the organizations.

(2) Other Women's FVOs

USAID has identified three other women's FVOs who may be involved in the project. These organizations and their programs are described below. In the course of project implementation it is expected that a few more organizations may be identified who have not yet come to our attention.

(a) The Ghana Home Science Association (GHSA)

The Ghana Home Science Association has 250 registered members, most of whom are home science teachers, and branches in all the regions of Ghana. The primary interest of the group is to upgrade the professional ability of the membership. For a number of years they have been involved with the family life curriculum development project of the American Home Economists Association (AHEA) which receives support from an AID grant. The GHSA is currently organizing a conference in Ghana for representatives from the 12 English speaking African countries which have been cooperating in the AHEA project (a)

to examine the content of the family life education materials which have been developed to ascertain their appropriateness for African educational systems and (b) to determine future directions for the project. The expertise of the membership of the GHSA in nutrition education, family life education and other skills which are part of the home science curriculum, make them a valuable resource for projects to be carried out by other organizations. In addition, GHSA may wish to organize special activities of its own.

(b) ZONTA

Zonta is an international organization of executive women which was founded in New York City. The branch organization in Ghana was established in 1970. Membership in Zonta is by invitation only and the Ghana group currently has 35 members. One of the goals of the organization is "to organize and effectively conduct projects which meet civic, educational or social welfare needs in the club's community."

Zonta in Ghana is the national sponsor of a project funded by Zonta International which was begun in 1972 in cooperation with the United Nations. Zonta International provided 12 vehicles which are being used by the Ministry of Health for a mobile health clinic service for rural villages in the Greater Accra area. The Zonta Ghana group has also adopted a wing of the maternity ward at Korle Bu Hospital which they visit regularly and provide clothing, mosquito netting and other assistance which the women require. In addition, Zonta has adopted a village and are considering helping village people to undertake various community development projects. They

support their activities by sponsoring three major fund raising projects each year.

The Zonta group are highly professional and qualified women and have the potential to undertake effective programs.

(c) Ghana Association of University Women (GAUW)

The GAUW currently has approximately forty members although several thousand women are eligible for membership. Part of the reason for the low level of participation is the fact that it was originally organized on the Legon campus and is still considered only for Legon graduates. Very few women who graduated from the other two universities in Ghana have joined the organization. The GAUW is trying to overcome this problem and expand its membership.

The promotion of education at the secondary school level for girls is the primary interest of the association. It has undertaken two activities in support of this interest. The first is the provision of scholarships for secondary school attendance by girls who have been admitted but lack the funds to attend. The second is the preparation of a booklet on careers for secondary school girls which was distributed free of charge to schools to help them with career guidance programs. The association raises money for its scholarships by holding an annual dance. It had sufficient funds to provide three scholarships in 1974 and four scholarships in 1975. Each scholarship is valued at ₵750 and provides the girl with ₵150 for each year of attendance at the five year secondary school.

The GAW are members of the International Federation of University Women and they have received a number of travel grants from the American Association of University Women (AAUW). The purpose of these grants was to enable officers of the GAUW to visit the United States and observe the programs of the AAUW.

B. Detailed Description

The logical framework for this project is set forth in Annex C. and will not be specifically discussed in this section. Instead a narrative description of the various project components is set forth below.

1. National Council on Women in Development

a. Research Program

(1.) Description of Priorities and Research Studies

The Council has established 12 preliminary goals which represent a broad-based attack on many of the factors which inhibit women from making a greater contribution to development. (See Annex B.1.) In establishing its goals, the Council has focused both on specific areas where action is needed to enhance the abilities of women and the conditions under which they live and work, and also on developing information which is necessary to create greater public acceptance of a higher status and a more participatory role for women in economic and social life. Accordingly, specific action goals such as expansion of literacy and civic education, expansion of vocational and technical training, equal access to employment, and expanded health and welfare services are coupled with the development of an awareness of the economic value of what women are doing in the home, on the farm and in voluntary activities.

Central to many of the goals of the Council is their overriding concern with increasing the incomes of women which is exemplified by their first major training effort (described in Part II, A.1.b. above). The emphasis on increasing the incomes which women earn for themselves is logical as it

is associated with higher status, improved health and welfare for both women and children, and lower fertility rates. It has an obvious side effect of impacting favorably on general economic development. However, developing action programs to increase the incomes of women will require information on a broad range of subjects:

- (a.) What are the women doing already both to earn money and in carrying out tasks such as working on their husbands' farms or homemaking for which they receive no remuneration?
- (b.) What is the time budget of the women? Do they have any free time or energy for additional activities? How can the time they are spending on non income-producing activities be reduced by making the women more efficient (either by increasing the capital equipment--tools, infrastructure, etc.--available to them or by educational or other services)?
- (c.) What are the most promising areas into which women can move to earn additional money both now and over the next decade? What new areas will be opening up due to the economic trends in the country and the government's development plans? What sorts of economic activities can be supported by the various sizes of communities in Ghana from rural farms to small villages, market towns and urban areas? What services--financial, technical or educational--will the women require to help them move into these new areas?
- (d.) Given that a list of promising areas has been developed, a determination must be made of those which society considers to be appropriate for women, both now and over the foreseeable

future, i.e., those which women would be permitted to pursue. More importantly, what are the aspirations of women, what do they want to do? How can they be supported in these desires?

In order to answer these questions, information from a whole series of studies will have to be compiled and related. Data on certain aspects are also not very generalizable and will be very area specific as customs and resources will indicate needs for a different focus of programs. It accordingly will be necessary to insure that the studies cover the various geographic regions and ethnic groups within Ghana.

Data must also be developed on many related subjects. How do you develop the human resource capability of women? What educational and vocational training is presently available for girls? Why do large numbers of girls drop out of primary and middle school? How do parental aspirations for boys and girls differ and how does this affect educational attainment? Are there barriers to the employment of women? Are these legal, attitudinal (i.e., negative attitudes of employers), or due to characteristics of the women themselves? How does the health and nutrition of women impact upon their ability to be productive? What about their role in maternity and child care? What do they require to be effective in meeting these multiple responsibilities?

Of course this information is also applicable to other goals of the Council--expanding vocational training and literacy programs, raising the level of educational attainment of Ghana's women, improving conditions on the job, improving the health and welfare of women. Information and publicity about the economic production women are involved in without

remuneration should serve to enhance their status and also justify expenditure of services to improve their performance in these areas. As long as the "social visibility" of women in production is low it is easy to overlook and fail to support what they are doing.

To develop information on the areas identified above and other related subjects, the Council has contacted the three universities in Ghana with an invitation for preliminary research proposals to determine their interest in supporting the work of the Council. Recognizing that most university departments would only have the resources to study specific problems in limited areas, the invitation which was sent to the universities specified particular subjects to guide them in the preparation of their proposals. (See Annex B.2.)

The response from the universities has been enthusiastic. The Council has already received many proposals and has been advised that others are under preparation. Over the next few months, the research staff of the Council will be involved in evaluating these proposals and insuring that they cover all the relevant areas in which the Council is seeking information. Meetings between researchers working on the same subject will also be arranged to coordinate their efforts and insure comparability of data. The university research will primarily be carried out over the summer months using students as field staff. It is expected that the data and final reports from this research will become available in the fall of 1976. The Council's research staff will then have to prepare compilations of the data from the individual studies and relate them to the subject areas to be discussed at the seminar (described below). USAID has reviewed the proposals that the Council has received to date and believes that the Council will be

able to collect a significant portion of the information it requires in this manner.

In most cases the budgets for the studies are very low as the departments are primarily only asking for the costs of supporting field interviewers over the summer months, transportation costs, data processing, secretarial assistance, and a limited amount of equipment. An important spin-off of using this method to collect the data is the consciousness raising experience it will provide for the university lecturers and students involved in the studies.

The council is also aware of a number of persons who have carried out field research and have collected significant information concerning women in their sample. However, the published reports of the researchers do not present the data relating to women separately or do not present the data in sufficient detail. A small fund has been set aside to permit the Council to contact these persons and ask them to reanalyze their information and to prepare papers on specific subjects to highlight the issues of greatest relevance to women.

In addition to these small-scale special studies, the Council has identified a need for three larger research efforts:

(a) A basis profile of Ghanaian women

The purpose of this study is to gain basic information on a broad range of Ghanaian women looking at the various roles which they play-- worker, mother, wife, homemaker, kinswoman, community participant. In relation to each of these roles, it is proposed to look at the following activities associated with the role; attitudes toward the role, its

importance, the satisfaction or dissatisfaction that she receives from it; her aspirations for change in it, if any; resources which she brings to the playing of the role; and the role set, those people with whom the woman interacts when she plays her particular role. It is intended to use a group interview technique to collect the information as it is believed that this is both more economical and more likely to provide useful data. Each group interview will involve women in the same occupational category of which nine have been identified: helping professionals, i.e., social workers, midwives and nurses; teachers and home scientists; high-level professionals; clerical, employed sales and factory workers; domestic servants; seamstresses and bakers; farmers; traders; housewives.

Interviews will be held with a selection of these groups in urban, town and rural settings in all the regions of Ghana. The approach to be taken here is not that of hypotheses testing and there is no intention of using statistical analysis. In effect, each group interview will be treated as a composite case reflecting the problems of that group of women rather than being treated as separate contributions of each woman. The chief utility of the study will be in the provision of basic knowledge about Ghanaian women from their own perspective.

(b) Identification of Appropriate Technologies to

Lift the Burdens and Time Constraints on Women and
to Assist Them in Productive Activities

There are many obvious areas where improved equipment or methods of operation would help women increase the effectiveness of what they are doing, thereby reducing both the time and energy expendi-

ture of the women on the task. Certain other tools and equipment would permit the women to take advantage of production possibilities they are currently neglecting. Acceptance of these innovations will depend upon a number of factors and especially cultural and cost considerations.

Two research efforts will be mounted to provide information on this subject:

1. Analysis of acceptability of specific items. A research effort will also be mounted to determine the effect upon women of the introduction of specific items of intermediate technology. Tentatively identified are bullock or donkey carts, a handcart with pneumatic tires and a broadloom. Two of the items are already in use in the country and the ways in which they are being used will be observed to determine their impact on women. A proto-type hand cart will be imported and its effectiveness for use under Ghanaian conditions and acceptability will be evaluated.

2. Identification of other interventions: Before an extensive design effort and field testing of appropriate technology can be carried out, it is necessary to identify the types of innovations most likely to be accepted by rural women. A task force of research workers with expertise in social administration, home management, food technology, industrial processing and agriculture extension will direct the study. The group will devise a survey form most likely to produce useful information. When a number of specific needs have been identified, it will be possible for a technology group to identify equipment which has already been designed by institutions such as the IRRI or to create something

new. One channel for designing and field testing the items is USAID's Intermediate Technology Project No. 0084 which is to begin in Fy 78. Ideas which appear to have an immediate potential for acceptance may also be used in the rural production portion of the Farmer Association and Agribusiness Development (FAAD) Project No. 0072. Additional efforts can be mounted by the Guana Government with their own resources.

(c) Development of an Indicative "Womanpower" Plan

Two separate studies will be required, one to indicate likely areas of employment for women in the formal sector and the other to identify income earning opportunities for women in the informal sector.

1. Formal Sector

This analysis will provide a ten year projection of potential priority areas for training women to meet the needs for skilled and semi-skilled workers in the formal sector labor force. It will be based on the 1970 census data, the soon to be issued five year development plan and data from three previous manpower surveys which were carried out in 1960, 1968 and 1974-75. As the information from the surveys relates to establishments of 30-plus workers, the plan will be primarily applicable to women in urban and semi-urban areas.

2. Income earning opportunities for women in the informal sector of urban areas and in rural areas and market town

This study will be based on survey information to determine the types of economic activity which can be supported in the informal sector in urban areas and in small towns, villages and farming areas

now and over the next decade. A ten-year projection will be made based on available resources, the development plans of the government and economic trends. Emphasis in the study will be placed on (a) agriculture production and agribusinesses; (b) contributing sectors of the society such as paramedical technology; (c) new ventures of commercial value including export promotion; and (d) cottage industries.

The information to be provided on specific constraints, needs and aspirations of women by the other studies described above will be used to develop recommendations for the types of services, whether educational, technical or financial, the women will require to take advantage of the opportunities that have been identified in this study.

As can be seen, the research program will provide a comprehensive range of information on Ghanaian women today. In addition the Council will make contact with groups currently doing research with other funding sources to round out the data the Council is collecting. Examples are an evaluation of the women's vocational training institutes of the Department of Social Welfare which is being funded by UNICEF and an evaluation of the continuation school program which is being carried out by the Ministry of Education. In addition, use will be made of data to be developed under other AID-supported research. This will include research to be carried out under Population Support Project No. 0064 into biomedical characteristics and behavioral practices related to family planning, and the research on agricultural production and the marketing of foodstuffs which will be carried out under the MIDAS Project No. 0067.

(2) The Impact of Male Attitudes

The AID/Washington PID approval message (Annex A to this Project Paper) specifically requested that USAID address the issue of the impact of male attitudes and the question of whether research on this issue should be included under the project. The Mission believes that this is an important concern as Ghana is a male-dominated society and project activities to enhance the status of women could be seen as a threat to men. In addition, the ability of women to take advantage of the new income-earning opportunities which are being identified for them by the research studies will depend to a considerable degree on the willingness of their male relatives to let them take advantage of the opportunities.

Several studies included in the research program will be focused specifically on male attitudes and more generally on the way in which society views women. Other research studies will develop additional information in respect to the specific issues they are examining. Examples of the first type of study are:

- (a) A study of male attitudes toward women; their view of women's abilities, characteristic traits, potential and uses;
- (b) A study of parental aspirations for boys and girls in terms of academic attainments;
- (c) An analysis of female role models in village dramatic presentations;
- (d) A study of the achievement, motivation, initiative and independence exhibited by girls as compared with boys.

Studies which will provide indirect information on male attitudes and the force of social opinion are as follows:

(a) Studies which are developing information on reasons why girls and women drop out of academic training programs at various levels will indicate to some degree the impact of male attitudes on their attainments;

(b) Studies of the employment problems of women will provide some background information on both the attitudes of male supervisors and the attitudes of male relatives to working women;

(c) Studies of mental health problems and anxiety and depression among various groups of women will also provide indications of the pressures which are being put on women by the men with whom they are involved, either as wives, relatives, employers, employees, etc.;

(d) The basic profile survey of Ghanaian women will provide information on what women think men expect of them and the attitudes of women towards fulfilling those aspirations;

(e) Comparison of knowledge, attitudes and practices surveys of men and women with respect to family planning will provide information on the attitudes of men towards women using birth control methods. Additional information will be provided by the analysis of a continuation follow-up survey of family planning acceptors which was carried out in the Danfa area.

b. Support for Other Council Activities

(1) Seminar on Women and Development

The NCWD plans to sponsor a seminar on women and development to be held in early February 1977. The seminar will be used to

accomplish a variety of objectives as it will serve to bring together groups working on the problems of women in development to consider the results of the research carried out under (a) above, and to make suggestions on the policy implications of the research to assist the Council on its deliberations. Publicity about the seminar will help to focus public attention on the work of the Council, and the publication of the working papers and seminar sessions will continue the information and communication effort. The various groups working on these problems will also have been put in touch with each other and made aware of what others are doing. The timing of the seminar is to insure that the results can be used by the NCWD in finalizing its proposals.

AID support will consist of providing funds to publish the Proceedings and background papers of the seminar, and for consultant services, in particular resource people to participate in the seminar workshops.

(2) Consultant Services

USAID has budgeted a limited amount for consultant services in support of Council activities as it is believed that they will provide a useful input to achieving the project purpose. As the research programs proceed and in particular when the Council is in the process of designing specific action programs based on the results of the research and the recommendations of the seminar, it is expected that they will require specialized assistance in areas where there is no Ghanaian expertise available.

2. Women's PVOs

As presented in the project identification document (PID), it was initially envisioned that project funds would be made available to support PVO programs primarily for project design work with only a limited amount of money for action programs. Almost half of the money budgeted was for U.S. consultant assistance to help with design work. Funds for follow-on project activities were to be sought from other sources, e.g., other USAID projects such as FAAD (0072).

In the months since the PID was submitted a number of women's PVOs have been surveyed and USAID has also been observing the progress of activities which the Ghana Assembly of Women is starting with the \$5,000 development grant made to them in June 1975 (described above). As a result, USAID thinking concerning the type of activities which should be supported with PVOs has evolved considerably, particularly with respect to the question of whether greater long-range benefits would accrue from the provision of project design funds or from actual funding of sub-projects. It is now felt that providing short-term American consultants would not have the same cost benefit as providing funds for project activities of the PVOs. Trying out ideas on a limited scale would in effect be doing design work for larger programs. The project will allow the PVOs flexibility in developing sub-projects in line with their own individualistic approaches.

Despite the very real strengths of the various PVOs, all of them have problems with management of the organizations. Leaders need help in developing techniques for making their memberships feel involved

and thus willing to commit both time and money to their activities. Many organizations with a potential national outreach remain city-based either because they do not have funds to move into the rural areas or because they have not developed the participatory style necessary to reach and involve rural peoples. Accordingly, USAID proposes to include a leadership management training program as an important component of the project with women PVOs.

a. The Mini Grants Program

Contacts with the PVOs have indicated that they have many good ideas for project activities which they could carry out. In some cases work has already been done on the basic project outline but further progress is lacking due to unavailability of funds. While assistance would be made available as needed for project design by the USAID staff, this will not be a major project component. It is felt that the organizations will be strengthened to a greater extent as a result of solving problems involved in directing activities than they might be by having assistance in designing hypothetical activities. In order to focus the impact of the sub-project activities, the invitation for PVO proposals will specify that they must be related to problems in four key areas of concern to women's role in economic development:

- (1) Women in the food chain (production, transportation, processing, marketing, etc.);
- (2) Improved incomes for rural and urban poor women;
- (3) Time constraints and labor-saving devices for women;
- (4) Health, family planning and nutrition problems of women.

Sub-project proposals will also be assessed according to the following criteria:

(1) The FVO must be able to identify the target group of beneficiaries which are expected to be comprised of rural or urban poor women. Potential spread effects of project activities will be evaluated and are expected to impact primarily in the geographic areas where the target groups are found, e.g., programs to train rural women for urban jobs would not be acceptable.

(2) There must be evidence that the potential beneficiaries of the project have been involved in planning project activities and projects must be directed toward solving community-recognized problems;

(3) If the project involves a recurring cost component, the proposal must indicate how/when it will become self-supporting;

(4) The FVO must have the management/administrative capacity to plan and implement the project. However, funds may be budgeted for consultant services to provide technical skills not found within the FVO;

(5) The FVO itself must be cohesive and be able to demonstrate the commitment of the general membership to work on the project. The involvement of as many members as possible will be promoted.

Grants to the GAW executive will be made on a slightly different basis as the primary purpose of their activities is the creation of a nationwide network of women's FVOs. Funds will be made available to the GAW to develop and carry out project activities with the local representatives of its constituent member organizations in selected areas throughout Ghana. However, the individual activities will be expected to meet the criteria detailed above and will be evaluated on that basis.

b. Leadership Management Training Program

The proposed assistance will be aimed at developing the ability of FVOs to carry out leadership management training programs on their own. The GAW executive will be responsible for organizing the leadership management training program and will involve interested women's FVOs who are not members of the GAW. As a preparatory activity, a management seminar will be organized for the GAW executive by two members of USAID/Ghana's Development Administration Office. This seminar will be for the purpose of assisting the executive to identify its objectives for the training program and the subjects which require the greatest attention.

An American consultant with experience in training women's leaders of voluntary organizations will be sought to conduct a series of follow-on training seminars. The specific scope of work for the consultant will be based on the results of the initial seminar. Her responsibilities will include the preparation of course materials in consultation with the GAW. A member or employee of the GAW executive committee will be designated to serve as the counterpart of the consultant. Funds will be provided to produce the educational materials and for the cost of holding a series of seminars.

An initial training seminar will be conducted with the national leaders of the GAW and other women's FVOs. Included among this group will be women whom the various organizations have designated to be trained as trainers for their organizations. These women will conduct seminars for leaders of their organizations around the country with the participation of the consultant in a supporting role. After

each seminar, the results will be evaluated and ideas for improvement considered.

It is expected that this process will not only result in the upgrading of the skills of current leaders but will also develop the ability of the organizations to carry out such training on a continuing basis. Coordination and links between the various FVOs should be strengthened by the exercise as well as coordination and communication between the urban and rural members of the individual organizations.

PART III. PROJECT ANALYSES

A. Technical Analysis

Project issues of a technical nature relate to the methodology to be used in the research studies of the NCWD and the technologies to be utilized by the women's FVOs in the course of their sub-project activities. The nature of the project mitigates against its having any significant environmental impact.

The methodologies to be used in the various research studies cover a broad range of possible techniques from participant observation of rural women to field surveys, group interviews and the manipulation of economic and census data. It is recognized that women may be reluctant to give information about themselves and further that they may be unused to answering questions. (Men are most often the spokesmen for the family.) In addition, men are likely to provide incorrect information as they may report what traditional custom says women should do or what the men would like the women to do rather than the actual circumstances. (Of course this information will also be useful in assessing the likely social resistance to enhancing the status of women.)

For these reasons it will be necessary to cross check information collected through the surveys by direct observation of women in the field. If they can be validated, however, survey results will be very useful as they can provide a statistical base for program planning which cannot be developed on the same scale through observation techniques. USAID has confirmed that the researchers of the universities in Ghana with a limited amount of outside research talent are capable of directing and carrying out the contemplated research activities. The total cost budget for the programs are firm and are adequate to generate the results in the desired form.

USAID will expect PVO grantees to utilize available and appropriate technology in the course of their activities. A careful analysis will be made of sub-project proposals to insure that they are using the best available methods and where necessary USAID staff will provide guidance on incorporating improved technology in their projects.

B. Financial Plan and Analysis

1. SUMMARY COST ESTIMATE AND FINANCIAL PLAN
(\$000)

Source	AID/W ^{1/}	Host Country	Others ^{2/}	Total
USE				
NCWD Program Support				
1. research studies	217	173	15	405
2. seminar on women in development	19	15	--	34
3. consultant services	30	5	--	35
FVO PROGRAM SUPPORT				
1. leadership/management training	30	3	--	33
2. mini-grant sub-project activities	100	85	--	185
PARTICIPANT TRAINING	80	25	--	105
USAID Project Management (consultant services for implementation/evaluation)	24	--	--	24
TOTAL	500	306	15	821

1/ All AID assistance is grant funds.

2/ This is estimated value of UNICEF direct support to NCWD research program.

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AID Funding (\$000)

45.

PROJECT SPECIFIC INPUTS	TOTAL PROJECT - AID FUNDED	PLANNED OBLIGATIONS			PLANNED ACCRUED EXPENDITURES				
		FY 1976	TRANSITION QUARTER	FY 1977	FY 1978	FY 1976	TRANSITION QUARTER	FY 1977	FY 1978
I - NCWD PROGRAM SUPPORT									
A. RESEARCH STUDIES									
1. Local Costs - Small Scale University Studies	50.0	50.0				25.0		25.0	
- Reanalysis of Previous Research	10.0	10.0				5.0		5.0	
- Indicative Woman Power Plan - Formal Sector	10.0	10.0				10.0			
- Indicative Woman Power Plan - Informal Sector	32.0	32.0				11.0		21.0	
- Identification of Appropriate Technologies	29.2	29.2				20.0		9.2	
2. Consultants - NCWD Contract									
a. Indicative Woman Power Plan - Formal Sector	12.0	12.0				12.0			
b. Indicative Woman Power Plan - Informal Sector	48.0	48.0				18.0		30.0	
c. Profile of Ghanaian Women (Project Director)	13.3	13.3				4.3		9.0	
3. Commodities	12.5	12.5				12.5			
B. SEMINAR ON WOMEN IN DEVELOPMENT									
1. Consultants - AID Contract	9.0		9.0					9.0	
2. Other Costs (Dollar Publishing Costs)	10.0			10.0				10.0	
C. CONSULTANT SERVICES									
1. Consultants - AID Contract	30.0			30.0					30.0
II - FVO PROGRAM SUPPORT									
Consultants - AID Contract	20.0	20.0							
Local Costs - Support Costs (Seminars, Travel, Materials, ETC.)	10.0	10.0						20.0	
Grant to GAW Executive	30.0	30.0						10.0	
Grants to FVOs	70.0		30.0	20.0	20.0		10.0	20.0	45.0
									25.0
III - PARTICIPANT TRAINING									
International Training And Travel Costs	80.0		25.0	35.0	20.0			60.0	20.0
IV - USAID PROJECT MANAGEMENT									
	24.0			12.0	12.0			12.0	12.0
TOTAL	<u>500.0</u>	<u>277.0</u>	<u>64.0</u>	<u>107.0</u>	<u>52.0</u>	<u>127.8</u>	<u>285.2</u>	<u>87.0</u>	

2. Analysis

a. NCWD program support

The cost estimates for NCWD program support have been developed with the following considerations in mind. First, the NCWD will have primary responsibility for organizing and directing the project activities. Second, maximum use will be made of local resources as a means of maximizing the educational and consciousness-raising experience to be provided by project activities and also to reduce costs.

(1) Research studies

As described above, the research program will consist of a series of small scale studies to be organized by individual university departments, reanalysis of previously conducted research, and three larger studies. AID has budgeted \$217,000 to support these studies:

Small scale university studies and reanalysis of previous research	\$ 60,000
The Indicative "Womanpower Plan"	102,000
Profile of Ghanaian Women	25,000
Identification of Appropriate Technologies	<u>30,000</u>
TOTAL	\$217,000

The basis for these budget estimates is provided below. However, it is recognized that in the contracting process (which will be the responsibility of the NCWD) some adjustments may be required between these estimates especially in view of the substantial in-kind contribution which is to be made by the Council and the three universities in Ghana. Adjustments not to exceed 20 percent will accordingly be permitted between these categories.

The NCWD's contribution to the research program is estimated to total \$123,000. Where a specific contribution can be identified it has been indicated below. However, the total figure has been developed by adding the amount the Council has available to contract for research (\$9,000), the salary costs of NCWD research personnel over the 15 month planning and implementation period (\$44,000) and 10 percent of the Council's overall budget for one year (\$70,000) on the assumption that that proportion of the Council's resources will be committed to the research effort, i.e. vehicles, staff and other costs. This is a conservative estimate and the actual commitment will probably be considerably higher.

(a) Small scale university studies and reanalysis of previous research. In addition to the AID budget of \$60,000 for this item, \$15,000 is expected from UNICEF and the Council will commit \$9,000 from its own budget (not including in-kind contributions). Tentatively it is expected that \$50,000 of the AID funds will be used for new research and \$10,000 for reanalysis of previously conducted research.

(1) new studies

A review of proposals which have been received by the NCWD in response to their request for an expression of interest indicates that the AID funds will support the efforts of 10 university departments conducting between 1 and 4 studies each (a total of approximately 20 studies). The budget envisages a very cooperative effort between the NCWD and the Universities whereby the university departments will make maximum use of their own resources, and the NCWD will provide only the funds plus NCWD research staff and other resources necessary for the individual departments to carry out the studies in the form

most useful to the NCWD. AID funds will be used to pay for a limited amount of salary costs for principal researchers whose role requires a substantial amount of extra work above and beyond their normal university duties (or personnel from outside the university departments whose assistance is essential to carry out the studies), salary and field allowances for interviewers (except in those cases where the interviewers are students doing their own research where the university departments have a budget for field allowances), data processing costs, secretarial assistance, transportation costs and a limited amount of commodities. The universities' in kind contribution to the studies is estimated to match the AID contribution to the studies.

(ii) Reanalysis of previously conducted research.

The specific costs of this element will depend upon whether the researchers involved are still connected with Ghanaian universities or not. The budget contemplates that up to 5 researchers who are no longer in Ghana will be contacted and will work two weeks each on their previous research data (5 x \$1,000). Other costs to be covered include data processing costs, secretarial assistance, and material costs involved in preparing and reproducing the reports.

(b) The Indicative Womanpower Plan

(i) Formal sector. The budget for the development of this portion of the plan is \$22,000. An estimated 2 person months of consultant assistance will be required at \$12,000, data processing costs of \$6,000 and other costs \$4,000.

(ii) Informal sector. The estimated budget is \$80,000. This will provide for 8 person months of consultant assistance (\$48,000) salary costs for a Ghanaian researcher (\$8,000 for 8 months) salary, transportation and field allowances for 20 interviewers for 2 months each (\$8,000), data processing (\$10,000), and other costs (\$6,000).

(c) Profile of Ghanaian Women: The NCWD intends to contract with an American women professor who was formally in Ghana and is an expert in group interview techniques as the project director. Her basic salary will be covered by the NCWD and AID funds will be used to top up her salary (\$12,000 - \$1,000 per month for 12 months) and to pay her international air fare (\$1,300). The project will also cover the costs of a vehicle (\$10,000 including spare parts and ocean transportation). Proprietary procurement is required for a Chevrolet Blazer as there will be an immediate need for transport when the study begins, and maintenance facilities for Chevrolets are superior to facilities for other American made vehicles. AID funds will also be used to purchase 10 cassette recorders and 100 cassette tapes (\$1,700) for a total contribution of \$25,000. One cassette recorder is required for the project director, plus one for each of 4 field officers who will also be conducting group interviews, and one recorder for 4 tape transcribers plus a spare.

The personnel for the project include the 9 people mentioned above plus an editorial assistant, a typist and a driver. These positions will be filled by Council personnel or by National Service Corp women

assigned to the Council. The host country's in kind contribution is accordingly estimated at \$50,000 being salary costs for the project personnel (\$38,000), night allowances and transportation allowances for the women participating in the group interviews (\$4,000 -- 2,000 women x \$2.00), running costs for the vehicle and other costs i.e. office space, equipment and supplies (\$8,000).

(d) Identification of Appropriate Technologies. Two separate studies will be financed from the \$30,000 budget, a research effort to identify the specific needs of women for intermediate technology and an analysis of the acceptability of specific items.

(i) Identification of interventions. It is estimated that the principal researcher for the study will commit 6 person months to the project (3 full time and 3 part time) and the other 4 researchers will commit 2 person months each. AID funds will provide an honoraria for the principal researchers of \$3,000 and \$1,000 for each of the others (\$7,000 total). An estimated 24 interviewers will be required (8 to conduct interviews with personnel working on development projects which involve women and 16 for field interviewing) for a cost in salaries, transport and field allowances of \$11,000. Data processing costs are estimated at \$3,000 and other costs at \$4,000. The total costs of the study are \$25,000.

(ii) Analysis of the acceptability of specific items. A field staff of 6 observers will be required for 3 months to identify the changes which the items being evaluated have made in the lives of women. Salaries, field allowances and transportation costs will amount to \$3,000. Importation of 8 handcarts plus ocean transportation will require \$800. An additional \$1,200 is budgeted for analysis of infor-

nation and preparation of the final report.

(2) Seminar on Women in Development: The AID budget of \$19,000 will cover the costs of 2 resource persons for the seminar (\$9,000 for salary, per diem and international travel), and the costs of publishing the Proceedings of the seminar and background papers. The NCWD contribution of \$15,000 will cover the costs of providing the seminar facility, travel allowances for Ghanaian participants, secretariat costs in organization and conducting of the seminar, and the costs of editing the Proceedings etc. for publication.

(3) Consultant services: The AID budget of \$30,000 is to cover the costs of 5 person months of consultant services. The NCWD contribution of \$5,000 covers office space, secretarial assistance, and transportation.

b. FVO Program Support

(1) Leadership/management training. The AID budget of \$30,000 will provide \$20,000 for consultant services and \$10,000 for other costs. This will cover 3 person months of consultant services divided between two 6 week periods in Ghana of one person including travel, per diem and salary. The remaining \$10,000 will pay for the support costs of four seminars, transportation costs, a limited amount of training materials and secretarial and material costs. The contribution in kind of the FVO's represents the time of various individuals who will be involved in planning, running and participating in the seminars (estimated at 6 person months), the donation of facilities in which to hold the seminars and other minor items (\$3,000).

(2) PVO grants. The AID program budget of \$100,000 will cover at least 5 grants to women's PVO's. An estimated \$30,000 grant will be made to the GAW executive to continue their activities and four to six other grants of between \$5,000 and \$20,000 each will be made to individual organizations or groups of GAW member organization. The following will be eligible items:

- (a) Salaries and support costs of personnel required for project activities.
- (b) A portion of general administrative costs attributable to administration of sub-project activities.
- (c) Operating supplies.
- (d) Construction of facilities connected with sub-project activities (this will be extremely limited, of course, given the small size of the grants and in most cases it is expected that facilities will be donated).
- (e) Vehicles, demonstration/training equipment and their operation and maintenance costs (vehicles will only be considered for large organizations such as the GAW).

It is difficult to estimate the resources which will be committed by the PVOs prior to receipt of sub-project proposals. An estimate of \$85,000 has been developed on the assumption that the organizations will commit 10 person years of time to carrying out the activities (2 person years per grant -- \$35,000), and will provide additional resources in

cash or kind of \$10,000 each. In actual fact, the value of the time of the memberships and the amounts they commit will probably be considerably greater. (See YWCA proposal presented for consideration under the African Women in Development project 698-11-690-XXX, where the AID contribution is \$25,000 and the contribution of the YWCA and the village involved in the project is \$18,650).

10 *which*
c. Participant training. Project funding will provide for 38 person months of participant training (\$66,500) and 10 international air fares (\$13,000). Up to 18 Ghanaian women will receive training under the funding including 6 Council members who will attend study/observation tours of one month each. Approximately 4 women from private and voluntary organizations and 8 women who will be involved in implementing NCWD programs will also receive training programs of from 2 to 4 months each. Host country contributions are estimated at \$25,000 being the costs of 8 air fares (\$10,000) and 38 months of salaries for the individuals to be trained. Salaries are estimated to be approximately \$5,000 per annum resulting in a cost of \$15,000 for 38 person months.

d. USAID Project Management - USAID has budgeted \$24,000 for consultant services which will provide for 2 person months in FY 77 and 2 person months in FY 78. It is anticipated that the consultant services will be required in FY 77 primarily to assist in project implementation (especially in relation to the analysis of PVO proposals) and those in FY 78 will assist the Mission with project evaluation.

3. Financial Plan

a. NCWD Program Support

JSAID proposes to obligate the funds to be granted to the NCWD by project agreement. The project agreement will specify a firm budget for the various components of the program of which the research studies will constitute the major item. As the Council will be responsible for directing the research activities and for contracting with the university departments and individuals who will carry them out. The funds for the research studies will be obligated under the Other Costs category and AID sub-obligating instruments will be used for the resource persons for the seminars, participants, and a limited amount of commodities.

The project agreement will contain a procedure for making operating advances to the Council and reimbursement for actual expenditures. It is anticipated that the advance will cover the first four months of project operations. The Fixed Amount Reimbursement (FAR) financing procedure is not applicable to this process as the Council will not have sufficient funds to finance the programs initially and await AID reimbursement. This is especially true since the heaviest expenditures will be in the first four months of the project during the field phase of the research programs when there would not be any easily quantified outputs to which AID reimbursement could be tied.

The NCWD will not have any recurrent budget requirements directly related to project activities after AID support is phased out, as the research, consultants, seminar and participant training represent

activities which will be concluded at the end of the project. However, as is described in the Social Analysis, the success of the project in contributing to achievement of the overall goal will depend upon the spread effect of activities, i.e. the extent to which the project activities result in action programs which serve to enhance the socio-economic status of women. USAID judges the funds will be available to support the action programs mainly due to the fact that the necessary implementation agents are already in place in most instances and the only requirement is to refocus them in a more effective way.

b. PVO Activities

USAID proposes that funds be obligated by individual Grant Agreements with the PVOs. Each PVO grantee will receive an operating advance of part of the grant funds to be followed by expense reimbursement at regular intervals. The amount and duration of installment financing will be determined in accordance with each sub-project's requirements. USAID will review each applicant's accounting procedures and its set of administrative regulations and procedures to ascertain their suitability and adequacy in view of AID requirements.

Given the fact that the PVO sub-projects will be dealing primarily with elements of social change rather than specific, easily quantifiable outputs, the FAR procedure would not be an appropriate method of financing to use under this project. Furthermore, the PVOs lack working capital to finance costs before payments under FAR would be received from AID. Funding advances would be necessary in all cases. Even should small units of construction be proposed that meet FAR

criteria, it is not likely that they would justify bringing a REDSO engineer to Ghana for the purpose of reviewing plans and specifications, making periodic inspections and certifying satisfactory completion.

USAID recognizes that the purpose and end of project status for women's FVOs are ambitious when compared to the modest financial and technical resources which USAID proposes to commit to this segment of the project. However, it is USAID's judgment that the resources will be sufficient for the following reasons. Firstly, the constituent member organizations of the GAW and organizations such as the Ghana Home Science Association already have branches in all the regions of Ghana. What they lack is the resources to contact these memberships or to enlist their more enthusiastic support for the organization. The project activities and leadership/management training will provide them with the resources they require. Secondly, USAID resources provide a means of "priming the pump", i.e. they are sufficient to carry out activities but not so large as to overwhelm the initiative of the organizations to carry out their own fund raising activities. Organizations and their members can be expected to provide a significant amount of additional resources in support of project activities.

The recommendation in Part I, B.1. that the Mission Director be authorized to execute grants not to exceed \$60,000 per annum to eligible FVOs for approved sub-project activities will cover the possibility

that a \$30,000 grant will be made to the GAW executive committee for pilot field activities and an additional \$30,000 grant will be made to them for the leadership/management training program in the same fiscal year. It is intended that a \$30,000 grant be the upper limit for individual pilot field activities of any organization or group of organizations.

At this stage, USAID is not able to analyze the recurrent budget requirements of PVO activities. However, as stated above, if the sub-project involves a recurring cost component, the PVO proposal must indicate how/when it will become self-supporting.

C. Social Analysis

USAID recognizes that social analysis in depth is needed in any program to improve the status of women, as this can change the framework of a society and its most basic power relationships. Men can be expected to resist change in women's status if it is not introduced with care. Changes of certain types may also be resisted by women who find them threatening to things which they hold dear and/or the women may feel themselves ill prepared to take on the new responsibilities which are required by the change. The methods used to introduce change and the agents of change will have to be carefully chosen or they may result in more harm than good. Preparation of the DAP analysis (Vol. VI. Annex F) was a first step in this direction, but much more information is still required.

In this arena, the most useful thing a foreign donor can do is to assist the society to undertake its own social analysis and come to its own conclusions (on the assumption that the exercise is being

undertaken in good faith and there is a clear intention to uncover the facts and act upon them in a way which results in greater social equity for women). The impetus for change must also be seen to come from within and to be representative of the aspirations of the women of the country, not the product of outside forces such as the "liberation" movements in the United States and European countries. The results of this analysis can be used by the government of the country and private organizations in reorganizing existing services for women or developing new ones, and the donor can also use the information in planning its own project activities.

Under this project, USAID proposes to support just such an effort on the part of the Ghana Government (GOG) working through the National Council on Women and Development. The creation of the NCWD and the resources which the GOG has committed to it are an expression of the interest of the government in improving the situation of Ghana's women. The funding provided by AID will permit the NCWD to improve the quantity and quality of the information it collects and to provide for its use in program planning. (It should be recognized that AID resources of the same magnitude would probably have been required to carry out individual studies for the design of AID projects, but this would not have had the same impact upon the GOG's program planning). The financial and implementation arrangements for the project have been designed to place the Ghanaians in the forefront of project activities. The NCWD will be responsible for directing the research program and for choosing the outside researchers who will assist them.

It is likely that the researchers will be persons who have been associated with Ghana in the past and whose opinions and abilities are known and respected. The NCWD will also organize the Seminar on Women in Development to consider the results of the research and to make recommendations for action programs.

Good follow thru

In tandem with the effort to develop the information needed for effective project planning, USAID proposes to assist in developing the capacity of Ghanaian institutions to act upon the information in order to maximize the "spread effect" of the research program. Placing the responsibility for implementation of the research program and the organization of the seminar with the NCWD is one means of developing its capacity which will be further re-enforced by consultant services for the design of programs and participant training for the persons who will implement them.

USAID believes that the project activities will be sufficient to contribute to achievement of the project goal (enhancement of the socio-economic status of women) as the NCWD is well placed to lobby for the programs it develops, and it will have staff in all the geographic regions to assist in implementation. In addition, there are significant resources already in place to improve educational, health, technical and financial services available to women. (What is needed is the information to plan how these resources can be more effectively deployed and focused.)

The sub-project activities with women's private and voluntary organizations is another means of providing for the spread effect of the activities with the NCWD. Effectively organized women's FVOs

who have developed a participatory relationship with their members in all parts of the country will be in a position to contribute to the analysis of the development needs of their memberships and to serve as a channel for implementing programs (including USAID programs such as FAAD, Project 0072). Concentration on women's PVOs is intended to maximize the participation approach to development as it insures that women will be involved in all aspects of projects (planning, implementation, etc.) and not only as beneficiaries of projects. It also builds on the fact that traditionally the work and social relationships of women revolved around members of their own sex and almost every woman belongs to a woman's organization of one type or another. It will be far easier to reach women through the groups they belong to than it would be to reach them on an individual basis.

PART IV. IMPLEMENTATION ARRANGEMENTS

A. Analysis of the Recipient's and USAID's Administrative Arrangements

1. Recipient

a. The National Council on Women and Development

The implementation arrangements have been designed to contribute to the achievement of the project purpose of enhancing the capacity of the NCWD to identify, define and prescribe solutions to the problems of women and development. Accordingly, the overall responsibility for management and administration of the programs will be vested in the Executive Secretary, NCWD, acting on behalf of the Council. The National Secretariat headed by the Executive Secretary will be the primary instrument of the Council in carrying out these responsibilities. The three major components to be organized are the research studies, the Seminar on Women in Development and the preparation of the Council's report to the government recommending action programs. The Council and especially the Steering Committee of the Council will provide the overall direction to each stage of this process while the National Secretariat will be responsible for the day-to-day operations.

The research unit in particular will be responsible for the initial organization of the research studies and coordination of projects to insure that all relevant subjects are covered. They will be responsible for compiling the results of their investigations and in overseeing or assisting in the preparation of the materials to be presented at the seminar.

The secretariat will be responsible for editing the seminar proceedings and arranging for their publication. The Steering Committee will oversee the preparation of the Council's report to the government and will identify requirements for specialized consultant services or participant training. USAID has reviewed the administrative arrangements of the Council and its personnel and determined that they have the ability to carry out the actions described above.

b. Women's FVO's

While informal discussions have taken place with a few of the FVOs which are expected to participate in the project, only the GAW executive committee has started to work on a formal project proposal. It is expected that many of the FVOs will require assistance in preparing their final submissions and in working out the administrative details. It should be emphasized that the intention of the analysis in the Project Paper has been to establish a mechanism for developing sub-projects with FVOs and that the Mission will have established firm plans and budgets with the FVOs prior to any obligations of project funds.

Project proposals will be screened by the Mission in light of the approved criteria, and a grant agreement will be executed to provide each FVO with the resources to proceed with its program as approved by the Mission. Generally, it will be the USAID position that the administrative rules and regulations of the FVO will govern (as opposed to applying US Government regulations) unless there are specific respects in which their regulations will violate significant USG criteria.

Funds allotted to the Mission will be obligated by individual Grant Agreement with the FVOs which will be extended directly to the FVO, and the GOG will not be a signatory. Prior to extending such grants, however,

each will be submitted to the Ministry of Economic Planning for its review and concurrence based on its determination as to whether the grant and its purposes are consistent with GOG policies and program priorities.

2. AID

USAID is currently in the process of reorganizing the workload of its offices to cover the greatly expanded number of project activities which will begin in FY 76 and FY 77. An Office of Science and Technology (Special Development Problems) will be created which will be responsible for insuring that science and technology and women in development concerns are adequately integrated in overall Mission programming. The office will be responsible for administering the Women in Ghanaian Development Project, the Development Applications of Science and Technology Project (0069), the Intermediate Technology Project (0084), and centrally-funded Women in Development or Science and Technology activities.

The staff of this office will consist of an American projects officer, a Ghanaian woman assistant, and an administrative specialist. The Ghanaian woman assistant will be a new Mission employee and preparation of a SPAR for the position and recruitment procedures are in process. She will be the first Ghanaian woman of professional status on the Mission roles and is expected to bring an excellent background and perspective to the analysis and management of Mission activities in the area of women and development.

The Office of Science and Technology (Special Development Problems) will remain in constant contact with the NCWD during the course of project implementation and will prepare project documentation as required. However, the mini grants for the women's PVOs are expected to require the greater

share of USAID staff time. The Ghanaian woman officer will be primarily responsible for this aspect of the project. She will make initial contacts with the organizations and in consultation with the American projects officer will assist the FVOs to finalize their proposals and draw up budgets for their activities. She will also continue to follow up with the FVOs to insure that implementation of the grant activities proceed without difficulty.

USAID anticipates it will be necessary to have someone on the USAID staff to deal with the requirement for insuring that women in development concerns are appropriately integrated into all mission projects on a continuing basis. Accordingly, the Ghanaian woman officer will be funded from the Mission operations budget rather than from project funds, and the scope of her work will be expanded as she gains experience with AID procedures. The project budget, however, includes funds for consultant services to assist the Mission with any special problems which may arise in implementation of the project and the final project evaluation.

B. Implementation Plan:

The following is the implementation schedule for the project:

<u>Date</u>	<u>Event</u>
4/5/76	1. PP submitted to AID/W.
5/76	2. USAID/ODA seminar for Ghana Assembly of Women (GAW) to establish objectives for leadership/management training program.
5/76	3. PP approved by AID/W.
6/15/76	4. ProAg signed with NCWD.
6/30/76	5. Local Ghanaian staff WID specialist on board.

<u>Date</u>	<u>Event</u>
6/30/76	6. Grant Agreement signed with GAW and/or other women's PVOs for mini-grant sub-project activities.
6/30/76	7. Grant Agreement signed with GAW for leadership/management training program.
7/30/76	8. NCWD research studies underway.
7/30/76	9. PIO/P for first NCWD study tour signed.
9/1/76	10. Consultant arrives for first six weeks period of PVO leadership/management training seminars.
9/15/76	11. First training seminar held.
9/30/76	12. PIO/T for NCWD WID seminar resource persons signed (2 for 2 weeks each).
10/30/76	13. PIO/Ps for short-term training for PVO personnel signed.
12/30/76	14. Preliminary results available from NCWD sponsored research
2/77	15. NCWD WID seminar held.
4/77	16. PIO/T for 2 consultants for 2-1/2 months each for NCWD assistance signed.
5/77	17. Evaluation of WID project.
6/77	18. NCWD recommendation for specific action programs forwarded to Ghana Government.
7/77	19. Recurring events for life of project. -- PIO/Ps for training in U.S. for NCWD and PVO sponsored participants obligated. -- Additional mini-grants made to PVOs.
9/77	20. Two consultants arrive to help NCWD develop detailed plans for action programs.
2/78	21. Recruit evaluator for in-depth evaluation.
6/78	22. Final evaluation with outside consultant.

C. Evaluation Arrangements for the Project

Evaluation of the project will focus on two elements: (1) progress towards achieving planned outputs and project purpose; (2) relevance of information generated by project activities in planning and implementing other USAID projects. The latter effort is important to assuring that women in development concerns are appropriately integrated into Mission programs.

1. NCWD Program Support. Baseline information for evaluation purposes have been provided by the DAP analysis and by the process of preparing the PP. Additional data on the current situation of women will be provided by the research studies. The initial evaluation of the project is scheduled for May 1977 and a second evaluation for June 1978 near the end of project activities. The first evaluation will be concerned with success in meeting the implementation schedule and the quality of project outputs, while the second evaluation will concentrate on purpose level achievement. At both stages, the project results will be considered in light of their possible effect upon other planned and ongoing Mission activities. The Mission will be primarily responsible for these exercises, however, NCWD personnel will be involved where appropriate (i.e. in evaluation of activities specific to the NCWD). A limited amount has been budgeted for consultant services to assist the Mission in these exercises as it is recognized that it will be difficult to assess an activity whose primary aim is the achievement of social equity rather than a specific developmental objective, and will involve primarily qualitative rather than quantitative judgments.

2. FVO programs. Baseline information on the organizational structure of the FVOs has already been collected. Each FVO will also be required to carry out a baseline analysis and appropriate follow-up for the mini-grant sub-project activities. Given the small size of the activities, this will be a modest exercise. Recognizing that baseline data collection and analysis of achievements will be relatively new concept for the FVOs, the USAID budget to provide consultant services for project implementation will be used to assist the FVOs. The FVOs will be required to report on the progress of project activities on a bi-annual basis and the reporting schedule will be related to the evaluation exercise. The first evaluation will take place in May-June 1977 and a second evaluation in June-July 1978. These evaluations will be chaired by the Mission but will include the FVOs involved in the project and such other invited participants as appropriate including selected knowledgeable individuals from the Ghanaian community.

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DEPARTMENT OF STATE TELEGRAM EMBASSY ACCRA

ACTION: USAID-6
INFO: AMB DCM EC CHRON
R 111915Z AUG 75
FM SECSTATE WASHDC
TO AMEMBASSY ACCRA 4397
BT
UNCLAS STATE 189553
AIDAC
E.O. 11652: N/A
TAGS:

UNCLASSIFIED
Classification
ACTION TO: SA/D
DUE DATE: 8/19/75
ACTION TAKEN:
INFO
DIR
DDIR AAD/P

CN: 861
8/12/75 1848
Date Rec'd 8/12/75

SUBJECT: APPROVAL OF PID FOR WOMEN IN GHANAIAN DEVELOPMENT PROJECT 641-0883

1. SUBJECT PID REVIEWED IN PROJECT COMMITTEE AND APPROVED IN EXECUTIVE COMMITTEE FOR PROJECT REVIEW OF GHANA FY A977 ABS. SINCE THE PROJECT PROPOSED IS LESS THAN \$500,000, NO FRP IS REQUIRED.

2. FOLLOWING ARE ISSUES CONSIDERED AND GUIDANCE RESULTING FROM THIS PROCESS:

A. AID/W CONCURS IN USAID DECISION ESTABLISH A SEPARATE PROJECT FOR ACTIVITIES AFFECTING WOMEN'S PARTICIPATION IN DEVELOPMENT WHICH CANNOT BE INCORPORATED INTO DESIGN OF OTHER USAID/PROJECTS. THIS CONCURRENCE GIVEN, HOWEVER, IN THE CONTEXT THAT USAID CONTINUE EFFORTS SUCH AS THOSE UNDER MIDAS GIVING CAREFUL ATTENTION TO WAYS IN WHICH PARTICIPATION BY WOMEN CAN BE INTEGRATED INTO OTHER USAID PROJECTS.

B. PP SHOULD CONTAIN A PROGRESS REPORT AND INTERIM ASSESSMENT OF ACTIVITIES UNDERTAKEN WITH PILOT EFFORT FUNDED IN FY 1975 TO ASSIST THE GHANA ASSEMBLY OF WOMEN.

C. AID/W RECOGNIZES NEWNESS OF NATIONAL COUNCIL FOR WOMEN IN DEVELOPMENT AND THE FACT THAT THERE IS IN GHANA EVEN A PLEDGING ORGANIZATION WITH WHICH TO WORK ON THE PROBLEMS OF WOMEN IN DEVELOPMENT IS A FACTOR TO RECOMMEND THE PROJECT. PP SHOULD INCLUDE AN ASSESSMENT OF NCWD'S CAPABILITY BASED ON ITS INITIAL MONTHS OF OPERATION, SPECIFICALLY DURING THE TIME BETWEEN THE PID AND THE PP, AS WELL AS AN UPDATE ON ITS PROSPECTS FOR THE FUTURE.

D. NCWD SUPPORT: PP SHOULD IDENTIFY THE SPECIFIC PROBLEMS FOR WHICH CONSULTANTS AND RESEARCH ARE LIKELY TO

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BE REQUIRED, AS WELL AS PROVIDING AT LEAST ILLUSTRATIVE DESCRIPTION OF THE KIND OF RESEARCH WHICH WOULD BE UNDERTAKEN (FOR EXAMPLE ITS FOCUS: ONE GEOGRAPHIC AREA, URBAN/RURAL, INCOME SPECIFIC) AND RESEARCH METHODOLOGY.

REGARDING THE STUDY OF MARKETABLE SKILLS, TO IDENTIFY SKILLS REQUIRED BY THE GHANAIAN ECONOMY WHICH MIGHT BE PROVIDED BY WOMEN, PP SHOULD EXPLAIN METHOD BY WHICH SPECIFIC OCCUPATIONAL FIELDS WERE SELECTED.

E. IN PP, USAID IS REQUESTED TO IDENTIFY AS SPECIFICALLY AS POSSIBLE THE PRIVATE WOMEN'S ORGANIZATIONS AND ACTIVITIES TO BE SUPPORTED UNDER THE PROJECT. IN ADDITION, THE PP SHOULD CONTAIN INDICATIONS OF THE EXPERIENCE/CAPACITY OF THESE ORGANIZATIONS TO IMPLEMENT SUCH ACTIVITIES, AND LIKELIHOOD THAT PROJECT DEVELOPMENT ACTIVITIES FUNDED UNDER THE MINI-GRANTS WOULD LEAD TO INITIATION OF ACTUAL PROJECT ACTIVITIES. AID/W CONCERNED THAT THE ORGANIZATIONS AND ACTIVITIES SELECTED WILL BE THOSE WHICH APPEAR MOST LIKELY TO HAVE A SIGNIFICANT IMPACT.

F. USAID IS REQUESTED TO ADDRESS ISSUE OF IMPACT OF MEN'S ATTITUDES IN PP AND SPECIFICALLY THE QUESTION OF WHETHER RESEARCH ON THIS ISSUE SHOULD BE INCLUDED UNDER THE PROJECT. SISCO

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ANNEX B.

SUPPLEMENTAL INFORMATION

1. GOALS AND TARGETS OF THE NATIONAL COUNCIL ON WOMEN AND DEVELOPMENT

- A. Goal: Marked increase in literacy and civic education of women, especially in rural areas:**

Education Committee

Target: Every Region should have a program in literacy and civic education for women in every district of the Region by 1976.

- B. Goal: The extension of technical and vocational training in basic skills to women and men in the industrial and agricultural sectors:**

Education and Employment Committees

Targets: 1. A survey of marketable skills - report to be ready by the end of 1976.

2. As part of the survey to compile a directory of the training facilities available and indicate areas where such training is necessary but the facilities are not yet available.

- C. Goal: Equal access at every level of education, compulsory primary school education and the measures necessary to prevent school drop-outs:**

Education Committee

Target: A survey (1) on the reasons for the low enrollment of girls in schools and whether it is correct that parents prefer to send boys to school where means are limited. (2) Reasons for the high drop-out rate among girls in our educational institutions. The survey should be ready by the end of 1976.

- D. Goal: Increase employment opportunities for women, reduction of unemployment and increased efforts to eliminate discrimination in terms and conditions of employment:

Employment Committee

Target: A survey of (1) absenteeism. Comparative study of absenteeism between men and women at all levels of employment. (2) Why very few industries employ women. (3) Whether there are disparities in the conditions and terms of employment of women and if so, why? (4) Whether it is correct that women exhibit lack of confidence in themselves, lack initiative, drive and work discipline, and dependent rather than independent, and if so, why?

- E. Goal: The establishment and increase of the infrastructural services required in both rural and urban areas:

Women in Society Committee

Target: A survey on the cheapest methods of water supply in rural areas and possible ways of financing and how to mobilize community involvement to be ready by the end of 1976.

- F. Goal: To encourage a greater participation of women in policy-making positions at the local, national and international levels:

Women in Society Committee

Target: (1) A survey to identify the number of policy-making centers. (2) A comparative study of the number of men and women on policy-making bodies. (To be ready by the end of December, 1975.)

- G. Goal: Increased provision for comprehensive measures for health education and services; sanitation, nutrition, family education, family planning and other welfare services:

Home Committee

Target: A report and recommendations to expedite action, to be ready by the end of 1976.

- H. Goal: Provision for parity in the exercise of civil and social rights such as those pertaining to marriage, citizenship and commerce.

Legal Committee

Target: (1) Survey on customary law and tradition in relation to marriage, divorce, widowhood and inheritance. (2) Research on and recommendations for progressive steps towards registration of all systems of marriage. To be ready by December 1976.

- I. Goal: Recognition of the economic value of women's work in the home, in domestic food production and marketing and voluntary activities not traditionally remunerated:

Employment, Home and Education Committees

Target: Research on (1) The economic value of women's contribution in the home, food production and marketing. (2) Women's contribution to the economic progress of Ghana. (3) Voluntary activities of women in the community. (4) The contribution of women in rural self-help projects. Report should be ready by December 1976.

J. Goals: To direct formal, non-formal and life-long education towards the re-evaluation of the man and woman, and in order to ensure their full realization as an individual in the family and in society:

Education Committee

Target: A program of action to re-educate public attitude on the image of man and woman in order to ensure their full realization as an individual in the family and society.

To be ready by the end of December 1976.

K. Goal: The promotion of women's organizations as an interim measure within workers' organizations and educational, economic and professional institutions:

Women in Society Committee

Target: To promote women's participation in trade unions and to promote women's groups within workers' organizations and educational, economic and professional institutions.

L. Goal: The development of modern rural technology, cottage industry and time and energy-saving devices so as to help reduce heavy workload on women, particularly those living in rural sectors and for the urban poor and thus facilitate the full participation of women in community, national and international affairs:

Employment Committee

Target: This should be a long-term project whose targets must be set by the Employment Committee,

2. INVITATION FOR RESEARCH PROPOSALS

NATIONAL COUNCIL ON WOMEN AND DEVELOPMENT RESEARCH - THE DEVELOPMENT OF AN ADEQUATE DATA BASE

During 1976 the National Council on Women and Development plans to sponsor a number of research projects aimed at key problems in agriculture, health, population, nutrition, education and the effective employment of women. It is planned that the data collection and analysis for these projects will take place in July-September of this year. Reports of the analyses of the results will be presented at a Seminar on Women and Development to be held early in 1977.

Researchers interested in taking part in this activity are requested to prepare their proposals and budgets by the end of February. One copy should be sent to Dr. Christine Opong, Institute of African Studies, University of Ghana; the other should be sent to Miss Kate Abankwa, Secretary of the Council.

Below a number of the pertinent research areas are delineated:

Problems of Women in Agriculture:

1. Studies of women's roles in agricultural systems at the micro level,
2. Effects of agricultural development upon women,
3. The development of labor-saving devices for women farmers.

Women's Health Problems:

1. The causes and the methods of reducing maternal mortality.
2. Utilization of health and family planning facilities by women.
3. The incidence and causes of mental ill health among women.

Nutrition

1. Nutritional problems of women, especially pregnant and lactating women; solutions.

Education

1. Parental aspirations for sons and daughters.
2. Achievement motivation initiative and independence in girls as compared to boys.
3. School drop-out rates of girls as compared to boys.
4. Practices regarding allocation of places in schools and colleges.

Legal Disabilities

1. Provisions currently made regarding allocation of property and children upon death and divorce of spouses.

Customary Practices

1. Customs and traditions which may be detrimental to the physical or social well-being of girls and women.

Employment

1. Rules and regulations adversely affecting the women in employment.
2. Absenteeism, efficiency and initiative of female employees.
3. Effects on work of insufficient child-care support.
4. Employment prospects of vocational school leavers.
5. Women's participation in trade unions.
6. Unemployment of women.

Child Care

1. The incidence of inadequate care of infants and children in relation to maternal overload of responsibilities and lack of support from spouse, kin or institutions.

Resource Allocation

1. Use of time and money of sets of women in different types of social and economic contexts.

Action Research

1. Provision and evaluation of literature for functional literacy programs.
2. Design and demonstration of inexpensive, efficient child-care programs for low income earners.

ANNEX C

PROJECT GOAL	MEASURES OF ACHIEVEMENT	MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS
<p>A-1</p> <p>To advance the socio-economic status of Ghanaian women.</p>	<p>A-2</p> <ol style="list-style-type: none"> 1. Understanding and recognition by Ghanaians of the contributions of women to the economy and society. 2. Increasing involvement of women in decision making processes in the government and private sectors; upward trends in women's employment in professional, commercial and industrial sectors, increased income earning opportunities in the informal sector for women in urban and rural areas. 3. Upward trends in numbers of women receiving education of all levels and types, improvements in health services including family planning available to women particularly those in rural areas, and increasing availability of agricultural inputs and extension services aimed at women. 	<p>A-3</p> <ol style="list-style-type: none"> 1. Newspaper stories and reports on other media. 2. Government pronouncements and statistics. 3. Trade union reports. 4. Special studies. 5. Census data. 6. Ministry of Education data. 7. Evaluations of GOG, USAID, and other donor programs. 8. Academic research output on role and status of women. 	<p>A-4</p> <ol style="list-style-type: none"> 1. Ghanaian society is sufficiently flexible to respond to new information on the abilities and contributions of women with changed attitudes and practices toward women.

PROJECT PURPOSE	CONDITIONS WHICH WILL INDICATE PURPOSE HAS BEEN ACHIEVED: END OF PROJECT STATUS	MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS
<p>B-1</p> <p>I. Public Sector</p> <p>Enhancement of the National Council on Women and Development's (NCWD) capacity to identify, define and prescribe solutions to key problems inhibiting a more participatory role for women in development.</p> <p>II. Private Sector</p> <p>Creation of a nationwide network of women's private and voluntary organizations (PVOs) with the capacity to</p> <p>A. assist rural and urban poor women to articulate their needs in support of their roles in development,</p> <p>B. Design approaches, mobilize resources and direct projects to address the development problems of women.</p>	<p>B-2</p> <p>I. Public Sector</p> <p>A. NCWD operating effectively as:</p> <ol style="list-style-type: none"> 1. conscience of the Ghana Government on issues effecting women, 2. Planning Unit to identify major program needs, 3. Participant in top councils to insure that programs of the GOG include relevant and adequate action. <p>B. GOG has taken positive administrative action to implement NCWD recommendations.</p> <p>II. Private Sector</p> <p>A. The Ghana Assembly of Women (GAW) and other national organizations are better managed and more cohesive with an increased awareness of the needs and aspirations of their members in all parts of the country.</p> <p>B. Project activities of women's private organizations have demonstrated successful approaches to solving selected aspects of 4 key problem areas of women in development: 1) women in the food chain; 2) increased incomes for rural and urban poor women; 3) time constraints and labor saving devices for women; 4) health, family planning and nutrition problems of women.</p>	<p>B-3</p> <ol style="list-style-type: none"> 1. NCWD clearly accepted by GOG as voice of and advocate for women and participating regularly in internal and public councils of government. 2. Laws, rulings, policies and actions of government reflect impact of more effective advocacy of women's rights and needs by public and private bodies. 3. Public and mass media reflect greater understanding of the need for change to afford women greater equality and opportunity and to remove impediments or handicaps due to imbalance between means/opportunities and responsibilities. 4. Evaluation of PVO programs. 	<p>B-4</p> <ol style="list-style-type: none"> 1. The Government of Ghana will permit and encourage the NCWD to perform in a free, open and apolitical manner and will extend its life beyond the current limit of April 1977. 2. The Ghana Government will maintain an open mind to change in support of more equitable and adequate programs and services for women. 3. When a clear case is made for programs to meet women's needs, reasonable funding and other resource allocations will be made by the Ghana Government even in the face of inevitable competing needs. 4. Private women's organizations will be able to command sufficient resources to carry out meaningful project activities. 5. Women's private organizations will enjoy substantial freedom of association, advocacy and outside contacts.

OUTPUTS	MAGNITUDE OF OUTPUTS	MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS
<p>C-1</p> <p>I. Public Sector</p> <p>A. Adequate data base for program planning and policy formulation.</p> <p>B. Development of action programs.</p> <p>II. Private Sector</p> <p>A. Improved linkages developed between national headquarters and rural branches of women's groups.</p> <p>B. Leadership/Management abilities of leaders of women's groups upgraded and capacity to conduct on-going training activities created.</p> <p>C. Action programs to address key problem areas of women in development designed and implemented.</p> <p>III. Trained Personnel available for NCWD and PVO programs.</p>	<p>C-2</p> <p>I. Public Sector</p> <p>A. Preliminary results of research studies available by February 1977. Final reports by July 1977.</p> <p>B. 1. Seminar on Women and Development held in February 1977 to consider research and make recommendations for action programs.</p> <p>2. NCWD prepares and submits report to Ghana Government with recommendations for action programs by July 1977.</p> <p>II. Private Sector</p> <p>A. Contacts and/or new organizational arrangements developed between national headquarters of PVO's and branches in all geographical regions of Ghana.</p> <p>B. At least 6 training seminars held involving a total of 50 leaders of women's groups from all parts of Ghana.</p> <p>C. Mini-grants programs designed and implemented, 1 in FY 76, 3 in the Interim Quarter and FY 77, 1 in FY 78. All activities complete in FY 79.</p> <p>III. Up to six members of the NCWD participating in study/observation tours to the U.S. and third countries, up to 8 women involved in implementing NCWD programs and 4 women from PVOs sent for short term training.</p>	<p>C-3</p> <p>I. Public Sector</p> <p>A. Research study reports.</p> <p>B. 1. Seminar Proceedings and background papers.</p> <p>2. NCWD final report.</p> <p>II. Private Sector</p> <p>A. PVO reports and field observation.</p> <p>B. Evaluation report on seminars of consultant and participants.</p> <p>C. AID grant agreements and project files.</p> <p>III. AID participant training records.</p>	<p>C-4</p> <p>1. NCWD will continue to receive budgetary and moral support of GOG.</p> <p>2. PVO's will continue to be accorded privileges of initiating action and freedom of association and expression.</p>

INPUTS	IMPLEMENTATION TARGET (TYPE AND QUANTITY)	MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS
<p>D-1</p> <p>I. AID Inputs (\$500)</p> <p>A. Public Sector</p> <p> Research Program Seminar 217</p> <p> Consultants (5pm) 30</p> <p>B. Private Sector</p> <p> Leadership/Management training (3pm consultant services plus local costs) 30</p> <p> Mini-grants for sub-project activities 100</p> <p>C. Participants (32pm plus 10 international air fares) 80</p> <p>D. AID implementation/Evaluation (4pm consultant services) 24</p> <p>II. Host Country Inputs (\$306)</p> <p>A. Public Sector 193</p> <p>B. Private Sector 88</p> <p>C. Participants 25</p> <p>III. Other DONORS \$ 15</p> <p> Grant for research program</p>	<p>D-2</p> <p>For details and discussion of type and quantity of Russian, AID, and other Donor Inputs, see Part III.B. Financial Plan of the Project Paper. The implementation plan is outlined in Part IV. B., and the Planned Performance Tracking Network is included as Annex D.</p>	<p>D-3</p> <ol style="list-style-type: none"> 1. Project Agreements between AID and NCWD. 2. Grant Agreements with PVOs. 3. PIO/Ps. 4. AID contract documents. 5. Direct observation. 	<p>D-4</p> <ol style="list-style-type: none"> 1. Recruitment and timely arrival of properly qualified U.S. consultants will be accomplished. 2. NCWD and other institutions involved will make available necessary budget support and other resources for programs. 3. PVOs will be able to command sufficient resources to undertake contemplated project activities. 4. Appropriately qualified participants will be selected and made available for training programs in the U.S. and third countries.

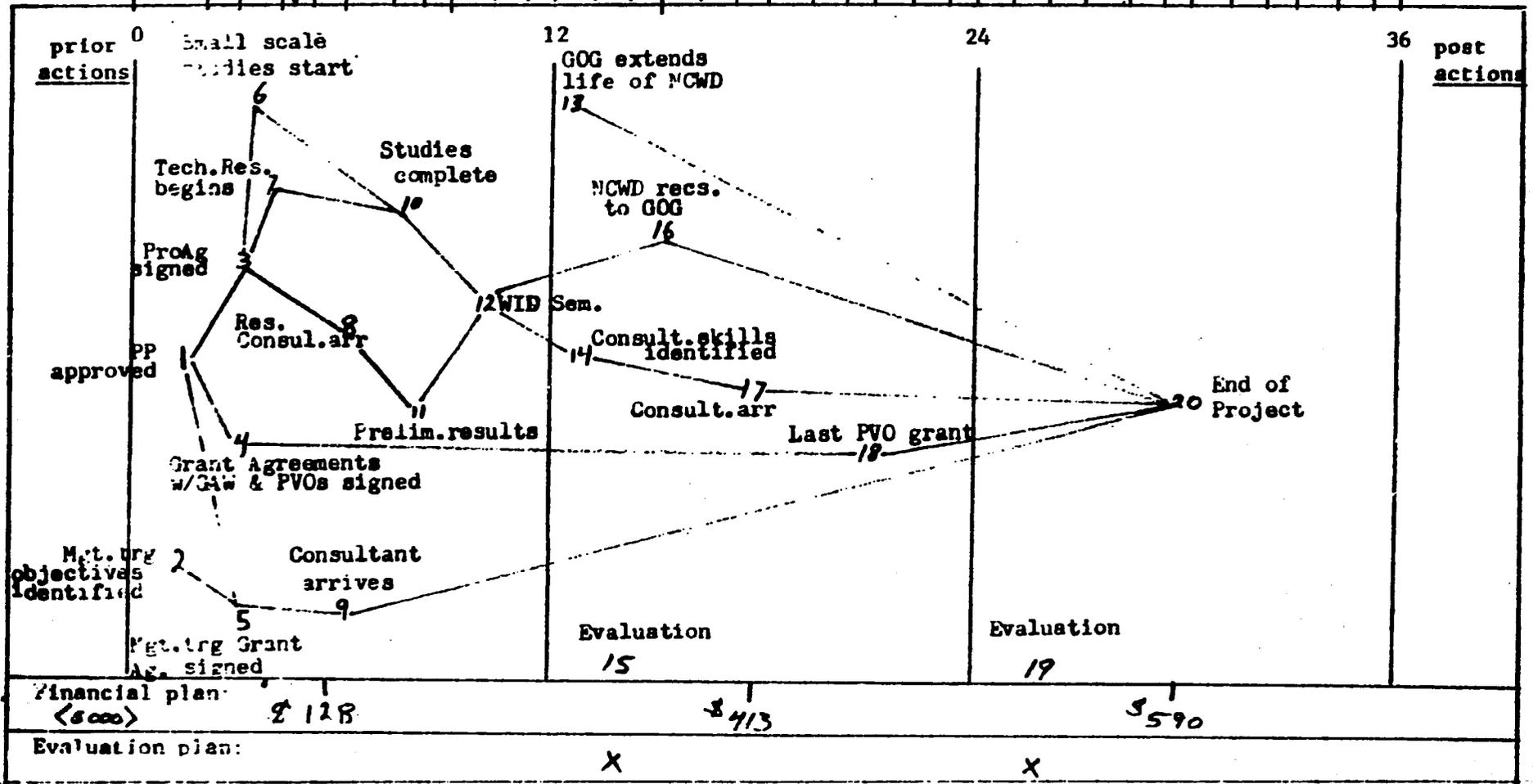
ANNEX D

Country: GHANA	Project No: 641-0083	Project title: Women in Ghanaian Development	Date: 4/76	/ x/ original / / revision #	apprvd:
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Country: Ghana	Project No: 641-0083	Project title: Women in Ghanaian Development	Date: 4/76	/x/ original / / revision #__	apprvd:
<u>CPI NARRATIVE</u>		<u>ACTION AGENT</u>	<u>ACTION AGENT</u>		
1. 5/76: Project Paper approved (AID/W)			8. 10/76: Three research consultants on board for "Profile of Ghanaian Women" and "Woman-power plan." 2 to arrive by 7/76, third to arrive by 10/76. (NCWD)		
2. 5/76: (Prior Event). Management seminar conducted by USAID office of Development Administration for Ghana Assembly of Women (GAW) executive committee. Seminar will establish objectives for leadership/management training program. (USAID)			9. 10/76: Consultant for leadership/management training program arrives to conduct first round of seminars (GAW and AID).		
3. 6/76: Project Agreement signed with Ghana Government for National Council on Women and Development (NCWD) project activities (USAID)			10. 12/76: Reports on small-scale university studies and re-analysis of prior research complete and submitted to NCWD. (Research Staff)		
4. 6/76: Grant Agreements signed with GAW and/or other Women's PVOs for mini-grant sub-project activities (USAID)			11. 12/76: Preliminary results available for Profile of Ghanaian Women, "Women power Plan" and Appropriate Technology Studies. (Consultants and Research staff)		
5. 6/76: Grant Agreement signed with GAW for leadership/management training program (USAID)			12. 2/77: Seminar on Women and Development held to consider research results and make recommendations for action programs. (NCWD and USAID)		
6. 7/76: Small-scale research studies to be conducted by Ghanaian universities underway. NCWD and universities will have agreed on scope of work and budget for studies. USAID to arrange for operating advance. (NCWD, universities, USAID)			13. 4/77: Ghana Government (GOG) extends life of NCWD. (GOG)		
7. 7/76: Research study on Appropriate Technologies for Women begun. Arrangements for study agreed between NCWD and Ghanaian researchers, USAID to arrange for funding advance. (NCWD, USAID)			14. 4/77: NCWD identifies consultant skills required for development specific action programs. ProAg and PIO/T signed. (NCWD and USAID)		
			15. 5/77: Evaluation (USAID, NCWD, PVOs)		
			16. 7/77: NCWD recommendations for specific action programs submitted to GOG. (NCWD)		

Country: Ghana	Project No: 641-0083	Project title: Women in Ghanaian Development	Date: 4/76	/x/ original / / revision #	apprvd:
<u>CPI NARRATIVE</u>		<u>ACTION AGENT</u>	<u>ACTION AGENT</u>		
17. 10/77: Consultants arrive		(USAID)			
18. 2/78 : Last PVO grant agreement signed.		(USAID)			
19. 6/78 : Evaluation		(USAID, NCWD, PVOs)			
20. 12/78: End of Project					

ANNEX E

GRANTEE REQUEST FOR ASSISTANCE

Early in 1975, the Mission prepared the DAP analysis "Women in Ghanaian National Development" as a basis for considering the programmatic implications of the concerns embodied in the Percy Amendment. Concurrent with that effort, the Ghana Government created the National Council on Women and Development which was to advise the government generally on all matters relating to the full integration of women in national development at all levels. USAID review of the DAP analysis indicated that further work needed to be done in developing information for the design of appropriate components of AID projects both ongoing and planned in all areas of AID's Congressional Mandate. Early contact was made with the NCWD and discussions with members of the Council and the National Secretariat indicated that the necessary research and consideration of action programs could most usefully be carried out in cooperation with them.

The study had also considered the role of women's FVOs and their potential for making a greater contribution to meeting the needs of women in their development roles. An initial grant was made to the Ghana Assembly of Women (described in the body of the PP) as a design effort for a larger activity. Discussions were also held with the leaders of women's FVOs to establish their perception of the needs of their organizations and the programs they wished to undertake.

The information and understandings developed by this process resulted in the preparation of the Project Identification Document, Women in Ghanaian National Development (641-0083) which was submitted to AID/W

on July 8, 1975. The document was approved by the Executive Committee for Project Review as a basis for further planning in August 1975.

On the basis of AID/W approval, USAID/Ghana shared the PID with the NCWD and began a series of discussions to identify specific project activities. The PID was reviewed by the Council in their monthly meeting of November 1975 with the participation of the Director and members of the USAID staff. At that time, the Council indicated that they desired the types of assistance which had been outlined in the document and agreed to continue consultations to prepare the final project paper. The paper embodies the understandings which have been developed in a cooperative manner by members of the USAID staff and the members and staff of the NCWD since that time. The FVO portions of the paper have also been prepared in cooperation with members of various FVOs and especially the secretariat of the GAW.

The proposed project activities have also been discussed in general terms with the External Aid Division of the Ministry of Economic Planning. They have indicated their approval of the proposed project. There are no significant issues left to be resolved, and implementation of the project can proceed as soon as approval is provided by AID/W.