
**WOMEN'S SOCIOECONOMIC PARTICIPATION:
A PROJECT OVERVIEW**

**Contract AID/DSAN-C-0269
with the Office of Rural Development
Agency for International Development**

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I. Project Purpose

"The major goal of this contract is to ensure that (AID) country development projects and programs are designed to provide women in less developed countries with meaningful economic opportunities outside the home (Contract Scope of Work 1980)."

The purpose of the project is to provide USAID Missions with short-term technical assistance related to productive employment and income generation for low-income women. The project deals with programs of labor force development, entrepreneurial development, credit, agricultural and small enterprise extension, vocational training, and improvement of project-specific data bases, among others. Services offered by the program include:

- * assistance with project identification, design, and implementation;**
- * related activities such as project evaluation;**
- * review of mission portfolios to identify areas of change and improvement in existing programs and projects;**
- * identification of women's employment and income generation needs, and**
- * briefings for AID Mission and nationals regarding women's employment and income generation needs.**

Allocation of services is based on the expressed demands from Missions and the relation of the request to the stated purpose of the project, i.e., expanding employment and income generation opportunities for low income women.

II. Technical Assistance

A. Mission Requests: During the first year of activity more than 25 requests were received from Missions in the following countries:

Bangladesh	Haiti	Panama
Barbados	Honduras	Philippines
Bolivia	Indonesia	Senegal
Cape Verde	Jamaica	Sudan
Costa Rica	Jordan	Tanzania
Dominican Republic	Kenya	Thailand
Ecuador	Morocco	Upper Volta
Guatemala	Nicaragua	Yemen
Guyana	Niger	Zaire

Twelve countries in Latin America and the Caribbean, four countries in the Near East, six countries in Africa and four countries in Asia submitted requests (See Summary of Requests - Appendix A). The requests can be categorized as follows:

1. General requests to review program portfolio with little specification of scope of work.
2. Project identification, design or evaluation assistance.
3. Data improvement and other research-related activities, including project baseline data.
4. Assistance to national organizations and PVOs currently implementing women's programs.

B. Selection Criteria: Once the project began, it became clear that the level of demand for technical assistance was significantly higher than had been anticipated. The original design called for providing technical assistance to up to ten missions during the two year contract term. Only a selected number of requests could be filled during the current life of this project.

The project faced the dilemma of selection: how do we proceed selectively to ensure "success" regarding women's employment and income generation, and still maintain the high level of interest in undertaking program activities related to women's employment and income generation as indicated by the high demand from missions for project services? What should constitute the final criteria for selecting the requests for field support?

The basic criteria for selection included:

1. Level of specificity of the request for technical assistance,
2. Relevance of the request to the stated project objective, i.e., employment and income generation alternatives for low income women and,
3. Regional representation.

As work proceeded, we attempted to identify factors that were most useful in anticipating the "success" or "failure" of field assistance. The selection criteria became more sharply defined to include:

4. That there be explicit support of senior level mission staff and program offices for the request for technical assistance;
5. That the scope for the technical assistance impact directly or closely on actual projects and programs related to employment, income generation, and/ or access to productive resources;

When feasible, an in-country visit is made by ICRW prior to undertaking fieldwork to define with Mission the scope of work, timing and costs for assistance, and to clarify expectations and long term needs for field support.

C. In-Country Assistance: Work was undertaken by ICRW in Costa Rica, the Dominican Republic, Ecuador, Honduras, Indonesia, Kenya, Panama and Thailand and visits were also made to Tanzania and Zaire (See Summary of Responses - Appendix B). Examples of ICRW's work under this project include:

1. Project portfolio review in terms of employment and income generation alternatives for low-income women:
 - * Indonesia portfolio review indicated changes in current projects, identified key sectors and suggested revisions in Mission's project review procedures to enhance the potential for women's employment and income generation in all projects.
 - * ICRW's review of integrated rural and urban development programs in Ecuador outlined objectives for a productive oriented strategy and identified target concerns during the program implementation for the inclusion of women in project components such as credit and housing.
2. Review of labor force and employment strategies to incorporate low-income women into AID and national programs;
 - * Employment-focused strategy for Honduras defined objectives for rural and urban women, including improved earning capacity on-farm, expanded off-farm activities, increased investment in labor-intensive production in the urban formal sector and strengthened informal

sector activities. Key concerns were related to credit access, technology, land titling, housing improvement and crop diversification, and vocational training.

3. Activities related to identification, design, implementation and evaluation of projects to enhance women's participation in specific integrated and sectoral projects.

* ICRW assisted a Dominican PVO with the design and analysis of a survey to assess work histories, employment, training, etc. of low-income women, and to identify labor force demands in the formal sector. Based in part on this survey, ICRW assisted with the design of a vocational training and Advisory Service Center for women.

4. Institutional assessment to strengthen capabilities of PVO's, AID, and/or national governments to undertake employment and income generation activities related to women.

* In Costa Rica, ICRW worked with national PVO's, the government ministries and international funding agencies to assess institutional resources and capabilities for undertaking employment and income generation programs for women. ICRW also provided assistance in defining appropriate objectives for undertaking programs aimed at women's employment and income generation.

* In Kenya, ICRW evaluated the programs of several women's organizations and a local PVO and outlined alternatives for staff upgrading, institutional reorganization, etc., required to make programs of employment and income generation for women more effective. In addition, ICRW will assist a group of Kenyan women in establishing a loan guarantee fund for women entrepreneurs utilizing the commercial banking sector.

III. Project Evaluation

A. Mission Support for Technical Assistance: A number of Missions have demonstrated support for the work by:

1. Funding follow-up work by the ICRW or other consultants to implement ICRW recommendations such as modifications in project design.
2. Funding a first round of ICRW assistance to be followed by work specific to women's employment and income generation funded under this project.

3. Providing clear incentives and support for Mission staff to undertake efforts to enhance project impact on women's employment and income generation.

4. Arranging and undertaking coordination activities with other international, national, and PVO's on programs for women and/or employment and income generation projects for low-income beneficiaries.

B. Impact of Technical Assistance: Short-term impact of assistance by ICRW has included:

- 1. Revision of Mission procedures for project review,**
- 2. Redirection of approach and strengthening of the position of the committee and/or office responsible for activities related to women,**
- 3. Redesign of projects to focus on employment and income generation objectives for women rather than social welfare concerns,**
- 4. Redefinition of priorities in funding of programs designed to reach women by national and international agencies to concentrate on employment and income generation objectives and,**
- 5. Inclusion of women's employment and income generation concerns in the design and implementation of rural and urban development programs.**

Direct impact on women's employment and income generation relies on changes that are made in program strategies, funding priorities, design of employment and/or women's projects, the availability of capable implementing agencies, i.e., factors which are well beyond the control of ICRW. Therefore, the direct impact of this project on women's employment and income generation can only be assessed in the long-term and then only in the context of the countries, projects and institutions it has assisted during the course of its work.

C. Formative Evaluation: Regular review and evaluation--in order to guide implementation--has been an on-going project process. Response and review of ICRW's works is solicited from missions, meetings with the project officer are held regularly to refine project orientation and make mid-course corrections. Efforts have also been made to explicitly define expectations regarding the project.

SUMMARY OF REQUESTS

LATIN AMERICA AND CARIBBEAN REGION

Barbado	<ol style="list-style-type: none">1. Assist regional organizations2. Examine women's employment needs in Eastern Caribbean
Bolivia	<ol style="list-style-type: none">1. Identify experimental employment/income generation projects for women through local Mother's clubs.
Costa Rica	<ol style="list-style-type: none">1. Assess needs of women's employment2. Assist local PVOs with identification, design and implementation of employment/income generation projects for women.
Dominican Republic	<ol style="list-style-type: none">1. Enhance and analyze data for vocational training program for barrio women2. Design project for vocational training
Ecuador	<ol style="list-style-type: none">1. Assist National Women's Office2. Review AID portfolio3. Recommend strategies to integrate women into national development programs
Guatemala	<ol style="list-style-type: none">1. Train urban and rural women's groups2. Assist federation of women's groups with long-term project implementation
Guyana	<ol style="list-style-type: none">1. Enhance baseline survey2. Review women's employment in agriculture
Haiti	<ol style="list-style-type: none">1. Review AID portfolio2. Project identification/design assistance
Honduras	<ol style="list-style-type: none">1. Assess women's employment needs2. Project identification/design assistance
Jamaica	<ol style="list-style-type: none">1. Enhance baseline survey2. Review project papers
Panama	<ol style="list-style-type: none">1. Assist with design and review of Employment Planning & Generation and Workforce Development Projects2. Define research needs for Workforce Development Project

NORTH AFRICA /MIDDLE EAST

Jordan	1.Enhance survey of women's employment and training for project 2. Assist vocational training project
Morocco	1. Review education and human resource portfolio regarding women's employment and income generation
Sudan	1. Supervise local researcher in long term analysis of women's economic roles and alternatives
Yemen	1. Review AID portfolio 2. Identify projects and target groups regarding women's employment and income generation

AFRICA REGION

Cape Verde	1. Review AID portfolio 2. Assess women's employment and income generation needs
Kenya	1. Assist PVOs with project identification/design 2. Survey institutional needs of local PVO's
Senegal	1. Assist with Sodeva Cereals project, Phase II. 2. Assist with other programs, long-term
Tanzania	1. Review impact of farming systems and rural roads projects on women's productivity, employment, etc. 2. Assist with design of second phase of farming systems rural roads projects 3. Design pilot women's component for Resources for Village Production Project.
Upper Volta	1. Review AID portfolio 2. Assess women's employment in village level small enterprises 3. Research women's time use and workload
Zaire	1. Assist with project identification and design 2. Discuss women's employment and income needs with government and union officials, academicians, etc. 3. Research legal and cultural status of women in Zaire

ASIA REGION

Bangladesh	1. Assist with redesign of Women's Development Academy 2. Undertake other long term activities (undefined)
Indonesia	1.Review AID portfolio 2. Assist with project identification and design
Philippines	1. Assist with project identification and design for small enterprise development 2. Participate in later project stages
Thailand	1. Review AID portfolio 2. Recommend follow-up activities

SUMMARY OF INCOUNTRY RESPONSE

LATIN AMERICA AND CARIBBEAN REGION

Costa Rica

April 1981

1. Review of women's employment and income generation needs
2. Assessment of PVO activities and program alternatives
3. Design of seminar to identify program alternatives for women's employment and income generation

June 1981

1. Seminar to identify program alternatives for women's employment and income generation
2. Coordination of international funding agencies, government offices, PVOs and national researchers undertaking activities related to women's employment and income generation

Dominican Republic

January 1981

1. Assistance with design and analysis of baseline survey of employment and vocational training needs of barrio women

January 1982

2. Design of project for vocational training and placement program for women

Ecuador

January 1981

1. Assessment of National Women's Office
2. Review of integrated rural and urban development programs regarding women's employment and income generation

January 1982

1. Definition of follow up work with National Women's Office and other project assistance

Honduras

June 1981

1. Definition of scope of work regarding development of employment strategy

Sept 1981

1. Analysis of supply and demand factors for women's employment
2. Development of employment strategy for women
3. Project portfolio review and recommendation of program alternatives

Panama

Sept 1981

1. Review of labor force strategy and definition of scope of work for follow up

?? 1982

1. Assistance with design and follow up of vocational training project for women
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AFRICA REGION

Kenya**November 1981**

1. Program review and assessment of local PVO activities
2. Assistance to enhance entrepreneurial credit and technical assistance program
3. Consultation on the establishment of a loan guarantee fund for women

Tanzania**November 1981**

1. Definition of the scope of work for assistance to reach women in rural credit program

Zaire**December 1981**

1. Definition of possible scope of work

ASIA REGION

Indonesia**June 1981**

1. Project portfolio review regarding employment and income generation alternatives for women

Thailand**March 1981**

1. Project portfolio review regarding employment and income generation alternatives for rural women
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COUNTRY OVERVIEW

COSTA RICA

I. Mission Request

The USAID Mission in Costa Rica requested the ICRW to assist local PVOs in the identification and design of realistic employment and income generation projects for women. Specifically, ICRW was asked to:

- A. Review women's employment and income generation needs in Costa Rica,
- B. Assess the current activities, institutional capabilities and program alternatives of local PVOs for undertaking employment and income generation programs for women, and
- C. Design and conduct a seminar which identifies program alternatives for women and promotes coordination of activities undertaken for women by international funding agencies, government offices, PVOs and national researchers.

II. Highlights of Program Assistance

A. The economic need of women in Costa Rica is reflected in their high rates of unemployment, the sharply increasing proportion of households de facto headed by women, and the current lack of employment opportunities for women (particularly in urban areas). Poor women in Costa Rica need viable employment and income generation opportunities.

* Despite the fact that poor women have a clear economic need to work, structural factors in the labor market restrict the demand for women workers. The supply of female workers is not, in general, a limiting factor to employment of women.

B. Programs for women undertaken by the government and PVOs in Costa Rica fail to provide viable economic alternatives for those who participate in them.

Regardless of the specific agency or whether a rural or urban group is being serviced, training programs for women typically organize small groups, give motivational training and instruct women in traditionally feminine skills such as sewing and cooking.

* The goals of the majority of these programs are vague and difficult to translate into operational plans. Objectives related to employment and income generation usually emerge midway. Because the original program is so broad and vaguely defined, employment objectives are difficult to incorporate realistically into the program.

- * Little or no attention is given to whether there is a demand for these skills or whether they can provide women with an opportunity for real employment or income generation. The result is an inefficient use of human and capital resources and a high level of frustration among those participating in the program. Moreover, the poorest and most needy women may not participate in these programs because they are unable to remain without incomes for the duration of the course and there is no real promise of employment once they complete training.
- * PVO representatives stress that the reason for offering primarily traditional skills is the women's own reluctance to receive training in non-traditional areas. During the course of field interviews however, many women expressed interest in learning non-traditional skills if those skills could provide the opportunity to earn reliable incomes.
- * It appears that PVOs and government agencies continue to sponsor traditional courses primarily because they have developed a capacity for and have experience with such training. Despite the failure of these programs to provide training in skills which are in demand in the marketplace, local PVOs and government programs are likely to continue training women in traditional "female" skills which have little or no real income earning potential.

C. A seminar entitled "Productive Programs for Women in Costa Rica: Problems and Alternatives" was jointly sponsored by the ICRW, the Office of Coordination of the Government Urban Development Program, and the USAID Mission. Participants included representatives of government and PVO agencies, the Inter-American Development Bank, the United Nations, UNICEF, and USAID.

The primary purpose of the seminar was to provide PVOs and government agencies implementing programs for women a set of program alternatives which would offer poor women realistic economic opportunities. The objectives of the seminar were to:

1. Examine the current "model" for women's skills training programs, and
2. Identify ways to increase the effectiveness of these programs by refining program objectives and focusing on skills training for which real employment demand exists and which provide women with real income earning opportunities.
3. A secondary purpose for the seminar was to promote better coordination and definition of roles among those agencies offering programs for low-income women.

III. Impact of Assistance

The program assessment and the inter-agency seminar resulted in:

A. Re-orientation of traditional programs. For example, a training program for women offering traditional skills, financed by the IDB and undertaken by a local PVO, was reoriented to include concrete skills for income generating activities. They will include agro-industry activities such as fruit processing, cheese and milk production, and the preservation and marketing of food crops - products for which a clear demand exists in the region where this program will be undertaken.

B. Better coordination among agencies sponsoring programs for women. Following the seminar, representatives of those agencies funding programs for women met to develop a strategy to promote inter-agency coordination. PVOs are also cooperating among themselves to reduce competition, improve program coordination, and attract more resources and program assistance funds.

IV. Reports

Employment and Income Generation Prospects for Women in Costa Rica.

ICRW, May 1981

Projects for Women in Costa Rica: A Trip Report (April 6-14, 1981).

Mayra Buvinic. April 1981

Women Workers in Latin America: A Structural Analysis. (English and Spanish)

ICRW, prepared for June 11-12 Seminar in Costa Rica, May 1981

Income Generation for Women in Microenterprises: Three Models. (English and Spanish)

ICRW, Prepared for the June 11-12, 1981 Seminar in Costa Rica

DOMINICAN REPUBLIC

I. Mission Request

ICRW was asked to provide technical assistance to Accion Pro Educacion y Cultura, Inc. (APEC), a local PVO, in the design of a Women's Training and Advisory Center. The Training Center would prepare poor urban women for productive employment and income generation activities. Specifically, the AID Mission requested ICRW to:

- A. Work with APEC in reviewing the survey schedules and plans for analysis and implementation of the baseline survey.
- B. Review AID Mission portfolio, in particular the Employment Strategy paper, and recommend policy and program alternatives for incorporating women's employment and income generation needs in the AID program.

The major request -i.e., assistance related to the design of a questionnaire and survey analysis -- did not fall strictly within the realm of priority activities of the ICRW project. Given that this particular research effort was directly linked to an action program for women's employment, the decision was made to undertake this work.

II. Highlights of Program Assistance

A. The baseline data-building effort was undertaken with two basic objectives: (1) to plan appropriate strategies to incorporate poor women into productive/ income generating work; and (2) to develop an understanding of the particular needs and priorities of poor urban women. ICRW's work centered around improving data collection in the following areas:

1. The actual and potential supply of female labor in the major barrios of Santo Domingo.
2. The actual and potential demand for skilled labor in general and the level of demand for women workers to fill these needs in the private sector.
3. Identification of the type and level of current occupational skills training available to poor women through established vocational schools.

B. Employment policy and program recommendation, based on a review of the GODR employment strategy and AID's current program, included:

1. Expansion of the aggregate demand for female labor in the formal productive sector of the economy;
2. Incorporation of programs to promote non-marginal productive activities for women in the informal sector.

A series of program recommendations were made to further these objectives:

- a. Link women's technical training to existing economic opportunities by establishing special vocational training programs responsive to the changing labor market demands of the formal sector.
- b. Enhance AID support of women in micro-businesses as through access to resources such as credit and cooperatives. Findings of the DD study of micro-businesses indicated that provision of technical assistance and credit to small-scale entrepreneurs has good potential for creating new jobs and higher incomes in this sector.
- c. Emphasize the participation of women in small-scale industries programs such as the proposed FY82 Small Industry Loan program.
- d. Create new industrial occupational sectors for women. Measures to promote female participation in certain sectors may be necessary initially in sectors where the demand for female labor is limited, given that male unemployment in the Dominican Republic is cited as an argument against female employment,
- e. Support industries and enterprises which employ large numbers of women. Public sector establishments can be transformed into labor intensive production systems; private sector industries can be encouraged to hire more women through incentives such as tax cuts, subsidies, etc.
- f. Assist the entry of rural women into non-farm employment : Given that the agricultural sector will be unable to absorb available rural labor power -- both male and female-- areas of high priority should include (1) reorientation of women's home production to the market place, including training in storage, processing and marketing skills, (2) entrepreneurial training such as basic business management, and accounting, and (3) credit assistance to encourage the development of agro-enterprises.

The inclusion of women's concerns into the AID program does not necessarily mean women-only projects. Some programs may require a women-specific approach while in other cases, women's employment and income generation concerns can be addressed more effectively in the context of integrated activities with specific provisions to include women.

III. Reports

**Recommendations for Expansion of Employment and Income Generation Opportunities
for Women the Dominican Republic.**

Nadia H. Youssef and Ramon Daubon with Carol B. Hetler, ICRW 1981

Ecuador

I. Mission Request

The USAID Mission in Ecuador requested technical assistance from the ICRW to:

- A. Review women's employment needs in Ecuador,
- B. Provide program planning and design assistance to the newly established National Women's Office of the Government of Ecuador and,
- C. Undertake identification and design tasks related to employment and income generation in USAID Mission projects including the Integrated Shelter and Urban Development Project (SOLANDA) and the Small Rural Enterprises and Agro-Industry Project.

Technical assistance by ICRW is to be provided over an extended period to follow project stages through implementation and evaluation.

II. Highlights of Program Assistance

A. Sex segregation of the labor market relegates women to low productivity, unpaid work in home and subsistence production, to the lowest-paid wage labor in agriculture, industry and services, and to work in the informal sector with the lowest revenues.

* Women are overrepresented in the traditional sector of the rural and urban economy to such an extent that Ecuador's economic dualism can also be seen as a sexual dualism.

* As recipients of development policies, poor women do not seem to have benefited from economic growth. Sex selectivity in migration patterns, increases in the proportion of households headed by women, continuing high illiteracy rates for women as well as female job and wage discrimination all indicate that the situation of women has not improved.

B. The National Women's Office, established in May 1980, is currently implementing two types of projects for women: training programs and small scale production projects. Neither of these activities tackles the central issues of women's access to productive resources, nor provides means to increase their productivity and incomes.

* The National Women's Office has drawn up a National Five Year Plan for Women, but two major constraints hamper its effectiveness in addressing the problems

confronting poor women in Ecuador.

1. Staffing constraints and institutional bottlenecks may inhibit expanding current projects and prevent undertaking new ones;
2. The lack of an integrated program of action may result in inefficient institutional performance and ineffective action to achieve the objectives of the Five Year Plan.

* Strategies for the National Women's Office were outlined for both short and medium term objectives.

Short-term: 1. Improve the institutional/administrative basis for the development of programs capable of confronting the socioeconomic constraints faced by poor women. Design and implement a five year program of action which clearly identifies objectives, and the resources to carry them out.
2. Implement area-specific, integrated rural and urban development projects whose objectives are to (a) raise women's productivity and income, (b) strengthen the institutional capacity of selected implementing agencies and (c) provide demonstration models for future efforts.

Medium -term: 1. Generalize the demonstration projects to other priority areas where rural and urban development projects are developed.

2. Develop selected national level programs along sectoral lines (i.e., health education) in accordance with the program of action, cocordinated by the Women's Office and implemented by appropriate agencies.
3. Disseminate the results of the program of action and the demonstration projects to influence public policy regarding the integration of women into all institutions and sectors in the country.

C. A Mission strategy for women in Ecuador, drawn from an analysis of women's participation in Ecuador's economy, analyzes the capacity of the National Women's Office to implement various program strategies and recommends alternatives to integrate women's employment and income generation into AID and government programs. Recommendations include:

1. Strengthen the National Women's Office as a policy and coordination institution.
2. Strengthen the capabilities of other agencies to implement employment and income generation programs for women. Efforts to enhance participation of

women in rural development programs, for example, can be institutionalized through the newly created Secretariat for Rural Development rather than the National Women's Office.

3. Undertake operational research to (a) identify constraints to women's access to productive resources such as lack of credit for both on and off farm rural activities, (b) identify potential small scale enterprises and employment opportunities for men and women and (c) develop a simple methodology to assess and design employment and income alternatives for use in integrated rural development projects.

III. Reports

Ecuador: Some Issues About Women's Participation in Economic Development
Mayra Buvinic, ICRW 1981

HONDURAS

I. Mission Request

The AID Mission in Honduras requested ICRW to one, examine the state of women's employment, and two, assist AID with project identification and development of a WID strategy for the Mission. A preliminary visit to Honduras was made by ICRW to discuss in detail the scope of work, define expectations, timing and cost. The result was a two tiered scope of work funded by the AID Mission - The following scope of work was defined :

A. Develop an overall short and medium term employment strategy for women which identifies (1) the socioeconomic factors limiting women's ability to increase their incomes and (2) priority sectors for increasing women's productivity and expanding their income generating opportunities.

B. Identify and recommend project alternatives to provide the link between the conceptual issues of the employment strategy and the operational means to address them.

II. Highlights of Program Assistance

A. A dual approach to the problem was developed.

1. Projected labor force demand: Projections of sectoral growth and labor force expansion for the period 1978-1985 indicate that:

- The labor force will increase to 1,177,000 persons of whom 208,000 or 17.7% will be women.
- The female economically active labor force is projected to increase at a higher rate (5.0 percent annually) than the male labor force (3.5 percent).
- Of the total number of persons entering the labor force for the first time, 22 percent will be women, the majority of whom will become part of the urban work force.

2. Current programing in women's work: Current efforts do not attempt to effectively incorporate concerns for women's employment into the mainstream of the national economy.

- * Programs related to women's work and income generation have been oriented to small-scale, family based production, traditionally feminine activities.
- * The supply of women available to work has not been linked to analysis of potential sectoral growth and future labor market demands, and therefore programs oriented to women have not viewed women as participants in the overall economy.
- * Rural women are seen as 'producers' but not as wages earners. Little attention is given in efforts to diversify crop production to protect the income generation opportunities of the rural wage earners.

* The employment and income generation needs of urban women have not been addressed. The thrust of programs has been almost exclusively to rural development although the projections for future growth clearly indicate that the urban employment picture will be particularly important for women entering the labor force.

3. Specific recommendations to increase the employment and income generation opportunities of urban and rural women are based on analysis of the overall economic conditions in Honduras. Specifically, the plan of action follows these lines:

For urban women:

- a. Increase aggregate demand for women's labor by fostering investment in labor intensive production systems, in both public and private sector.
- b. Strengthen viable informal sector activities in which women are involved by providing technical assistance to identify markets and stimulate demand, enhance efficiency and quality of production, develop skills, etc.

For rural women:

- a. Protect the wage-earning capacity of rural women in on-farm employment. Planning for crop diversification and development of other on-farm activities can incorporate recognition of rural women as wage earners (as distinct from farm producers) in on-farm production. Efforts can be made to protect and/or develop alternative wage opportunities for diversification of women's rural on-farm production
- b. Expand off-farm employment for women through initiatives aimed at expanding agro-business/industry and other enterprise development in rural areas.
- c. Encourage diversification of rural productive activities and occupations and thus provide opportunity for multiple occupations, particularly to compensate for slack seasons in agricultural production and/or serve as a point of departure for entrepreneurship.

B. Portfolio Review: The review of the AID portfolio in Honduras analyzed on-going and projected projects in both the urban and rural sectors which could be modified to address women's employment and income generation needs and were perceived to by AID staff to have an impact on women.

These included the Coffee Project, Agriculture II Program, Rural Technology Program, Natural Resource Management. Agricultural Credit, Small Farmers Titling Program, Rural Housing Improvement Program, and the Urban Upgrading Program. Each project is discussed in terms of the project goal, means, and the impact on women. A

series of recommendations are outlined for each project.

III. Impact of Program Assistance

A. Coordination of programs related to women within the AID Mission are the responsibility of the WID Committee appointed by the Mission Director. The program strategy and plan of action developed by the ICRW will be the basis for this Committee to carry out a Mission wide program effort to incorporate women and women's employment and income generation needs into the overall Mission Program. The Director of the Mission expressly made women a priority for the Mission, which led to this request for a portfolio review.

B. Response to the report will be followed up with project-oriented assistance to Mission staff.

IV. Reports

Exploring Alternative Employment and Income Generation Opportunities for Honduran Women: Analysis and Recommendations

Nadia H. Youssef and Allen Lebel. October 1981

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INDONESIA

I. Mission Request:

ICRW was requested to review the Mission portfolio of projects with regard to income generation and employment for women and recommend alternatives to enhance the effectiveness of the AID program.

II. Highlights of Program Assistance

A. Four main areas of AID's development program and projects are relevant to income generation for women: agricultural production, agro-related activities, small-scale enterprise and trade and training.

1. Agricultural production: Women are extensively involved in agriculture particularly in weeding, planting, terracing and harvesting. Improvements in planting or terracing techniques, for example, must rely on the participation and understanding of women as well as men.

• Typically, projects designed to increase agricultural productivity focus on expanding and improving extension services. Although the roles of women in agriculture are recognized, it is generally felt difficult enough to improve male-oriented extension services without also trying to broaden services to specifically reach women.

• Furthermore, special needs of female farmers are generally not recognized nor addressed and there is little awareness of how time-saving home technology may also help improve women's agricultural productivity.

2. Agro-related activities: Women are extensively involved in the processing and marketing as well as production of both crops and fish.

• As in the case of agriculture, the role of women is recognized but its significance discounted. Projects designed to increase fish production, for example, which neglect to improve processing and marketing, may increase production of fish but the benefits of increased income may be sharply limited due to inefficient processing and marketing.

3. Small-scale enterprises: The Mission is involved in several projects directed at improving the productivity of rural enterprises and providing credit. One credit project in Central Java illustrates the viability of assisting women in the small enterprise sector.

- * With its only intention to assist small traders, the project appears to have reached primarily very low-income women -- an estimated 80% of the credit recipients are women.
- * The participation of women in this project was inadvertent. Few projects insist that even minimal information on the economic roles of women be included in the design of a project.

4. Training : Training of government officials, technicians and academics in both short term incountry programs and long term programs abroad are a significant part of the Mission program.

- * It is generally assumed that women have family responsibilities which limit their viability as candidates for training. This may be the case, but women are expected to perform dual roles and precisely because of this duality, efforts should be made to include women in training programs.
- * One approach is to support more extensive in-country training and to minimize bias against women in the selection process.

B. Support of the Program Office for undertaking efforts to address women's employment and income generation needs in project must be forthcoming.

Currently, inclusion of women in a project is seen as a complication which may raise costs, strain relations with national counterparts and which has no "pay-off" in terms of encouragement or prestige at the Mission for incorporating women.

- * Programs to include women do not necessarily involve special consultants, or increased project costs. The inclusion of women in most projects will actually enhance the likelihood of achieving project goals such as increased production and efficiency.

III. Impact of Program Assistance

At the time of ICRW's work in Indonesia, there were strong indications that, without pressure from AID/Washington or the Director of the Mission, income generation for women would not be considered a priority concern by the Program Office. That women's welfare is raised if men's income is increased would continue to function as a controlling assumption in project design. The achievement of income generation for women in AID project activities seemed likely to continue to depend on the commitment and interest of individual project officers and/or projects that inadvertently reach women.

* A recent Mission cable indicated that the it is currently engaged in a review of ICRW's recommendations. The Mission has formed an ad-hoc committee to find ways within the Mission to implement appropriate changes in the current project portfolio.

* Project portfolio procedures within the Mission are being revised to ensure that every project achieves some beneficial impact on women.

IV. Reports

Approaches to Employment and Income Generation for Women in Indonesia: A Review of the USAID Portfolio.

Margaret Lycette and Jane Jaquette, October 1981

KENYA

I. Mission Request

ICRW was requested by the AID Mission in Kenya to:

- A. Assess the capabilities and alternatives of local PVOs - Maendeleo ya Wanawake (MyW), the National Council of Women of Kenya (NCWK) and Partnership for Productivity (PfP), to undertake employment and income generation programs for women and,
- B. Consult with the Interim Kenyan Committee of Women's World Banking on establishing a loan guarantee fund for women to stimulate small-scale, private sector commercial activity by low income rural and urban women.

II. Highlights of Program Assistance

A. Assessment of the institutional capabilities of MyW indicated three alternative roles. MyW could become (1) an implementing agency for income generation projects, (2) an intermediary institution to provide women with access to existing development programs and resources or continue in its roles as (3) a political pressure group.

* Each alternative would require a different set of investments to develop an effective institutional base, however, the third alternative would be the least expensive option and is more in line with MyW current institutional capacity. It was recommended that MyW concentrate on developing its role as a political pressure group working on behalf of women.

* Given that the NCWK is as a voluntary organization oriented to social welfare objectives, institutional assessment indicated that it was inappropriate to invest in development of the capacity within NCWK to undertake employment and income generation programs for women.

* PfP is the one organization currently undertaking income generation projects for women. Its staff is committed to development but is lacking in critical areas of technical expertise. ICRW assessment indicated that given minimal training in key areas, guidance from a highly trained senior staff member and development of a simple framework for project evaluation, PfP staff will be able to carry out a successful program of income generation for women.

B. Discussion with the Interim Committee of Women's World Banking concerned the establishment of a revolving loan guarantee fund for women entrepreneurs. ICRW will assist the Committee in designing a proposal to undertake a feasibility study for the loan guarantee fund. Various modes of operation will also be assessed. ICRW will help design and review the feasibility study and financial analysis.

III. Reports

Maendeleo ya Wanawake's Role in Promoting Income Generation Activities for Women in Kenya: Three Options.

**Memo to Ned Greeley (AID Mission) from Mayra Buvinic and Margaret Lycette,
December 1981**

The National Council of Women of Kenya.

**Memo to Ned Greeley (AID Mission) from Mayra Buvinic and Margaret Lycette,
December 1981**

Partnership for Productivity's Program of Income Generation for Women.

**Memo to Ned Greeley (AID Mission) from Mayra Buvinic and Margaret Lycette,
December 1981**

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THAILAND

I. Mission Request

The ICRW was requested by the USAID Mission in Thailand to:

- A. Review the AID program portfolio in terms of employment and income generation opportunities for women and,
- B. Recommend alternatives to enhance the program impact on women's employment and income generation.

II. Highlights of Program Assistance

A. Women in Thailand comprise nearly one half of the active work force. Despite their visible participation in Thailand's economy, women occupy a marginal position in the work force for the most part. This is reflected in the fact that most women work as unpaid family labor.

- * The shift from a subsistence-based to a mixed economy occurring in rural Thailand, has affected women's economic roles considerably. Wage employment for women is becoming increasingly critical. The typical farming unit is changing and with it the assumed productive roles of the family members.
- * Assumptions about women's economic roles often substitute for empirical evidence. It is assumed that the roles of men and women are interchangeable and that women gain access to resources if men do.
- * The actual division of labor between the sexes points to the inadequacy of these assumptions and the model of the household production system. Recognition of the fact that the household is no longer a homogenous unit is critical if the productive needs of women are to be identified as distinct from men's or from the household in general.
- * Women's access to resources is a key element to incorporate into the programmatic emphasis of AID strategy.

B. AID programming does not explicitly include or exclude women. Project

experience however, reflects the fact that women's productive needs have not been adequately accounted for in the planning and implementation of projects.

- * Five AID project types are discussed to illustrate alternative approaches for incorporating women more effectively into rural development projects aimed at increasing productivity and raising incomes. These include village fish pond, irrigation, watershed management, seed program and an integrated development project.
- * Recommendations outline approaches to enhance the resource data base concerning economic roles and needs of rural women utilizing existing mechanisms in projects including (a) disaggregation by sex of all baseline information on the economic activities and contributions of the household members and (b) inclusion of data on women's utilization of resources in the monitoring and evaluation of projects to deliver productive resources.
- * Women's access and participation should be incorporated as an explicit criteria success in testing models for delivery of resources.
- * Experimentation with, and modification of project mechanisms utilized to contact target groups should be assessed to ensure their effectiveness in reaching women.
- * AID sponsored research and planning should investigate program implications for women and promote new directions in policy formulation. The AID Mission can also promote more effective utilization of resources within the Mission by (1) ensuring that consultant undertaking work have expertise on women's economic roles and that they include issues related to women's employment as integral components of their defined scope of work, and (2) establishing a review process within the Mission to ensure that project designs incorporate mechanisms to promote effective access by women to productive resources.

III. Impact of Program Assistance

A recent letter from the AID Mission in Thailand indicated that actions have been initiated to generate an appropriate information base and incorporating key recommendations in the process of project planning. Disaggregation of project data will

become a routine exercise of project monitoring and review.

IV. Reports

Employment and Income Generation for Rural Women: A Report to USAID Thailand.
ICRW, 1981

ICRW BACKGROUND

INTERNATIONAL CENTER FOR RESEARCH ON WOMEN

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(202) 293-3154
Cable INTERCENT
Washington, D.C.

OBJECTIVES

The International Center for Research on Women is a non-profit institution which contributes to the formulation and implementation of development policy that considers the differential impact of economic modernization on men and women in poverty. Towards this end, the ICRW emphasizes: 1) applied, policy-relevant research on the social and economic situation of women at the national, local and household levels; and 2) technical assistance in the design and evaluation of strategies and projects which seek to actively incorporate women in productive activities in the development process.

The ICRW has increasingly concentrated on poor women, whose roles are changing rapidly in the context of the social organization of economic production. These women need incomes and they do contribute to national development processes, yet their economic activity often goes unrecognized. To ensure that these poor women have access to employment and income generation, the ICRW takes the approach that there is a need to develop distinct strategies for both urban and rural women. Important to all poor women, however, is the need for access to appropriate education and training, as well as to credit and technology.

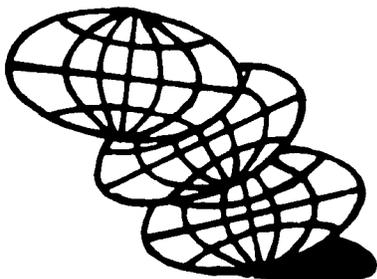
HISTORY

The ICRW was created in 1977 with the conviction that policy-relevant information, based on substantive social science research, would find a receptive audience in the international development community and make a significant impact on development policy affecting women in the Third World. In its second stage of development, the ICRW emphasized research and information dissemination, realizing that the full achievement of its earlier goals was not possible for so small an organization. At this point, ICRW's priorities came to center on the link between poverty and women.

In its third and present stage, the ICRW emphasizes that balanced economic growth in developing countries can be achieved only with women's participation. The issue is no longer one of simply understanding and improving the lives of poor women, but of accelerating the socioeconomic development of countries by including women as active participants throughout the entire process.

PROGRAMS

The ICRW has specialized in issues related to employment, income generation and productivity, and the productive component of women's roles. Implementation has taken four programmatic approaches: policy-relevant research, program and project technical assistance, information dissemination, and educational activities.



Staff: The international staff of the ICRW comes to the Center from both developed and developing countries. By providing professional expertise in a variety of academic disciplines, including development economics, sociology, anthropology, and demography, the applied research of the Center has been substantive. Similarly, the wide program and project experience of the staff in numerous developing countries assures that ICRW technical assistance maintains relevance and high standards.

Resource Center: The Center maintains more than 3,000 published and unpublished papers, government documents, monographs and U.N. publications. The facility is available to scholars, staffs of international and bi-lateral development agencies, and the public.

Fellows: The international fellows program brings promising Third World professionals and advanced graduate students to participate in an intensive 2-3 month program at the ICRW, which exposes them to key issues in women and development. Fellows actively participate in ongoing activities which enrich ICRW programs and enable the fellows to gain experience.

Publications: The ICRW has maintained a very rapid pace in producing reports, papers, speeches, and monographs. Over the past year, in addition to producing numerous technical reports and strategy papers, the ICRW has had several monographs published, and two books are scheduled to appear in 1982.

POLICY ROUND TABLES

As part of its public education program, the ICRW has conducted a variety of policy round tables on topical issues. These include:

- "Programming for Women's Employment," an international seminar held in San Jose, Costa Rica, 1981.
- "Women, Agriculture and Technology in the Third World: Facts, Policy and Implementation," 1980.
- "Women-Headed Households in the Third World," held at the World Conference of the United Nations Decade for Women, Copenhagen, 1980.
- "Women in Migration: A Third World Focus," 1979.
- "New Measures for New Development Goals: Poverty as a Women's Issue," 1978.

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"Women and Catholicism in Latin America," Mayra Buvinic. In Proceedings: Pacific Basin Conference. Washington, D.C.: The American Association of University Women, 1977.

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"A Women's Component for the National Development Plan (1979-83): A Report to the Government of Honduras," Mayra Buvinic and Norma Munguia. Tegucigalpa, Honduras: CONSUPLAN, 1978.

"La Mujer en el Proyecto de Desarrollo Integral de la Region Occidente de Honduras," Mayra Buvinic. Washington, D.C.: Organization of American States, 1978.

"Women-Headed Households: The Ignored Factor in Development Planning," Mayra Buvinic, Nadia H. Youssef with Barbara Von Elm. Washington, D.C.: Agency for International Development, Office of Women in Development, 1978.

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"Women and Their Professional Future: An Assessment of the Training Needs and Training Programs in Morocco," Nadia H. Youssef. Washington, D.C.: Agency for International Development, Near East Regional Bureau, 1978.

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"A Preliminary Study in Three Countries: Kenya, Indonesia, and Nicaragua."

"Profile Paper on Women of Kenya," Dorene Reynolds, 1978.

"Indonesia Report," Coralie Turbitt, 1978.

"Summary of Existing Information on the Roles and Status of Women in Nicaragua," Vivian H. Gillespie, 1977.

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"Women and Health: A Report to the Pan American Health Organization," Mayra Buvinic and Joanne Leslie. Washington, D.C.: Pan American Health Organization, 1979.

"Poverty Among Urban Women: Policy Implications for the World Bank," Mayra Buvinic, Nadia H. Youssef and Jennefer Sebstad. Washington, D.C.: World Bank, Urban Projects Department, 1979.

"Women's Employment and Fertility: Demographic Transition or Economic Needs of Mothers?" Nadia H. Youssef. Washington, D.C.: Agency for International Development, Bureau for Program and Policy Coordination, 1979.

"Proceedings: Family Planning Program and Effectiveness Study Workshop, April 3, 1979," Nadia H. Youssef. Washington, D.C.: Agency for International Development, Office of Evaluation, 1979.

"Women in Migration: A Third World Focus," Nadia H. Youssef, Mayra Buvinic, Ayse Kudat with Jennefer Sebstad and Barbara Von Elm. Washington, D.C.: Agency for International Development, Office of Women in Development, 1979.

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"CBIRD Revisited: An In-Depth Evaluation of a DPG on SCF's Programs in Colombia and Honduras," Mayra Buvinic. Agency for International Development, 1980.

"Keeping Women Out: A Structural Analysis of Women's Employment in Developing Countries," Nadia H. Youssef, Jennefer Sebstad and Isabel Nieves. Washington, D.C.: Agency for International Development, Office of Women in Development, 1980.

"Bringing Women In: Towards a New Direction in Occupational Skills Training for Women," Nadia H. Youssef, Janet Self and Isabel Nieves. Washington, D.C.: Agency for International Development, Office of Women in Development, 1980.

"Limits to Productivity: Improving Women's Access to Technology and Credit," Ilsa Schumacher, Jennefer Sebstad and Mayra Buvinic. Washington, D.C.: Agency for International Development, Office of Women in Development, 1980.

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"Women's Issues in the Design of Progress Indicators of Rural Development," Mayra Buvinic and Jennefer Sebstad.

"Credit for Rural Women: Some Facts and Lessons," Jennefer Sebstad, Mayra Buvinic and Ilsa Schumacher.

"Education for Out-of-School Youth: Promoting the Participation of Young Women," Suzanne Kindervatter.

"Beyond Survival Skills: Providing Services to Satisfy the Needs of Poor Women," Isabel Nieves.

"A Review of the 'Rural Development, Women's Roles and Fertility' State-of-the-Art Paper," Nadia H. Youssef.

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"Ecuador: Some Issues About Women's Participation in Economic Development," Mayra Buvinic, 1981.

Recommendations for Expansion of Employment Opportunities for Women in the Dominican Republic," Nadia H. Youssef and Ramon Daubon with Carol B. Hetler, 1981.

"Employment and Income Generation Prospects for Women in Costa Rica," International Center for Research on Women, 1981.

"Exploring Alternative Employment and Income Generation Opportunities for Honduran Women: Analysis and Recommendations," Nadia H. Youssef and Allen LeBel, 1981.

Forthcoming Publications

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Women-Headed Households and Rural Poverty: What Do We Know? Nadia H. Youssef and Carol B. Hetler. (Geneva: International Labour Office, forthcoming).