



**The GENESYS Project**  
of The Futures Group International

***Semi Annual Report***

*October 1, 1993 - March 31, 1994*

Prepared for:  
Office of Women in Development  
Bureau for Research and Development  
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This report presents the accomplishments of the period October 1, 1993 - March 31, 1994, the ninth six-month period of USAID Contract PDC-0100-Z-00-9044-00 (GENESYS). The GENESYS Project is being implemented under a prime contract held by The Futures Group International, reporting to the Office of Women in Development (G/R&D/WID). Principal subcontracts are held with Management Systems International and Development Alternatives Inc.

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## GLOSSARY OF ACRONYMS

<b>ADO</b>	Agriculture Development Officer	<b>M&amp;E</b>	Monitoring & Evaluation
<b>AFWID</b>	African Women in Development	<b>M/E/R</b>	Monitoring, Evaluation & Reporting
<b>AG &amp; NRM</b>	Agriculture & Natural Resources Management	<b>NGO</b>	Non-government Organizations
<b>AMIS</b>	Agriculture Marketing Improvement Strategies	<b>NTFP</b>	Non-timber Forest Products
<b>API</b>	Assessment of Program Impact	<b>POD/AP</b>	Program Objective Document/ Action Plan
<b>ARTS</b>	Office of Analysis Research & Technical Support (USAID/AFR)	<b>PRE/H</b>	Private Enterprise/Housing
<b>CEPLAES</b>	Centro de Planificación y Estudios Sociales	<b>PRE</b>	Private Enterprise
<b>CEPROD</b>	Centro de Estudios y Promoción del Desarrollo	<b>PRISM</b>	Program Performance Information for Strategic Management
<b>CRHS</b>	Cochabamba Rural Household Survey	<b>PVO</b>	Private Voluntary Organization
<b>CRSP</b>	Collaborative Research Support Program	<b>REDSO</b>	Regional Economic Development Services Office
<b>DI</b>	Democratic Initiatives	<b>G/R&amp;D/WID</b>	Research & Development/ Women in Development
<b>DIG</b>	Democratic Initiatives & Governance	<b>G/R&amp;D</b>	Research & Development
<b>FINAM</b>	Finanzas Internacionales y Nacionales para la Mujer	<b>G/R&amp;D/AGR</b>	Research & Development/ Agriculture
<b>FSR/E</b>	Farm Systems Research & Extension	<b>RFP</b>	Request for Proposal
<b>GCC</b>	Global Climate Change	<b>RHUDO</b>	Regional Housing & Urban Development Office
<b>GENESYS</b>	Gender in Economic and Social Systems	<b>SAR</b>	Semi-Annual Report
<b>ICRW</b>	International Center for Research on Women	<b>SUBIR</b>	Sustainable Uses of Biological Resources
<b>LAC</b>	Latin America and the Caribbean	<b>T&amp;I</b>	Trade & Investment
<b>LAC TECH</b>	Latin America and the Caribbean Technical	<b>TDY</b>	Temporary Duty
		<b>USAID</b>	US Agency for International Development
		<b>WID</b>	Women in Development
		<b>YTD</b>	Year to date

## I. EXECUTIVE SUMMARY

This Semi-Annual Report covers activities under the GENESYS Project for the period of October 1, 1993 - March 31, 1994. This period was characterized by reflection on experiences obtained by GENESYS during the past four years, and by a synthesis and extraction of "lessons learned."

As a point of departure, inventories were made of activities undertaken under both the training and the technical assistance programs since the beginning of the GENESYS project. Out of these overviews a number of USAID Missions and other USAID institutions were identified as being considerably more "gender literate" than most others. To capitalize upon these real life experiences, a number of case studies were carried out; some on site, while others were accomplished by examining pertinent reports and documents. As a result of this type of analysis the basic features of a systematic approach to Gender Considerations In Development was identified. Since then the analysis has been refined, resulting in a GENESYS "tool" called: GCID Framework: A Tool for Assessing Institutionalization of Gender Concerns in Development Organizations.

The Framework represents the beginning of the GENESYS "Toolbox," which has been central in GENESYS activities during the reporting period. The toolbox consists of ten tools, intended to provide policy makers and project implementers with an easily accessible and highly user-friendly methodology for addressing gender issues in their development efforts. More information on the toolbox is provided throughout this report.

GENESYS outreach during this period was expanded to a number of new partners. For instance, training sessions were held for USAID contractors and selected other outside partners on gender issues in each one of USAID's four strategic areas, proposed by USAID Administrator Brian Atwood - democracy, environment, broad-based sustainable economic growth, and population and health.

Generally, GENESYS has slightly refocused its activities to reflect the emphasis within USAID on the four substantive "Atwood areas," in order to provide up-to-date services to the Agency. Point persons for each one of the four focal areas have been identified in the GENESYS team, to ensure an optimal use of each individual staff member's expertise.

Several preliminary tools and methodologies were field tested during this period. For example, a tool developed by Dr. Rosalie Huisinga Norem of the R&D/WID Office, designed for examining gender issues through the application of a "contextual analysis" was used in the training sessions for contractors mentioned above. The final version of the tool will be published in the Manual for Gender Training which will be a part of the GENESYS Legacy. A tool for identifying gender issues by making a distinction between the necessary and sufficient conditions for sustainable development projects was used in two training sessions in Niger, and revised afterwards for inclusion in the GENESYS toolbox. A computer-based tool on the use of

quantitative data for establishing country gender profiles was introduced in a training session in Kenya for WID Officers from four African countries.

The four WID Bureau Advisors have contributed to the field testing of the preliminary GENESYS tools as well, and brought back comments and suggestions for making them as user-friendly as possible. As a result, the GENESYS project now has a comprehensive methodology to present, which has undergone and withstood the test of reality. A dissemination plan has been developed to maximize the impact of this significant work.

The outreach activities of the WID Bureau Advisors have attained USAID professionals at increasingly high levels. For instance, a special session on Gender Issues in Development, led by the Asia and Near East Bureau WID Advisors, was held at the 1994 annual meeting of USAID Mission Directors for the Asia and the Near East Regions. Similarly, the LAC and PRE Bureau WID Advisors have witnessed the presence of the highest level professionals in selected meetings related to their work in their respective Bureaus.

A special mention needs to be made of a longitudinal GENESYS intervention in the USAID Brazil Global Climate Change Project. This activity has been ongoing since the fall of 1992. It consists of a continuum of training sessions and technical assistance activities. Its main purpose is to strengthen the capacity of local NGO's to facilitate the creation and maintenance of alternative socio-economic strategies to forest depletion for inhabitants of the Amazonian region. An evaluation of the GENESYS activity took place during this reporting period. A brief overview of results is provided in this SAR under Strategic Approach II. Lessons learned from this unique experience will be summarized and added to the GENESYS Legacy.

(Please see a description of each GENESYS "Tool" on the following pages.)

## GENESYS TOOLS

### GCID FRAMEWORK

- 1) **GCID Framework: A Tool for Assessing Institutionalization of Gender Concerns in Development Organizations**

Description: This tool provides basic guidance on institutionalizing gender considerations in the process of development. It is meant to serve two basic functions: 1) as a tool for an individual to analyze the status of gender considerations in a mission, bureau, or other agencies; 2) as a tool which someone may use to help a mission, bureau, or other agency in evaluating how successful they have been in integrating gender considerations into their programs or policies, and which elements of gender consideration need to be improved upon. The tool includes a checklist of GCID elements for missions to use in assessing their gender sensitivity at the institution level.

### QUANTITATIVE TOOLS

- 2) **Quantifying Gender Issues: A Tool for Using Quantitative Data for Gender Analysis (A Computer Presentation)**

Description: This tool is a computer presentation (with slides and a diskette, and written-out narrative) for policy makers to instruct them on the uses of demographic data in gender analysis. The tool reveals how sex-disaggregated data can be used by development practitioners to identify gender imbalances that may have implications for the nature and outcome of development programs and projects.

- 3) **Country Gender Profiles: A Tool for Summarizing Sex-Disaggregated Data in Computer Presentations**

Description: This tool (which includes a computer diskette of sex-disaggregated demographic data and human development data on over 100 countries) allows analysts and policy makers to develop a gender profile for their own country by accessing their own country's data from the file. This can allow them to assess basic socioeconomic and demographic conditions and trends in their country and develop their own written report. This is a useful tool for developing a graphic display of sex imbalances in, for instance, education, labor force participation, and rural-urban residence. Analysis and interpretation of a country's profile can be used to support policy decisions for the future.

**4) Gender and Household Dynamics: A Tool for Analyzing Income and Employment Data from Surveys**

Description: This tool is based on a household survey from Cochabamba, Bolivia. It shows how and why to do household surveys to obtain sex-disaggregated, quantitative data for gender analysis and decision making. Although much qualitative data exists, there is a lack of quantitative data for use in policy analysis, evaluation of programs, and assessment of impact of government and donor programs. The tool shows how quantitative and qualitative data can complement each other successfully for strategic planning of development interventions, and for capturing the social realities of men's and women's lives.

**DIAGNOSTIC TOOLS**

**5) Gender and Policy Implementation: A Tool for Assessment of Policy-Derived Impacts**

Description: This tool is an analytical technique originally developed for agricultural projects. It is highly flexible and permits rapid appraisal of policy, legal, and regulatory impacts on a particular sector or sub-sector. It is a low-cost means for assessing a policy environment and giving decision makers an overall view of current policies, laws and regulations and their roles in sectoral and sub-sectoral development. Questions about current policies, laws and regulations that can be answered using this tool include: 1) Do they promote or hinder economic development? 2) Which ones should be top priority for reform, given their impact? 3) What are their major impacts? 4) Which ones have different impacts on men and women?

Where sex-disaggregated data are available, the diagnostic inventory can be a powerful analysis tool, for example assessing a policy's impacts on farmers' income by gender. The tool can be used generally to assess policy at various levels, from the macro-economic policy level. To be useful as a gender analysis tool, however, more attention is given to the micro-level administration of rules and regulations and on micro and household level impacts, emphasizing the importance of the enabling environment and the role of policies, laws and regulations as determinants of development performance.

**6) Sex and Gender--What's the Difference?: A Tool for Examining the Sociocultural Context of Sex Differences**

Description: This tool demonstrates how development practitioners can use sex-disaggregated data to understand gender differences as a variable in socio-cultural contexts of development issues. The paper develops a strategy using a combination of quantitative and qualitative analysis (social mapping) to assess the various socio-cultural layers of a society and to examine gender issues and their implications for sustainable development. The social map consists of four layered and interdependent levels. It is represented as a pyramid to emphasize the way the social mapping process builds and to show the supportive nature of the model. The four levels of the social map are: 1) phenomena; 2) practices; 3) institutions and social mechanisms; and 4) cultural beliefs, values, and norms. Changes in the top level of the pyramid (phenomena) can be made relatively quickly. However, sustainable changes in the bottom level (norms and values of a society) occur over generations and must typically come from within the society. Policies and programs targeted at the levels of practices and institutions and social mechanisms (the middle levels on the pyramid) can result in relatively rapid change by challenging gender-prescribed responsibilities and opportunities.

PLANNING AND M&E TOOLS

**7) Necessary and Sufficient Conditions for Sustainable Development: A Tool for Gender-Informed Project Planning**

Description: The purpose of this tool is to provide program planners and project implementers with a simple framework to identify which resources need to be made available, and which conditions need to be fulfilled, to bridge the common gap between necessary and sufficient conditions for particular development interventions. Specific attention is given to different social roles and responsibilities assumed by men and women, and by different social groups generally, in the community or society in which the development intervention is to take place. A distinction is made between the availability and accessibility of resources. The point is made that in many development projects it is assumed that the availability of resources guarantees their access, without distinction of gender or social group. This tool helps to avoid that common error. The tool is generic, intended for customized adaptation to specific substantive areas and geographical/social settings. Included in the text is a discussion of various access constraints commonly experienced by women.

**8) Gender in Monitoring and Evaluation: A Tool for Developing Project M&E Plans**

Description: This tool provides a matrix and set of instructions for integrating gender considerations into the design of monitoring and evaluation plans for development activities. It is helpful in assessing impact of development interventions on men and women and in identifying potential gender differences in benefits from programs or projects.

**9) Documenting Development Program Impact: A Tool for Reporting Differential Effects on Men and Women**

Description: This brief tool is designed to provide guidance to project managers and program officers and WID officers to: 1) clarify definitions and concepts, 2) provide useful guidance on how to tell whether gender is an important factor in a project or program, and 3) indicate the kind of information needed to demonstrate gender-sensitive impact on people. The tool is also intended to complement formal Bureau reporting guidance. It examines the rationale for considering gender and its effects on sustainable development, then explains the processes for determining and reporting differential impact of development interventions on men and women.

**REFERENCE**

**10) Gender Research Guide for the Agriculture, Environment, and Natural Resources Sectors: A Tool for Selecting Methods**

Description: This handbook addresses the growing demand by people working in the agriculture and environment/natural resource management sectors for how-to methods for identifying and responding to gender differences in formulation, implementation, and evaluation of development activities. The handbook reviews existing published and unpublished gender analysis, planning and research methodologies and tools. It includes annotations of approximately 30 methods and provides references for nearly 100 additional sources. It critically reviews what is available, in what form, and for whom. Each annotation presents the stated objectives of the method, a description of the approach, and an assessment of what the method is useful for, what types of skills and knowledge are required to use it successfully, whether it is appropriate for policy, program, or project analysis, and if it useful for WID or gender analysis. The annotations are separated into seven methodological categories: checklists, farming systems research, gender analysis, guidelines, monitoring and evaluation, participatory research, and time allocation.

## II. BACKGROUND AND GENESYS MANDATE

The Office of Women in Development (G/R&D/WID) is responsible for guiding USAID in the integration of women in development by paying increasingly more attention to relevant gender issues and reporting to Congress on the Agency's progress. G/R&D/WID manages funds to assist Missions and Bureaus in institutionalizing gender considerations in their programs. G/R&D/WID collaborates with Missions and Bureaus to implement, monitor, and report on WID action plans and helps ensure that gender concerns are addressed at both the policy and project level in the Agency.

GENESYS is an G/R&D/WID project. Its purpose is to assist USAID institutions in Washington D.C., USAID field missions, and Less Developed Country governments to enhance women's contribution to the economic production and self-sufficiency of their countries through their increased inclusion as participants in and beneficiaries of USAID programs and projects, thereby contributing to the Agency's overall effort towards sustainable development.

G/R&D/WID and GENESYS help to ensure that gender concerns are addressed through:

- ▶ Training of USAID Bureau and USAID Mission staff, as well as key staff in PVOs, NGOs, and other groups working with the Missions.
- ▶ Institutionalization of appropriate systems and procedures for considering gender in USAID policy and programming.
- ▶ Improved performance monitoring and impact evaluation systems enhanced by collection of gender disaggregated data.

G/R&D/WID provides a range of services to Missions and Bureaus through the GENESYS Project to institutionalize gender considerations in all Agency strategies, programs and projects. These include:

- ▶ Training to promote awareness, provide information, and strengthen skills to address gender issues in design, implementation, monitoring and evaluation of development strategies, programs, and projects.
- ▶ Technical Assistance in the design, implementation and evaluation of gender-informed projects and programs.
- ▶ Applied Research to collect primary and secondary data to expand the information database and advance the analysis of gender issues in key sectors, such as Agriculture and Natural Resource Management, Private Enterprise, and Democratic Initiatives.

►Information and Communication to share the results of research, technical assistance, and training with USAID staff, the international donor community and organizations in developing countries.

►Synthesis of knowledge and lessons learned.

This Semi-Annual Report (SAR) is organized around the four strategic objectives and corresponding areas of activity outlined in the GENESYS workplan. Particular attention is given to the linkages among the four areas reflecting the importance of program integration.

**In the Strategic Plan the Project's goal is articulated as follows:**

**"The goal of the GENESYS Project is to institutionalize gender considerations in USAID programs and projects and, thereby, to increase women's contribution to and benefits from economic and social development."**

### III. ACTIVITIES UNDER EACH STRATEGIC OBJECTIVE

#### A. Strategic Objective I

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##### *TECHNICAL ASSISTANCE*

**Develop and transfer technical methodologies:** Assist Bureaus and Missions in acquiring the tools and applying appropriate methods to incorporate gender considerations into their portfolios. Respond to requests from Bureaus and Missions for discrete technical assistance tasks and assist Missions and Bureaus in implementing an integrated, phased approach to institutionalization of gender.

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The technical assistance activities during this period responded to Mission and Bureau requests. In many cases, they are part of long-term relationships between GENESYS and these Missions and Bureaus. The cumulative field experiences thus obtained allow GENESYS staff to assess the appropriateness of a number of methods of approach, as well as the main needs of USAID Bureaus and Missions in this domain.

This objective is to be implemented through three sub-objectives:

- (A) Provide timely, high quality, **short-term technical assistance** with a gender/WID orientation upon request from Missions and Bureaus.
- (B) Assist Missions and Bureaus in defining and implementing a phased, **long-term approach to technical assistance** to insure that gender is incorporated into the fabric of projects and programs in collaboration with the G/R&D/WID regional advisors.
- (C) **Develop, test, and document new methodologies and models** of gender sensitive technical assistance in development programs, projects and policies.

*Summary of Strategic Objective I  
Technical Assistance*

**Develop and transfer technical methodologies: Assist Bureaus and Missions in acquiring the tools and applying appropriate methods to incorporate gender considerations into their portfolios. Respond to requests from Bureaus and Missions for discrete technical assistance tasks and assist Missions and Bureaus in implementing an integrated, phased approach to institutionalization of gender.**

During the current reporting period a request for technical assistance from the Bangladesh Mission was finalized and implementation started. The Bangladesh initiative focussed on lending to small female-run enterprises. Particular attention was given to setting up credit administration systems and a management information system to oversee the lending portfolio.

In addition, major efforts went into synthesizing the nature and type of technical assistance activities conducted under the GENESYS project to date. The main objective of this initiative is to extract lessons learned from field experience and to "translate" these lessons into generalizable principles and guidelines on conducting gender-sensitive development programs.

Work continued on the design of a tool for assessing gender-specific impacts of development policies. A beginning was also made on an overview document of the current status of gender/WID policies of major donor agencies.

*(On the following pages, please find descriptions of specific technical assistance activities corresponding to each sub-objective.)*

*(Technical Assistance)*

**SUB-OBJECTIVE I.A**

*Provision of high quality, short-term technical assistance with a Gender/WID orientation to Missions and Bureaus in the agriculture, natural resource/environment, and private enterprise sectors. Assistance can be provided in areas like sector analysis, project design and implementation, monitoring and evaluation, strategic planning, and policy analysis.*

<b>ACTIVITY/ COMPLETION DATE</b>	<b>PRODUCTS</b>	<b>COMMENTS</b>
<b>Near East Capacity Building</b>  <b>June 1994</b>	Work began on an annotated bibliography for the Asia/Near East Bureau, extracting the lessons learned from AID-sponsored gender related activities in the Region. Summaries of methodologies and lessons learned will be presented as part of the report.	
<b>Poland Project Development Management System</b>  <b>Completed</b>	Final report was filed from a GENESYS team made up of Virginia Lambert and Ramiro Valderrama, who assisted the Regional Mission for Europe to refine and develop the Project Development Management System (PDMS) for activities in Poland. The PDMS is an electronic filing and database system that incorporates project documentation, scheduling, and implementation data as well as information and indicators for monitoring progress and assessing impacts. The GENESYS team used the privatization, agriculture, and local government portfolios of USAID/Warsaw as pilots to activate and test the system. The emphasis was on beginning the process of developing indicators of participation to include gender disaggregated data. The GENESYS team analyzed the requirements and implications for extending the pilot PDMS into the entire office and provided introductory training for personnel from the USAID Representative's Office in the use of the system.	The PDMS is now being incorporated into the AID portfolio for Europe.

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(Technical Assistance)

**SUB-OBJECTIVE 1.B**

*Provision of technical assistance to Missions in a phased, long-term approach. Involve GENESYS in the Mission project stream so that technical assistance can be provided to sectoral activities throughout the life of a project. A phased approach to technical assistance will insure that gender is incorporated into the fabric of a project or program rather than treated as a fringe issue. It will be strengthened by integrating technical assistance with GENESYS training, communication, and research activities.*

ACTIVITY/ COMPLETION DATE	PRODUCTS	COMMENTS
<p><b>Bangladesh- Women's Enterprise Development Fund</b></p> <p><b>Just Started</b></p>	<p>The Women's Enterprise Development Project (WEDP) is lending to small female-run enterprises. The lending program is being administered by a Bangladeshi Government Agency, and the GENESYS Project is being asked to provide technical assistance in helping to set up credit administration systems and a management information system to oversee the lending portfolio. Discussions regarding GENESYS providing technical assistance to this women's lending program were initiated in early 1992. During the current reporting period, the GENESYS Project continued the negotiations to provide technical assistance. The need for technical assistance will last beyond the life of the GENESYS Project and the Bangladesh Mission wants to establish continuity in the administration of technical assistance. DAI staff members David Lucock, John Magill and Wes Weidemann are available to start this assignment upon completion of the contract negotiations between the WID Office, the Bangladesh Mission and the Contracts Office.</p>	
<p><b>Morocco Agribusiness Survey</b></p> <p><b>Completed</b></p>	<p>A final report was prepared and submitted to the Office of Women in Development based on a completed survey of Moroccan agroprocessing firms and their employees. The report will enable the Government of Morocco and USAID to assess the impact of agribusiness promotion on employment generation and work performance, with particular attention to differences by gender. Interviews were conducted with firm directors, managers, and employees. In-depth case studies were also prepared. The survey found that a large proportion of the work force are women, many of whom are unskilled or semi-skilled, uneducated, and/or divorced. Seasonal employment in agribusiness thus contributes significantly to the economic well-being of women that may not have many other employment options. Team Leader, Suzanne Saulniers prepared an analysis of the enterprise-level survey of agribusiness firms and prepared a description of the research design and methodology. Philip Boyle prepared an analysis of the survey of employees of agribusiness firms. Maria Neyra Faqir prepared an analysis of the case studies.</p>	

(Technical Assistance)

**SUB-OBJECTIVE I.C**

*Refine, test, and document new methodologies and models of gender sensitive technical assistance in development programs/projects/policies in agriculture, natural resources, and private enterprise. Methodologies will be refined and tested through technical assistance activities with Missions and Bureaus. Documentation will involve the preparation of short review papers for each technical sector, which will be periodically and systematically updated based on GENESYS technical experience.*

<b>ACTIVITY/ COMPLETION DATE</b>	<b>PRODUCTS</b>	<b>COMMENTS</b>
<b>Diagnostic Inventory</b>  <b>Expected July 1994</b>	GENESYS continued the extension and application of the policy inventory technique to include laws, regulations, and administration of regulations. The extension of the technique involves focussing on the firm or household level and determining the constraints faced. The origin of the constraints is traced to the particular regulation, law, or policy. The institution or agency responsible for the promulgation and/or administration of the law or regulation is noted, and potential courses of action are identified. The resulting matrix maps the policy-derived environment and details the impact on the firm or household. By using gender disaggregated data, this technique becomes a potentially powerful gender analysis tool that distinguishes differential impacts based on gender.	GENESYS plans to further refine the diagnostic technique in field applications, and to elaborate the technique into a gender analysis tool for inclusion in the gender analysis toolbox.

## B. Strategic Objective II

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### *CONCEPTS, ANALYSIS, & TOOLS (CAT)*

**Document the Impact of Incorporating Gender in Development Programming:** Assist Missions in documenting progress in institutionalizing gender considerations in their portfolios and operations.

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This Strategic Objective is to be accomplished by the following sub-objectives:

- (A) **Develop new analytical frameworks** that demonstrate and document the nexus between gender and more effective economic and social development.
- (B) **Establish benchmarks of institutionalization**, guidelines, procedures, and measures for monitoring them in Mission and Bureau policies, programs, and projects.
- (C) **Improve the documentation of progress made and impact on men and women of incorporating gender considerations** into USAID programs, policies, and projects.

*Summary of Strategic Objective II  
Concepts, Applications, & Techniques (CAT)*

**Document the Impact of Incorporating Gender in Development Programming: Assist Missions in documenting progress in institutionalizing gender considerations in their portfolios and operations.**

During this reporting period, GENESYS continued to focus its human and core resources on the development of gender research and analysis tools. Many of the tools were developed in response to Mission and Bureau requests for technical assistance, training, and applied research and analysis. Work was completed on a computer presentation on the use of quantitative data for gender analysis, on developing a gender informed approach to monitoring and evaluation, and on integrating gender considerations into LAC reporting documents.

The culmination of products prepared under GENESYS is the design of a Toolbox, containing 10 tools which cover different aspects of gender considerations in development. (Please see the description of Tools at the beginning of this Semi-Annual Report.)

There has continued to be close coordination between GENESYS core staff and bureau-based gender advisors. The advisors have continued to provide targeted input on the methodological and informational needs of the missions and bureaus. GENESYS core staff has responded by using those needs as guidelines for developing its tools. This collaborative relationship has also been very productive in designing and implementing activities under mission and bureau buy-ins.

*(On the following pages, please find descriptions of specific CAT activities corresponding to each sub-objective.)*

[Concepts, Applications, & Techniques (CAT)]

**SUB-OBJECTIVE IIA**

*Develop new analytical frameworks that demonstrate and document the nexus between gender and more effective economic and social development.*

ACTIVITY/ COMPLETION DATE	PRODUCTS	COMMENTS
<p><b>"Quantifying Gender Issues: A Tool for Using Quantitative Data in Gender Analysis"</b></p> <p><b>May 1994</b></p>	<p>This product is a computerized graphics presentation done in Microsoft PowerPoint which demonstrates some of the ways in which macro-level demographic data can be used to formulate relevant questions for gender analysis. The presentation begins with brief definitions and explanations of (1) the conceptual distinctions between sex and gender, (2) of gender relations and gender issues, (3) of the ways in which gender issues can be related to development goals and strategies, and (4) of the relationship between quantitative and qualitative analysis in development. Three substantive examples follow, each which illustrates one of the three ways that gender issues can relate to development goals; as contradictions, as constraints, or as catalysts. The examples pertain to (1) gender differences in life expectancies at birth in South Asia, (2) unbalanced sex ratios in Burkina Faso, and (3) women's status and decision-making dynamics in Egyptian households relative to fertility aspirations and actions.</p>	<p>This presentation will be Tool #6 in the GENESYS Toolbox and will consist of 36 color slides, a brief introduction explaining how to use the tool and a full script of the presentation narrative so that users of the Toolbox can give this presentation themselves.</p>
<p><b>Preparation of a desk study on: "The legal status of women in the Newly Independent States (NIS) of the former Soviet Union"</b></p> <p><b>June 1994</b></p>	<p>The purpose of this study is to explore how women and men are affected differently by the recent, far-reaching political and economic changes in the countries of the former Soviet Union. The study consists of two parts, drawing on different sources of information, which complement each other. In the first part, entitled <i>The Consequences of NIS Legal Reform on Women's Work and Welfare</i>, statistical information on selected economic and demographic characteristics across NIS countries is used to illustrate how recent legislative changes affect women and men differently. The second part, entitled <i>The Legal Status of Women in Russia</i>, is based on current and proposed legislation and its different impacts on men and women. A stand-alone executive summary provides main findings and recommendations for USAID interventions.</p>	<p>The study will be produced as Special Study #10 in the GENESYS series of special studies, under the title: "The Legal Status of Women in the New Independent States of the Former Soviet Union".</p>

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[Concepts, Applications, & Techniques (CAT)]

**SUB-OBJECTIVE ILB**

*Establish benchmarks of institutionalization, guidelines, procedures, and measures for monitoring them in Mission and Bureau policies, programs and projects.*

ACTIVITY/ COMPLETION DATE	PRODUCTS	COMMENTS
<b>WID Advisor to the Near East Bureau</b>  ongoing  (please see additional information following the matrices)	The WID Advisor prepared the following information materials: reports containing gender analysis for Morocco and Tunisia and assessments of progress in addressing gender issues in the two countries. Revised Scopes of Work and Plans of Action for the NE Bureau Buy-Ins, several information cables and memos. Slides highlighting women's activities in Morocco and Tunisia. Report on Culture and Participatory Development disseminated agency wide. Summary reports of WID Committee discussions and decisions on gender issues in the Near East region.	
<b>WID Advisor to PRE Bureau</b>  ongoing  (Please see additional information following the matrices)	The primary activities undertaken by the Gender Advisor during this period included the design of several projects, the management of the \$2 million Grameen Trust Cooperative Agreement, and the participation in drafting the South Africa Housing Guaranty Project document and negotiating the agreement with the local financial institution; as well as organizing and participating in several internal evaluation meetings and portfolio review sessions to ensure integration of gender in the Economic Growth Center; and presenting issues of gender and economic growth at various seminars.	

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ACTIVITY/ COMPLETION DATE	PRODUCTS	COMMENTS
<p><b>WID Advisor to Asia Bureau</b></p> <p><b>ongoing</b></p> <p><b>(please see additional information following the matrices)</b></p>	<p>During this reporting period, the Advisor continued to work supporting the Asia Bureau and its field Missions in the institutionalization of gender issues in their portfolios. At the request of the Missions, she visited India and Bangladesh.</p> <p>In India, she worked with the Mission to begin the process of addressing gender concerns, following a period of little attention to gender issues. For this purpose, she identified outside resources, proposed institutional mechanisms to ensure consideration of gender issues, and presented a preliminary action plan.</p> <p>In Bangladesh, the Advisor assisted the WID Officer to update a very solid WID Implementation Plan, updated annually by the Mission, and to convert it to a Gender/WID Integration Status Report and Action Plan, following the strategic format of the Mission's PRISM plan.</p> <p>In Washington, she helped the Bureau move into a more strategic mode with regard to gender issues, helping to facilitate a gender session at the ANE Mission Directors' Conference as well as working closely with the Gender and Development (GAD) Committee.</p> <p>The Advisor also played an active role with development partners and the broader community, through training sessions, participation on organizational boards and planning committees, and presentations to community groups.</p>	<p>The newly merged Asia Near East (ANE) Bureau has acknowledged the profound importance of considering gender in development. Strong leadership at the top has given the Bureau a role in crafting a new approach to gender at the strategic level.</p>
<p><b>WID Advisor to LAC Bureau</b></p> <p><b>ongoing</b></p> <p><b>(please see additional information following the matrices)</b></p>	<p>The Advisor continued support for gender integration in Bureau strategy and policy, including seminars on gender issues relevant to LAC in USAID priority program areas. Guidance on performance reporting with regard to gender was improved and performance analysis continues, including review of all SARs and Action Plans. The Advisor participated in the case study of successful gender integration by USAID/Honduras. She continued technical assistance to USAID/El Salvador in preparation for the May 1994 gender training, and also provided assistance to several LAC/W offices and regional projects. Her periodic e-mail Gender/WID Briefs have resulted in numerous mission requests for materials, information and assistance.</p>	<p>Feedback from Missions on Gender/WID Briefs has been very positive; also, the Bureau requested that the Advisor brief the Agency's Participation Working Group on the effectiveness of this simple information-sharing system.</p>

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[Concepts, Applications, & Techniques (CAT)]

**SUB-OBJECTIVE IIC**

*Improve the documentation of progress made and impact on men and women of incorporating gender considerations into USAID programs, policies, and projects.*

ACTIVITY/ COMPLETION DATE	PRODUCTS	COMMENTS
<b>Pakistan WID Study</b>  <b>March 94</b>	A study of the interventions made on behalf of women in Pakistan by USAID was carried out through GENESYS with a buy-in from the USAID Mission. A local firm was sub-contracted to carry out the study. A revised draft has been completed and edited, and is now ready for production and dissemination.	This study is intended to shed light on possible improvements for women's lives through development interventions and to document lessons learned for follow-on activities.
<b>Brazil Global Climate Change</b>  <b>ongoing</b>	The last six months of GENESYS/Brazil have been a period of transition. A new Washington-based Project Coordinator was appointed in October 1993, and began to work closely with new project Environmental Advisors at the WID Office and USAID-Brasilia. A new sub-contract was signed with the Brazilian Agroforestry Network (REBRAAF) for the management of field activities during the period January 7 to October 4, 1994. Between January 4 and February 10, a five-person team traveled to field sites throughout the Amazon to conduct a project evaluation of all activities since the beginning of the project. Results of the evaluation have led to some changes of focus for implementation. A new Logical Framework, Workplan and Reporting Guidelines have been drafted. GENESYS Project Coordinators also participated in the annual Global Climate Change Collaborators Meeting in Belem between February 23 and 25, 1994.	

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### *WID Advisor to LAC Bureau*

During this period Pat Martin, the LAC Bureau Gender/WID Advisor, continued support for gender integration in Bureau strategy, guidance and performance reporting, together with technical assistance and provision of information to LAC/Washington and Missions.

Strategy support included revisions to the Bureau strategy document, policy outline and LAC Rural Growth Agenda to incorporate gender in key areas. The Advisor also arranged seminar discussions for Bureau staff on gender issues relevant to the LAC region in three of the four USAID strategic priority areas (health and population will be covered later), featuring panel presentations and open discussions, in order to stimulate consideration of gender in strategies, programs and projects.

In the area of guidance and performance reporting, Martin drafted revised guidance on reporting on gender in Mission SARs which was distributed to all Missions and LAC/W SAR reviewers. An adapted version of these "guidelines" is included in the GENESYS Toolbox. She also drafted a summary of progress in addressing participation and gender for the LAC SAR Summary Report. A comparative analysis of attention to gender in LAC SARs is in preparation. In addition, she has reviewed LAC Mission Action Plans and provided feedback to Missions on how reporting on gender issues could be improved. The Advisor collaborated with the WID Office in developing the SOW and methodology for case studies of successful integration of gender in USAID Mission programs, and was a member of the team which carried out the Honduras case study in December 1993.

Technical assistance included a trip to El Salvador February 27-March 11 to assist the Mission with preparations for the May gender training. Martin also provided technical advice to the Mission to develop a study on gender roles in natural resource use for the PROMESA environmental project. Preparatory work was also done during this period for a technical assistance TDY to Paraguay scheduled for April. Technical assistance to LAC/W staff included meetings, document review and participation in the evaluation review for the Parks in Peril project; review of the SOW for labor force assessments for the Education/Human Resources office; and preparation of materials on gender issues and indicators for the Democracy Officers Conference, as well as assistance in planning the session on democracy indicators. The Advisor also collaborated with the WID Office in improving WID reporting methodology and criteria, developing a WID program evaluation proposal (with CDIE), and preparations for the study on labor legislation and women's employment.

Information sharing included periodic preparation and dissemination of WID Briefs, including reports on numerous conferences and meetings attended by the Advisor. She was also asked to report on this system to the Agency Participation Working Group. She responded to requests from eight Missions for information and materials.

### *WID Advisor to Asia Bureau*

During this period, Gretchen Bloom, one of the Gender/WID Advisors to the Asia Near East Bureau, continued to support the Bureau and Asia Missions in the institutionalization of gender issues, through technical assistance, development of conceptual analytical tools, measurement of impact, training and capacity building, documentation, and dissemination of ideas.

As a part of her **technical assistance** responsibilities, she helped develop and implement a study on human resource development in selected countries in Asia through the ABEL (Advancing Basic Education and Literacy) Project. She worked with the India Mission preparing a Gender Action Plan in January. Her visit preceded the PRISM team's arrival, so that she could raise awareness about gender issues prior to the Mission's strategic planning process. She also helped the Bangladesh Mission update its WID Implementation Plan, converting it to a Gender/WID Integration Status Report and Action Plan.

Ms. Bloom, in collaboration with the Gender Advisor from the Near East Bureau, facilitated a panel on gender-led development programming featuring three ANE Bureau Mission Directors speaking on their experiences with gender issues in Yemen, Nepal and Pakistan/Afghanistan.

She worked closely with The Asia Foundation on conceptualization of issues in the ongoing Women in Politics Project, including making institutional and site visits while in Bangladesh.

Under the GENESYS Project's second strategic objective, the **development of conceptual analytical tools and measurement of impact**, Ms. Bloom has continued to work with a consultant in editing a study on Gender and Political Participation. In her Bureau role, she arranged a series of information sharing and strategy sessions for the Gender and Development Committee on new strategic areas, including gender-led programming. She worked with PRISM teams in India and Bangladesh to develop appropriate gender-sensitive indicators to measure program impact on both women and men.

She actively participated in **training and capacity building**, on the refinement of a gender-sensitive Participatory Rural Appraisal model with a Filipino NGO colleague, and continued to work with Asian Women NGO Leaders from the Philippines, India and Bangladesh. She organized an informal information sharing session for USAID WID Officers and NGO leaders affiliated with USAID at the time of the Association for Women in Development (AWID) Conference in Washington, D.C.

Finally, with regard to **documentation and dissemination**, she served on the Program Committee for the 1993 AWID Conference which attracted 1200 participants from countries around the world, and gave a speech to 200 women at the Minneapolis Women's Club on USAID and Gender Equity. As Program Chair for WorldWIDE, she organized two brown bag lunch events as well as the International Women's Day celebration. As a guest lecturer, she taught a class of

undergraduate international development students at American University about gender issues in development. She made a presentation at Chemonics Consulting, Inc. and collaborated with the Office of International Training (OIT) on a training session for the National Association of Foreign Student Advisors on gender issues.

### *WID Advisor to Near East Bureau*

During this period the NE Gender/WID Advisor, Nagat El-Sanabary, focused on the following areas:

**Continued coordination and support of the NE Bureau Buy-Ins.** Women, law and development (CID/WID); USAID contribution to Girls' education in Egypt (ABEL Project) and Gender Analytical & Technical Support for NE Bureau (GENESYS). She helped contractors refine the Plan of Work, identify researchers, and provided reference materials. Some delays were encountered because of contractual arrangements.

**Gender Analysis.** She continues to conduct gender analysis based on available research and data obtained during field visits to USAID missions. For instance, temporary field assignments to Morocco and Tunisia, in January and Feb. 1994, provided valuable information on key gender issues in these countries, USAID contribution to addressing these issues, and the coordination with other bilateral and multilateral donors, as well as US and indigenous PVOs and NGOs.

**Assessing Bureau and Mission Progress in addressing gender issues.** The NE Bureau Gender/WID Advisor continues to evaluate the progress of the Bureau and missions in addressing gender issues in their country development strategies; program implementation reports; and project documents. She regularly reviews mission documents and participates in country program and project review meetings. She alerts Bureau and mission staff to the importance of addressing gender concerns in all documents. Currently all missions treat gender as a cross-cutting issue except Yemen whose whole portfolio focuses on women.

**Participation on Strategic Planning Task Force for West Bank and Gaza.** Her membership in this and other task forces, as well as her review of and comments on proposals for funding alerted the WBG desk to the need to address gender issues strategically from the start. Consequently, She is currently assisting the director of the MSI West Bank and Gaza Technical Support Services Project to develop Terms of Reference for a WB/G Gender Assessment, in which she will also be involved.

The NE Bureau WID Advisor lobbied to include a session on gender and participatory at the Mission Director's meeting in February where she made a presentation at what was considered one of the most successful session of the whole conference. Final development and implementation of this activity was coordinated with Gretchen Bloom. I also participated in the Agency's Open Forum on Participatory Development with a presentation on Culture and Participatory Development with special focus on Islamic countries and Muslim women.

**Coordinating the work of the gender/WID Committee and forming working groups on special issues.** The reconstituted WID Committee was integrated with the Asia GAD Committee. Both groups met weekly to discuss issues of Gender integration and gender-led programming as alternative options for the field missions. Planned for a one-day working meeting of the ANE Bureau Gender/WID committee and the drafting of a Bureau Plan of Actions in response to the Agency's response to the Report.

**Responding to Field Missions for Technical Support and Assistance.** The two most critical mission requests for central funds and training were not readily available because of contractual constraints. Ongoing communication with the field missions.

**Participating in meetings of Education Working Group in R&D.** She attended and contributed to meetings focusing on girls' education; participated also in the WID Office sponsored meeting on female genital mutilation.

**Drafting the NE Bureau response to the GAO report on Women and Development.** Shared the report findings and Agency response with staff in the Bureau and missions.

### *WID Advisor to Private Enterprise Bureau*

As the focus of USAID is increasingly narrowed, due to budget constraints as well as concerns for effectiveness, the areas of economic growth, participation, and the concerns of women are becoming more visible. Many sessions (both internal and external to AID) have been organized to address these key issues and the Gender Advisor has been either a participant or a speaker on several occasions. In addition, the Gender Advisor has organized several meetings for the Economic Growth staff to discuss private sector activities, microenterprise development and formal labor force participation issues.

The recent reorganization of the Bureau for Private Enterprise to the Center for Economic Growth in the Global Bureau has dramatically expanded the responsibilities of the gender advisor by increasing the number of projects to approximately 44, with a budget of over \$112 million. Thus, portfolio assessments continue to be a primary focus throughout the remainder of the GENESYS project.

Several new activities have been designed and are in the process of being implemented by the Center. Three primary activities are the following:

The Participation of Women in Economic Reform (POWER) project addresses the issue of underrepresentation of women in the formal workforce, as well as in decision-making bodies in government, business, and academia. The project aims to identify and eliminate barriers to women's participation in political and economic reform and will provide targeted assistance to encourage women's participation in the opportunities created by reform.

A WID buy-in supported an activity designed to address "Gender Issues in the Transition to Market Economies" under the Consulting Assistance on Economic Reform (CAER) project. The activity is a study of women's socio-economic roles in the NIS, with a view toward assessing how these roles evolve as a result of the reform process. The goal of the initiative is to provide support to the NIS task force in its assessments and creation of new economic opportunities for women, reduction of gender inequalities in the marketplace, and the promotion of economic growth in general. The results of this study will also be used in the design of the POWER project.

The Office of Housing and Urban Programs is implementing a \$75 million Guaranty Program in South Africa which is designed to support the development of new and existing houses and provide loans to black South Africans to purchase homes primarily in urban areas. As part of the design of the project, issues relating to women's legal rights in obtaining financing and retaining title to property were identified, and constraints and opportunities were addressed.

### C. Strategic Objective III

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#### *TRAINING & CAPACITY BUILDING*

**Develop and Deliver Phased Training Modules:** A program with key thematic emphases and levels of technical specificity which builds the capacity of USAID *and host country personnel* to apply considerations of gender to development programs and projects.

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This objective is to be implemented through two sub-objectives:

- (A) **Provide state-of-the-art training** in gender analysis concepts, tools and applications with specific reference to particular gender issues related to USAID's focal areas: Building democracy, preserving the global environment, encouraging broad-based economic growth, and stabilizing world population growth. Training encourages institutional adoption of an integrated approach to gender concerns, using proven models and methodologies, and assisting in the capacity building of Missions and counterpart organizations for planning and implementing gender sensitive programming strategies.
- (B) **Provide Mission WID committees** with increased capacity to pursue and meet their WID goals and objectives.

*Summary of Strategic Objective III  
Training and Capacity Building*

**Develop and Deliver Phased Training Modules: A program with key thematic emphases and levels of technical specificity which builds the capacity of USAID and host country personnel to apply considerations of gender to development programs and projects.**

The training program matures. Our experience in designing, delivering and evaluating training activities -- as well as progress in providing services in technical assistance, applied/adaptive research and communications -- has contributed significantly to GENESYS's capacity to deliver technically integrated training programs, supported by improved materials, which focus on meeting the specific gender consideration needs of USAID missions, bureaus, and cooperators. Workshops aim at creating institutional capacity to address gender issues in all development activities.

Although GENESYS training continues to maintain its focus on the provision of direct training for USAID field and headquarter staff as a key component of the Office of Women in Development's strategy to institutionalize gender concerns in the US Agency for International Development, new demands have led to initiatives with emphasis on capacity building for host country governmental and nongovernmental organizations, as well as persons and organizations under contract to USAID.

The last six months has seen the design, delivery and evaluation of **nine** training events in direct response to requested needs and requirements. Building on past accomplishments, this period also witnessed expanded efforts at developing and introducing innovative training designs and materials in support of new training program initiatives.

*(On the following pages, please find descriptions of specific Training and Capacity Building activities corresponding to each sub-objective.)*

(Training and Capacity Building)

**SUB-OBJECTIVE IIIA**

*Provide state-of-the-art training in gender analysis concepts, tools and applications with specific reference to particular gender issues related to USAID's focal areas: building democracy, preserving the global environment, encouraging broad-based economic growth, and stabilizing world population growth. Training encourages institutional adoption of an integrated approach to gender concerns, using proven models and methodologies, and assists in the capacity building of Missions and counterpart organizations for planning and implementing gender sensitive programming strategies.*

ACTIVITIES/ COMPLETION DATE	PRODUCTS	COMMENTS
<p><b>Gender, Democracy and Governance: A Workshop for Contractors and USAID Project Officers</b></p> <p><b>G/R&amp;D/WID</b></p> <p><b>December 1-3, 1993</b></p>	<p>The goal of this workshop, the first of a series devoted to contractors working on USAID projects, was to develop technical skills to support the full integration of gender/WID concerns into democracy and governance development programs and projects. The emphasis throughout was on the "how to's" for appropriately and effectively targeting, involving and benefiting <i>both</i> women and men in these programs and projects. The workshop provided participants with analysis-based training and experience in the planning, management and administration of development projects and provided project teams an opportunity to carefully examine their democracy and governance projects, leaving the workshop with specific action plans for improving the integration of women and gender considerations into their work.</p> <p>The workshop opened with a half-day session aimed at uncovering and clarifying gender/WID issues in the area of democracy and governance. This refreshed and increased participant understanding of the context in which USAID considers gender issues; and helped to develop a common view of the forces affecting women's and men's roles and responsibilities in development.</p> <p>For the remainder of the 3-day workshop, participants conducted a thorough gender analysis of their own projects, identifying and assessing the gender-sensitive actions required to increase project effectiveness, and "tasking-out" the actions. The workshop was facilitated by Rosalie Huisinga Norem of USAID's Office of Women in Development, and Joan Goodin and Ed Comstock of the G/R&amp;D/WID-GENESYS Project, with assistance from USAID's Jenna Luche.</p>	

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ACTIVITIES/ COMPLETION DATE	PRODUCTS	COMMENTS
<p><b>Gender, and the Environment: A Workshop for Contractors and USAID Project Officers</b></p> <p><b>G/R&amp;D/WID</b></p> <p><b>January 19-21, 1994</b></p>	<p>The goal of this workshop, the second in a series devoted to contractors working on USAID projects, was to develop technical skills to support the full integration of gender/WID concerns into environment and natural resource management development programs and projects. The emphasis throughout was on the "how to's" for appropriately and effectively targeting, involving and benefiting <i>both</i> women and men in these programs and projects. The workshop provided participants with gender based analysis skills for planning, management and administration of development projects and provided project teams an opportunity to carefully examine their environment and natural resource management projects, leaving the workshop participants with specific action plans for improving the integration of women and gender considerations into their work.</p> <p>The workshop opened with a half-day session aimed at uncovering and clarifying gender/WID issues in the area of environment and natural resource management. This refreshed and increased participant understanding of the context in which USAID considers gender issues; and helped to develop a common view of the forces affecting women's and men's roles and responsibilities in development.</p> <p>For the remainder of the 3-day workshop, participants conducted a thorough gender analysis of their own projects, identifying and assessing the gender-sensitive actions required to increase project effectiveness, and "tasking-out" the actions. The workshop was facilitated by Rosalie Huisinga Norem of USAID's Office of Women in Development, and Joan Goodin and Ed Comstock of the G/R&amp;D/WID-GENESYS Project, with assistance from USAID's Nancy Diamond.</p>	

ACTIVITIES/ COMPLETION DATE	PRODUCTS	COMMENTS
<p><b>Economic Growth and Gender: A Workshop for Contractors and USAID Project Officers</b></p> <p><b>G/R&amp;D/WID</b></p> <p><b>February 16-18,1994</b></p>	<p>The goal of this workshop, the third in a series devoted to contractors working on USAID projects, was to develop technical skills to support the full integration of gender/WID concerns into economic growth development programs and projects. The emphasis throughout was on the "how to's" for appropriately and effectively targeting, involving and benefiting <i>both</i> women and men in these programs and projects. The workshop provided participants with gender analysis skills for planning, management and administration of development projects and provided project teams an opportunity to carefully examine their economic growth projects, leaving the workshop participants with specific action plans for improving the integration of women and gender considerations into their work.</p> <p>The workshop opened with a half-day session aimed at uncovering and clarifying gender/WID issues in the area of economic growth. This refreshed and increased participant understanding of the context in which USAID considers gender issues; and helped to develop a common view of the forces affecting women's and men's roles and responsibilities in development.</p> <p>For the remainder of the 3-day workshop, participants conducted a thorough gender analysis of their own projects, identifying and assessing the gender-sensitive actions required to increase project effectiveness, and "tasking-out" the actions. The workshop was facilitated Joan Goodin and Ed Comstock of the G/R&amp;D/WID-GENESYS Project, with assistance from USAID's Phil Boyle and GENESYS's Wes Weidemann..</p>	

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ACTIVITIES/ COMPLETION DATE	PRODUCTS	COMMENTS
<p><b>Gender, Population and Health: A Workshop for Contractors and USAID Project Officers</b></p> <p><b>G/R&amp;D/WID</b></p> <p><b>March 16-18, 1994</b></p>	<p>The goal of this workshop, the fourth in a series devoted to contractors working on USAID projects, was to develop technical skills to support the full integration of gender/WID concerns into population and health development programs and projects. The emphasis throughout was on the "how to's" for appropriately and effectively targeting, involving and benefiting <i>both</i> women and men in these programs and projects. The workshop provided participants with gender analysis skills for the planning, management and administration of development projects and provided project teams an opportunity to carefully examine their population and health projects, leaving the workshop with specific action plans for improving the integration of women and gender considerations into their work.</p> <p>The workshop opened with a half-day session aimed at uncovering and clarifying gender/WID issues in the area of population and health. This refreshed and increased participant understanding of the context in which USAID considers gender issues; and helped to develop a common view of the forces affecting women's and men's roles and responsibilities in development.</p> <p>For the remainder of the 3-day workshop, participants conducted a thorough gender analysis of their projects, identifying and assessing the gender-sensitive actions required to increase project effectiveness, and "tasking-out" the actions. The workshop was facilitated by Joan Goodin and Ed Comstock of the G/R&amp;D/WID-GENESYS Project.</p>	
<p><b>Gender Dimensions of Development: Concepts, Tools and Applications</b></p> <p><b>Women in Development Committee</b></p> <p><b>Economic and Social Development Program</b></p> <p><b>Graduate School of Public and International Affairs</b></p> <p><b>University of Pittsburgh</b></p> <p><b>March 18, 1994</b></p>	<p>The G/R&amp;D/WID-GENESYS Project Training Director Ed Comstock conducted a three hour working session on the gender dimensions of development for a group of 30 students attending the Second Annual Women in Development Conference at the University of Pittsburgh.</p> <p>Using the "Jamaican Women's Construction Collective" video, participants were introduced to the salient concepts of women and gender in development. The discussion following the video focused on the differences in the roles and responsibilities of men and women in developing country contexts, and the implications of these differences for project effectiveness and the status and well-being of women, and their families and communities. Gender analysis skills were presented and participants practiced these using the hypothetical case of Babundadzi.</p>	

ACTIVITIES/ COMPLETION DATE	PRODUCTS	COMMENTS
<p><b>Social Dimensions of Development: Gender Analysis and People-Level Impact</b></p> <p><b>Pond Dynamics/ Aquaculture Title XII Collaborative Research Support Program (CRSP)</b></p> <p><b>March 28-29, 1994</b></p>	<p>This workshop was conducted by GENESYS Senior Training Specialist Drew Lent -- in collaboration with University of Hawaii facilitators Donna Ching, Marguerita Hopkins, and Howard Takata -- for the thirty-seven participants attending the Pond Dynamics/Aquaculture CRSP annual meeting. The workshop aimed at promoting the consideration of social dimensions in the planning and implementation of CRSP research and extension activities to increase their contributions to people-level impact.</p> <p>The main themes of the workshop were exploring the connection between USAID's strategic planning process for people-level impact and G/R&amp;D/WID's approach to gender and social analysis; reviewing the current thinking on Women in Development, Gender and Development, and the sustainability of development activities; and learning and practicing tools to guide the analysis of gender and social implications for project planning and impact assessment.</p>	
<p><b>Gender Considerations in the Implementation of Development Projects</b></p> <p><b>USAID/Niger and USAID/REDSO/WCA</b></p> <p><b>November 16-19, 1993</b></p>	<p>A team comprised of GENESYS's Project Director Pietronella van den Oever, Senior Training Specialist Drew Lent, Training Specialist Karen Lippold, and Fatou Rigoulot, the REDSO/WCA Regional WID Advisor, provided five days of technical assistance consultations and conducted two one-day workshops.</p> <p>The workshops were held November 16 and 17 (in French) for seventy USAID/Niger counterpart personnel including USAID contractors, Government of Niger officials, local NGO personnel and members of the donor community. They aimed at increasing participant understanding of the benefits that can be gained from effectively integrating WID/GAD considerations into development activities. Highly participatory, these workshops included an interactive demonstration of a gender analysis tool and practice using the tool in small group work. The workshops were successful in initiating a substantive dialogue with the Mission's counterparts about gender considerations, as well as providing them with useful information on how to conduct a gender analysis.</p> <p>The consultations were organized to examine gender issues in specific Mission activities. The sectors discussed included agriculture, disaster preparedness, human resources development, natural resources, and policy analysis. These meetings proved useful in focusing more attention on the implementation of the Mission's policy mandating the integration of women and gender considerations in the Mission's program. A result of this consultation will be a review and revision of the Mission's GAD Implementation Plan.</p>	

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ACTIVITIES/ COMPLETION DATE	PRODUCTS	COMMENTS
<p><b>Gender Workshops Follow-on Visit USAID/Guinea March 28-April 9, 1994</b></p>	<p>G/R&amp;D/WID-GENESYS Senior Training Specialist Joan Goodin, in partnership with Fatou Rigoulot, REDSO/WCA Regional WID Advisor, conducted a one-day training on the use of gender analysis in program and project development for USAID/Guinea. This workshop included a discussion of current USAID strategies and their implication for gender/WID issues. Following the workshop, technical assistance was provided to project personnel, during which the team assessed the inclusion of gender in the Mission's project and program portfolio and formulated recommendations for increasing this inclusion.</p>	

(Training and Capacity Building)

**SUB-OBJECTIVE IILB**

*Provide Mission WID committees with increased capacity to pursue and meet their WID goals and objectives.*

<b>ACTIVITIES/ COMPLETION DATE</b>	<b>PRODUCTS</b>	<b>COMMENTS</b>
<p><b>The Gender Dimensions of Development: A Workshop for WID Officers and Coordinators</b></p> <p><b>USAID/Burundi, USAID/Ethiopia, USAID/Kenya, USAID/REDSO/ESA, USAID/Tanzania, and USAID/Uganda</b></p> <p><b>February - March, 1993</b></p>	<p>At the request of REDSO/ESA on behalf of the participating missions, G/R&amp;D/WID-GENESYS provided training and support for fifteen WID Officers and Coordinators from six East Africa missions (Burundi, Ethiopia, Kenya, REDSO/ESA, Tanzania, and Uganda). This activity -- conducted by Ed Comstock, GENESYS Training Director, with presentation and facilitation assistance from the African Women's Development and Communication Network (FEMNET) -- provided WID Officers and Coordinators with skills to work more effectively with Mission program and project staff; tools for conducting gender analysis, and practice in the application of those tools; and strategies for forwarding the "WID agenda" in their missions and region. The workshop emphasized what has worked and what hasn't elsewhere; and provided guidance on what sectors, issues and functions may be the most effective mechanisms for focusing mission and region attention on considering gender in development.</p> <p>Notable outcomes of the five-day activity (held February 28-March 4) were:</p> <ul style="list-style-type: none"><li>• strategic plans for WID Officers and Coordinators to apply in getting gender on their missions' agenda, including a hierarchy of objectives that were regarded as in the manageable interest of the participants;</li><li>• new abilities in gender analysis and its application to USAID projects; and,</li><li>• skills to cogently and convincingly "make the case" for considering gender in development.</li></ul>	

#### D. Strategic Objective IV

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##### *DOCUMENTATION & DISSEMINATION*

**Increase Acceptance and Application of Gender as a Key Development Variable:** Collaborate with USAID and host country decision makers using gender considerations as a critical variable for equitable and sustainable development.

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This strategic objective is linked to strategic objectives I and II. The activities to implement this strategic objective are organized around two types of information central to achieving the project purpose:

- (A) Increase acceptance and application of gender as a critical development variable through the effective **preparation and dissemination of key messages and documents.**
- (B) In collaboration with G/R&D/WID, promote the importance of gender considerations through **dissemination of useful methodologies, concepts, and lessons learned** to USAID policy makers, technical staff, and development partners.

*Summary of Strategic Objective IV  
Documentation and Dissemination*

**Increase Acceptance and Application of Gender as a Key Development Variable: Collaborate with USAID and host country decision makers using gender considerations as a critical variable or equitable and sustainable development.**

The GENESYS Project is producing a set of ten analytical tools for gender analysis to become part of its legacy of materials and to be of use in the field of gender and development after the project ends. The project worked to incorporate lessons learned from field experience into practical, user-friendly methodologies or "tools" for gender analysis to be used by policy makers and project planners and implementers in addressing gender issues in their development efforts. These analytical tools were the project's focus in documentation and dissemination during the current reporting period.

The *Gender Analysis Tool Kit*, to be completed in the next reporting period, contains ten analytical tools in the form of booklets with slides, diskettes, graphics, and worksheets that are to be packaged together in a customized box for portability and ease of use. (See pp. 5-8 of this report for descriptions of the individual tools).

The following documentation and dissemination activities, which include work on the analytical tools, were initiated during this period:

- Designers, editors, and printers were identified and hired to produce GENESYS report covers and the tool kit for GENESYS "legacy" materials. Designs were completed for the Special Studies report cover, Training Manual report cover, analytical tool booklet covers, and the tool box.
- Writing, review, and production of analytical tools began.
- GENESYS Special Studies and other reports were written and produced.
- Production timelines and plans were drawn up, with division of responsibilities and expected dates of completion of GENESYS products.
- The GENESYS mailing list for dissemination of legacy materials was begun.

*(On the following pages, please find descriptions of specific Documentation and Dissemination activities corresponding to each sub-objective.)*

(Documentation & Dissemination)

**SUB-OBJECTIVE IV.A**

*Disseminate information to USAID policy makers and technical staff to persuade them that gender considerations are in the interest of development programming excellence, to stimulate policy dialogue, and to promote more effective approaches for integrating gender in USAID programs/projects. Disseminate technical frameworks and methodologies to technical personnel in Bureaus and Missions. (See Strategic Objective I.)*

ACTIVITIES/ COMPLETION DATE	PRODUCTS	COMMENTS
<b>Development of the GENESYS Mailing List</b>  Ongoing	Development of GENESYS mailing list for dissemination of GENESYS "legacy" materials.	Current computerized list contains over 2,000 names and organizations, included from lists of GENESYS staff members' contacts, and lists of other organizations.
<b>Production and Dissemination of GENESYS Special Studies</b>  Ongoing	<ul style="list-style-type: none"><li>• NIS Special Study (<i>The Legal Status of Women in the New Independent States of the Former Soviet Union</i>) revised, edited, resubmitted to NIS Office</li><li>• <i>LAC/WID Summary Report</i> edited, finalized prior to production.</li><li>• <i>Women in Niger: Socio-Economic Roles and Agro-Pastoral Production, Natural Resource Management and Off-Farm Production</i> -- undergoing technical review.</li><li>• <i>Islam, Public Policy and the Legal Status of Women in Niger</i> -- undergoing technical review.</li><li>• <i>Gender Issues and the Definition of Unmet Need</i> -- being researched, to be written.</li><li>• <i>Synthesis of Donor Strategies in Gender</i> -- being researched.</li><li>• <i>What You Count is Not Who I Am</i> -- being written.</li><li>• <i>Legitimacy of Gender</i> -- being written.</li><li>• <i>Brazil Special Study</i> -- to be written.</li></ul>	<p>Designers, editors, and printers identified and hired to produce GENESYS report covers and the tool kit for GENESYS "legacy" materials.</p> <p>Designs completed for the Special Studies report cover, Training Manual report cover, analytical tool booklet covers, and the tool box. Meetings held with designers, Futures and GENESYS staff, and WID Office staff to ensure consensus and approval of designs and text.</p> <p>Production timelines and plans drawn up, with division of responsibilities and expected dates of completion of GENESYS products.</p>

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ACTIVITIES/ COMPLETION DATE	PRODUCTS	COMMENTS
<p><b>Production of GENESYS Gender Analysis Tool Kit</b></p> <p><b>Ongoing</b></p>	<ul style="list-style-type: none"> <li>• <i>GCID Framework: A Tool for Assessing Institutionalization of Gender Concerns in Development Organizations</i> -- being written.</li> <li>• <i>Quantifying Gender Issues: A Tool for Using Quantitative Data in Gender Analysis (A Slide Presentation)</i> -- completed, new introduction being written.</li> <li>• <i>Country Gender Profiles: A Tool for Summarizing Policy Implications from Sex-Disaggregated Data</i> -- being written.</li> <li>• <i>Gender and Household Dynamics: A Tool for Analyzing Income and Employment Data from Surveys</i> -- original being revised, new introduction being written prior to submission to WID Office and production.</li> <li>• <i>Gender and Policy Implementation: A Tool for Assessment of Policy-Derived Impacts on Women and Men</i> -- being revised based on WID Office comments.</li> <li>• <i>Sex and Gender--What's the Difference?: A Tool for Examining the Sociocultural Context of Sex Differences</i> -- being revised.</li> <li>• <i>Necessary and Sufficient Conditions for Sustainable Development: A Tool for Gender-Informed Project Planning</i> -- being written.</li> <li>• <i>Gender in Monitoring and Evaluation: A Tool for Developing Project M&amp;E Plans</i> -- being finalized prior to submission for technical review and WID Office approval.</li> <li>• <i>Documenting Development Program Impact: A Tool for Reporting Differential Effects on Men and Women</i> -- edited, being revised.</li> <li>• <i>Gender Research Guide for the Agriculture, Environment, and Natural Resource Sectors: A Tool for Selecting Methods</i> -- revised, edited, to be submitted to designer for layout and production.</li> </ul>	<p>The <i>Gender Analysis Tool Kit</i> contains 10 analytical tools intended to be clear, user-friendly devices for policy makers and project implementers to use in addressing gender issues in their development efforts.</p>

(Documentation & Dissemination)

### SUB-OBJECTIVE IV.B

*In support of G/R&D/WID, communicate the resources that GENESYS assistance can bring to meeting the USAID Women in Development mandate, to USAID Mission and Bureau staff, and to the development community. Define the GENESYS product. Encourage Bureaus and Missions to adopt an integrated approach to incorporating gender considerations into their portfolios, combining training, research, and technical assistance over the long term, and communicate the potential benefits of using GENESYS to assist them in this process.*

ACTIVITIES/ COMPLETION DATE	PRODUCTS	COMMENTS
<b>Gender and Environment Network</b>  <b>Ongoing</b>	<p>The Network seminars between October and March were:</p> <p><b>November 9</b> Dr. Rekha Mehra, Director Program Support and Analysis, International Center for Research on Women (ICRW) <i>Women and Mangroves: An Experiment in Conservation and Income</i></p> <p><b>January 11</b> Dr. Eliza Wojtaszek, Staff Scientist, Energy Programs Directorate, Battelle, Pacific Northwest Laboratories <i>The Key to a Sustainable Energy Future: Women</i></p> <p><b>March 3</b> Dr. Mary Hill Rojas, Gender Specialist, Development Strategies for Fragile Lands (DESFIL) <i>Considering the Concept of Women and the Environment</i></p> <p>A four-page Bulletin Board was sent out in December.</p>	<p>The Network is an inter-institutional forum for cooperation and information exchange between USAID and its development partners who work with environmental policy and implementation issues. Participants represent USAID, multilateral donors, international and national NGOs, technical specialists, and the academic community. Current membership is over 400 men and women from more than 100 institutions.</p>

ACTIVITIES/ COMPLETION DATE	PRODUCTS	COMMENTS
<p>Dissemination of information on gender as a critical development variable to selected audiences among USAID development partners</p> <p>Ongoing</p>	<p><b>October - 6th AWID International Conference on Women in Development</b> Gretchen Bloom was a program committee member for the AWID Conference and she led a session on "Moving Women-Owned Businesses from the Informal to the Formal Sector". Afterwards she coordinated a sharing session for WID Officers and colleagues at GENESYS.</p> <p>Debbie Caro, Eileen Muirragui, and Suely Anderson participated as conveners and presenters of the GENESYS/Brazil Project experience at the Conference.</p> <p><b>November - Chemonics</b> Gretchen Bloom served as the discussion leader at a lunchtime Brown-bag on "Empowerment for Women: Gender Issues in Development".</p> <p><b>October - New Project Officers, Office of Housing &amp; Urban Development</b> Lynn Hill gave a presentation on gender implications and community participation in the design and implementation of housing projects in Europe.</p>	
<p>Presentations to other audiences</p> <p>Ongoing</p>	<p><b>February - World Net Television</b> Wes Weidemann appeared on a World Net Television presentation that was broadcast to receiving stations in the Western Hemisphere. The show format was a discussion with live questions and answers from an audience in Port au Prince, Haiti on the topic of women's organizations around the world and the role they play in developing democratic institutions.</p> <p><b>November - Minneapolis Woman's Club</b> Gretchen Bloom gave a presentation on "USAID and Gender Equity: Women around the World" at the Minneapolis Woman's Club.</p> <p><b>November - National Association of Foreign Student Advisors (NAFSA)</b> Gretchen Bloom served as a co-trainer at a NAFSA Region VIII Annual Conference on "Gender in Development: Strategies for Incorporating Gender Issues into Training Program Design".</p>	

#### **IV. MANAGEMENT and FINANCES**

##### **A. New GENESYS Staff**

One new employee began during this reporting period: Luis Hernandez, Project Assistant.

The GENESYS project has continued to address management and planning issues, and has continued the implementation of its strategic workplan.

##### **B. Financial**

As required by the GENESYS contract, this section reports on the financial status of the project through a series of tables showing actual and projected expenditures. Tables 1 and 2 show the current and cumulative costs for the Core and Buy-in/Match funding categories respectively. Because Core obligation was increased and approval was received from USAID for the Option Period (years 4 and 5), these tables show a collapsed budget for both the Base and Option Periods. Year to Date (YTD) costs are also being tracked against the Base + Option periods budgets.

For Core, the figures presented indicate that project expenditures are in line with the amended budget. On average, Core expenditures are at approximately 77% of the base + option period budget while the total contract period is 86% complete. For Buy-in/Match, expenditures are at 48% of the base + option periods budget. Buy-in/Match expenditures continue to be lower than expected. However, they have started to gain some momentum towards the end of the current reporting period thanks mainly to stability and consistent joint action by the G/R&D/WID Office and the GENESYS Project, and an increasingly efficient collaboration between the GENESYS prime contractor, The Futures Group International, and its subcontractors, Management Systems International and Development Alternatives Incorporated.

Tables 3 and 4 show actual and projected costs for the reporting period and for semi annual periods through the end of the base period of the contract -- first 6 months of the option period. Projections are based on historical spending patterns, and approximation of future activities, which are hard to project.

Table 5 shows the source, value, and balance of funds that have been obligated to the contract as of March 31, 1994. Each obligation is identified by source, PIO/T number, and the dollar amount of the obligation. YTD charges and the remaining balance (as of March 31, 1994) are reported for each obligation. The overall obligations for Core are \$5,107,668.54; expenditures are \$4,554,664.40 and the balance of unexpended obligations is \$553,004.14. The overall Buy-in obligations are \$3,231,975.03; expenditures are \$2,673,840.14 and the balance is \$558,134.89. The Match obligations are \$3,804,561.29; expenditures are \$3,634,143.66, and the balance is \$170,417.53.

During this period, the project received 6 new buy-ins from USAID Missions and Bureaus for a total funding increase of \$260,247.00 in this category.

**C. Financial Tables** (See following 8 pages.)

**GENESYS  
CORE EXPENDITURES  
(Base & Option Periods)**

**As of March 31, 1994**

**Table 1**

Line Item	Core Budget Base + Option		Expended For 6 months Ending 3/31/94		Cumulative Expenditures w/out pre-activity		Pre-Activity Expenditures		Cumulative Expenditures 10/1/89-3/31/94		Balance as of 3/31/94		Percent of Base+Option Expended		Average Monthly Burn Rate	
	LOE	\$\$\$	LOE	\$\$\$	LOE	\$\$\$	LOE	\$\$\$	LOE	\$\$\$	LOE	\$\$\$	LOE	\$\$\$	LOE	\$\$\$
TFGI LABOR																
Home Office			146	22,546.14	1423	201,471.98	8	1,915.80	1431	203,387.78					24	3,757.69
Field Office			663	115,297.17	5066	695,983.45	22	5,595.55	5088	701,579.00					111	19,216.20
TOTAL TFGI LABOR	7293	1,257,514.00	809	137,843.31	6489	897,455.43	30	7,511.35	6519	904,966.78	774	352,547.22	89%	72%	135	22,973.89
TFGI OVERHEAD																
Home Office				30,437.29		335,396.79		2,665.44		338,062.23						5,072.88
Field Office				98,002.66		638,610.61		5,184.34		643,794.95						16,333.78
TOTAL OVERHEAD		1,366,611.00		128,439.95		974,007.40		7,849.78		981,857.18		384,753.82		72%		21,406.66
CONSULTANTS	1160	248,240.00	76	7,600.00	892	168,234.22	7	1,670.91	899	169,905.13	261	78,334.87	77%	68%	13	1,266.67
TRAVEL & PER DIEM		82,456.00		5,584.34		73,679.96		655.89		74,335.85		8,120.15		90%		930.72
SUBCONTRACTS																
MSI	1719	810,123.00	257	100,369.34	1541	708,524.71	26	6,444.19	1567	714,968.90	152	95,154.10	91%	88%	43	16,728.22
Ernst & Young	642	371,742.00	0	0.00	621	286,754.78	9	2,297.78	630	289,052.56	12	82,689.44	98%	78%		
DAI	936	533,645.00	104	81,720.26	504	301,480.33	10	2,498.38	514	303,978.71	422	229,666.29	55%	57%	17	13,620.04
Keys MacManus	215	77,604.00	0	0.00	202	71,207.25	2	570.59	205	71,777.84	10	5,826.16	95%	92%		
Others	77	146,954.00	0	0.00		166,140.77		1,180.53		167,321.30	77	(20,367.30)	0%	114%		
TOTAL SUBKS	3589	1,940,068.00	361	182,089.60	2869	1,534,107.84	47	12,991.47	2916	1,547,099.31	673	392,968.69	81%	80%	60	30,348.27
OTHER DIRECT COSTS		707,034.00		113,374.42		645,850.70		5,091.86		650,942.56		56,091.44		92%		18,895.74
SUBTOTAL COSTS		5,601,923.00		574,931.62		4,293,335.55		35,771.26		4,329,106.81		1,272,816.19		77%		95,821.94
FEE		295,131.00		31,140.73		223,828.10		1,729.49		225,557.59		69,573.41		76%		5,190.12
<b>TOTAL COSTS</b>	<b>12042</b>	<b>5,897,054.00</b>	<b>1246</b>	<b>606,072.36</b>	<b>10249</b>	<b>4,517,163.65</b>	<b>84</b>	<b>37,500.75</b>	<b>10333</b>	<b>4,554,664.40</b>	<b>1709</b>	<b>1,342,389.60</b>	<b>86%</b>	<b>77%</b>	<b>208</b>	<b>101,012.06</b>

BEST AVAILABLE DOCUMENT

**GENESYS  
BUY-IN/MATCH EXPENDITURES  
(Base + Option Periods)**

**BEST AVAILABLE DOCUMENT**

**As of March 31, 1994**

**Table 2**

Line Item	Buy-in/Match Budget Base + Option		Expended for 6 months Ending 03/31/94		Cumulative Expenditures 10/1/89-03/31/94		Balance as of 03/31/94		Percent of Base+Option Expended		Average Monthly Burn Rate	
	LOE	\$\$\$	LOE	\$\$\$	LOE	\$\$\$	LOE	\$\$\$	LOE	\$\$\$	LOE	\$\$\$
<b>TFGI LABOR</b>												
Home Office			0	629.49	27	4,896.67					0	104.92
Field Office			508	138,379.33	3400	572,573.24					85	23,063.22
<b>TOTAL TFGI LABOR</b>	<b>8106</b>	<b>1,092,537.00</b>	<b>508</b>	<b>139,008.82</b>	<b>3427</b>	<b>577,469.91</b>	<b>4679</b>	<b>515,067.09</b>	<b>42%</b>	<b>53%</b>	<b>85</b>	<b>23,168.14</b>
<b>TFGI OVERHEAD</b>												
Home Office				849.81		11,722.76						141.64
Field Office				117,622.43		525,126.95						19,603.74
<b>TOTAL OVERHEAD</b>		<b>1,093,649.00</b>		<b>118,472.24</b>		<b>536,849.71</b>		<b>556,799.29</b>		<b>49%</b>		<b>19,745.37</b>
<b>CONSULTANTS</b>	<b>7700</b>	<b>1,603,919.00</b>	<b>5</b>	<b>500.00</b>	<b>2094</b>	<b>587,582.05</b>	<b>5606</b>	<b>1,016,336.95</b>	<b>27%</b>	<b>37%</b>	<b>1</b>	<b>83.33</b>
<b>TRAVEL &amp; PER DIEM</b>		<b>837,377.00</b>		<b>53,204.25</b>		<b>526,441.31</b>		<b>310,935.69</b>		<b>63%</b>		<b>8,867.38</b>
<b>SUBCONTRACTS</b>												
MSI			161	152,321.29	2689	1,883,482.80					27	25,386.88
Ernst & Young					426	286,120.67						
DAI			64	69,771.99	671	567,255.71					11	11,628.67
Keys MacManus					441	94,594.19						
REBRAFF				42,406.79		42,406.79						7,067.80
EDC				10,000.00		10,000.00						1,666.67
Others			0	49,704.00	1063	798,238.55						8,284.00
<b>TOTAL SUBKS</b>	<b>16298</b>	<b>7,759,244.00</b>	<b>225</b>	<b>324,204.07</b>	<b>5290</b>	<b>3,682,098.71</b>	<b>11008</b>	<b>4,077,145.29</b>	<b>32%</b>	<b>47%</b>	<b>38</b>	<b>54,034.01</b>
<b>OTHER DIRECT COSTS</b>		<b>211,344.00</b>		<b>13,173.23</b>		<b>186,446.19</b>		<b>24,897.81</b>		<b>88%</b>		<b>2,195.54</b>
<b>SUBTOTAL COSTS</b>		<b>12,598,070.00</b>		<b>595,358.36</b>		<b>6,096,887.88</b>		<b>6,501,182.12</b>		<b>48%</b>		<b>99,226.39</b>
<b>FEE</b>		<b>474,036.00</b>		<b>25,464.88</b>		<b>242,555.03</b>		<b>231,480.97</b>		<b>52%</b>		<b>4,244.15</b>
<b>TOTAL COSTS</b>	<b>32104</b>	<b>13,072,106.00</b>	<b>738</b>	<b>620,823.24</b>	<b>10810</b>	<b>6,339,442.92</b>	<b>21294</b>	<b>6,732,663.08</b>	<b>34%</b>	<b>48%</b>	<b>123</b>	<b>103,470.54</b>

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**GENESYS**

Actual and Projected Core Expenditures and Level of Effort for Base + Option Contract Period

As of March 31, 1994

**Table 3**

Line Item	Actual Costs For 6 months Ending 3/31/90		Actual Costs For 6 months Ending 9/30/90		Actual Costs For 6 months Ending 3/31/91		Actual Costs For 6 months Ending 9/30/91		Actual Costs For 6 months Ending 3/31/92		Actual Costs For 6 months Ending 9/30/92		Actual Costs For 6 months Ending 03/31/93		Actual Costs For 6 months Ending 09/30/93		Actual Costs For 6 months Ending 3/31/94		Projected Cost for 6 Month period Ending 10/4/94		Cumulative Total Cost for Base + Option			
	Days	Cost	Days	Cost	Days	Cost	Days	Cost	Days	Cost	Days	Cost												
<b>TFOI LABOR</b>																								
Home Office	44	8,303.21	136	15,034.80	346	41,839.92	171	22,341.53	165	26,355.93	182	35,643.19	131	14,981.42	102	14,425.84	146	22,546.14	139	14,030.00	1,570	217,417.78		
Field Office	360	44,468.58	659	78,155.08	642	72,774.08	382	39,476.11	448	51,635.43	507	85,821.77	678	108,613.22	735	99,742.01	663	115,297.17	635	112,336.00	5,723	813,915.00		
<b>TOTAL TFOI LABOR</b>	404	52,771.79	795	93,189.88	988	114,614.00	553	61,817.64	613	77,991.36	689	121,464.96	809	123,594.64	838	114,167.85	809	137,843.31	774	126,366.00	7,293.03	1,031,332.78		
<b>TFOI OVERHEAD</b>																								
Home Office	59	14,530.64		26,310.86		73,219.83		39,097.67		46,122.86		62,375.58		23,827.18		19,474.88		30,437.29		18,940.50		293,514.00		
Field Office	306	42,689.86		75,028.76		69,863.06		37,897.06		49,569.94		82,388.90		98,389.64		84,780.71		98,002.66		95,485.60		691,827.75		
<b>TOTAL OVERHEAD</b>		57,220.50		101,339.62		143,082.89		76,994.73		95,692.80		144,764.48		122,216.82		104,255.59		128,439.95		114,426.10		985,341.75		
<b>CONSULTANTS</b>	24	5,313.18	171	34,705.41	260	44,932.05	21	4,908.70	3	297.50	34	11,188.90	163	35,618.02	141	23,670.46	76	7,600.00	120	15,000.00	1,019	184,905.13		
<b>TRAVEL &amp; PER DIEM</b>		13,641.48		6,450.14		21,114.08		3,100.29		3,349.15		6,505.95		10,684.80		3,249.73		5,584.34		8,120.15		82,456.00		
<b>SUBCONTRACTS</b>																								
MSI	54	24,652.26	241	95,556.65	157	85,642.28	155	59,625.35	98	71,360.03	170	72,173.13	186	94,794.72	224	109,716.40	257	100,369.34	250	120,000.00	1,817	834,968.90		
East & Young	0	0.00	272	149,086.81	169	82,402.51	180	81,470.95	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	630	289,052.56		
DAI	0	0.00	0	0.00	0	0.00	0	0.00	99	53,417.10	105	59,707.00	87	45,335.10	109	61,300.87	104	81,720.26	100	100,000.00	614	403,978.71		
Keys MacMann	34	12,890.91	72	25,509.78	49	15,406.90	29	12,341.72	18	5,912.97	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	205	71,777.84		
Others	0	0.00		6,654.40	0	0.00	0	595.39	0	24,524.37	0	0.00	0	84,150.00	0	5,000.00	0	0.00	150	228,175.56	227	395,496.86		
<b>TOTAL SUBS</b>	88	37,543.17	585	276,807.64	375	183,451.69	364	153,899.83	215	155,214.47	275	131,880.13	273	224,279.82	333	176,017.27	361	182,089.60	500	448,175.56	3,493	1,995,274.87		
<b>OTHER DIRECT COSTS</b>		52,697.27		52,218.09		80,088.10		69,202.51		51,240.24		64,836.45		69,329.56		92,959.44		113,374.42		106,055.10		756,997.66		
<b>SUBTOTAL COSTS</b>		219,187.39		564,710.78		587,282.81		369,923.70		383,785.52		480,640.87		585,723.66		514,320.34		574,931.62		818,142.91		5,036,308.19		
<b>FEE</b>		13,466.01		25,689.33		31,937.20		18,199.67		19,104.26		27,050.85		29,786.67		27,201.56		31,140.73		34,861.23		252,777.83		
<b>TOTAL COSTS</b>	516	232,653.40	1551	590,400.11	1622	619,220.01	937	388,123.37	832	402,889.78	997	507,691.73	1,245	615,510.35	1,312	541,521.92	1,246	606,072.36	1,394	853,004.14	11,804	5,289,086.02		

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**GENESYS**

Actual and Projected Buy-in and Match expenditures and Level of Effort for Base + Option Period

As of March 31, 1994

**Table 4**

Line Item	Actual Cost For 6 months Ending 3/31/90		Actual Cost For 6 months Ending 9/30/90		Actual Cost For 6 months Ending 3/31/91		Actual Cost For 6 months Ending 9/30/91		Actual Cost For 6 months Ending 3/31/92		Actual Cost For 6 months Ending 9/30/92		Actual Cost For 6 months Ending 03/31/93		Actual Cost For 6 months Ending 09/30/93		Actual Cost For 6 months Ending 03/31/94		Projected Costs For 6 Month period Ending 10/4/94		Cumulative Total Cost for Base + Option			
	Days	Cost	Days	Cost	Days	Cost	Days	Cost	Days	Cost	Days	Cost	Days	Cost	Days	Cost	Days	Cost	Days	Cost	Days	Cost		
<b>TFOI LABOR</b>																								
Home Office	1	86.40	5	501.77	9	1,007.99	2	147.83	6	753.82	8	1,596.90	1.5	144.82	0.32	27.65	0	629.49	10	1,300.00	43	6,196.67		
Field Office	47	7,865.04	203	25,934.22	444	41,160.46	402	42,549.63	369	55,489.56	459	64,410.28	461	83,457.45	576	113,327.27	508	138,379.33	800	211,000.00	4,267	783,573.24		
<b>TOTAL TFOI LABOR</b>	<b>48</b>	<b>7,951.44</b>	<b>208</b>	<b>26,435.99</b>	<b>453</b>	<b>42,168.45</b>	<b>404</b>	<b>42,697.46</b>	<b>375</b>	<b>56,243.38</b>	<b>467</b>	<b>66,007.18</b>	<b>462</b>	<b>83,602.27</b>	<b>576</b>	<b>113,354.92</b>	<b>508</b>	<b>139,008.82</b>	<b>810</b>	<b>212,300.00</b>	<b>4,310</b>	<b>789,769.91</b>		
<b>TFOI OVERHEAD</b>																								
Home Office		151.20		878.08		1,763.98		258.70		1,319.19		2,794.58		253.44		37.33		849.81		1,755.00		10,061.30		
Field Office		7,550.48		24,896.65		39,514.04		40,847.64		53,269.98		61,833.87		76,622.02		96,328.18		117,622.43		179,350.00		697,835.29		
<b>TOTAL OVERHEAD</b>		<b>7,701.68</b>		<b>25,774.73</b>		<b>41,278.02</b>		<b>41,106.35</b>		<b>54,796.67</b>		<b>64,628.44</b>		<b>76,875.46</b>		<b>96,365.51</b>		<b>118,472.24</b>		<b>181,105.00</b>		<b>707,896.59</b>		
<b>CONSULTANTS</b>	<b>48</b>	<b>13,200.00</b>	<b>197</b>	<b>37,153.89</b>	<b>327</b>	<b>62,453.00</b>	<b>529</b>	<b>112,027.40</b>	<b>474</b>	<b>112,650.61</b>		<b>102,993.46</b>	<b>269</b>	<b>83,186.57</b>	<b>246</b>	<b>74,514.51</b>	<b>5</b>	<b>500.00</b>	<b>360</b>	<b>36,000.00</b>	<b>2,454</b>	<b>634,679.44</b>		
<b>TRAVEL &amp; PER DIEM</b>		<b>35,593.88</b>		<b>53,644.84</b>		<b>48,766.03</b>		<b>84,338.45</b>		<b>87,390.77</b>		<b>62,752.99</b>		<b>60,447.13</b>		<b>38,245.16</b>		<b>53,204.25</b>		<b>70,000.00</b>		<b>594,383.50</b>		
<b>SUBCONTRACTS</b>																								
MSI	0	0.00	170	86,414.83	578	372,075.64	379	308,392.47	432	325,076.08	180	195,463.59	188	164,720.83	391	279,018.07	161	152,321.29	530	375,000.00	3,009	2,258,482.80		
Ernst & Young	0	0.00	87	82,960.72	159	115,120.16	180	104,167.92	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
DAI	0	0.00	0	0.00	0	0.00	0	0.00	71	47,680.56	170	138,860.96	195	137,144.40	171	173,797.80	64	69,771.99	245	245,000.00	916	812,255.71		
Keys MacMarus	0	0.00	68	23,668.22	85	28,873.93	72	24,045.15	6	18,006.89	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
REBRAF																								
EDC																								
Others	0	0.00		0.00	44	67,896.37	73	133,153.51	42	110,338.82	201	236,604.70	313	109,710.89	390	91,639.54	0	49,704.00		10,000.00		18,000.00		222,486.79
<b>TOTAL SUBCS</b>	<b>0</b>	<b>0.00</b>	<b>325</b>	<b>193,043.77</b>	<b>866</b>	<b>583,966.10</b>	<b>704</b>	<b>569,759.05</b>	<b>551</b>	<b>501,102.35</b>	<b>551</b>	<b>570,929.25</b>	<b>696</b>	<b>411,576.12</b>	<b>951</b>	<b>544,455.41</b>	<b>225</b>	<b>324,204.07</b>	<b>775</b>	<b>800,000.00</b>	<b>3,925</b>	<b>4,499,036.12</b>		
<b>OTHER DIRECT COSTS</b>		<b>2,423.42</b>		<b>4,869.43</b>		<b>15,865.88</b>		<b>18,507.68</b>		<b>34,463.40</b>		<b>43,429.66</b>		<b>36,807.40</b>		<b>15,911.66</b>		<b>13,173.23</b>		<b>36,389.39</b>		<b>221,841.15</b>		
<b>SUBTOTAL COSTS</b>		<b>66,870.42</b>		<b>340,922.65</b>		<b>794,497.48</b>		<b>868,436.39</b>		<b>846,647.18</b>		<b>910,740.98</b>		<b>752,494.95</b>		<b>882,847.17</b>		<b>648,562.61</b>		<b>1,335,794.39</b>		<b>7,447,606.71</b>		
<b>FEE</b>		<b>4,681.00</b>		<b>14,212.40</b>		<b>26,416.52</b>		<b>31,368.70</b>		<b>34,210.19</b>		<b>35,205.41</b>		<b>32,095.84</b>		<b>34,576.53</b>		<b>29,189.18</b>		<b>53,505.61</b>		<b>296,380.66</b>		
<b>TOTAL COSTS</b>	<b>96</b>	<b>71,551.42</b>	<b>730</b>	<b>355,135.05</b>	<b>1646</b>	<b>820,914.00</b>	<b>1637</b>	<b>899,805.09</b>	<b>1400</b>	<b>880,857.37</b>	<b>1017</b>	<b>945,946.39</b>	<b>1427</b>	<b>784,590.79</b>	<b>1773</b>	<b>917,423.70</b>	<b>738</b>	<b>677,751.79</b>	<b>1945</b>	<b>1,389,300.00</b>	<b>10689</b>	<b>7,743,987.38</b>		

BEST AVAILABLE DOCUMENT

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As of March 31, 1994

Table 5

Source	PIOT	Obligation	Expended	Balance to date
<b>CORE</b>				
PPC/WID	1303301	319,216.00	319,216.00	-
PPC/WID	1304301	200,000.00	200,000.00	-
PPC/WID	1306301	50,000.00	50,000.00	-
PPC/WID	1308301	200,000.00	200,000.00	-
PPC/WID	0302400	318,000.00	318,000.00	-
PPC/WID	0302403	367,635.00	367,635.00	-
PPC/WID	0302406	87,000.00	87,000.00	-
PPC/WID	0302409	73,000.00	73,000.00	-
PPC/WID	0302409-1	40,000.00	40,000.00	-
PPC/WID	0302412	90,000.00	90,000.00	-
PPC/WID	0302416	26,099.79	26,099.79	-
PPC/WID	0302418	145,000.00	145,000.00	-
PPC/WID	0302421	105,000.00	105,000.00	-
PPC/WID	0302422	82,000.00	82,000.00	-
PPC/WID	1361831	30,166.00	30,166.00	-
PPC/WID	930-0100-2691275	114,062.00	114,062.00	-
PPC/WID	930-0100-2691570	687,365.00	687,365.00	-
PPC/WID	930-0100-3692159	200,000.00	200,000.00	-
PPC/WID	930-0100-3692160	400,000.00	400,000.00	-
PPC/WID	930-0100-3692161	945,185.00	392,180.86	553,004.14
PPC/WID	930-100-2691276	114,062.00	114,062.00	-
PPC/WID	930-100-2691277	114,062.00	114,062.00	-
PPC/WID	930-100-2691278	114,062.00	114,062.00	-
PPC/WID	930-100-2691279	114,062.00	114,062.00	-
PPC/WID	9307407	12,745.00	12,745.00	-
Original Oblig	9307001	150,000.00	150,000.00	-
PPC/WID	9307012	8,946.75	8,946.75	-
<b>TOTAL Core</b>		<b>5,107,668.54</b>	<b>4,554,664.40</b>	<b>553,004.14</b>

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As of March 31. 1994

Source	PIOT	Obligation	Expended	Balance to date
<b>BUY-IN</b>				
AFR/Regional	624-510-3-20033	35,000.00	35,000.00	-
AFWID	698-0529-3-1611039	10,708.00	10,708.00	-
AFWID	698-0529-3-2614411	39,877.00	39,877.00	-
ANE	398-0048-3-0632007	120,000.00	120,000.00	-
ANE	398-0249-3-0631011	10,000.00	10,000.00	-
ANE	398-0249-3-0634012	3,260.00	-	3,260.00
ANE	9634008	11,198.00	4,766.01	6,431.99
APRE	499-0000-3-1672223	38,000.00	38,000.00	-
Asia Bureau	499-0002-3-3672544	50,000.00	50,000.00	-
Asia Regional	499-0000-3-2672017	35,858.00	35,858.00	-
Asia Regional	499-0000-4-4672000	33,079.00	8,071.28	25,007.72
Bangladesh	388-0082-3-20065	132,036.00	-	132,036.00
Belize	505-0000-3-00018	6,675.00	6,675.00	-
Bolivia	511-0000-4-3-00191	12,000.00	12,000.00	-
Bolivia	511-0000.0-3-90162	5,300.00	5,300.00	-
Bolivia	511-0000.04-3-0054	2,535.00	2,535.00	-
Bolivia	511-0000.04-3-0070	11,975.00	11,975.00	-
Bolivia	511-0000.04-30003	6,731.50	6,731.50	-
Bolivia	511-0000.1-3-10133	5,000.00	5,000.00	-
Bolivia	511-0000.4-3-10078	8,300.00	8,300.00	-
Bolivia	511-0000.4-3-20116	47,158.00	47,158.00	-
Bolivia	511-0543-3-00299	6,188.00	6,067.11	120.89
Bolivia	3-20047	71,517.00	65,555.74	5,961.26
Botswana	633-0250-3-00046	7,500.00	7,500.00	-
Botswana	633-0250-3-90079	9,674.00	9,674.00	-
Brazil	512-5980784-3-30008	150,000.00	83,648.20	66,351.80
Burundi	695-0510-3-00004	25,000.00	25,000.00	-
Cape Verde	655-0015-3-80030	11,700.00	11,700.00	-
Chad	677-0060-3-10002	15,027.00	15,027.00	-
Chile	034-2007	8,245.00	8,245.00	-
Chile	513-598-616-3-0010	100,000.00	100,000.00	-
Costa Rica	515-0000-3-00073	16,011.00	16,011.00	-
Costa Rica	515-0000-3-10053	23,500.00	23,500.00	-
Cote d'Ivoire	624-0510-3-10014	106,260.00	106,260.00	-
Dom. Rep	517-0000-3-00042	8,478.98	8,478.98	-
E. Europe	180-0021-3-2622209	50,000.00	50,000.00	-
Ecuador	518-0-3-20060	39,662.00	39,662.00	-
Ecuador	518-000-3-00025	50,520.00	50,520.00	-
Ecuador	518-0000-3-09159	11,703.00	11,703.00	-
Ecuador	518-0000-3-30011	23,419.00	23,419.00	-
Ecuador	518-0000-3-30011A	3,028.00	3,028.00	-
El Salvador	519-0406-3-30029	5,167.00	5,167.00	-
Gambia	635-0510-3-00018	31,752.00	31,752.00	-
Guatemala	520.000.03-3-0173	6,412.54	6,412.54	-
Guatemala	520.0000.01-3-0172	11,000.00	11,000.00	-
Haiti	521-000.5-3-10201	4,800.00	4,800.00	-
Honduras	522-9106-3-10117	27,200.00	27,200.00	-
Kenya	615-0510-3-00048	16,000.00	16,000.00	-
Kenya	615-0510-3-20142	13,905.00	13,905.00	-
LAC	598-0000-3-0655008	50,000.00	50,000.00	-
LAC	598-0784-3-1651016	296,000.00	296,000.00	-

As of March 31, 1994

Source	PIOT	Obligation	Expended	Balance to date
LAC Regional	598-0000-3-4652100	30,114.00	-	30,114.00
Mali	688-0510-3-00033	20,000.00	20,000.00	-
Malawi	Pending	3,018.00	-	3,018.00
Morocco	608-0178-3-00045	17,525.00	17,525.00	-
Morocco	608-021403-10099A	20,000.00	20,000.00	-
Morocco	608-02143-10099	32,574.00	32,574.00	-
Morocco	608-024-9-3-10033	49,700.00	49,700.00	-
Mozambique	656-0217-3-00022	37,731.00	37,731.00	-
NE Bureau	298-249-3-3632418	60,000.00	14,232.34	45,767.66
NE Regional	298-0249-3-2632007	74,112.00	74,112.00	-
NE Regional	298-0249-3-4632402	37,000.00	16,259.08	20,740.92
Nepal	499-000-3-20024	55,500.00	55,500.00	-
Nepal	499-0000-3-30002	44,867.00	44,867.00	-
Niger	683-0261-3-10040	14,714.00	14,714.00	-
NIS	110-0001-3-3662018	19,365.00	19,365.00	-
Original Oblig	9307326	50,000.00	50,000.00	-
Pakistan	391-0479-3-70492	13,000.00	13,000.00	-
Pakistan	391-0470-3-00190	25,000.00	10,267.94	14,732.06
Peru	527-000-3-00064	13,000.00	13,000.00	-
Poland	181-000-3-30009	20,000.00	20,000.00	-
PRE Bureau	940-0001-3641363	22,257.00	22,257.00	-
PRE Bureau	940-0001-3641364	68,179.00	23,923.57	44,255.43
R&D/EID	936-5451-2691546	20,000.00	20,000.00	-
R&D/PO	936-1406-3692277	10,000.00	10,000.00	-
RDO/C	538-000-3-00018	6,000.00	6,000.00	-
RDO/C	538-0000-3-00039	10,000.00	10,000.00	-
RDO/C	538-0000-3-00043	15,110.00	15,110.00	-
RDO/C	538-0000-3-00050	5,900.00	5,900.00	-
REDSO	624-043-3-90053	82,000.00	82,000.00	-
REDSO	624-0434-3-90051	9,109.67	9,109.67	-
REDSO/WCA	624-0510-3-09028	30,000.00	30,000.00	-
Rwanda	696-0130-3-00063	34,000.00	34,000.00	-
Rwanda	696-0130-3-92007	80,000.00	66,662.84	13,337.16
S. Africa	674-0301-3-10028	22,870.00	22,870.00	-
Senegal	685-0294-3-90083	24,768.00	24,768.00	-
Uganda	617-0128.00-3-10088	71,572.00	71,572.00	-
Uganda	617-0510.0-3-10001	14,980.00	14,980.00	-
Uganda	617-0510.1-3-10024	18,662.00	18,662.00	-
Uganda	617-510-01-3-20008	23,000.00	23,000.00	-
Uganda	617-510-3-10002	5,750.00	5,750.00	-
Yemen	279-0083-3-80192	25,862.00	25,862.00	-
Zimbabwe	690-0510-3-00009	8,670.00	8,670.00	-
Zimbabwe	690-0510-3-00010	3,074.00	3,074.00	-
Zimbabwe	613-K-604-3-50541	7,934.34	7,934.34	-
E. Eur Regiona	180-0249-3-2622527	118,000.00	inactive	118,000.00
Rwanda ARTS	696-0130-3-92007	29,000.00	inactive	29,000.00
	Adjustment	3,697.00	3,697.00	-
<b>TOTAL Buy-in</b>		<b>3,231,975.03</b>	<b>2,673,840.14</b>	<b>558,134.89</b>

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As of March 31, 1994

Source	PIOT	Obligation	Expended	Balance to date
<b>MATCH</b>				
APRE-MATCH	1303348	26,000.00	26,000.00	-
APRE-MATCH	1305337	31,000.00	31,000.00	-
LAC-WID MATCH	1308330	58,000.00	58,000.00	-
LAC-WID MATCH	1305340	60,147.00	60,147.00	-
LAC-WID MATCH	1303330	86,853.00	69,196.74	17,656.26
MATCH	0302431	617,249.78	617,249.78	-
MATCH	0302440	120,000.00	120,000.00	-
MATCH	0302430	313,568.00	313,568.00	-
MATCH	0302437	159,000.00	159,000.00	-
MATCH	0302432	36,250.00	36,250.00	-
MATCH	0302467	100,000.00	100,000.00	-
MATCH	0302460	67,196.00	67,196.00	-
MATCH	0302467-1	36,707.00	36,707.00	-
MATCH	0302475	30,000.00	30,000.00	-
MATCH	0302485	30,000.00	30,000.00	-
MATCH	936-2750-3692224	570,000.00	478,847.45	91,152.55
MATCH	1361826	65,879.00	65,879.00	-
MATCH	1361828	136,368.00	136,368.00	-
MATCH	936-2750-2691568	24,590.41	24,590.41	-
MATCH	936-2750-2691567	325.00	325.00	-
MATCH	936-2750-2691896	545.00	545.00	-
MATCH	936-2750-369223	30,000.00	30,000.00	-
MATCH	1361827	22,247.00	889.37	21,357.63
MATCH	1361828-A	9,599.00	-	9,599.00
MATCH	1361829	20,627.00	-	20,627.00
MATCH	936-2750-261900	669.00	-	669.00
MATCH	936-2750-2691567	978.00	-	978.00
MATCH	936-2750-2691831	8,378.00	-	8,378.00
Original Oblig	9307327	25,000.00	25,000.00	-
Original Oblig	9307427	10,000.00	10,000.00	-
Original Oblig	9307027	50,000.00	49,999.92	0.08
Original Oblig	9307426	46,000.00	45,999.99	0.01
Original Oblig	9307026	300,000.00	300,000.00	-
Original Oblig	9307328	75,000.00	75,000.00	-
Original Oblig	9307226	69,000.00	69,000.00	-
Original Oblig	9307126	75,000.00	75,000.00	-
Original Oblig	9307127	48,619.00	48,619.00	-
Original Oblig	9307428	100,000.00	100,000.00	-
PPC/WID	9307035	12,205.00	12,205.00	-
PPC/WID	9307064	269,454.00	269,454.00	-
PPC/WID	9307254	5,600.00	5,600.00	-
PPC/WID	9634008	56,507.00	56,507.00	-
<b>TOTAL Match</b>		<b>3,804,561.19</b>	<b>3,634,143.66</b>	<b>170,417.53</b>

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