
 *5150140 COSTA RICA *
 * OVERSEAS EDUCATION FUND (OEF PVO OPG) *
 * FY77 TO FY81 *

PROJECT SUMMARY DESCRIPTION

OPERATIONAL PROGRAM GRANT TO THE OVERSEAS EDUCATION FUND (OEF) OF THE LEAGUE OF WOMEN VOTERS TO ESTABLISH WITHIN THE COSTA RICAN FEDERATION OF VOLUNTARY ORGANIZATIONS (FOV) THE CAPABILITY TO DEVELOP TRAINING PROGRAMS FOR POOR WOMEN IN SAN JOSE, COSTA RICA.

OEF/FOV WILL DEVELOP A VARIETY OF TRAINING PROGRAMS. PROGRAMS WILL BE IN TWO PARTS. FIRST, MOTIVATION TRAINING WILL BE PROVIDED, I.E., BUILDING SELF-AWARENESS WITHIN POOR WOMEN AND HELPING THEM TO IDENTIFY BENEFITS OF PARTICIPATING IN SOCIO-ECONOMIC OPPORTUNITIES. TRAINING WILL BE GIVEN IN THE FORM OF GROUP DISCUSSIONS (MAXIMUM SIZE: 25) ON PARTICIPANT PROBLEMS SUCH AS LACK OF COMMUNITY RESOURCES IN CHILD CARE, HEALTH AND NUTRITION PRACTICES, AND BUDGETING. GOVC AND PRIVATE SECTOR EMPLOYMENT AND HOUSING PROJECTS WILL BE MADE AVAILABLE TO TRAINEES. THESE PROJECTS WILL BE DESIGNED TO INCLUDE TARGET GROUP WOMEN OF ECONOMICALLY ACTIVE AGE, INVOLVE THEM IN PROJECT PLANNING AND IMPLEMENTATION, AND PROVIDE FOR THEIR UPWARD MOBILITY; REQUIRE IMMEDIATE AS WELL AS ON-GOING CHANGES; AND HAVE A POTENTIAL FOR LONG-TERM DEVELOPMENTAL IMPACT. THE COMMUNITY WOMEN INVOLVED IN THESE PROJECTS WILL BE PROVIDED WITH ADAPTATION TRAINING, I.E., IDENTIFYING OBSTACLES TO PARTICIPATION IN THE PROJECT, RECOGNIZING RESOURCES AVAILABLE TO OVERCOME THESE OBSTACLES, DEVELOPING SKILLS IN PROBLEM SHARING AND SOLVING, WORKING WITH GROUPS, AND COPING WITH ENVIRONMENTAL AND PERSONAL STRESS.

OEF TRAINING WILL INCLUDE THE AREAS OF INVESTIGATION TECHNOLOGY AND PROGRAM DESIGN AND EVALUATION. OEF WILL ALSO ASSIST FOV TO DEVELOP TRAINING MANUALS AND MATERIALS; TO ESTABLISH A PUBLICATIONS RESOURCE CENTER TO SERVE AS A DATA BASE FOR THE TRAINING PROGRAMS; TO PUBLISH TRAINING AND RESEARCH RESULTS; AND TO PROVIDE TRAINING, UPON REQUEST, TO GOVC EMPLOYEES, PRIVATE EMPLOYERS, AND FAMILIES OF TARGET WOMEN. OEF WILL EMPLOY A STAFF WITH EXTENSIVE EXPERIENCE IN LATIN AMERICA AND WITH THE NEEDS OF THE TARGET GROUP AND WHO ARE CAPABLE OF ASSISTING IN AN OPEN, PARTICIPATORY WAY. THE PROJECT IS EXPECTED TO BENEFIT A MINIMUM OF 1,525 WOMEN IN THE PROJECT AREA.

DESCRIPTORS

EDUC MATL CNTR	TRAINING MANUAL	SOCIALIZATION	EDUC MATERIALS
MGMT TRAINING	PROJ DESIGN	IMP INSTIT BUILDING	PUBLISHING TRNG
EEO	EMPLOYMENT	SOCIAL SERVICES	URBAN EDUC
URBAN HOUSING	URBAN POVERTY	WOMEN PVO	CREDIT WOMEN
EDUC WOMEN	WOMEN DEVEL		

SUB-PROJECT NUMBER: 00

BATCH NUMBER: 97

BEST AVAILABLE

AGENCY FOR INTERNATIONAL DEVELOPMENT

UNITED STATES A.I.D. MISSION TO COSTA RICA

February 27, 1978

U.S.A.I.D.

UNITED STATES EMBASSY
SAN JOSE, COSTA RICA

TO: Miss Carol Peasley
Mission Evaluation Officer

THROUGH: Mr. Edward E. Butler *EB*
Chief, Urban & Regional Development Division

FROM: Flora Ruiz *Flora Ruiz*
Assistant Urban & Regional Dev. Division

SUBJECT: OCC Project Evaluation (Annual and Final)

I. PURPOSE OF PROJECT

To increase citizen participation in the socio-economic and civic development of the country.

II. ACCOMPLISHMENTS SINCE LAST EVALUATION

During the last ten months of this Project (December 1976 to September 1977), (Organización de Ciudadanas Costarricenses (OCC)) conducted seven short courses on civic/electoral and social matters, human relations, different aspects of voluntary work, etc. These courses were attended by 150 persons, mostly women.

Special interest was generated by the Seminar on "Incorporation of Women into the Development Process", which was based on the results of OCC's survey on the legal and working status of women in Costa Rica. The conclusions and recommendations of this Seminar were published and widely distributed by OCC.

OCC trainers attended several courses especially designed for them.

In February 1977, OCC published a pamphlet containing a guide for Costa Rican electors with instructions on how to vote and participate in the 1978 elections. This pamphlet was prepared by OCC with the approval of the Supreme Electoral Tribunal. It was also published by local newspapers and it was very well received by Costa Rican institutions and groups involved in the preparation of the electoral process.

Actions Taken Pursuant to Last Evaluation

- A. Pursuant to the last internal evaluation, Mission concluded that it would be inappropriate to continue financing this Project beyond the expiration date of Memorandum of Understanding No. 76-1. Therefore, OCC was officially informed that AID Grant assistance to this Project would be terminated as of September 30, 1977.
- B. They were also advised of OPG and other grant possibilities for different types of projects, preferably related to USAID current and planned programs. They have recently received a \$10,000 grant for the publication of a "Directory of Services to the Community".

III. ACCOMPLISHMENTS OF PROJECT SINCE INCEPTION

OCC's Civic/Social Development Project received AID financial support during six years (1972-1977). During this period, the following activities were conducted:

A. Training Courses:

<u>Type</u>	<u>No. of Courses</u>	<u>No. of Participants</u>
Principles of Voluntary Work	17	390
Civic/Electoral Training	8	259
Community Development	6	137
Municipal Development	6	167
Civic/Political Training	6	131
Civic/Social Training	3	71
Citizens Participation	3	67
Human Relations	3	55
Sensitivity Training	2	41
Pedagogy	1	20
Programming	1	15
	<u>56</u>	<u>1353</u>

These courses were conducted in San José, Turrialba, Liberia, Paraíso de Cartago, Puntarenas, Cartago, Desamparados, San Isidro de El General.

B. Seminars:

1. Legal and Working Status of Women - attended by 19 women
2. Incorporation of Women into the Development Process - attended by 15 women

C. Publications:

1. Directory of Voluntary Organizations in Costa Rica
2. Survey in 100 Factories in San Jose to Determine Working and Legal Status of Women
3. 1976 Seminar On Legal and Working Status of Women
4. 1977 Seminar on Incorporation of Women into the Development Process
5. Guide for the Costa Rican Voter
6. Several documents have been translated and are being used as reference material by OCC trainers.

IV. FINANCIAL DATA

During the six years AID supported this Project, the following annual contributions were granted to OCC:

FY 1971	-	\$2,803
FY 1972	-	\$6,500
FY 1973	-	\$5,042
FY 1974	-	\$7,061
FY 1975	-	\$8,112
FY 1976	-	<u>\$10,811</u>
TOTAL		<u><u>\$40,329</u></u>

V. CONCLUSIONS

- A. Mission is satisfied that OCC has, without exception, accomplished the objectives of each year's program, in most cases exceeding these objectives.

- B. The success of the OCC training can be evaluated by the participation of a representative number of women in a non-traditional area of training. OCC has been the pioneer voluntary organization in Costa Rica dedicated to preparing women for active participation in public office, community development, and the philosophy and projections of volunteer work. This type of training has increased consciousness among women of their role in politics and the socio-economic life of the country. For example, three former OCC trainees have been elected to Congress, four have served as municipal officers, and others are actively working in the various political parties and community development associations.
- C. OCC has been unable to provide adequate solutions to two major problems:
1. It has not been possible for OCC to increase its membership (now 27), in spite of their efforts and recruitment plans. They point out the difficulty in finding persons who not only have the free time to attend meetings and training courses designed for their own self-improvement, but who are also willing to devote much of their time to train other groups of people, some times in distant locations such as Liberia, Limón or San Isidro de El General, where they have to spend 3 or 4 days.
 2. As a voluntary organization, the OCC has to face the problem of maintaining a permanent source of income. Now that AID is no longer financing their training program, the only two sources of income they have are an annual "Partida Específica" from the Legislative Assembly, and their monthly membership dues -- a minimal amount. This year the OCC is forced to reduce its training activities, even though some members are now well qualified to conduct most of the training which they previously provided under contract.

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AIRGRAM

DEPARTMENT OF STATE 36u

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CLASSIFICATION

For each address check one ACTION | INFO

DATE REC'D.

DISTRIBUTION
ACTION

TO - AID/Washington FOAID A- 41 X

DATE SENT
11/24/78

FROM . USAID/COSTA RICA
E.O. 11652: M/A
SUBJECT . Mission Evaluation: OEF/FOV Human Development
Project (Evaluation N^o 515-79-1)

REFERENCE .

Attached please find one copy of PES facesheet
and continuation sheets for subject project.

KILDAY

Attachment: a/s

PAGE PAGES
1 OF 1

DRAFTED BY PO:MCKilgour:mce	OFFICE Program	PHONE NO. 341	DATE 11-21-78	APPROVED BY: DIR:SPKnaebel
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AID AND OTHER CLEARANCES
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13. SUMMARY

The Implementation Plan for this project is divided into three distinct phases. Phase I included months 1-6 (June-Dec., 1977) and was evaluated by OEF. Phase II includes months 7-18 (Jan.-Nov., 1978) and Phase III months 19-30 (Dec., 78-Nov., 1979).

This evaluation represents a joint effort by AID, OEF and FOV, and covers months 7-17 (Jan.-Oct., 1978) of Phase II. Stated goals for this period are:

1. Implementation and evaluation of motivation/adaptation training programs for low-income women in housing and employment projects; and
2. Sharing information gained with others involved in socio-economic projects.

Findings indicate that the project, nearing completion of Phase II, has achieved considerable progress in relation to program design. Specifically, in the "implementation and evaluation of motivation/adaptation training programs for low-income women in housing and employment projects", it was found that:

1. 181 low-income women from housing and/or employment projects have received, or are currently receiving, motivation/adaptation training from FOV. This number is lower than originally anticipated, as project personnel, with noticeable results, invested a great deal of time and energy in the training and development of resources for the first group of 49 women from the León XIII (INVU) Housing Project. (Refer to #18). The project currently has more requests for training from government agencies than it can provide, and thus the possibility of reaching the desired number of women exists, but is limited by the current number of available volunteer trainers (9) and research aides (3).
2. FOV has provided motivation/adaptation training to low income women participating in housing and employment projects in the following government agencies and private industries: The National Urban Housing Institute (INVU); The National Training Institute (INA); The National Institute of Welfare Assistance (IMAS); The Social Security Institute (CCSS); The Ministry of Culture; and The Poliandy Factory.
3. An assessment (Pre-test questionnaire) has been administered each participant before entering training, with the exception

of the León XIII group, where 107 family members (not necessarily participants) were administered pre-tests. Data obtained from the pre-test is tabulated and a detailed written report provided trainers, project staff and the appropriate collaborating government agencies or private industries. A post-test questionnaire (same as the pre-test with added questions relating to training) is to be administered to five randomly selected participants, or 10% of the group, (whichever is greater) three to six months following completion of training. The first post-test is scheduled for late January, 1979, and will be administered to participants of the FOV/INA Hotel Maids' Training Program.

In relation to "sharing information gained with others involved in socio-economic projects", it was determined that:

1. Project staff have developed extensive materials which are utilized in the preparation of volunteer/trainers and ten manuals for the adaptation/motivation training of low-income participants.
2. Two bi-monthly bulletins (number three is being edited) illustrating project activities, have been published and disseminated to government agencies, private industries, volunteers, and affiliate volunteer organizations.
3. An evaluation is conducted of each training program and findings provided staff, trainers and collaborating government agencies and/or private industries.
4. Informative monthly monitoring reports are prepared and provided OEF.
5. A Resource Center has been established and features books and articles on volunteerism, training, development and women in Costa Rica.
6. The project was evaluated by OEF/W at the end of Phase I, and collaboratively in this evaluation by AID, OEF, and FOV. Results and recommendations were presented to the FOV Coordinating Committee, Project Staff, Volunteer Trainers and Research Aides.

Evaluators' recommendations and resulting action to be taken by FOV will be determined by the FOV Coordinating Committee and Project Personnel at their 1979 Planning Session scheduled for Dec. 1978.

Findings resulted in the following recommendations:

1. Due to the success of the project in government and private industry programs, as well as the in-depth involvement in León XIII, the extensive work load of the Project Coordinator/Trainer has become unmanageable and it is recommended that a salaried assistant be provided for her.

2. Continued efforts to recruit and train volunteers for both the Research/Publications and Training areas are necessary.

3. If feasible, a study be done on factory workers who have received motivation/adaptation training and those who have not, to compare data on attrition rates, work habits, job adaptability, etc.

4. An orientation of the project be provided husbands and fathers of participants.

5. Follow up (or continued training) be provided program graduates to the extent possible.

6. The written agreement between OEF and FOV be revised to reflect current project inputs.

7. The Resource Center be better publicized to ensure maximum utilization.

8. Develop and implement plans for obtaining local funding.

9. Determine the direction of the project: In-depth community involvement; motivation/adaptation training only; or both; and analyze required resources.

10. Identify ways to retain and reinforce volunteers.

Project staff and volunteers were found to be competent, resourceful and enthusiastic; government and private industry response to be supportive; and participants and community feedback to be positive.

In summary, current project status indicates readiness for the implementation of Phase III (months 19-30) and the possibility of achieving the ultimate purpose and project goal of improving the socio-economic conditions of women and their families living in the marginal barrios of San José.

14. EVALUATION METHODOLOGY

This evaluation was conducted by AID as scheduled in the Mission Evaluation Schedule for FY1979 and in conjunction with the planned OEF evaluation at the end of Phase II, as called for in the project design. The Evaluation Team consisted of representatives from AID, the OEF Field Staff, and members of the FOV Project Coordinating Committee. The evaluation focused on progress towards stated objectives of Phase II of the Implementation Plan and included the acquisition of data on Project Administration; Recruitment and Training of Volunteers; Effects of the Project on Participants, Families, FOV as an Organization, Government Agencies, and Affiliate FOV Organizations; Future Projects and Directions; Training and Investigation/Publications.

Subjects interviewed included participants; husbands of participants; community leaders; host government agency officials from CCSS, the Ministry of Economy, INVU and INA; project staff; members of the FOV Coordinating Committee; the President and Executive Secretary of FOV; volunteer/trainers; a participating Peace Corps Volunteer; a collaborating affiliate organization of FOV and the Manager of the Poliandy Factory. On-site visitations were made to motivation/adaptation training sessions; volunteer/trainers weekly sessions; INA Industrial Sewing and Christmas Ornament training classes; the León XIII community, INA, INVU, CCSS, the Poliandy Factory and the Ministry of Economy.

Evaluation team members, project staff and FOV officials expressed enthusiasm for the joint evaluation effort.

15. EXTERNAL FACTORS

No major changes were found to exist in the project setting. However, due to the recent change in government there have been inevitable changes in government agency personnel, including the director of INVU, with whom project staff enjoyed a close working relationship. Project staff anticipate no problem in developing a working relationship with the new director, and program assumptions appear to remain valid.

16. INPUTS

As the project developed, minor changes in the quantity of inputs occurred. With AID inputs it was determined that by combining the Research Coordinator/Trainer and Information Coordinator/Trainer positions, higher remuneration could be offered and a more qualified individual hired. Remaining funds are used to hire an assistant for this section.

With host country inputs it was found that partially as a result of the project, FOV had grown during the past 17 months and the planned input of 30% of the Executive Secretary's time and 30% secretarial time had been difficult in the first instance and impossible in the second.

Floor space provided for in host country inputs has more than tripled as FOV is providing training rooms for the Industrial Sewing, Cosmetology and Christmas Ornament classes. This has also resulted in additional FOV inputs of electricity and custodial services.

The actual quantity of host country inputs will be reflected in a revision of the existing formal written agreement between OEF and FOV.

The current number of FOV volunteers working with the project is twelve (nine in Training and three in Information/Research). The shortage of volunteers is recognized by FOV and efforts to recruit new volunteers will begin in December, along with the training of ten new volunteers assigned to the project.

17. OUTPUTS

The potential for training 1,525 low-income women in private industry and government organization programs does exist, as indicated by the requests for training received by FOV. Progress towards reaching this target has been affected by the in-depth involvement of project personnel in the León XIII Housing Project (refer to #18) and the available number of project volunteers (12). Future progress will be determined in large part by the number of volunteers (both in Training and Research/Investigations) that FOV is able to recruit and maintain.

A minor revision in project outputs is in staffing and refers to the previously mentioned combining of the Research Coordinator/Trainer and Information Coordinator/Trainer positions and the addition of an assistant to this sector.

FOV participation in projects of government and private organizations which include women from the marginal barrios is on target, as is the information sharing of survey data and research with government and private officials.

Publications on training activities, investigations and research efforts are determined to be of high quality.

The Resource Center is functioning, and contains books and articles on development, volunteerism, relevant statistical information and emphasizes women in Costa Rica. A catalog of available resource materials has been published with instructions on how to use the center.

The preparation of training manuals (10) has exceeded the output target (3).

18. PURPOSE

Purpose #1 is to "enable poor women to participate more fully in employment, housing and other socio-economic programs". Progress toward the EOPS condition of "real cash income of 1,500 households raised an average of 10%" has been partially affected by the in-depth involvement of project personnel in the FOV/INVU León XIII training program and by the limited number of available volunteers. The women in the León XIII program defined their most urgent need as economic, and requested training which would lead to actual employment. As a direct result of the FOV project, forty-four of the original forty-nine program participants are currently enrolled in vocational classes in industrial sewing; preparing commercial Christmas ornaments; commercial baking; and cosmetology.

With 12 months remaining, FOV would need to train approximately 110 women a month to achieve the above condition. The requests for training exist, and thus the possibility of reaching the target number of low income women, if FOV is able to recruit and maintain a sufficient number of volunteers. It was not recommended that the EOPS be revised at this time.

Evaluators found the León XIII experience to have produced exemplary results and recommended that FOV determine the future direction of the project, e.g. in-depth community involvement; motivation/adaptation training only; or both.

Progress towards the EOPS condition of "a 20% decrease in the number of women dropping out of the government and private projects in which FOV provides technical assistance" was measured and officials at INA, INVU, and the Poliandy Factory agree that there is a definite decrease in the participant attrition rate in those projects in which FOV provides training.

Purpose #2 is to "help these women identify solutions to obstacles now restricting such participation". The EOPS condition is that "at least 10 group activities will have been developed and

implemented by women in housing and employment programs in direct response to problems which the women have identified". Participants in León XIII identified as major obstacles the total lack of child care facilities and the fact that their husbands did not want them to leave the immediate area to seek employment or training because of family and household obligations. Once obstacles were identified, project staff and participants began to work on solutions. A temporary child care facility, for children of women participating in FOV training, was arranged for with the provision of a small building by INVU and FOV volunteers to staff it. This provided child care for the women while they received motivation/adaptation training and continues to function as they receive vocational training. A permanent solution is in process, and participants have acquired land (donated by the Municipality) for a day care center. The Association of Wives of Engineers and Architects (a FOV affiliate organization) has taken on the construction of the day care center for León XIII as their project. The corner stone was recently placed by Costa Rica's First Lady Estrella de Carazo and funds for construction are being raised.

Participants have decided that the best way to address the second obstacle is to obtain a facility for León XIII which could house industrial sewing and commercial baking cooperatives. A contract has been secured with CCSS by the industrial sewing group for the confection of sheets, pillow cases and syringe covers. Initial profits of ₡33,000 (approx. \$3,861) will be invested in the industrial sewing cooperative. INVU has agreed to rent (at a nominal fee) land for this purpose, with an option to buy.

Thus group activities have been developed and implemented by participants in the project in direct response to the problems they identified.

Purpose #3 is to "assist the women and their families to adjust to the significant changes resulting from their new employment and/or housing". This is being addressed in the motivation/adaptation training sessions as well as by the above mentioned group activities.

Purpose #4 is to "effect changes in public and private socio-economic programs so that these programs more effectively respond to the needs of poor women". One effect of the FOV experience has been that INA has dropped its requirement that participants in their programs must have a 6th grade education.

Working relationships have been established between FOV and government organizations that include women as their target popula-

tions and INVU and FOV have a formal written agreement detailing the responsibilities of both organizations. Agreements with other organizations are in the process of formalization.

FOV has demonstrated the technical capability of providing motivation and adaptation training to low-income urban women.

The EOPS condition "that FOV will have developed financial support for the continuation of the project from local sources within Costa Rica" is of definite concern and project personnel are in the process of advising government organizations and private industries of the need for such, while seeking alternative funding.

Government and private employment projects are becoming aware of the need for improved supportive services such as child care; there are more opportunities for women to participate in training programs (with the removal of unrealistic educational requirements), and thus the potential for upward mobility; Government and private industry are incorporating motivation/adaptation training in their programs; and in at least one instance (Poliandy Factory) flexible time schedules are being considered.

Participants in the motivation/adaptation training repeatedly expressed that they now have higher aspirations more self-awareness; a better self image; are able to identify problems and work on solutions; enjoy working in a group; and that there is a definite change of attitude on the part of their husbands.

Many of the EOPS conditions have been met and are considered to be a good description of what will exist when the purpose is accomplished.

19. GOAL/SUBGOAL

The approved project goal, to which the project contributes, is: "To improve the socio-economic conditions of women and their families living in the marginal barrios of San José."

Evidence indicates that there now exists:

1. A measurable increase in the economic level of the women of León XIII who received motivation/ adaptation training, are now receiving classes in industrial sewing and have secured a \$33,000 contract with CCSS.

2. An improvement of shelter conditions for low-income women in housing projects such as León XIII and Villa Esperanza.
3. An increase in the number of socio-economic programs available for low-income women as a result of the impact FOV has had on changing entrance requirements in INA's programs.

Progress toward goal can be attributed in large part to purpose achievement and directly to the excellent working relationships and credibility FOV has established with government organizations and private enterprise.

20. BENEFICIARIES

The OEF/FOV project will, in terms of the criteria in Sec. 102(d) of the FAA, promote greater equality in income and reduce rates of unemployment and underemployment. Nature of benefits includes a positive change in attitudes, aspirations, problem solving abilities and the development of leaders among participants.

Direct beneficiaries are low-income women of the barrios of San José, and indirect beneficiaries their husbands and /or families.

21. UNPLANNED EFFECTS

Unanticipated results of the project are the planned day care center, industrial work shop, and cooperatives in León XIII. This will have an impact on the economic situation of both direct and indirect beneficiaries, as well as the immediate community.

22. LESSONS LEARNED

The OEF/FOV Human Development Project is considered to contain many transferable elements and the potential for adaptation in urban areas of Latin America.

23. SPECIAL COMMENTS OR REMARKS

In their initial efforts in the León XIII housing project, FOV found that in order to attract and retain low income women they had to offer something concrete beyond the motivation/adaptation training. Participants desired vocational training which would have an immediate effect on their economic condition, as well as solutions to the obstacles restricting their participation in training or employment. The project took a more in-depth approach, and accord-

ingly, invested more time than planned. Project staff, the FOV Coordinating Committee and evaluators agree that the results justify the investment.

Many of the FOV motivation/adaptation training programs are in collaboration with INA, and thus combined with vocational training. The project hopes to balance in-depth community involvement, (where required) with reaching large numbers of low-income women through government agency and private industry training programs.