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Final Report

USAID/Niger Women in Development Action Plan Outline

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USAID/NIGER WOMEN IN DEVELOPMENT ACTION PLAN OUTLINE

Prepared for the GENESYS Project
The Futures Group and USAID/Niamey

by

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15 page report which lays out WID goals, objectives, and targets for USAID/Niger. Presents activities under each project to address WID objectives. Offers a strategy for implementation and monitoring of WID activities within projects and policy dialogue/institutional support.

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WOMEN IN DEVELOPMENT ACTION PLAN OUTLINE: NIGER

BACKGROUND

Rapid population growth, poor nutrition and lack of access to crucial factors of production have functioned as constraints on Nigerien women's productive capacities. Due to the central role that Nigerien women play in early childhood education, the management of the household and of the family budget, it is imperative that their socioeconomic situation be improved. Reports indicate that income from women's activities, in particular the raising of small ruminants and the cultivation of garden crops, has a crucial function in the financial organization of the rural Nigerien household.

There have been many significant events in the last two years which have already had an important and long-lasting impact on women. The political transformation which is taking place in the country has far-reaching implications for all Nigeriens, and the changing role of women in Nigerien society is apparent. For the first time ever, women have played a significant role in national politics as members of several committees.

President Ali Saibou, responding to popular pressure, opened the door to democracy when he resigned his position of the ruling political party on July 25, 1991. The Preparatory Committee to the National Conference met to iron out technical and representational issues. Five hundred farmers demonstrated in front of the National Assembly protesting under-representation. Women's groups added their voices to the demonstrations as well. The National Conference was in session, with over 1200 delegates, from July to October, 1991 (USAID/NIGER/API).

Since the National Conference, one woman sous-prefet has been named and two women adjoint (assistant) sous-prefet have been named. Two women have also been named as mayors of Niamey communes.

I. WID GOALS, OBJECTIVES AND TARGETS

Mission Goals and Objectives

USAID/Niger's Program Goal is currently under discussion at the Mission. The focus of the WID agenda reflects the working goal to "Promote sustainable market-based economic growth that emphasizes locally managed resources and reduced population growth." This goal encompasses two of the basic arenas of women's influence and importance in Niger, agricultural production and household management.

As articulated by the WID Committee at the WID Action Plan Workshop (January 22, 1992) the USAID/Niamey WID Goal is to "Empower women to fully participate and benefit at all levels of development." These words were chosen explicitly to focus on empowerment and equity in participation. The strategy to achieve that goal includes five general objectives. For each objective,

the Mission has set target sub-objectives that denote the responsible USAID staff unit and the expected time period for achievement. It should be noted that specific project targets and measurable indicators are not established in this outline due to the decision by the Mission WID Officer that they be developed by each division. Measurable indicators will be provided by the Mission following in-house discussion and planning sessions.

Mission WID Objectives:

- 1. Support and strengthen women's groups and initiatives**
- 2. Ensure adequate and appropriate health and family planning services for women**
- 3. Increase women's access to and control of natural resources**
- 4. Increase benefits to women accruing from existing and new economic activities**
- 5. Support and strengthen women's participation in the democratization process**

Many of the Mission's current and new activities will address the first objective through development of women's associations, including the new initiative by the Mission and Embassy in democratization and governance, the Disaster Preparedness and Mitigation Project in design during 1992, and the Agricultural Marketing and Export Promotion Project envisioned for 1993 start-up. Likewise, while education is not a USAID/Niger program focus, the extremely low educational levels (10% literacy rate overall which falls to 5.7% for women) demand constant attention to training and literacy development. Literacy training and appropriate skill development must be built into all USAID programs.

Targets/Activities

1. Support and strengthen women's groups

Sub-objective: Create an inventory of local women's organizations through the identification of key women's groups. These include rural groups that existed under AFN such as marketing cooperatives, and other national groups (e.g. UNIFEM, AFCEN, Women's Lawyer Association). Technical assistance services should be identified for assessing the current status of former AFN committees and to assess what other rural organizations exist, as well as the relationship between rural and urban women's groups.

Responsible Units: ASDG (LTC), WOCU, AFSI, FH&D, NHSS

Projected time frame: 18 months

2. Ensure adequate and appropriate health and family planning services for women

Sub-objective (1): Increase the number of health facilities providing maternal health and family planning services through the creation of additional facilities in new locations, and provide adequate

staffing.

Responsible Unit: NHSS

Projected time frame: 18 months

Sub-objective (2): Increase and widen utilization of services and health workers through the use of improved communication methods, information dissemination, increased number of facilities, and improved quality of services.

Responsible Unit: FH&D

Projected time frame: 18 months

Sub-objective (3): Improve quality of village level health workers through the implementation of on-the-ground, short-term training for village matrons and other local health care workers

Sub-objective (4): Increase local level capacity for health service management through the establishment of short-term literacy goals and the implementation of program related functional literacy training, as well as use of technical assistance activities in planning and administration.

Sub-objective (5): Sponsor workshops/seminars to ensure men's understanding of benefits to be accrued through improved health conditions for women, women's health issues, and how project objectives in health and family planning respond to these issues.

Sub-objective (6): Include gender issues in national policy and action plans through close collaboration with GON counterparts in the planning process and the establishment of gender-sensitive goals, data collection, monitoring, and data evaluation systems in health care services.

3. Increase women's access to and control of natural resources

Sub-objective (1): Ensure specific recognition of women's rights to land ownership and resource user rights through active support of the current development of a national revised land tenure system (Codes Rurales)

Responsible unit: ASDG II

Projected time frame: 6 months (by June, 1992)¹

Sub-objective (2): Assist, through Mission working collaboration with the GON, the creation of gender sensitive legislation characterized in (1) above and support of the promulgation, general application, and rural understanding of the revised land tenure laws through the use of technical assistance, e.g. the LTC.

Responsible unit: ASDG II

¹ Since the death of Michel Keita, who was both the impetus behind the Codes Rurales System and one of the major actors in its development, this time frame will probably change. Keita died in an accident in mid-February, 1992.

Responsible unit: ASDG II

Projected time frame: 2 years (1994)

Sub-objective (3): Support natural resource management activities which benefit women by: (a) providing technical assistance through TropSoils; (b) engaging additional technical support for the upgrading of knowledge regarding women's land use strategies, monitoring the effect and pace of application of the Codes Rurales, and enhancing the ability of rural women to sustain their land-use rights.

Sub-objective (4): Increase women's knowledge and use of natural resource management technologies through identification and introduction of innovative, appropriate technologies; through the circulation of knowledge of existing use systems across regions in Niger. Provide intra-departmental access to gender-specific data to GON planners and field workers. Improve the dissemination of information and technologies to rural women and about rural women.

Sub-objective (5): Include gender issues in national policy and action plans by fostering institutional interface among various GON ministries and between GON ministries and specialized groups such as UNIFEM, and other institutions working on gender specificity in development actions.

Responsible unit (sub-objectives 3,4, and 5): ASDG II

Projected time frame: 2 years

4. Increase benefits to women accruing from existing and new economic activities

Sub-objective (1): Provide sustained support for existing activities which affect the socio-economic condition of women in Niger through the obligation of project and non-project assistance funds. Ongoing activities include actions for improving local marketing systems through the establishment of women's cooperatives, the training of woman cooperative leaders and local training sessions on cooperative management. Increased access to, and control of, labor saving technologies for women.

Responsible units: ROD, WOCCU, AMEP, ASDG II, AFSI

Projected time frame: 3 years

Sub-objective (2): Support new activities which derive from sub-objective (1) and which build upon past experience in creating expanded small scale economic opportunities. Lessons learned in the implementation of women's credit organizations will be applied in the development of additional women's credit unions in other areas of Niger. Technical assistance may be required in compiling necessary economic data for the selection of new sites, such as household economic and financial profiles. Rapid Rural Surveys or other data collection methods could be used.

Responsible unit: MMED, WOCCU, AFSI

Projected time frame: 3 years

5. Support and strengthen women's participation in the democratic process

Sub-objective (1): Provide technical assistance to the Direction of Information and to ORTN in designing media campaigns which instruct the public in the goals, philosophy, and mechanics of the democratic process.

Responsible unit: This phase was begun in late January, 1992, through a collaborative effort between the Embassy and the USAID Mission.

Projected time frame: one year

Sub-objective (2): Assist Nigerien women's organizations to disseminate information regarding activities in the capital (Niamey) relative to the democratization process through support to activities directed towards the rural sector such as identification of branch groups of local organizations or support to their development, travel of women leaders to various regions of the country for the conducting of seminars on the democratic process, and the provision of technical assistance in the design and facilitation of such seminars or workshops.

Responsible unit: USAID and Embassy

Projected time frame: 1 year

II. DESCRIPTION OF WID ACTIVITIES WITHIN USAID/NIAMEY PROJECTS

Agriculture Sector Development Grant II

ASDG II's purpose is to enhance the ability of individual rural inhabitants to gain control over resources they habitually use, and enhance their ability to manage and profit from available resources in a sustainable manner. The project focuses on institutional strengthening and decentralization of natural resource management to local populations. Particular attention is being paid to the role of women in NRM as habitual users and managers of natural resources; reduced workloads for women is defined as an impact indicator. NRM activities frequently provide direct assistance to women, as the most environmentally stressed regions are also areas of heavy seasonal migration. Technical assistance teams are not yet in place.

Actions/activities:

Disaggregation of impact indicators and data collection that is gender specific will be crucial to this project. The applied research of identifying the status of gathered land products under the revised national land tenure system should fall under this rubric. Support to the development of legislation protecting and establishing women's rights over natural resources also comes under this activity (support to Codes Rurales as described above. It should be ensured that the LTC contract to work with the National Committee for the Rural Code attends to gender issues as expressed in the state-of-the-knowledge report recommendations. The technical assistance identified for the design of a gender disaggregated data collection strategy should probably come under this activity. The biodiversity assessment should be analyzed in terms of what the implications are for women in terms of sustained biodiversity and protection of natural resources in the context of women's economic function to rural

households. Training opportunities for women are also envisioned in terms of the dissemination of relevant information as described above under objective (3).

Gender specific data emanating from the technical assistance activities of TropSoils project will contribute to the establishment of a framework for assessing women's roles in natural resource management. The Tropsoils field research will take place during Feb-March, 1992. The USAID/Niamey WID Committee should ensure that these objectives are accomplished.

Workshops with PVOs, PCVs, GON agencies/institutions on women's roles in Natural Resource Management should be funded under this activity. Regional workshops for local women as discussed under objective (3) should also be funded through ASDG II. These workshops will incorporate lessons learned from previous strategies which excluded gender specific data and gender-sensitive data from natural resource management analysis.

ASDG II should also include activities which encourage the formation of women's groups such as well maintenance societies, marketing associations, etc. Technical assistance should also be considered for the analysis of the potential to revive former AFN committees. Organizational resources for women should be developed.

Agriculture Sector Development Grant

ASDG I, which is to terminate in March 1992, has included a pilot credit union activity designed by the World Council of Credit Unions (WOCCU). Five credit unions have been established, one for women.² Negotiations are underway for Phase II of the WOCCU activity which includes increasing total enrollment and numbers of specific women's credit unions. CARE microenterprise project funded under ASDG counterpart funds includes women field agents, training, and credit to women entrepreneurs.

Actions/Activities:

Two actions that will be crucial to the success of this second phase will be the establishment of gender disaggregated goals, objectives, and data collection strategies. This should feed into a subsequent activity: the identification of measurable indicators of success in increasing women's participation (e.g. the socio-economic characteristics of participating women, the percentages of women from households where spouses also participate in similar credit schemes, and the rate of re-investment of income derived from production activities sustained or enhanced by the availability of credit). Technical assistance may be required in the design of a monitoring approach that ensures on-going project and community commitment to gender issues and which entails on-the-ground training of women cooperative members for participatory evaluation and monitoring activities.

Rural Organizations Development Project

The ROD project, run by the U.S. PVO CLUSA, is directed at the expansion of the private sector in rural areas through the development of cooperatives engaged in productive economic activities. The project trained three women field agents in 1991 in the effort to promote women's cooperatives.

² Two members participated in a study tour to Senegal and returned with ideas and energy to become "models" for other women's groups.

A change in project policy towards greater decentralization is expected to result in more creative efforts by field staff for encouraging female participation in women's cooperatives as well as those with male and female participants. CLUSA is field testing a disaggregated data collection system for better monitoring.

Actions/activities:

Actions under this project should include the design and adoption of a reporting system that incorporates gender-dissaggregated data as well as short-term gender specific objectives in project implementation. Exploration of the dynamics of women's cooperatives as units of marketing, distribution, or commodity consumption also fall under this rubric. A survey of existing associations, including AFN committees, may contribute toward this activity.

Small Project Assistance/AFSI

Through the African Food System Initiative, Peace Corps volunteers encourage and support self-help activities by local communities. Activities with direct impact on women include sheep fattening, gardening and nutrition activities, nurseries, wells and improved cookstoves that reduce work loads, baby weighing and health lessons. Several projects have been designed and implemented by the National Nigerian Women's Association.

Actions/Activities:

Actions to be initiated under this project should encompass the establishment of short term and long term community goals for women's activities, including over-all impact on community and household economic well-being, and should the diversity of sites. Monitoring objectives, as well as a later comparative analysis throughout participating sites in order to measure investment outputs should be included in the activity (e.g. poultry sold, improved nutritional conditions, increased sale of small ruminants, increased investment in social development activities, etc.). Reporting should include gender-dissaggregated data. A training component which ensures local participation in data collection, on-going monitoring, and project evaluation should be set up.

Niger Applied Agriculture Research

The project purpose is to help the National Agronomic Research Institute (INRAN) institutionalize a system of applied research. It is scheduled to terminate in June, 1992. To date, the project has included no specific program for women's agricultural activities. An evaluation toward the household management of agricultural inputs as they affect the rural labor force (i.e. changes in labor organization, increased or decreased use of child labor, health implications for children and women users) might be useful. During the life of the project diagnostic studies were undertaken in connection with women and small livestock, since such herds represent significant resources for women as well as for the general rural economy. This data has not been compared as yet to data from other documents regarding improved participation of women in agro-pastoral activities.

Actions/activities:

The INRAN program should be assessed in terms of how its services might be improved through the inclusion of gender sensitive reporting, programming, and delivery objectives. Lessons learned

regarding technologies that have been introduced to date should be extracted. In addition, gaps in existing information relating women as user groups, beneficiaries, and populations experiencing tangential impact should be identified. Information should be relayed between the NRM research activities regarding women in the agropastoral system and INRAN. In particular, the category of gathered plants and tree products should be considered in such a project.

A related activity could be technical assistance in the design of reporting mechanisms that relate to planning exercises for the collection of data related to women.

Policy Analysis and Monitoring

The purpose of this project is to strengthen the Ministry of Economics and Finance's ability to analyze policy options and monitor the impacts of policy decisions. An initial contractor team was due in February, 1992, to provide technical assistance, at which time the research agenda was to be set.

Actions/activities:

As has been noted in other areas, improved data sets and improved circulation of information between donors and the GON will greatly enhance the decision making process. USAID should work to ensure that the research agenda for this ministry includes priorities that respond to women's needs, such as the issue of rural women becoming the heads of household due to seasonal male migration. Another objective might be a system for the collection of data and for research design. USAID could assist the Ministry in program planning that takes into account short-term, medium-term, and long term goals. Training needs also should be assessed with a view towards including women at various levels of Ministry functions. Training should also be considered for male Ministry staff in the importance of gender sensitivity and gender disaggregation of data in decision-making and planning for the overall well being of rural Nigerien communities.

Other issues related to policy have been discussed in the Dunbar and Djibo report.

Niger Economic Policy Reform Program

The NEPRP aims to reduce the constraints to agricultural export by the private sector. Long-term benefits will accrue to women as members of rural households, and as primary producers of certain horticultural crops which may have export potential. Under NEPRP an extension of the current IFPRI household survey will include an analysis of women's income patterns and effects on household expenditures. It is expected that this survey will also be expanded to regions of Niger that are not currently being covered by IFPRI.

Actions/activities:

Under this project, farm to market links should be identified in women's commercial networks. Issues regarding the use of middle-men, proxies for marketing activities, and related operational costs to women could be explored. Constraints that face the commercialization of products that women produce, such as cultural and financial conditions, should be identified. Systemic constraints such as licensing and tax policy, should also be identified. The resulting information should be used to assist the relevant GON Ministries in improving market conditions. An assessment could also be done of

the percentage of goods being circulated from one region of Niger to the other, from Niger to other countries in the Sahel, and those exported to the coast and elsewhere.

Niger Family Health and Demography

The NFHD seeks to strengthen Nigerien institutions to plan, support and monitor family planning and to produce and use demographic analyses. The NFHDP project contributes to improving women's health in Niger through providing better access to family planning. By providing the opportunity for women to plan pregnancies, it will encourage younger women to extend their formal education, encourage greater participation of women in the economy, and generally promote better health of women and children. The Family Health component of the project will train women and promote their placement in leadership roles in the Ministry of Social Development, Population and Women's Development. The Demographic Component, by supporting the development of a demographic policy, will enhance institutional capability in the health sector. An AIDS prevention program, specifically directed at women with high risks of contracting the HIV virus, is also underway.

Actions/activities:

In addition to the construction of additional primary health facilities in the urban sector and the training of additional primary health workers such as village matrons, the NFHD plans to set up a monitoring system in order to track maintenance of infrastructures, number and quality of health workers, and overall sustainability of the program. An important aspect of this project should be information dissemination, and the increased GON use of census data in program planning for the health sector. One focus of information dissemination will be the transformation of male attitudes and practices regarding contraceptive use. As in other USAID program areas already discussed above, this project will initiate the collection of gender-dissaggregated data and adjust reporting methods accordingly.

Niger Health Sector Support Program

This policy reform program's aim is to strengthen the coverage and quality of the health care delivery system overall, with greater resources devoted to rural, preventive services and greater emphasis on accessibility and support for maternal-child health services, which directly and indirectly benefit women. Included are counterpart funds for supporting child survival and family planning activities.

Actions/activities:

Since the project's target population has from the start been women, new activities will be focused on the improvement of data collection and strengthening training programs which will enhance health delivery systems for women.

Africare Child Survival

This USAID funded project offers health services to treat dehydration and malnutrition for approximately 26,000 children under two years of age in the Diffa and Dosso Departments; the project will directly impact women with small children.

Actions/activities:

Since a lack of data on women in the Diffa department has been identified as an information gap in current knowledge of women in Niger, design of revised data collection procedures should provide a needed complement of information on this portion of the population.

Famine Early Warning System (FEWS)

Through timely collection, analysis and distribution of information, the FEWS project impacts women and families, who characteristically represent the most highly vulnerable portion of displaced and marginalized people during famine conditions. Current emphasis is on developing departmental early warning structures and capacities that include gender-differentiated socio-economic data which reflects varying access to food within regions and households. Women-headed households, lactating women, children and the elderly are often the populations most at risk. These populations should therefore be targeted for the delivery of services. Research should be undertaken to provide answers of how to best disseminate information to these groups.

Actions/activities:

Technical assistance could be contracted to identify the best methods of information dissemination. The contracted TA might work closely with the Direction of Information and ORTN to establish procedures and methods to achieve the goal of improved information dissemination. One aspect of this activity should be assessment of the quality of information to be disseminated, and times of day that messages are broadcast in consideration of rural women's time and labor management. Another aspect to be assessed is information delivery systems on the arrondissement level, which usually depend on radio messages to local GON personnel who must travel to contact rural communities. An evaluation of the capacity of GON arrondissement staff to provide this service, including transportation and numbers of staff available, might also be included.

A workshop with SAP on gender analysis for Mission and GON staff involved could be planned.

Africa Emergency Locust/Grasshopper

The project is to prevent and minimize grasshopper and locust damage to crops and pasture. Women as crop farmers and livestock producers are direct beneficiaries.

Actions/activities:

A recurrent theme throughout this outline has been the issue of information dissemination to women, and this also applies to this project. Ways in which an information dissemination strategy that serves diverse objectives should be considered, including the identification of local women's groups that can play a significant role in the transfer of information and technology. Particularly, women's access to appropriate technologies for crop protection, and the information flow from rural women back to appropriate GON authorities and services is crucial. An assessment should be made of whether, and how, women report sightings of locusts/grasshoppers in the existing system, and how that might be encouraged. This assessment should address possible competition between men and women farmers for services connected to the crop protection and product salvage. As was stated earlier in the section on Applied Research/INRAN, the possibility of training for women in the use of pesticides

should also be addressed. Other sections of the WAP Outline have suggested a Training Needs Assessment TA that can be used to analyze Mission activities for training needs. This activity would be useful under this project as well.

Human Resources Development Assistance

This regional project is to upgrade Nigerien expertise in manpower planning and personnel management, provide training assistance to instructional staff in institutions of higher and professional education; give appropriate attention to private sector and management skills; capitalize on training targets of opportunities such as TEFL, educational planning, law, etc. A problem encountered has been the lack of a coherent training plan for the Ministry of Social Development, Population and Women's Development, especially for in-country training geared toward women's activities in the rural sector. The project maintains that a quota of 35% of trainees are to be women. Two training activities have been purposefully directed towards women: an in-country seminar for women in training of trainers and management, as well as in entrepreneurship; an in-country seminar for the Association des Femmes Commerçantes/Association des Femmes Banquières in management.

Actions/activities:

As is stated above, a Training Needs Assessment should identify specific training needs and Mission responses to such needs in programming. More GON female staff should be identified and trained for mid-level positions that correspond to the delivery of services to women. The companion report by Dunbar and Djibo goes into further detail regarding gender sensitivity in national education policy and programming, and proposed USAID mission actions.

Sahel Human Resources Development III

This is a regional project with the same purpose as above. Some 29 Nigerien women have participated in these training activities.

Actions/activities:

An assessment should be carried out of the current activities of these women, along with an evaluation of the usefulness of their training and projections for ensuing training programs that support the Mission portfolio. In addition, the Mission should initiate a strategy of advertising the program, the opportunities it provides, and for inviting self nominations.

Disaster Preparedness and Mitigation Project

To mitigate the impact of recurring disasters in Niger, this project is being designed during March 1992 with expected start-up in 1993. Women who are traditionally among the most vulnerable during food shortages and disaster situations will benefit directly. The social scientist on the design team is to focus specifically on issues related to gender and disadvantaged populations.

Actions/activities:

Ensure that socio-economic studies related to perceptions of food security are undertaken in preparation for the design activity. The design should specify gender disaggregation in interviews and

data analysis. The Mission should ensure that the design team includes gender expertise, and that there is gender- specificity in design document.

Agricultural Marketing and Export Promotion Project

Currently in the PID stage, this project has an expected 1993 start-up date. Because rural women play a central role in small-scale agricultural marketing and in the marketing of particular commodities, it is expected that women will be the primary beneficiaries of the project. Logframe targets call for dedicated efforts to assure that 25 percent of participant groups will be women's organizations, while 75 percent of others will comprise both women and men.

Actions/activities:

The Mission should identify and contract TA for field research on gender roles in marketing. Issues that have been elaborated under ASDG II and RODP should be considered germane to this project as well. Research should explore and document the gender roles in the commercialization of targeted commodities including decision-making and current dynamics in the market system, and ensure gender-dissaggregated baseline data collection. The Mission should assure gender consideration during the design stage.

Democratization Initiative

A joint Embassy/USAID undertaking, the Democratization Initiative seeks to assist in the successful implementation of democracy in Niger.

Actions/activities:

The Mission should target women as specific information users with appropriate communication methods and messages. As is stated elsewhere, there is a need for the identification of rural women's organizations that can play a strategic role in the dissemination of information and the short-term training exercises necessary for the successful application of new skills. In this project regional workshops which explore the conceptual basis of democratic rule could be undertaken, both in the capital city and in regional urban centers. In addition to training and information campaigns which communicate the mechanics of the democratic process, activities can be designed and implemented which communicate the philosophic constructs that are the foundation of democratic process. Such seminars or workshops should be able to tie in local and indigenous principals as tools in communicating these ideas. Technical assistance should be brought in that can provide this service, which should include gender specific strategies and objectives.

III. MISSION STRATEGY FOR IMPLEMENTATION AND MONITORING UNDER THE WID ACTION PLAN

USAID/Niger's plan for implementing and monitoring under the WID Action Plan will be ongoing

as the Mission elaborates the outline which has been presented above. There are three basic areas of action:

1. Data Collection, Management and Analysis
2. Policy Support and Institutional Support
3. Direct Project Activities

1. Data Collection, Management, and Analysis

a. USAID/Niamey will re-organize existing data sources, including project reports, academic studies, other donor assessments, etc. for improved use. They may be re-organized in the library or in a separate location.

b. USAID/Niamey will set up a system of data gathering of gender specific issues for use in baseline studies, monitoring, and measurement of progress in order to achieve mission-wide gender disaggregation of data.

c. USAID/Niger program plans will establish disaggregated targets to assist in monitoring the activities of women.

d. Rapid Rural Surveys will be carried out in the context of Mission needs in order to bring disparate data on women to comparable levels, therefore filling in information gaps as noted in the State of the Knowledge Report.

e. USAID/Niger will identify existing Nigerien women's voluntary associations and analyze the potential for their growth and the possibility for increased numbers of PVO's as well as increased diversity of PVO's.

f. USAID/Niger will collect and analyze data on women's commercial activities, roles in rural marketing systems, and access to financial opportunities.

2. Policy Support and Institutional Support

a. USAID/Niamey will liaise with the Ministry of Social Development, Population and Women's Development, including support to the UNIFEM Unit in data management and documentation activities as needed.

b. USAID/Niamey will work with the GON in the context of the PAM (Policy Analysis and Monitoring) Project, to insure the inclusion of gender issues, targets and objectives in the development and assessment of GON Policy.

3. Direct Project Activities

Direct project activities relate to specific projects in the Mission's portfolio as indicated in the previous section. Within the context of project activities, the WID Action Plan ensures attention to the incorporation of gender expertise on project design and evaluation teams as well as incorporating gender into all program planning, implementation, monitoring and evaluation activities.

Responsibilities

The Chief of the Program Development Office who serves as the Women in Development Officer has ultimate responsibility for coordinating and monitoring the Mission WID Action Plan. The officer evaluates project, program and reporting documents for (1) gender-dissaggregated data; (2) identification of constraints and opportunities for Nigerien women; (3) strategies to address these constraints and opportunities; and (4) proposed benchmarks. The Mission Social Scientist with gender expertise provides technical assistance. Since October 1991, the Mission has an active WID Committee with members representing each program office. The task of the Committee is to set the WID Action Plan, monitor implementation and ensure gender integration throughout the Mission. This will be done primarily through the use of the Action Plan Matrix (Attachment).

WID ACTION PLAN MATRIX³

Project Responsible	WID Action	Date of Action	O f f i c e
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³ This is the matrix that will be used by the Mission in the task of establishing measurable indicators and specific time lines.

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USAID / NIGER WOMEN IN DEVELOPMENT

PD-ABD-913

ACTION PLAN OUTLINE

1 OF 1 (24X)

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ACTION PLAN

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