

# GENDER CONSIDERATIONS IN DEVELOPMENT

February 15-17, 1989



USAID  
**ASIA & NEAR EAST**  
**Regional Workshop**

Rabat, Morocco

PARTICIPANTS' WORKBOOK

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**WORKSHOP OVERVIEW**

- o Cover Letter
- o Summary Schedule
- o Workshop Goal, Objectives & Desired Outcomes
- o Participants and Staff List

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**DAY 1**

- o Session 1: Workshop Orientation
- o Session 2: Workshop Agenda & Assumptions
- o Session 3: Exploring the Issues
- o Session 4: Considering Gender in the Development Process  
+ GIF

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**DAY 2**

- o Session 5: Information Resources
- o Session 6: Individual Application

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**DAY 3**

- o Session 7: Non-Project Assistance & Gender Considerations
- o Session 8: Your Roles in Your Mission
- o Session 9: Planning for Action
- o Session 10: Workshop Summary, Evaluation and Closure

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**ADDITIONAL RESOURCES/REFERENCES**

*6. Newsprint ??*

**5**

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AGENCY FOR INTERNATIONAL DEVELOPMENT  
WASHINGTON, D. C. 20523

DEPUTY ADMINISTRATOR

Dear Participant:

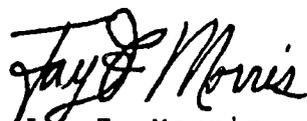
It is a pleasure to welcome you to A.I.D.'s "Gender Considerations in Development" Workshop for the Asia and Near East (ANE) Region. Your participation in this effort furthers the Agency's commitment to the integration of women in mainstream projects and programs.

The importance of women and gender issues to the overall economy of Asia and Near East countries has been well established. Women play a critical role in all aspects of agricultural production and in household farm decision-making and they form an important part of the agricultural wage labor force. In the private sector, women often predominate in the low-income areas of services, commerce, and garment making. In many ANE countries, women constitute a sizable percentage of those working in the informal sector and their participation in informal sector activities differs from that of men in a variety of ways.

As the participation of women is crucial to achieving increased agricultural production as well as improved performance in private enterprise, I applaud your efforts to help us better institutionalize the inclusion of women in A.I.D.'s programs and projects. Working together, we can and will take the critical steps needed to ensure that women's contribution to the ANE Region's economic growth is maximized.

I request your full participation in this workshop knowing that this will lead to greater success in our programs and projects.

Sincerely,

  
Jay F. Morris  
Deputy Administrator

## GENDER CONSIDERATIONS IN DEVELOPMENT

Asia and Near East Regional Training Workshop  
Rabat, Morocco  
February 15-17, 1989

### SUMMARY SCHEDULE

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WEDNESDAY, FEB. 15

DAY 1

8:30 A SESSION 1 - WORKSHOP ORIENTATION  
11:00 A SESSION 2 - WORKSHOP AGENDA AND ASSUMPTIONS  
11:15 A SESSION 3 - EXPLORING THE ISSUES  
12:30 P LUNCH  
2:00 P SESSION 4 - CONSIDERING GENDER IN THE  
DEVELOPMENT PROCESS  
5:00 P Summary and Break for the Day

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THURSDAY, FEB. 16

DAY 2

8:30 A SESSION 5 - INFORMATION RESOURCES  
12:30 P LUNCH  
2:00 P SESSION 6 - INDIVIDUAL APPLICATION  
5:00 P Summary and Break for the Day

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FRIDAY, FEB. 17

DAY 3

8:30 A SESSION 7 - NON-PROJECT ASSISTANCE AND  
GENDER CONSIDERATIONS  
10:00 A SESSION 8 - YOUR ROLES IN YOUR MISSION  
11:00 A SESSION 9 - PLANNING FOR ACTION  
12:30 P LUNCH  
2:00 P ACTION PLANNING CONTINUED  
2:45 P SESSION 10 - WORKSHOP SUMMARY, EVALUATION AND CLOSURE  
4:30 P WORKSHOP ENDS

## GENDER CONSIDERATIONS IN DEVELOPMENT

**USAID Asia and the Near East Regional Training Workshop  
Rabat, Morocco**

**February, 15-17, 1989**

### WORKSHOP GOAL

To increase awareness of, knowledge about, and motivation and skills for incorporating gender considerations into every stage of the U.S.A.I.D. development process.

### WORKSHOP OBJECTIVES

By the end of the workshop, participants will:

- 1) have used the Gender Information Framework (GIF) for incorporating gender in the project development process in the agricultural sector;
- 2) have analyzed a development program, project or activity for which they are responsible in terms of gender considerations;
- 3) have developed a specific individual work plan for incorporating gender considerations into a development program, project or activity for which they are responsible; and
- 4) have examined some of the impacts of structural adjustment with a gender related focus.

### DESIRED OUTCOMES

At the end of the workshop, participants will:

- 1) be able to relate the six factors in the Gender Variable Matrix to specific programs/projects;
- 2) be able to use the GIF as a resource document to incorporate gender considerations into development programs/projects;
- 3) be able to identify and use information resources available within the host country and elsewhere for effective design decisions incorporating gender;
- 4) be aware of and able to apply strategies incorporating gender considerations for programs or projects; and
- 5) be aware of types of linkages between structural adjustment and gender considerations in development activities in a Mission's portfolio.

## APPENDIX A

### ANE Participants

Kathryn E. Hawley	Fiji	RDO/SP Training Advisor
Joanne Hale	Indonesia	Chief AG Director
Munther Azar	Jordan	ADO
Rachida El Alduani	Morocco	Training Specialist
Monique Bidaoui	Morocco	Training Officer
Aleksandra Braginski	Morocco	Project Development IDI
Bob Dodson	Morocco	
Rollo Ehrich	Morocco	Chief/AG Division
Kay Freeman	Morocco	Assistant Controller
Dale Gibb	Morocco	Chief PHR/HR & WIDO
Robert V. Thurston	Nepal	S/ADO
Dick Goldman	Pakistan	S/ADO
Jan Paul Emmert	Sri Lanka	RDO/WIDO
Ans Burgett	Tunisia	ADO
John Schamper	Yemen	AG Economist
John Swanson	Yemen	S/ADO
Lisa McGowan	ICRW	Economist
Michael Paolisso	ICRW	Anthropologist
Richard Cobb	ANE/W	ANE/TR Deputy Director
Anamaria Long	ANE/W	Bureau HR & WID
James Lowenthal	ANE/W	ANE/TR/HRD Chief
Charles Uphause	ANE/W	Chief Near East AG Div
Ron Grosz	PPC/WID	Training Coordinator/
Tulin Pulley	PPC/WID	ANE Liaison & PVT Enterprise Development
Al Rollins	Training Team	Lead Trainer
Ginny Hubbs Caye	Training Team	Trainer
Rosalie Huisinga Norem	Training Team	Trainer/Economist
Kamylla Albritton	Training Support	Conference Logistics Coordinator

## **SESSION 1: WORKSHOP ORIENTATION**

**Time: 2 Hours, 10 Minutes**

### **Objectives**

At the conclusion of this session, participants will:

1. have been officially welcomed to the training workshop by representatives of the sponsors;
2. have been introduced to the training staff and the logistics and administrative support team;
3. have heard the vision and expectations of PPC/WID and the ANE Bureau;
4. have reviewed A.I.D. policies and procedures for incorporating gender considerations in development programs/projects design, implementation and evaluation;
5. have reviewed major activities related to Women in Development legislation;
6. have heard how the ANE training fits into the larger strategy for institutionalizing WID concerns; and
7. know the names and work locations of at least 3 persons they did not know before.

<u>Time</u>	<u>Activities</u>
8:30 A	- Official Welcome to Participants by Morocco Mission Director - Introduction of Lead Trainer and Workshop Staff
8:35 A	- Presentation by ANE Bureau representative on Bureau WID Action Plan and major development directions and priorities
9:15 A	- Opening comments by Ron Grosz, PPC/WID - Question and Answer Time
10:00 A	- Small Groups Get Acquainted Exercise
10:20 A	- Reports from Small Groups
10:40 A	- Break

## **SESSION 2: WORKSHOP AGENDA AND ASSUMPTIONS**

**Time: 15 Minutes**

### **Objectives**

At the conclusion of this session, participants will:

1. be aware of why the workshop is being conducted and what we intend to accomplish together;
2. know which of the expectations we can and cannot address; and
3. be aware that their active participation is critical to the success of the learning experience.

<b><u>Time</u></b>	<b><u>Activities</u></b>
11:00 A	Plenary Session <ul style="list-style-type: none"><li>- Overview of Training Workshop Goals, Objectives and Schedule</li><li>- Presentation of Workshop Assumptions</li><li>- Questions and Answers</li></ul>
11:15 A	Close of this Session

### **SESSION 3: EXPLORING THE ISSUES**

**Time: 1 Hour, 15 Minutes**

#### **Objectives**

At the conclusion of this session, participants will:

1. identify some implications for their own work from the new legislation and agency mandates about gender;
2. be able to describe how appropriate consideration for gender relates to other issues which they must address in the process of improving the way development is carried out;
3. recognize how failure to give consideration to gender differentiation can impede project success and/or the process of development; and
4. appreciate how the consideration of gender in specific aspects of development policy and project design can increase the success potential of a project.

<u>Time</u>	<u>Activities</u>
11:15 A	Plenary Session-Overview of the Issues
11:30 A	Group Discussion
11:45 A	Small Group Session to Identify Concerns
12:10 P	Nominal Group Technique to Report to Total Community
12:20 P	Summary and Reflection
12:30 P	Close of this Session

## **SESSION 4: CONSIDERING GENDER IN THE DEVELOPMENT PROCESS**

**Time: 3 Hours**

### **Objectives**

At the conclusion of this session, participants will:

1. be able to list and utilize 6 key gender factors to be considered in the baseline situation for project/program design;
2. become aware of how the Gender Information Framework can be used as a resource in development programming and training; and
3. have reviewed a Project Identification Document (PID) using the six key gender factors.

<u>Time</u>	<u>Activities</u>
2:00 P	Presentation of the 6 key gender factors to be considered in the baseline situation for project/program design, followed by questions and answers.
2:30 P	Practice with the key factors - Reading and discussion of edited Yemen PID and background paper in small groups.
3:30 P	Break
3:45 P	Total group - analyzing PID using the gender factors.
4:15 P	Presentation of Gender Information Framework.
4:30 P	Questions and Answers
4:45 P	Summary and Closing of this session.

DRAFT

EXECUTIVE SUMMARY

THE GENDER INFORMATION FRAMEWORK:  
GENDER CONSIDERATIONS IN DEVELOPMENT DESIGN

Technical Reports in Gender and Development No.1-89

Office of Women in Development  
U.S. Agency for International Development

## THE GENDER INFORMATION FRAMEWORK

### INTRODUCTION

The **Gender Information Framework (GIF)** is a set of resources and guidelines for incorporating gender considerations into A.I.D.'s development programming cycle. The GIF provides guidelines for the Country Development Strategy Statement (CDSS), Action Plan, Project Identification Document (PID) and Project Paper (PP).

Underlying the GIF is the basic premise that **gender is an important variable in the development process**. This reflects A.I.D. evaluation findings that mainstream projects which match project activities to the roles and responsibilities of men and women, in the baseline situation, are more likely to achieve their immediate purposes and broader socio-economic goals than projects that do not.

To ensure more positive project outcomes, planners need to analyze key differences in male/female roles and responsibilities, analyze the implications of these differences for programming, and incorporate that information in development activities.

Analysis of gender as a variable is useful at all stages of programming, beginning with the formation of a country programming strategy. For the CDSS, an understanding of how gender affects the situation at the household level provides an anchor for the macro-economic data used to inform country analyses. At the project development or adaptation level, more detailed knowledge of gender differences is needed to guide effective targeting of resources.

The GIF contains resources to assist in the consideration of gender for each programming document:

- o **Gender Variable Guide** - four key factors to identify how gender is a variable in the baseline situation;
- o **Summary Guidelines for Document Review** - a two-page summary of how and where to include gender considerations in A.I.D.'s documents; and
- o **Gender Considerations** - for four stages of the A.I.D. programming process.

The Gender Variable Guide, Summary of Guidelines for Document Review and Gender Considerations are the core elements of "The Gender Information Framework: Gender Considerations in Development Design," the first in a series of Technical Reports in Gender and Development, edited by the Office of Women in Development, U.S.A.I.D. The larger work provides extensive explanation of each of these elements. It is available on request from AID/PPC/WID.

## GENDER VARIABLE GUIDE

The Gender Variable Guide assists in identifying four economic factors for which different male/female roles are likely to be significant: division of labor, income, expenditure patterns, and access to and control of resources in STEP ONE (below). In STEP TWO, it guides analysis of these gender differences to determine implications for programming, specifically:

- o Differences in females' and males' access and constraints to participation in or obtaining benefits from A.I.D. projects; and
- o Opportunities for increasing productivity by recognizing and building on differences in gender roles, responsibilities, skills, and knowledge.

### STEPS IN GENDER VARIABLE ASSESSMENT:

**STEP ONE: IDENTIFY FACTORS** where gender might intervene in social and economic production systems to be affected by development activities.

#### Allocation of Labor

##### Household Activities

- o Who is responsible for which aspects of household maintenance (fuel/water provision, building maintenance, child care, food preparation, etc.)?
- o What is time allocation by gender and age? How do time and labor allocations vary with economic class or position in household?

##### Agricultural Production

- o What activities of male and female household members contribute to agricultural and livestock production? (Analyze by crop and/or by livestock animal.) How do these activities vary by season?
- o What is the time allocation by gender and age?
- o Is shared labor available for women? Men? On what basis?

##### Non Farm Production

- o In what kinds of off- or non-farm small scale enterprises (SSE) are men and women engaged (e.g., craft production, sale of prepared foods, dressmaking, trading?)
- o Who performs what tasks for which kinds of non-farm production?
- o What is the time allocation for these tasks by gender and age?

### Sources of Income

#### Farm

- o What income or food is generated from crops, livestock, and crop/livestock by-products (e.g., milk, manure)? How much and in what season?
- o To what extent are inputs and technical assistance available and utilized? How and where are foods marketed?

#### Non-Farm

- o What is the total income from non-farm employment (small scale enterprise, wage labor)? How much income does each of these activities provide?
- o How do male and female incomes compare? How do they vary by season? Who controls each type of income?
- o How, where, and by whom are SSE goods and services marketed?
- o Who uses technical assistance, credit, purchased raw materials and to what extent?

### Expenditures

- o Who is responsible for which elements of family expenses and provisioning (e.g., staple grains, vegetables, school fees, medical care, clothing, ceremonies?)

### Access to and Control of Resources

- o What resources (e.g., labor, land, credit, technical assistance) are required for current productive activities?
- o Who controls which resources to what extent? How does that affect ability to increase economic productivity?

**STEP TWO: ANALYZE the implications of significant gender differences for development planning and implementation.**

### Constraints

- o What are the key differences between men's and women's constraints to participation in the major areas of A.I.D. programming (e.g., labor, access to credit) for major productive activities?

### Opportunities

- o What special skills and knowledge, resulting from gender differences in roles and responsibilities (e.g., specialized agricultural knowledge, marketing skills, working in groups) can be used or enhanced to increase economic productivity?

## SUMMARY OF GUIDELINES FOR DOCUMENT REVIEW

These guidelines summarize recommendations for including gender considerations in A.I.D.'s programming documents. They are based on a variety of documents within and external to A.I.D.

### IN GENERAL:

- o Disaggregate data by gender wherever possible.
- o Indicate how you will collect or locate and use data that are needed but unavailable.
- o Use gender distinctions in terminology in all documents and communications so that you specify more precisely the social context and impact of A.I.D.'s work (e.g., men and women farmers, female and male entrepreneurs).

### IN PROJECT ASSISTANCE:

- o Disaggregate by gender:
  - Project objectives where appropriate,
  - Benchmarks for project monitoring and evaluation,
  - Logframe (objectives, monitoring, etc.).
- o Incorporate gender considerations:
  - Throughout the project design document,
  - In technical, financial, institutional, economic, and social soundness analysis,
  - In project implementation, monitoring, and evaluation.
- o Describe plans to incorporate gender considerations, in explicit terms, in country strategy statements, action plans, project identification, and project design documents. Specifically:
  - Strategies to involve women where gender analysis indicates they are active in program or project sectors.
  - Benefits for women and men.
- o Include decision points in the project implementation schedule, to allow project modification or redirection to incorporate gender considerations as new baseline or project monitoring data become available.

**IN NON-PROJECT ASSISTANCE PROGRAMS:**

- o Disaggregate by gender:
  - Objectives where potential beneficiaries are described,
  - Impact assessment,
  - Benchmarks for monitoring and evaluation,
  - Logframe (objectives, monitoring, etc.)
- o Examine gender considerations in: technical, institutional capability, economic, and social feasibility analysis sections.
- o Include gender disaggregated impact monitoring at the household level.
- o Specify decision points when program can be adapted to offset short-term adverse impacts on women and men.

**PROJECT/PROGRAM DESIGN AND EVALUATION TEAMS:**

- o Include gender considerations in scopes of work for: technical, institutional, social soundness, and financial analyses in project and non-project assistance documents.
- o Incorporate gender issues analysis in scopes of work for evaluation team members.
- o Indicate responsibility to address gender considerations in the scopes of work for design and evaluation team leaders.

**REQUESTS FOR PROPOSALS:**

- o Include a requirement to address gender considerations.
- o Specify in criteria for selection of proposals:
  - Gender considerations,
  - Assessment of how gender issues are addressed.

## GENDER CONSIDERATIONS

The **Gender Considerations** explain how to incorporate significant gender differences and their implications in the development of four A.I.D. documents: CDSS, Action Plan, PID, and Project Paper. The discussion of each document follows, as much as possible, the format for document preparation presented in Handbook 3 and guidance cables. The headings of the Gender Considerations refer to the headings found in the document reviewed. Key questions follow many of the Gender Considerations, indicating additional detail needed for those issues.

### GENDER CONSIDERATIONS: COUNTRY DEVELOPMENT STRATEGY STATEMENT (CDSS)

#### 1. PROBLEM ANALYSIS AND DESCRIPTION:

- 1.1 Identify significant gender differences in productivity/income data and analyses in subsectors; where data are insufficient, include specific strategies to obtain them.
- o For men and women, what are the rates of:
    - Urban labor force participation (formal and informal sectors),
    - Rural employment (farm and non-farm).
  - o What are the levels of productivity for men and women, especially in small scale enterprises including:
    - Number, average size, type of goods and services provided by small scale enterprises,
    - Use of credit, technical assistance, technology, and
    - Volume of production and productivity per hour.
  - o What are male and female internal and external rates of migration? How are migration and other socio-cultural changes affecting household structure?
  - o What percentage of the households are headed by women? How is the percentage of female headed households changing?
  - o What are household member incomes from farming and non-farm sources?
  - o What are intra-household expenditure patterns?
  - o What government policies affect sectors where men's and women's non-farm economic activities are concentrated, in the formal and informal sectors? Do they place gender-specific constraints on productivity?
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- o What are the effects of recent performance of the macro-economy on sectors and subsectors where men's and women's activities are concentrated?
- 1.2 Describe gender-based constraints to and opportunities for participation in economic development.
- o Which of the legislative, economic, and cultural constraints, that affect access to productive resources, are different for males and females?
  - o How do these constraints affect interventions that aim to increase productivity?
  - o What are the opportunities for increasing productivity by building on gender differences (in skills, knowledge, social networks, etc.) in areas where men's and women's non-farm economic activities are concentrated?
  - o How do changes in household structure (from migration, socio-cultural change) affect access of labor and income at the household level? What are the implications of changes in access to labor and income for programming?
- 1.3 Disaggregate nutrition data by gender.
- 1.4 Hunger:
- 1.4.1 Disaggregate agricultural data by gender.
- o By crop/livestock, for male and female producers, what are: estimated land farmed, yields, offtake, use of inputs, profit?
- 1.4.2 Consider gender roles and constraints in food self-provisioning; analyze implications for programming; where needed information is not available, include strategies to obtain.
- o Who produces/raises which crops, livestock (including fish)? for home consumption and/or sale?
  - o For key crops and livestock: what are representative patterns of labor allocation in the food system? Who plants, weeds, fertilizes, waters, stores, markets, processes agricultural products? How do these activities vary by season?
  - o What different constraints are faced by men and women in meeting their responsibilities for food provisioning (e.g., access to land, water, credit, technical assistance?)
  - o How do the gender-based division of labor and resource constraints affect the potential for increasing food availability?

- o How do government supports for specific crops (cash food, export) affect family food production?
- o How do division of labor, access to and control of resources affect the natural resource base (e.g., who owns, plants, tends, cuts trees, and uses tree products? Who controls animal pasturing and offtake? Who provides labor for and/or makes decisions about soil conservation practices?)
- o What are the implications of gender differences, in labor and access to and control of resources, for programs to ensure a sustainable resource base for food and fuel?
- o Where A.I.D. is supporting agricultural research and where both men and women are involved in agriculture-related activities of both men and women, what crops and what constraints and opportunities are addressed?

1.5 Describe significant gender differences shown in health data and analysis.

1.6 Education:

1.6.1 Describe significant gender differences shown in education and training data.

- o For males and females, what are:
  - Enrollment rates in primary and post primary education/training facilities, especially in sectors of USAID emphasis;
  - Completion rates for males/females;
  - Availability of educated women and men;
  - Adult literacy rates for males/females?

1.6.2 Consider gender-based constraints to education and training and their impact on national development policies.

- o What constraints and opportunities for education and training differ by gender? What are the implications of these differences for national development, specifically:
  - Availability of educational facilities (construction of schools);
  - Availability of teachers and teacher training;
  - Future (self- or wage) employment for women and men.

## GENDER CONSIDERATIONS: ACTION PLAN

1. REVIEW OF PROGRESS TOWARD ACHIEVING A.I.D. STRATEGY OBJECTIVES - PROGRAM IMPACT ASSESSMENT:
  - 1.1 Identify key gender differences by sector:
    - o In sectors of A.I.D. activity, for males and females, what are: labor force participation rates; rates of productivity, especially in small scale enterprise; income from farm and non-farm sources; intrahousehold expenditure patterns? How do males and females participate in agricultural and other production?
    - o What data are available to assess impact of gender differences on progress toward A.I.D. goals and objectives?
  - 1.2 Incorporate gender data in background information and review of current projects/programs (descriptions, implementation plans, and impact analyses).
    - o Within the sectors of A.I.D. activity, how do constraints on participation in economic development differ for men and women?
    - o Do roles and responsibilities pose different constraints on men's and women's access to, participation in, and benefit from A.I.D. programs?
    - o What are the differential impacts of mission programs by gender?
    - o How have opportunities (e.g., building on gender-based knowledge, skills, and social groups) been incorporated in the design of program strategies?
    - o Which programs/projects assist women directly to increase earnings and/or food production? Which assist men? Which assist women indirectly? which assist men indirectly?
    - o What proportions of projects assist women's: productive activities, health, other social services? How does this compare with the proportions of assistance to men in these areas?
  - 1.3 Assess gender disaggregated data availability
    - o What are the implications for monitoring and adapting current mainstream programs? How will needed data be collected?
2. IMPLICATIONS FOR FUTURE PROGRAM ACTION:

Describe modifications planned for existing programs to

## 2. STRATEGY

### 2.1 Problem Specific Strategies (Portfolio Review)

#### 2.1.1 Review current and planned projects. In sectors where women or women and men are active include:

- o Assessment of gender considerations in project descriptions, implementation plans, and impact analyses;
- o Steps Mission will take to incorporate gender considerations in mainstream projects; and
- o Objectives, achievements, impacts, and benchmarks disaggregated by gender.

#### 2.1.2 Review overall Mission portfolio to assess ways in which projects increase women's and men's economic productivity as well as health and access to social services.

- o Which projects/programs assist women directly to increase earnings and/or food production? Which assist indirectly? How does this correspond with their economic responsibilities?
- o What proportion of projects assist women's productive activities compared to those that provide health or other services? How does this compare with assistance to men in these areas?

### 2.2 Mission Programming Strategy: plan or review activities to institutionalize inclusion of gender issues in program and project design, implementation, monitoring, and evaluation.

- o How do host country men and women participate in the dialogue that leads to problem selection, program and project design, evaluation?

#### 2.2.1 Develop strategies for collection of needed data.

- o What are the systems in the host country and USAID to collect gender-disaggregated data?

#### 2.2.2 Establish benchmarks for measuring institutionalization;

#### 2.2.3 Conduct training to enhance A.I.D. and host country development planners' skills in and awareness of gender issues as appropriate; and

#### 2.2.4 Initiate policy dialogue with government on gender issues.

address gender considerations, where needed.

**3. STRATEGIES, OBJECTIVES, TARGETS, AND BENCHMARKS:**

- 3.1 Assess how gender variables affect long-term development strategies in sectors where women or women and men are active.
- 3.2 Establish and include gender in short-term targets and benchmarks for progress in meeting objectives.

**4. MISSION MANAGEMENT AND MONITORING:**

Review current progress and future steps to enhance mission capability to address gender issues:

- o What are the benchmarks for measuring the institutionalization of gender issues in Mission programming?
- o What is the strategy for collection of gender disaggregated data needed for adaptation of current and future projects?

**GENDER CONSIDERATIONS: PROJECT IDENTIFICATION DOCUMENT (PID)**

**1. PROJECT DESCRIPTION**

- 1.1 Problem Statement: consider how gender affects social and economic aspects of the problem to be addressed.
- o How do men and women participate in activities the project will affect?
  - o How do division of labor, income, expenditure patterns by gender affect the problem?
  - o How do gender-based constraints to access to resources affect the situation?
  - o How do both men and women participate in defining the problem?
- 1.2 Statement of Expected Project Achievements: assess the feasibility of achievement of objectives, given gender differences in roles and responsibilities as well as access to project resources and project benefits.
- o To what extent will participation of both men and women affect project achievement? For example, will achievement of project objectives require contribution of family labor or group self-help labor? If yes, does project design enable and encourage participation of and benefits to both men and women?

**2. OUTLINE OF THE PROJECT AND HOW IT WILL WORK**

2.1 Project Elements:

- 2.1.1 Identify strategies that are appropriate to male and female roles and responsibilities where project will affect women's and men's activities.
- o What kinds of approaches to solving the problem would draw upon the skills and knowledge of men and women?
- 2.1.2 Identify technical issues in the project design that will affect/be affected by men's and women's roles and responsibilities.
- o Whose labor/financial responsibilities are supported by the proposed technical package or technical assistance?
  - o Do new technologies take into account gender division of labor, women's and men's separate or joint crop production, and/or gender-specific constraints to increased productivity?

- o Have host country women and men participated in designed strategies to address development constraints?
- 2.1.3 Review project components for consistency with the social and economic organization of activities the project will affect as well as constraints and opportunities entailed in that organization.
- 2.1.4 Include strategies to obtain gender-disaggregated data and feedback from both men and women in project monitoring and evaluation systems where their activities will be affected by the project.

### 3. FACTORS AFFECTING PROJECT SELECTION AND FURTHER CONSIDERATION

#### 3.1 Social Considerations:

- 3.1.1 Include known information about key gender variables in analysis of factors affecting project activities.
  - o What information is available and what is needed on gender differences in key socio-cultural factors including:
    - Division and seasonality of labor;
    - Intra-household incomes and expenditures and their control; seasonal variations in income and expenditures;
    - Access to and control of resources;
    - Access to project benefits;
    - Key constraints.
- 3.1.2 Consider who benefits from the project and how they benefit.
  - o Are beneficiaries appropriate, given the social organization of activities the project will affect?
  - o Will project benefits and their allocation provide sufficient incentive to encourage participation?
- 3.1.3 Identify gender considerations related to ability to participate in project.
  - o What are prerequisites to participation (e.g., literacy, land) and how do these affect men's and women's ability to participate and benefit?
- 3.1.4 Assess differential impact of project by gender.
  - o Will the project have differential short- or long-term impact on women and men?
  - o How might this impact affect project sustainability?

- 3.2. Economic Considerations: examine how the proposed approach will affect men's and women's economic roles and improve family well-being.
  - o Are economic benefits consistent with income and expenditure patterns of women and men?
  - o How will project interventions affect these patterns?
- 3.3 Technical Considerations: assess the technical expertise and experience of proposed recipient country implementing agency in reaching women; consider developing such capacity as part of the project, if needed.
  - o What is the experience of the implementing agency in reaching women and men in their separate and joint economic (productive) roles?
  - o What linkages exist to ensure feedback from both men and women to researchers, extensionists, planners, etc. involved in project implementation?
- 3.4 Budget Consideration: examine budget estimates for consistency with needs and opportunities described in Social and Economic Considerations sections.
  - o Where gender is a factor in activities to be affected by the project, does the budget include the funds necessary for appropriate staffing, gender-disaggregated data collection, monitoring project impact on men and women, and outreach to both men and women?
- 3.5 Design Strategy:
  - 3.5.1 Summarize gender-disaggregated data needs for Project Paper (PP) or pre-PP study.
  - 3.5.2 Indicate how such data will be collected and analyzed.
  - 3.5.3 Recommend PP team composition necessary to ensure that gender issues are effectively addressed.

**GENDER CONSIDERATIONS: PROJECT PAPER (PP)**

**1. PROJECT RATIONALE AND DESCRIPTION**

1.1 Problem: Consider how gender affects the problem to be addressed.

- o How do men and women participate in the activities the project will affect, directly or indirectly? How is the problem different for men and women? Have both men and women participated in defining the problem and identifying solutions?

1.2 Project Elements:

1.2.1 Develop strategies to incorporate women (based on technical, financial, economic, social soundness, and administrative analyses) where women or both women and men play a role(s) in activities.

- o Where women play a major role in project-related activities, how do proposed strategies utilize and expand women's productive capacities?
- o What strategies address the constraints to participation that result from gender differences in roles and responsibilities? For example, will outreach strategies, timing, and location, scope and scale of project elements (e.g., size of loans, kind of training, type of equipment) enable the participation of both men and women?

1.2.2 Assess the consistency between project elements, purpose, inputs, outputs, social and other analyses.

- o Are actions to be taken consistent with significant gender differences in the organization of activities, income, and expenditure patterns the project will affect?

1.2.3 Indicate strategies to collect gender-disaggregated baseline data where they are unavailable.

1.2 Cost Estimates: Estimate funds needed for collection of gender-disaggregated baseline data, training/materials development, project personnel, and other project elements that enable participation of both women and men.

1.3 Implementation Plan:

1.3.1 Identify male and female training participants, criteria for eligibility, and strategy for recruitment, where project analyses indicate female personnel are important.

- 1.3.2 Include appropriate project personnel to provide technical assistance to both men and women.

## 2. SUMMARIES OF ANALYSES

- 2.1 Technical Assessment: include gender as variable in technology needs assessment, analysis of cultural suitability, and potential impacts of the technical package.
- o Needs Assessment: What provisions are made for local men's and women's participation in selecting technologies?
  - o Access: Does the technical package (technology, information, credit, etc.) take into account gender and class differences in access to labor, cash, land or other resources that might affect access to the technology?
  - o Suitability: Where women play a major role in project-related activities, how will the project determine whether proposed technological innovations or assistance are acceptable to them? What provisions are made for women's participation in testing technologies and evaluating results?
  - o Impact: Given allocation of tasks by gender:
    - Will the technical package increase labor differentially for women and men?
    - Will it affect male vs. female access to resources?
    - How will changes from the technology affect both men's and women's domestic responsibilities and their ability to provide income or food for their families?
- 2.2 Financial Analysis: review intra-household differences in incomes and expenditures; examine women's and men's financial ability to participate in project.
- o Are there gender-based constraints to ability to pay for project inputs or participate in project? If yes, what are the implications for overall project impact and success?
  - o How will the project affect incomes of both male and female family members?
- 2.3 Economic Analysis: specify costs and benefits for male and female household members in terms of opportunity costs of labor, access to productive resources, status, and ability to meet family expenses.
- o How will the project affect gender-based patterns of income, labor, access to productive resources, and male/female ability to meet family expenses for food, health care, education, etc. and other family expenses?

## 2.4 Social Soundness Analysis:

2.4.1 Examine men's and women's roles in activities the project will affect and assess whether project inputs are appropriate according to the social and economic organization of activities.

- o What is the division of labor/time by gender in activities the project will affect? How does the division of labor affect activities the project is trying to implement?
- o What opportunities for increasing productivity are offered by the differences in roles and responsibilities among male and female household members?

2.4.2 Examine prerequisites for participation in project and how gender-based constraints will affect ability of appropriate household members to participate.

- o What are the formal/informal prerequisites to participation (e.g., literacy, collateral, access to labor)?
- o How does gender affect access to and control of resources (land, labor, capital) necessary to participate in the project?

2.4.3 Examine the distribution of benefits to women and men and how benefits affect incentives to participate.

- o Which household members benefit and how?
- o Do benefits to individual household members provide sufficient incentive to participate?
- o Do benefits offset any additional work that might be required?

2.4.4 Assess impact, short- and long-term, direct and indirect on: women's and men's income, expenditure patterns, division of labor, allocation of land and other productive resources.

- o How will the project affect patterns of labor allocation, income, expenditures, and status?
- o What are the implications of these changes for project sustainability and long-term development goals?

## 2.5 Administrative Analysis:

- 2.5.1 Describe the implementing institution's ability and experience in reaching both men and women; examine implications for project strategies.
- o For projects in which women will be/are providing labor, does the implementing agency have direct contacts with women or women's organizations for provision of technical assistance? If not, what steps should be taken to strengthen its ability to reach women?
- 2.5.2 Indicate what steps might be necessary, if any, to improve agency's ability to provide technical assistance to women.

## FRUIT AND OTHER HIGH VALUE CROPS MODULE

### a) Perceived Problem

The development of fruits, vegetables, and other high value crops is constrained by low yielding varieties, limited arable area for expansion, lack of technical knowledge and adoption of improved technologies, low input utilization, disease and insect pests, post-harvest losses, a poor market infrastructure, and unfavorable agricultural policies.

In order to meet Yemen's fruit and vegetable demand and to develop an export market potential for these crops, increased acreage needs to be planted in fruit trees, and the efficiency of production, post-harvest handling and marketing of both fruits and vegetables needs to be improved through the application of sustainable agricultural technologies.

### b) Module Purpose

To increase farm productivity through the identification, testing, development, and promotion of improved high value crop farm practices.

### c) Expected Achievements

- Incorporating into existing on-station research programs for varietal testing and research on appropriate farm practices (both on-station and on-farm) for fruits, selected vegetables, and other high value crops.
- Functioning outreach program in place for high value crops.
- Improved capacity of the private sector to provide required inputs and services for high value crops.
- Improved performance by the private sector in the marketing of high value crops.
- Plant Protection Directorate of the MAF providing recommendations on integrated pest management practices for high value crops.

### d) Module Outline

The USAID financed Horticultural Improvement and Training Subproject (HITS) has tested fruit tree species and varieties, carried out outreach programs for fruit tree cultivation, and assisted in the development of improved farm practices and fruit tree nurseries. These activities will be continued for deciduous fruits. As results from the recently started HITS varietal testing in tropical fruits are obtained, development and promotion of technology packages for tropical and sub-tropical fruits will also be possible. Module

horticulturists will work closely with fruit tree nurseries not only to extend adaptive farm practice research results but also to insure that nursery personnel advise farmers purchasing stock on improved farm practices for fruit tree cultivation, fertilization, and irrigation.

While FPP's initial work will concentrate on fruit, adaptive research and varietal testing will commence on a more modest scale in vegetables and other high value crops including grapes, melons, and dates. Based on research work within Yemen and elsewhere, technology packages will be developed, working through ARA and RDAs to conduct varietal evaluations and adaptive research on farming and plant protection practices. New crops will also be tested to determine their adaptability to Yemen. Once sufficient research and evaluation of a technology have been carried out on the experiment station, the technology will be tested on farmers' fields for validation under farm conditions. In addition, technologies undergoing on-farm validation will be evaluated with respect to their physical/environmental appropriateness and economic costs and benefits to farmers.

In conjunction with expertise provided by SSM, policy constraints to technology diffusion and adoption will be identified and dialogue conducted to minimize them. Also with help from SSM, outreach programs will be improved or developed in both the public and private sectors. In the public sector the module will seek to improve existing high value crop outreach programs operated by RDAs and other entities. In the private sector the module will concentrate on developing outreach programs for the agricultural inputs being sold or services being provided to farmers.

A farm enterprise data collection and monitoring system will be developed with support from SSM to help the project team, the MAF, and the private nurseries and input suppliers evaluate the effectiveness of each of the technology packages and their effect on farm income.

To improve the post-harvest technology and marketing organization of high value crops, the module will furnish assistance to identify constraints in the existing post-harvest and marketing structure and, through short-term technical assistance, work to have improved post-harvest and marketing technologies adopted in Yemen. Support for research on market organization and the economics of post-harvest and marketing technologies will be provided by SSM.

This module will require 24.4 person years of long term technical assistance which will include (1) horticulturists with experience in fruit and vegetable research, production, and handling, (2) a plant protection specialist and (3) a TCN extension specialist. Forty-five person months of short term technical assistance will also support the module. Training needs include 216 person months of long term U.S. academic training at the Masters level, 132 person months of short term technical, and 104 person months of in-country training. Commodities will be provided as necessary for module implementation.

## FERTILIZER UTILIZATION MODULE

### a) Perceived Problem

In 1988, USAID/Yemen funded an intensive review of fertilizer use and the potential for yield increases through higher rates of fertilizer application. The study found that with an average application of 12.4 and 5.5 kg of total nutrients per hectare in 1983 and 1987 respectively, Yemen's fertilizer use was among the lowest in the world. A review of soil surveys in Yemen showed that most of the agricultural soils have properties that are characteristic of arid region soils elsewhere and that significant crop yield increases are possible from the use of fertilizer on these soils. However, higher rates of fertilizer application in Yemen are constrained by the paucity of research on fertilizer use and crop response to fertilizers. Moreover, Yemeni farmers lack necessary information and knowledge on the importance of inorganic fertilizers and their proper use. Lastly, the study found that the present system of fertilizer import licensing and foreign exchange control have resulted in limited fertilizer availability and a private sector fertilizer marketing system that is poorly developed and inefficient, resulting in high fertilizer prices.

### b) Module Purpose

To increase farm productivity through the promotion of efficient use of inorganic fertilizers.

### c) Expected Achievements

- Functional soil testing laboratory at ARA.
- Fertilizer recommendations developed by ARA for major crops on irrigated and rainfed lands.

- Based on these recommendations, private and public outreach programs established for fertilizer use.
- Policy recommendations for increasing fertilizer supply and improving utilization.
- An improved private sector fertilizer marketing system.

d) Module Outline

ARA's capabilities will be strengthened for conducting fertilizer response studies in the different representative agro-climatic regions. In cooperation with the ARA and RDAs, field experiment research will develop a yield response function for the major crops, for key nutrients, rainfall zones and distinctly different soil regions. Experimental results will be verified through on-farm field trials. The operation of the ARA soil laboratory will be improved by furnishing equipment and training local staff so that it is capable of providing the soil testing services needed for research and outreach programs on fertilizer use.

During the testing and validation process of fertilizer response functions and of fertilizer components of technology packages developed under other technical modules, appropriate data will be collected by module personnel and the economic returns will be assessed by the agricultural production economist under the SSM.

Once crop-and region-specific fertilizer use recommendations are developed and proven economic, outreach and demonstration programs will be developed, working with the private sector, ARA and RDAs. Using the resources of the SSM module, the current fertilizer marketing and distribution system will be examined to identify feasible measures, including policy changes, to improve the private fertilizer marketing system and promote increased fertilizer supply and use. Assistance will also be provided using the resources of the SSM module to assist MAF to develop an accurate system for estimating total national requirements for different types of fertilizer. These estimates will be used to insure sufficient foreign exchange allocation for fertilizer imports.

The major inputs for the module will include 7.0 person years of long term technical assistance which will include (1) an agricultural researcher/extensionist, and (2) a soil chemist. In addition, two Peace Corps Volunteer agronomists/soil specialists will be recruited. Twenty-four person months of short term technical assistance will also support the module. Training needs include 144 person months of long term US academic, 48 person months of short term technical, and 300 person months of in-country training. Commodities will be provided as necessary for module implementation.

## BUBBLER IRRIGATION MODULE

### a) Perceived Problem

The majority of Yemeni farmers irrigate their fruit trees and vegetables by flooding, using unlined irrigation canals from tree to tree or basin to basin. The connecting furrows lose water through evaporation, percolation, and spillage. This, combined with application of excess water, reduces the efficiency of this traditional irrigation to about 35%. In addition to inefficiencies, the traditional system is very labor intensive for water management, weeding, rebuilding, and maintenance.

### b) Module Purpose

To increase farm productivity of crops adapted for basin irrigation through the promotion of bubbler systems.

### c) Expected Achievements

- Bubbler irrigation systems in operation on farmers' fields.
- Private sector firms actively designing, installing, and maintaining bubbler systems on farmers' fields.
- Bubbler irrigation curriculum developed and used at the Intermediate Secondary Agriculture Institutes (ISAI) at Ibb and Surdud and at the Faculty of Agriculture at Sana'a University (FOA).
- Farmers with bubbler systems trained in on-farm water management.

### d) Module Outline

The bubbler irrigation system has been successfully tested at two public sector nurseries and on one farmer's field in Yemen. It was found to have the following advantages: (1) simplicity (no moving parts), (2) labor savings, (3) low operation and maintenance costs, (4) a uniform water application rate with high utilization efficiency, and (5) availability of all components, with most manufactured locally. Having seen the systems in operation, neighboring farmers have requested assistance to install similar ones on their fields. The Embassy's Commercial Officer has identified, as many as twelve small Yemeni firms interested in the bubbler system as a commercial venture. The technology has been tested and demonstrated; the task is now promotion and diffusion of the bubbler irrigation system.

Outreach will be the primary focus of the module and will be carried out by the small private sector construction companies who are interested in the business of installing bubbler

systems. To develop the capacity of these companies to install and service bubbler systems, their employees will be trained by the technical assistance team in the design, installation and maintenance of the systems. Additionally, farmers possessing these systems will be trained in on-farm water management, first by the technical assistance team and later by the private sector companies. Moreover, bubbler technology will be included in the curriculum at the ISAI's and the FOA.

Returns to farmers and benefits from water conservation will be evaluated by the agricultural economist as part of the work under SSM.

The bubbler irrigation module will be implemented at the beginning of FPP because it will provide opportunities to collect baseline data at the farm level which will be used for other project activities. The data obtained will be analyzed to determine if there are major constraints impacting on farmer production systems that could be addressed in the SSM. The project will develop credibility with farmers and local contractors for future on-farm tests of production packages developed by other modules.

This module will require four person years of long term technical assistance for (1) an agricultural irrigation engineer with experience in farm level irrigation system design and operation, and (2) an Arabic speaking horticulturist trained at the Master's level, experienced in the practical aspects of horticultural production, who can provide direct assistance to farmers on other farming practices to insure maximization of the benefits of bubbler system technology. Additionally, an agricultural generalist (Peace Corps Volunteer) will be recruited to help in the diffusion of the technology. There will be approximately 80 person months of in-country training for farmers. Commodities will be provided as necessary for module implementation.

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Key Points

Identify the specific responsibilities of women and those of men, determine how they interact, and examine the nature of their relations as dictated by cultural traditions and/or religion.

Identify and study the different social classes which exist within the society to determine how a particular project will affect women at different economic or social levels.

Involve women directly in planning and decision making related to irrigation.

Ensure that women will not lose traditional land use or inheritance rights when irrigation is introduced and the value of land is consequently higher.

Examine the potential of traditionally female-run subsistence crops, both for improved family nutrition and income-generation.

Target women for training and extension activities.

Ensure that women will be remunerated directly for income-producing labor and control their income.

Help women save time so that they may be free for irrigation work, entrepreneurial initiatives, and educational activities.

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Introduction: The Problem

Few irrigation projects have a specific component to address the participation of and impact on women. However, the effectiveness and success of an irrigation project suffers if women are not considered. Thus, the incorporation of women into a project is no longer just a cultural or political issue but an economic necessity.

Certain assumptions cause project designers to focus on men as the main target group in irrigation projects. These assumptions are often not correct:

1. A great majority of households are headed by males.  
In many regions husbands migrate to distant areas for extended periods of time to seek work. Divorce or death of a spouse also leaves a women to manage the farm as well as the household.
2. The household is a joint decision making unit and husbands and wives thus have the same interests and objectives.  
Development efforts have often targeted male household heads since the benefits will automatically "trickle down" to the females. It is now clear that because responsibilities within the family are gender specific, men and women may have different objectives, controlling different and sometimes conflicting functions.
3. Women do not participate in agricultural labor. This assumption disguises the fact that:
  - o women are usually responsible for subsistence crops which provide most of the family nutrition (including home gardens);
  - o women are often responsible for crop processing, storage, transportation of the harvest to market, care of livestock, raising small animals and poultry;
  - o women do work in the fields, particularly during peak seasons of agricultural activity. They may not be included in surveys of agricultural labor conducted during off-seasons.

Women provide sixty to eighty percent of the agricultural labor in Asia and Africa and forty percent in Latin America. Ignoring these facts when targeting development efforts leads to an exclusive focus on the male population, and a consequent loss in productivity.

Because of these assumptions, incentives for female participation have not been integrated into development projects.

### Recommendations

Suggestions for integrating women into irrigation projects can be classified into eight general recommendations:

1. Identify the specific responsibilities of women and those of men, determine how they interact, and examine the nature of their relations as dictated by cultural traditions and/or religion.

Determine different jobs performed, expenditures, and food consumed according to gender. Other factors include religious obligations, inheritance patterns, marriage/mating customs (polygamous or monogamous), and changes in family structure following a marriage (who leaves home to move in with whose family).

2. Identify and study the different social classes which exist within the society to determine how a particular project will affect women at different economic or social levels.

Irrigation projects often widen the gap between the upper and lower classes of society, benefiting some women while hurting others. It is important to determine the repercussions of such development projects on all levels of society.

The effect of irrigation on upper class families is usually to raise their standard of living. Irrigation improves the quality and quantity of crop yields, providing a more steady and higher source of income. Labor saving agricultural machinery and home technology become more affordable and productivity levels are raised even further. Additional income

due to increased productivity permits these families to purchase more and better food, raise more milk producing animals, and obtain more scarce fuels. In many cases, women in these families may no longer have to work as wage earners nor spend as much time on their household chores.

As for those within the lower classes who do own land, the new dry season crop resulting from the introduction of irrigation increases the demand for labor since modern, labor saving machinery cannot be purchased. Since poor families often cannot hire help, lower class women are often called upon to work in the fields. In many cases they receive little or no remuneration for their labor. Their own crops may either suffer or stagnate causing family nutrition to remain substandard and even worsen. The protein or dairy source relied upon through poultry and livestock raising (traditionally a woman's responsibility) is endangered by the reduction in land available for grazing. Other traditionally female duties (childcare, vegetable garden cultivation, sanitation and health care) may suffer as well, making the opportunity cost of assisting men with irrigated cash crops too high in relation to the possible benefits.

During the rainy season, female labor may be in even higher demand but wages do not go up accordingly so that women prefer to work only in their own crops and perhaps in off farm jobs which provide them with better wages. Sometimes men choose not to grow a rainy season crop since labor costs would be too high.

Labor saving machinery as part of an irrigation project may cause unemployment among the landless or near-landless wage laborers. Small landholders may have to sell land they own if it cannot support them. Men may have to migrate to distant lands or to urban areas where job opportunities exist, leaving the women to manage any land left and provide for their families. If a woman derived income from working as hired help in the fields or homes of the wealthy, she could be displaced along with her husband as machinery now affordable due to increased income is introduced.

Where women must gather sticks and shrubbery for fuel, privatization of public or communal lands due to irrigation makes it difficult for them to find fuel. The standard of living can suffer if fuel must be purchased.

3. Involve women directly in planning and decision making related to irrigation.

Irrigation projects often set up user associations at the beginning of a project. These associations are often made up only of men. Women very rarely play any part in the decisions made relative to agricultural planning and maintenance. Because it has been assumed that the household is a joint decision making unit, males are considered to represent the common interests of the entire family. Consequently, women's specific interests are overlooked and incentives for their participation are not included in the project.

Participation in decision making should be guaranteed through policy measures.

4. Ensure that women will not lose traditional land use or inheritance rights when irrigation is introduced and the value of land is consequently higher.

Male-dominated irrigation associations usually usurp traditional land use or inheritance rights of women. Even if titles remain in the name of a woman, land is controlled by the father and passed on to the sons. Women become displaced from land which they have farmed for many years as men encouraged to produce cash crops push women off the land. Policy action must be taken to give women a voice in these associations and to strengthen existing female land claims.

5. Make traditionally female-run subsistence crops more important.

Traditionally, women maintain subsistence crops which serve as dietary supplements, while men are responsible for cash crops which are often exported. When the sole objective is to improve and augment existing cash crops as irrigation and new farming methods are introduced, (since dry season farming becomes possible), only men's crops benefit. The fact that in some cases, the women's crop could be turned into a cash crop as well is often overlooked by development planners.

Thus instead of improving their own crops with the new irrigation system, women are recruited to assist with the new dry season crop. Family nutrition is compromised as subsistence crops are neglected. Subsistence garden plots have been too small in earlier projects to provide for families' nutritional needs.

If irrigation ditches and water access points were brought closer to household gardens, subsistence crop yields would be higher, allowing for income through sales and/or improved nutrition.

6. Target women for training and extension activities.

Since information given to men is not automatically relayed to their wives, it is essential to train them directly for any work they will be responsible for. Since time constraints often keep women away from such training opportunities, incentives must be created to encourage their attendance:

- o make it easier for women to attend meetings by holding them in convenient locations, offering free transportation to them, or going to their individual homes to conduct the training.
- o pay attention to the time at which training is offered. Pick a time when fewer conflicting demands are being made on the women.
- o offer grain or money to women attending training or educational meetings to compensate for their time spent there.
- o employ female trainers and extension workers. This will allow for more understanding and a better rapport with women as well as provide role models for improvement.
- o offer education on nutrition and sanitation (so that general health problems and water-borne diseases sometimes associated with irrigation may be avoided).

An example of successful female-targeted training is the Home Development Centers developed as part of the Accelerated Mahaweli project. Women studied a curriculum which taught home gardening and dairy production techniques. Women were provided with bicycles for the daily commute from home. (refer to document in packet).

7. Ensure that women will be remunerated directly for income-producing labor and control their income.

In most societies, both the husband and wife have separate incomes and family responsibilities. The husband provides shelter and works in the fields, while the wife has responsibility for bearing and raising the children, growing the crops which feed them, and providing for them. However, the wife normally has fewer income-producing opportunities. There are cases where men do give all money earned (including their own) to their wives who control family expenditures. There are also situations where the husband controls all of the income, including the wife's. However, the norm is that both have their respective income sources and responsibilities. For women to profit from their labor, they must be paid directly. Since their gender specific expenditure responsibilities include food, medicine and education of children, these are the areas which suffer when women are not justly remunerated. In some cases, men will spend money on alcohol, religious obligations (trip to Mecca) or a new wife instead of saving it or spending it on necessities. While some actions may be justified, i.e. religious obligations, the family suffers nutritionally if the wife does not have access to funds, sufficient for the needs of the family.

Perhaps the best mechanism for assisting women in this regard is a women's credit or marketing cooperative. This ensures that women will be able to control their income receipts and implement their own private enterprise initiatives. Such an organization provides forum for discussion, planning and organization of cooperative efforts. It offers a chance for relief from economic dependence on men and consequent balance of bargaining power within the household.

Another possibility is that women be paid in kind (jewelry, livestock, grain) for their work. In this way, the intermediate step of holding cash would be eliminated.

8. Help women save time so that they may be free for irrigation work, entrepreneurial initiatives, and educational activities.

Careful scrutiny of a typical woman's working day will reveal many ways in which her time could be economized and consequently more productively used:

- o inexpensive technology for preparing and cooking food which is locally constructed and easy to repair, such as fuel-efficient stoves, hand-operated grinding mills, and small presses (for palm oil, coconut milk or sugar cane).
- o closer water access points
- o fast-growing trees and a communal mechanical saw for easier access to fuelwood.
- o light transport facilities for moving wood and water,
- o child care facilities so that daughters, who are often responsible for the care of their younger siblings, may be able to attend school alongside their brothers.
- o safety precautions to ensure that young children will not fall into irrigation ditches. This will free mothers and older children from having to watch their children as closely.

Conclusion:

Women are often eager to participate in irrigation projects. They realize the potential benefits if their rights are protected. The most effective way to ensure women's participation in a project is to show them that they too can benefit, that benefits outweigh the added burden, and to determine ways to alleviate their burden.

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Development efforts have often targeted male household heads since the benefits will automatically "trickle down" to the females. It is now clear that because responsibilities within the family are gender specific, men and women may have different objectives, controlling different and sometimes conflicting functions.
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During the rainy season, female labor may be in even higher demand but wages do not go up accordingly so that women prefer to work only in their own crops and perhaps in off farm jobs which provide them with better wages. Sometimes men choose not to grow a rainy season crop since labor costs would be too high.

Labor saving machinery as part of an irrigation project may cause unemployment among the landless or near-landless wage laborers. Small landholders may have to sell land they own if it cannot support them. Men may have to migrate to distant lands or to urban areas where job opportunities exist, leaving the women to manage any land left and provide for their families. If a woman derived income from working as hired help in the fields or homes of the wealthy, she could be displaced along with her husband as machinery now affordable due to increased income is introduced

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- o make it easier for women to attend meetings by holding them in convenient locations, offering free transportation to them, or going to their individual homes to conduct the training.
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An example of successful female-targeted training is the Home Development Centers developed as part of the Accelerated Mahaweli project. Women studied a curriculum which taught home gardening and dairy production techniques. Women were provided with bicycles for the daily commute from home. (refer to document in packet).

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Perhaps the best mechanism for assisting women in this regard is a women's credit or marketing cooperative. This ensures that women will be able to control their income receipts and implement their own private enterprise initiatives. Such an organization provides forum for discussion, planning and organization of cooperative efforts. It offers a chance for relief from economic dependence on men and consequent balance of bargaining power within the household.

Another possibility is that women be paid in kind (jewelry, livestock, grain) for their work. In this way, the intermediate step of holding cash would be eliminated.

8. Help women save time so that they may be free for irrigation work, entrepreneurial initiatives, and educational activities.

Careful scrutiny of a typical woman's working day will reveal many ways in which her time could be economized and consequently more productively used:

- o inexpensive technology for preparing and cooking food which is locally constructed and easy to repair, such as fuel-efficient stoves, hand-operated grinding mills, and small presses (for palm oil, coconut milk or sugar cane).
- o closer water access points
- o fast-growing trees and a communal mechanical saw for easier access to fuelwood.
- o light transport facilities for moving wood and water.
- o child care facilities so that daughters, who are often responsible for the care of their younger siblings, may be able to attend school alongside their brothers.
- o safety precautions to ensure that young children will not fall into irrigation ditches. This will free mothers and older children from having to watch their children as closely.

Conclusion:

Women are often eager to participate in irrigation projects. They realize the potential benefits if their rights are protected. The most effective way to ensure women's participation in a project is to show them that they too can benefit, that benefits outweigh the added burden, and to determine ways to alleviate their burden.

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SUMMARY OF DEVELOPMENT EXPERIENCE

January 1986

Encouraging Female Participation  
in Irrigation Projects

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Key Points

Identify the specific responsibilities of women and those of men, determine how they interact, and examine the nature of their relations as dictated by cultural traditions and/or religion.

Identify and study the different social classes which exist within the society to determine how a particular project will affect women at different economic or social levels.

Involve women directly in planning and decision making related to irrigation.

Ensure that women will not lose traditional land use or inheritance rights when irrigation is introduced and the value of land is consequently higher.

Examine the potential of traditionally female-run subsistence crops, both for improved family nutrition and income-generation.

Target women for training and extension activities.

Ensure that women will be remunerated directly for income-producing labor and control their income.

Help women save time so that they may be free for irrigation work, entrepreneurial initiatives, and educational activities.

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Introduction: The Problem

Few irrigation projects have a specific component to address the participation of and impact on women. However, the effectiveness and success of an irrigation project suffers if women are not considered. Thus, the incorporation of women into a project is no longer just a cultural or political issue but an economic necessity.

Certain assumptions cause project designers to focus on men as the main target group in irrigation projects. These assumptions are often not correct:

1. A great majority of households are headed by males.  
In many regions husbands migrate to distant areas for extended periods of time to seek work. Divorce or death of a spouse also leaves a women to manage the farm as well as the household.
2. The household is a joint decision making unit and husbands and wives thus have the same interests and objectives.  
Development efforts have often targeted male household heads since the benefits will automatically "trickle down" to the females. It is now clear that because responsibilities within the family are gender specific, men and women may have different objectives, controlling different and sometimes conflicting functions.
3. Women do not participate in agricultural labor. This assumption disguises the fact that:
  - o women are usually responsible for subsistence crops which provide most of the family nutrition (including home gardens);
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  - o women do work in the fields, particularly during peak seasons of agricultural activity. They may not be included in surveys of agricultural labor conducted during off-seasons.

Women provide sixty to eighty percent of the agricultural labor in Asia and Africa and forty percent in Latin America. Ignoring these facts when targeting development efforts leads to an exclusive focus on the male population, and a consequent loss in productivity.

Because of these assumptions, incentives for female participation have not been integrated into development projects.

### Recommendations

Suggestions for integrating women into irrigation projects can be classified into eight general recommendations:

1. Identify the specific responsibilities of women and those of men, determine how they interact, and examine the nature of their relations as dictated by cultural traditions and/or religion.

Determine different jobs performed, expenditures, and food consumed according to gender. Other factors include religious obligations, inheritance patterns, marriage/mating customs (polygamous or monogamous), and changes in family structure following a marriage (who leaves home to move in with whose family).

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Labor saving machinery as part of an irrigation project may cause unemployment among the landless or near-landless wage laborers. Small landholders may have to sell land they own if it cannot support them. Men may have to migrate to distant lands or to urban areas where job opportunities exist, leaving the women to manage any land left and provide for their families. If a woman derived income from working as hired help in the fields or homes of the wealthy, she could be displaced along with her husband as machinery now affordable due to increased income is introduced

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An example of successful female-targeted training is the Home Development Centers developed as part of the Accelerated Mahaweli project. Women studied a curriculum which taught home gardening and dairy production techniques. Women were provided with bicycles for the daily commute from home. (refer to document in packet).

7. Ensure that women will be remunerated directly for income-producing labor and control their income.

In most societies, both the husband and wife have separate incomes and family responsibilities. The husband provides shelter and works in the fields, while the wife has responsibility for bearing and raising the children, growing the crops which feed them, and providing for them. However, the wife normally has fewer income-producing opportunities. There are cases where men do give all money earned (including their own) to their wives who control family expenditures. There are also situations where the husband controls all of the income, including the wife's. However, the norm is that both have their respective income sources and responsibilities. For women to profit from their labor, they must be paid directly. Since their gender specific expenditure responsibilities include food, medicine and education of children, these are the areas which suffer when women are not justly remunerated. In some cases, men will spend money on alcohol, religious obligations (trip to Mecca) or a new wife instead of saving it or spending it on necessities. While some actions may be justified, i.e. religious obligations, the family suffers nutritionally if the wife does not have access to funds, sufficient for the needs of the family.

Perhaps the best mechanism for assisting women in this regard is a women's credit or marketing cooperative. This ensures that women will be able to control their income receipts and implement their own private enterprise initiatives. Such an organization provides forum for discussion, planning and organization of cooperative efforts. It offers a chance for relief from economic dependence on men and consequent balance of bargaining power within the household.

Another possibility is that women be paid in kind (jewelry, livestock, grain) for their work. In this way, the intermediate step of holding cash would be eliminated.

8. Help women save time so that they may be free for irrigation work, entrepreneurial initiatives, and educational activities.

Careful scrutiny of a typical woman's working day will reveal many ways in which her time could be economized and consequently more productively used:

- o inexpensive technology for preparing and cooking food which is locally constructed and easy to repair, such as fuel-efficient stoves, hand-operated grinding mills, and small presses (for palm oil, coconut milk or sugar cane).
- o closer water access points
- o fast-growing trees and a communal mechanical saw for easier access to fuelwood.
- o light transport facilities for moving wood and water,
- o child care facilities so that daughters, who are often responsible for the care of their younger siblings, may be able to attend school alongside their brothers.
- o safety precautions to ensure that young children will not fall into irrigation ditches. This will free mothers and older children from having to watch their children as closely.

Conclusion:

Women are often eager to participate in irrigation projects. They realize the potential benefits if their rights are protected. The most effective way to ensure women's participation in a project is to show them that they too can benefit, that benefits outweigh the added burden, and to determine ways to alleviate their burden.

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## STRATEGIC SUPPORT MODULE

### a) Perceived Problem

The technical modules will develop farming technologies that are more productive and profitable for farmers. In order for these technologies to be adopted, they must be profitable for both the farmers who will use them, and for the private agribusiness sector which will sell and service them. Moreover, the private sector must be made aware of the existence and profitability of selling and servicing the new technologies. Accelerated growth in production will also require the strengthening of private sector marketing channels, if market saturation and low, disincentive-level farmgate prices are to be avoided. Unless specific efforts are made to enhance diffusion by the public and private sectors of new technologies, diffusion and acceptance of the new technologies will be seriously delayed. In certain cases, national policies must also be modified to allow for importation of needed inputs, reduce excessive taxation or other barriers to agricultural development, and to encourage the strengthening of marketing channels and the diffusion of new technologies.

FFP technical modules will share common needs in a number of areas, which will be addressed by the Strategic Support Module (SSM). These include farm budget, financial and economic profitability analyses, policy analyses, soliciting private sector interest in input and product marketing, as well as development and implementation of plans to diffuse the tested technology packages and communication media required for diffusion. Duplicating effort under each of the application modules would result in excessive cost for FFP as a whole. Areas of common need to all application modules need to be addressed by a "horizontal" module which could provide the required services in an efficient manner.

### b) Module Purpose

To provide common inter-module support to the FFP technical modules in the areas of farm budget, economic, financial and policy analyses, promotion of private sector input distribution and marketing, and assistance in the development and implementation of plans for diffusion of technology packages.

### c) Expected Achievements

-Farm budget analyses as well as broader marketing and feasibility analyses to demonstrate the profitability of

new technology packages and of private sector actions in both input supply and product marketing.

- Policy studies and analyses to provide advice to the Government concerning the policy environment necessary to encourage adoption of new technology packages and more efficient marketing of agricultural inputs and production.
- Diffusion of information to the public and private sectors regarding production and marketing technologies, including those related to export marketing.

d) Module Outline

Technical modules under FPP will provide the necessary technical expertise for identifying, testing, and developing improved technologies, which will then be made available for diffusion through the private and public sectors. The SSM will provide the economic, financial, agribusiness, and communications expertise necessary to document the financial and economic merit of technology packages and to develop and help implement plans for the diffusion of tested technology packages. SSM and technical module personnel will work with private sector input distributors and irrigation contractors to insure that these private sector firms are an integral part of the technology promotion and diffusion effort. To this end, SSM will undertake feasibility studies from a business point of view related to distribution or specific products and the marketing of agricultural production. In areas where national policies are of concern, the SSM will conduct analytical studies to advise the Government concerning policy impediments to the diffusion and adoption of new technology and marketing methods.

The SSM will provide its services to technical modules which will be located in various MAF institutions. In addition, it will work with various private sector entities in technology diffusion and on feasibility analyses. The most appropriate host government counterpart agency is the Directorate of Planning and Statistics of the Ministry of Agriculture and Fisheries. However, the purpose of the SSM will be to support the activities of FPP technical modules through policy, feasibility, and farm production economics analyses, through appropriate efforts to insure technology diffusion, and by efforts to enhance private sector marketing of inputs and production, as opposed to offering technical assistance, per se to the Directorate of Planning and Statistics.

Major SSM inputs will include 21.5 person years of long term technical assistance, including (1) an agribusiness specialist to encourage the private sector in technology package diffusion, (2) an agricultural production economist to manage

data collection and conduct economic analyses of technology packages, (3) an agricultural policy analyst to examine specific policy issues, (4) a communications specialist to prepare information materials for mass media and training in outreach programs for private and public sectors and, (5) in later stages of the project, a marketing specialist to replace the agribusiness specialist and to advise on agricultural marketing issues. Thirty-six person months of TDY assistance will be provided to conduct subsectoral feasibility, marketing, and policy studies. Sixty person months of short term training would be provided in various fields of agribusiness and policy formulation. Commodities will be provided as necessary for module implementation.

Synthesized Project Identification Document  
Farming Practices in Productivity  
USAID/YEMEN

SECTION I PROGRAM FACTORS

A. Overview of Rationale for Project

Since the advent of the oil boom among Middle East oil producers, Yemen's economy has been transformed from a subsistence economy to one driven by remittance flows from Yemenis working in neighboring oil producing states, high levels of Arab donor aid, and recently, oil revenues from newly exploited oil reserves. In the course of this transformation, cultivation of marginal cereal lands declined as Yemenis found wage opportunities in Saudi Arabia and Yemen's own burgeoning urban areas more attractive than the returns from subsistence farming. Simultaneously, expanding disposable incomes created a demand for high value agricultural produce. To maximize profits and income, significant numbers of Yemeni farmers invested in irrigation and mechanization and sought crops promising high returns. Nonetheless, overall agricultural production has not kept pace with population growth and increased disposable incomes, and food imports have risen dramatically.

Yemen's population is predominately rural; just over half of rural income comes from agricultural production, 35% from worker remittances, and 14% from non-farm enterprises. Therefore, accelerated growth in the agricultural sector will be of major importance in deciding the country's economic future. Yemen has only about 200,000 hectares of prime cereal production land located in humid areas of the country, and because irrigation water costs are prohibitively high for relatively low value crops such as cereals, it is certain that wheat cultivation cannot economically provide a major source for rural income growth.

High value crops such as fruits and vegetables occupy roughly half of Yemen's irrigated land, and the percentage is increasing. Water for irrigation is scarce; efficiency of water usage is estimated at 35%; and water conservation practices are seldom used. Improved irrigation efficiencies would reduce pumping costs and enable more crops to be irrigated. Yemen's fertilizer use is among the lowest in the world. Its agriculture is also characterized by low levels of usage of improved seeds and other agro-chemicals. In sum, substantial yield improvements are possible, as are reduced irrigation costs, through dissemination and adoption of technology improvements.

SECTION II PROJECT DESCRIPTION

A. Perceived Problem

Agricultural productivity and production in Yemen have stagnated

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at low levels. From population growth pressures, the country faces a strongly growing demand for food crops. Farmers are willing and eager to improve their economic condition through increased production, but they are limited in doing so by the following major constraints: 1) scarce resources, especially water for irrigation, arable land and labor, 2) inadequate knowledge of water-conserving technologies, 3) lack of knowledge among farmers, public and private suppliers, and technicians as to exactly which farming practices are best for various agroclimatic regions of Yemen, 4) unavailability and/or high cost of essential inputs such as compound fertilizer, improved seeds and seedlings, and pesticides, 5) poorly developed markets, and 6) uncertain and inconsistent governmental policies.

### B. Goals and Purpose

The strategic goal for USAID/Yemen's entire project portfolio is sustainable long-term growth of Yemen's economy.

The goal of the Farming Practices for Productivity Project is to increase agricultural production. The project's subgoal is increased profit for Yemeni farmers. Increased profit will encourage farmers to continue investing in agriculture, which in turn will ensure sustained production.

The project's purpose is to increase farm productivity through the identification, testing, demonstration, dissemination, and adoption of improved farm technology packages and through the identification and promotion of associated and required market structure and policy reforms.

### C. Policy Constraints and FPP

The first element of the FPP policy agenda is an Agricultural Pricing Incentives Study that the Mission plans to carry out prior to PP preparation to identify Yemen's areas of

As a second part of FPP's policy agenda, USAID/Yemen believes that considerable policy reform success is possible on specific micro instances of macro policies. As FPP develops technology packages with demonstrated yield and farmer income returns, specific policy and structural constraints to their adoption will be identified. It is expected that these constraints will include sufficient foreign exchange allocations for import of specific inputs, direct Government interventions in distribution that impede more effective private sector input marketing, and separate and time-consuming reviews for registration of agro-chemicals for use in Yemen.

### D. Expected Achievements and Outputs

Major achievements are expected to include (1) adoption of improved

technology packages, (2) policy revisions to redress both macro and micro level policy constraints impeding economically sound agricultural development, and (3) increased involvement of the private sector to support agricultural production and marketing.

### 3. Description of Project

The project will be implemented through the Ministry of Agriculture and Fisheries (MAF), and its autonomous authorities such as the Agricultural Research Authority (ARA), the Tihama Development Authority (TDA), and other Regional Development Authorities (RDAs), and private sector firms. For each potential improved technology or farming practice, the project will work through a number of stages:

1. Preliminary identification of technology packages.
2. Testing, adapting, and developing technology packages.
3. Promotion of technology packages.
4. Outreach and diffusion of technology packages.
5. Monitoring adoption impacts and constraints.

### G. Description of Project Modules

#### 1. Strategic Support Module (SSM)

The SSM will provide the economic, financial, agribusiness, and communications expertise necessary to document the financial and economic merit of technology packages and to develop and help implement plans for the diffusion of tested technology packages. SSM and technical module personnel will work with private sector input distributors and irrigation contractors to insure that the private sector firms are an integral part of the technology promotion and diffusion effort. To this end, SSM will undertake feasibility studies from a business point of view related to distribution of specific products and the marketing of agricultural production. In areas where national policies are of concern, the SSM will conduct analytical studies to advise the Government concerning policy impediments to the diffusion and adoption of new technology and marketing methods.

#### 2. Fertilizer Utilization Module

ARA's capabilities will be strengthened for conducting fertilizer response studies in the different representative agro-climatic regions. In cooperation with the ARA and RDAs, field experiment research will develop a yield response function for the major

crops, for key nutrients, rainfall zones and distinctly different soil regions. Experimental results will be verified through on-farm trials. The operation of the ARA soil laboratory will be improved by furnishing equipment and training local staff so that it is capable of providing the soil testing services needed for research and outreach programs on fertilizers use.

### 3. Bubbler Irrigation Module

Outreach will be the primary focus of the module and will be carried out by the small private sector construction companies who are interested in the business of installing bubbler systems. To develop the capacity of these companies to install and service bubbler systems, their employees will be trained by the technical assistance team in the design, installation and maintenance of the systems. Additionally, farmers possessing these systems will be trained in on-farm water management, first by the technical assistance team and later by the private sector companies. Moreover, bubbler technology will be included in the curriculum at the ISAs and the FOA.

Returns to farmers and benefits from water conservation will be evaluated by the agricultural economist as part of the work under SSM.

### 4. Irrigation Technologies Module

This module will focus on irrigation technologies other than the bubbler system. In cooperation with ARA, the Irrigation Technologies Module will identify and import tried and tested irrigation technology packages from other countries.

### 5. Fruit and Other High Value Crops Module

The USAID financed Horticultural Improvement and Training Subproject (HITS) has tested fruit tree species and varieties, carried out outreach programs for fruit tree cultivation, and assisted in the development of improved farm practices and fruit tree nurseries. These activities will be continued for deciduous fruits. As results from the recently started HITS varietal testing in tropical fruits are obtained, development and promotion of technology packages for tropical and sub-tropical fruits (and on a smaller scale, high value vegetables) will also be possible.

In conjunction with expertise provided by SSM, policy constraints to technology diffusion and adoption will be identified and dialogue conducted to minimize them. Also with the help from SSM, outreach programs will be improved or developed in both the public and private sectors.

A farm enterprise data collection and monitoring system will be developed with support from SSM to help the project team, the MAF.

and the private nurseries and input suppliers evaluate the effectiveness of each of the technology packages and their effect on farm income.

To improve the post-harvest technology and marketing organization of high value crops, the module will furnish assistance to identify constraints in the existing post-harvest and marketing structure and, through short-term technical assistance, work to have improved post-harvest and marketing technologies adopted in Yemen. Support for research on market organization and the economics of post-harvest and marketing technologies will be provided by SSM.

#### 6. Logistics Support Module (LSM)

The LSM module will control and maintain financial records for all FPP local expenditures. It will provide basic support services for all FPP modules, and assist FPP project personnel in obtaining visas, customs clearance, transportation of management services for local hire personnel under all FPP modules. The LSM Module will also furnish administrative management for participant training.

### SECTION III FACTORS AFFECTING PROJECT SELECTION

#### A. Social Considerations

This project will assemble and diffuse technologies that are new to Yemeni farmers. There are three major populations that will benefit from these technologies. First-order beneficiaries are (1) the farmers whose incomes will increase from adopting new technologies, and (2) private sector entrepreneurs who add the technologies to their product and profit lines, as well as entrepreneurs who will enter new operations required by and resulting from the new technologies being created and marketed. Second-order beneficiaries are the (3) consumers who have increased quantities of products available that are grown using the new technologies.

To benefit from the new technologies, farmers will need land, water, and capital. Access to these resources is unevenly distributed within rural areas. Thus, there is a potential risk that the project will compound initial inequities. To help avoid further polarization and inequity among farmers, and to help assure that smaller farmers will benefit from this project, the development of new technologies will consider the full range of land and water patterns found in Yemen.

In addition, SSM's agribusiness expert could explore different loan schemes with the Cooperative and Agriculture Credit Bank and with private sector firms (e.g., through supplier credits and lease/hire arrangements) to help assure that smaller farmers can gain access to capital to procure the new technologies to be provided under

this project.

Yemeni women play a significant role in agricultural production. Although their current involvement in irrigated farming is minimal, the technologies provided under this project could alter the work and time demands placed on different family members. Attention will be given early in the project to the implications that the new technologies have on women's work and welfare.

During the design and early development of the project, consideration will be given to ways of facilitating the marketing of new technologies through the private sector. Particular attention will be given to linkages involving (1) the producers/suppliers of new technologies, (2) private sector traders operating from a number of local higher-order market centers and serving in their own economic interests as technology-sellers, and, where possible, (3) local development committees.

### 3. Economic and Financial Considerations

Before proceeding further in project design, a preliminary case needs to be made that improved technologies will be profitable; more specifically, that they will be sufficiently more profitable than the old systems for farmers to be willing and able to adopt them.

#### Initial Costs of New Equipment and Cash Returns Sample Crops - Potatoes and Tomatoes - Rials/Ha.

1. Additional First Year Costs of Improved <u>Irrigation</u>	<u>Potatoes</u>	<u>Tomatoes</u>
a. Rials	31,569	38,724
b. US\$ (US\$ 1.00 = YR 6.41)	4,941	6,041
2. Gross Margin, cash basis with improved irrigation	26,435	123,338
3. No. of months to recover cost of new equipment (A.1 - B)	10	3

The table above needs to be modified somewhat for tenant farmers, who account for 10 percent of the land holdings and 3.5 percent of the land area in the YAR. Sharecroppers, who must surrender from one quarter to one half of their crop to the owners, but customarily bear all of the costs, could afford the added investment in the fruit and vegetable areas, but almost certainly could not on the cereal crops.

For the next stage of project design and preparation of project

economic and financial analyses, it is expected that the Agricultural Pricing Incentives Study will be completed.

### C. Women in Development

Activities that provide direct support to women are included in the Mission's general development and agriculture projects. The PETS subproject had a long-term, Arabic speaking extension agent, a woman, who promoted improved poultry management in villages. Beginning in December, 1988, the HITS subproject will initiate a training program for women in horticultural practices. New practices developed under this project will be taught at the Ibb Secondary Agricultural Institute, which recently began special training courses for women, at the Faculty of Agricultural at Sana'a University, where an increasing number of women are matriculated.

### D. Design Strategy

#### 1. Project Paper Design Plan

Section III outlines the economic and financial analyses to be completed for the project paper. To carry out those analyses, incorporate the findings and recommendations of the Agricultural Pricing and Incentive Study, and complete other PP requirements the Mission requires assistance as follows:

a. An Agricultural Economist/Farm Management Specialist to prepare analyses on fertilizer application, the bubbler irrigation system and various technical packages. (This individual might be a member of the team conducting the Agricultural Pricing and Incentives Study.)

b. An Agricultural Marketing Economist - to examine and identify more specific input and product marketing constraints and develop project interventions for public and private sectors.

c. A Project Design Specialist - someone skilled in preparing and assembling AID project documentation.

#### 2. Issues

The project design will consider the need to ensure that small farmers have access to the technological packages developed under the project. The project will attempt to ensure this access by making access one of the criteria for the creation of these packages. Design will also consider the possibility of using local development boards and other agencies to develop means by which private water resources can be shared equitably. This design work will be part of the Mission's updating of the Social-Institutional Profile.

LOGISTICAL FRAMEWORK

FARMING PRACTICES FOR PRODUCTIVITY 279-0084

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS
<u>GOAL</u>			
To increase agricultural production in Yemen	<u>MEASURES OF GOAL ACHIEVEMENT</u> Increases in agricultural production of 3% per year.	-CPO statistical data	-Weather Patterns are normal -Agriculture development remains the top priority for YARG
<u>SUB-GOAL</u>			
To increase profit for Yemeni farmers	farm profits increased	-Survey results	-YARG provides resources to support Agr. development as planned
<u>PURPOSE</u>			
To increase farm productivity through the identification, dissemination, and adoption of improved farm technology packages and through the identification and promotion of associated and required market structure and policy reforms	<u>CONDITIONS INDICATORS - EOP</u> Agricultural productivity increased 6% per annum on high value crops (HVC)  Irrigation efficiency improved by 20% on irrigated HVC.	-Survey results  -Survey results	-YARG enacts policies which facilitate orderly marketing of farm outputs -Private sector responsive to identified opportunities for increased profits in farm output marketing
<u>Outputs</u>			
1. Inorganic fertilizer usage increased	<u>Magnitude of outputs</u> 1. 5% increase per annum	1. CPO statistical data	-Farmers respond to increased profit potential of improved technologies
2. Bubbler systems employed	2. At least 250 systems in place	2. Project records	-YARG enacts policies which facilitate importation or local production of essential farm inputs
3. Other appropriate irrigation technologies employed	3. At least three tech. packages employed.	3. Project records	-Private sector responsive to identified opportunity for increased profit in farm input marketing
4. Additional appropriate high value crops and associated technologies identified, tested and in production	4. At least six varieties in production	4. Project records	
5. Policy reforms regarding input availability and product marketing among others enacted	5. Reforms implemented	5. Evaluations - Surveys	
6. Market structures and operations better support input supply requirements and improve product and input marketing	6. Modifications implemented	6. Evaluations - Surveys	

<u>INPUTS</u>	<u>INPUT QUANTITIES</u>	<u>INPUT CPSTS (\$000)</u>	<u>ASSUMPTIONS</u>
TA/LT/US or TC	85.4 PY	\$ 13,869	-US and TC contractors will be and able to provide types and quantities of inputs required on a timely basis at prices which are reasonable
TA/ST/US or TC	129 PM	2,199	
TS/LT/L	240 PY	6,043	
TS/ST/L	350 PM	139	
TR/LT/US	360 PM (10 MS)	760	
TR/ST/US or TC	340 PM	1,747	
TR/ST/L	984 PM	368	
COMM	--	4,607	
Other/Contingency	--	4,661	
Indirect Costs	--	3,425	
Total Contracts Cost	--	37,819	-Qualified candidates for 10 MS programs are identified and available for training
English (YALI)	10 students	270	
Support (CSS)	Vehicle/housing maintenance: XP	1,911	
Total Project Cost	--	\$ 40,000	

COMM Commodities  
 CPO Central Planning Organization  
 CSS Contract Support Service  
 HVC High Value Crops  
 L Local  
 LT Long Term  
 MS Masters in Science  
 PM Person Months  
 PY Person Years  
 ST Short Term  
 TA Technical Assistance  
 TC Third Country  
 TR Training  
 TS Technical Support (Local hire)  
 US United States  
 XP Expendible Property  
 YALI Yemen American Language Institute

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## **SESSION 5: INFORMATION RESOURCES AND HOW TO TAKE ADVANTAGE OF THEM**

**Time: 3 Hours**

### **Objectives**

At the conclusion of this session, participants will:

1. have skills to assess data needs for answering questions posed in the Gender Information Framework;
2. be able to identify alternatives for obtaining data;
3. be able to assess the usefulness of existing data in the development process;
4. be able to identify alternatives for obtaining new data when necessary;
5. be aware of relative cost effectiveness criteria for choosing among alternative data sources for various purposes;
6. have used existing data to examine assumptions in project documents and identify alternative approaches; and
7. generalized skills for using information and developing strategies from the PID level to the broader development process.

<u>Time</u>	<u>Activities</u>
8:30 A	Day's Orientation
8:45 A	Assessing Needs for Information--Lecture and Discussion
9:00 A	Identifying Information Resources--Group Discussion <ul style="list-style-type: none"><li>- Existing Information</li><li>- Data Collection Alternatives</li></ul>
9:30 A	Small Group Exercise

## SESSION 5: CONTINUED

**TASK:** Each group will work with 1 project module from the Yemen Arab Republic Project, "Farming Practices for Productivity" to:

1. re-examine underlying assumptions about gender issues;
2. check those assumptions using additional information resources; and
3. use information to plan at least one alternative approach.

10:00 A Small Group Reports and Discussion

10:30 A Break

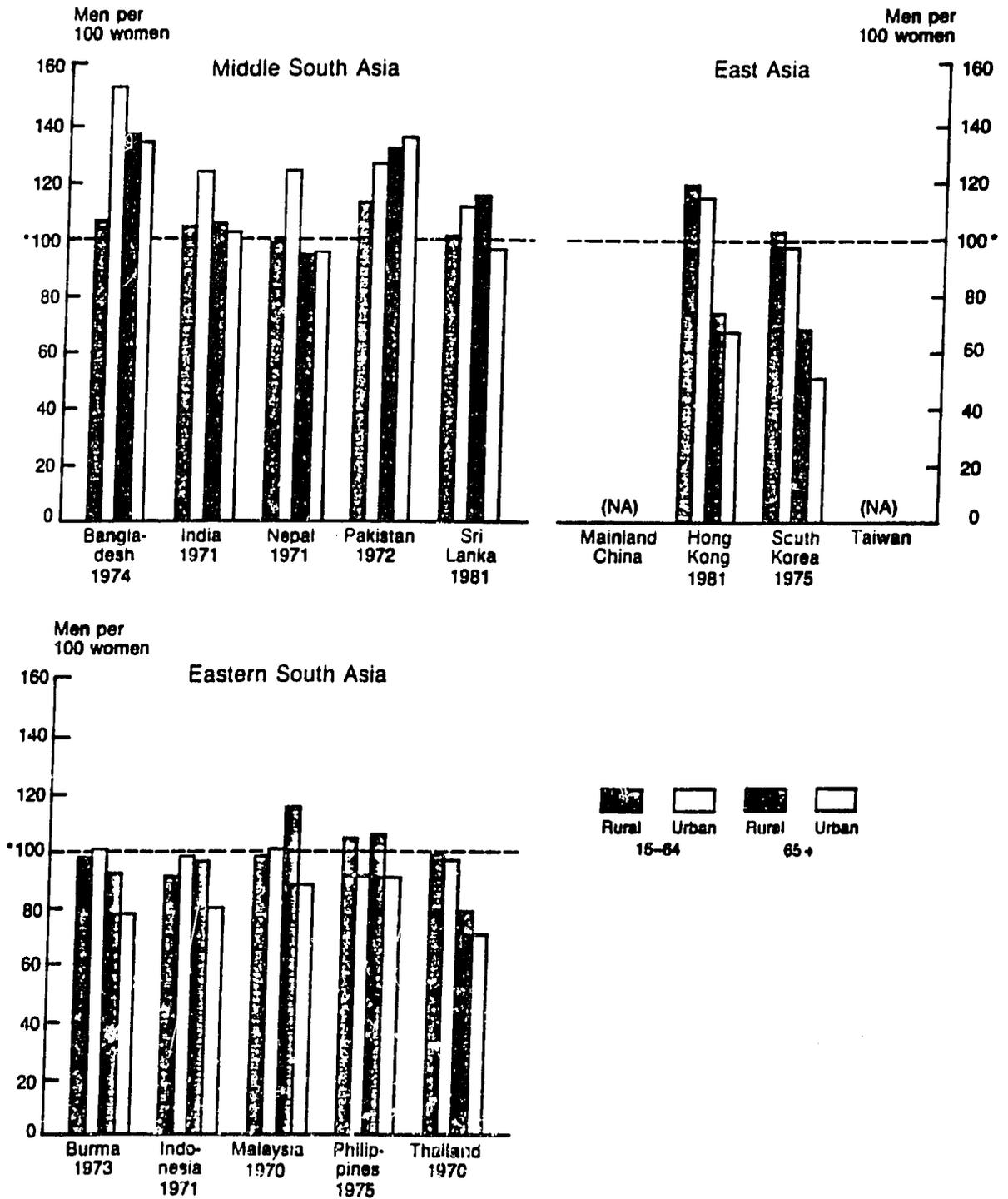
10:45 A Small Group Reports and Discussion

11:00 A Use of Information and Strategies to Facilitate the Development Process--Lecturette and Discussion

12:00 P Review of Concepts and Questions

12:30 P Close of this Session

**Figure 2.7. Sex Ratio of Population in Two Age Groups, by Rural/Urban Residence**



\*Number of men equals number of women.

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Table 2.1. Total Population, by Sex, and Sex Ratio

(Population in thousands. Figures may not add to totals due to rounding)

Region and country	Year	Total	Female	Male	Sex ratio <sup>1</sup>
MIDDLE SOUTH ASIA					
Bangladesh.....	1981	87,052	41,202	44,850	106.3
India.....	1981	665,287	321,357	343,930	107.0
Nepal.....	1981	15,020	7,421	7,599	102.4
Pakistan.....	1981	83,782	39,865	43,917	110.2
Sri Lanka.....	1981	14,848	7,280	7,568	104.0
EAST ASIA					
China					
Mainland.....	1982	1,008,175	488,742	519,433	106.3
Taiwan.....	1980	17,969	8,595	9,374	109.1
Hong Kong.....	1981	4,987	2,382	2,604	109.3
South Korea.....	1980	37,407	18,658	18,749	100.5
EASTERN SOUTH ASIA					
Burma.....	1973	28,886	14,526	14,360	98.9
Indonesia.....	1980	146,776	73,825	72,952	98.8
Malaysia.....	1980	13,436	6,688	6,748	100.9
Philippines.....	1980	48,098	23,969	24,129	100.7
Thailand.....	1980	44,278	22,270	22,008	98.8
POLYNESIA					
American Samoa.....	1980	32	16	16	103.0
Cook Islands.....	1981	18	9	9	106.9
French Polynesia.....	1977	137	65	72	110.7
Niue.....	1979	4	2	2	103.9
Tonga.....	1976	90	44	46	104.5
Tuvalu.....	1979	7	4	3	87.2
Wallis and Futuna.....	1976	9	5	5	100.1
Western Samoa.....	1976	152	73	79	107.2
MELANESIA					
Fiji.....	1976	588	291	297	102.0
New Caledonia.....	1976	133	64	69	108.4
Papua New Guinea.....	1971	2,490	1,196	1,294	108.2
Solomon Islands.....	1976	197	94	103	109.4
Vanuatu.....	1979	111	52	59	113.2

Source: "Women of the World, Asia and the Pacific", US Dept. of Commerce, Bureau of Census; USAID, PPC/WID; 1985.

TABLE A: Low Income Agricultural Economies  
Economically Active Population in Agriculture, Industry and Services: 1950-1980

		TOTAL			MALES			FEMALES		
		AGR.	IND.	SER.	AGR.	IND.	SER.	AGR.	IND.	SER.
<i>IN THOUSANDS</i>										
Bangladesh	1950	14174	755	1152	13613	725	1079	560	31	73
	1960	15276	851	1631	14607	813	1525	668	37	105
	1970	16701	999	2807	15833	951	2619	867	49	188
	1980	18802	1508	4823	17663	1413	4475	1139	95	348
<i>PERCENTAGES</i>										
	1950	88.15	4.70	7.15	88.30	4.70	7.00	84.40	4.65	10.95
	1960	86.05	4.80	9.20	86.20	4.80	9.00	82.40	4.60	13.00
	1970	81.45	4.85	13.70	81.60	4.90	13.50	78.60	4.40	17.00
	1980	74.80	6.00	19.20	75.00	6.00	19.00	72.00	6.00	22.00
<i>IN THOUSANDS</i>										
Burma	1950	6145	860	1720	3933	445	890	2212	415	829
	1960	6843	1129	2027	4347	634	1056	2496	495	971
	1970	7179	1895	3076	4893	912	1548	2286	983	1528
	1980	8039	2816	4314	5656	1423	2163	2383	1393	2152
<i>PERCENTAGES</i>										
	1950	70.45	9.85	19.70	74.65	8.45	16.90	64.00	12.00	24.00
	1960	68.45	11.30	20.25	72.00	10.50	17.50	63.00	12.50	24.50
	1970	59.10	15.60	25.30	66.55	12.40	21.05	47.65	20.50	31.85
	1980	53.00	18.55	28.45	61.20	15.40	23.40	40.20	23.50	36.30
<i>IN THOUSANDS</i>										
Nepal	1950	3934	71	107	2484	63	98	1449	7	10
	1960	4352	95	166	2760	75	146	1592	20	20
	1970	4813	68	260	3061	53	224	1752	14	36
	1980	5707	35	397	3627	30	338	2080	5	59
<i>PERCENTAGES</i>										
	1950	95.65	1.70	2.60	93.90	2.40	3.70	98.85	0.50	0.65
	1960	94.35	2.05	3.60	92.60	2.50	4.90	97.50	1.25	1.25
	1970	93.65	1.30	5.05	91.70	1.60	6.70	97.20	0.80	2.00
	1980	92.95	0.60	6.45	90.80	0.75	8.45	97.00	0.25	2.75

Source: ILO, "Economically Active Population Estimates and Projections, 1950-2025" (Geneva, Third Edition, 1986)

TABLE A: Low Income Agricultural Economies (cont'd)  
Economically Active Population in Agriculture, Industry and Services: 1950-1980

		TOTAL			MALES			FEMALES		
		AGR.	IND.	SER.	AGR.	IND.	SER.	AGR.	IND.	SER.
<i>IN THOUSANDS</i>										
Bangladesh	1950	14174	755	1152	13613	725	1079	560	31	73
	1960	15276	851	1631	14607	813	1525	668	37	105
	1970	16701	999	2807	15833	951	2619	867	49	188
	1980	18802	1508	4823	17663	1413	4475	1139	95	348
<i>PERCENTAGES</i>										
	1950	88.15	4.70	7.15	88.30	4.70	7.00	84.40	4.65	10.95
	1960	86.05	4.80	9.20	86.20	4.80	9.00	82.40	4.60	13.00
	1970	81.45	4.85	13.70	81.60	4.90	13.50	78.60	4.40	17.00
	1980	74.80	6.00	19.20	75.00	6.00	19.00	72.00	6.00	22.00
<i>IN THOUSANDS</i>										
Burma	1950	6145	860	1720	3933	445	890	2212	415	829
	1960	6843	1129	2027	4347	634	1056	2496	495	971
	1970	7179	1895	3076	4893	912	1548	2286	983	1528
	1980	8039	2816	4314	5656	1423	2163	2383	1393	2152
<i>PERCENTAGES</i>										
	1950	70.45	9.85	19.70	74.65	8.45	16.90	64.00	11.00	24.00
	1960	68.45	11.30	20.25	72.00	10.50	17.50	63.00	12.50	24.50
	1970	59.10	15.60	25.30	66.55	12.40	21.05	47.65	20.50	31.85
	1980	53.00	18.55	28.45	61.20	15.40	23.40	40.20	23.50	36.30
<i>IN THOUSANDS</i>										
Nepal	1950	3934	71	107	2484	63	98	144	7	10
	1960	4352	95	166	2760	75	146	1592	20	20
	1970	4813	68	260	3061	53	224	1752	14	36
	1980	5707	35	397	3627	30	338	2080	5	59
<i>PERCENTAGES</i>										
	1950	95.65	1.70	2.60	93.90	2.40	3.70	98.85	0.50	0.65
	1960	94.35	2.05	3.60	92.60	2.50	4.90	97.50	1.25	1.25
	1970	93.65	1.30	5.05	91.70	1.60	6.70	97.20	0.80	2.00
	1980	92.95	0.60	6.45	90.80	0.75	8.45	97.00	0.25	2.75

Source: ILO, "Economically Active Population Estimates and Projections, 1950-2025" (Geneva, Third Edition, 1986)

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TABLE B: Low Income Transitional Economies (1 of 3)  
Economically Active Population in Agriculture, Industry and Services: 1950-1980

		TOTAL			MALES			FEMALES		
		AGR.	IND.	SER.	AGR.	IND.	SER.	AGR.	IND.	SER.
<i>IN THOUSANDS</i>										
Phillipines	1950	5953	1042	1885	4105	572	1133	1848	470	752
	1960	6515	1609	2527	4931	844	1259	1584	765	1266
	1970	7526	2272	3947	5698	1404	2074	1828	868	1873
	1980	9076	2746	5711	6942	1824	3000	2134	923	2710
<i>PERCENTAGES</i>										
Phillipines	1950	67.05	11.75	21.25	70.65	9.85	19.50	60.20	15.30	24.50
	1960	61.15	15.10	23.70	70.30	12.00	17.90	43.80	21.15	35.05
	1970	54.75	16.55	28.70	62.10	15.30	22.60	40.00	19.00	41.00
	1980	51.75	15.65	32.55	59.00	15.50	25.50	37.00	16.00	47.00
<i>IN THOUSANDS</i>										
Sri Lanka	1950	1717	364	877	1251	285	720	466	79	157
	1960	2078	476	1066	1426	382	863	582	94	204
	1970	2403	627	1318	1691	486	1084	712	141	233
	1980	2912	760	1786	2061	565	1365	851	195	421
<i>PERCENTAGES</i>										
Sri Lanka	1950	58.05	12.30	29.65	55.45	12.65	31.90	66.40	11.25	22.35
	1960	56.55	13.40	30.05	53.40	14.35	32.30	66.20	10.65	23.15
	1970	55.25	14.40	30.30	51.85	14.90	33.25	65.55	12.95	21.50
	1980	53.35	13.90	32.70	51.65	14.15	34.20	58.00	13.30	29.70
<i>IN THOUSANDS</i>										
Pakistan	1950	10042	1977	2574	9182	1776	2446	860	201	128
	1960	9589	2823	3367	8696	2628	3194	893	196	173
	1970	11376	3620	4334	10154	3355	4058	1222	264	276
	1980	13875	3985	7555	12736	3483	6545	1139	502	1010
<i>PERCENTAGES</i>										
Pakistan	1950	68.80	13.55	17.65	68.50	13.25	18.25	72.35	16.90	10.75
	1960	60.75	17.90	21.35	59.90	18.10	22.00	70.80	15.50	13.70
	1970	58.85	18.75	22.40	57.80	19.10	23.10	69.35	15.00	15.65
	1980	54.60	15.70	29.75	55.95	15.30	28.75	42.95	18.95	38.10

TABLE B: Low Income Transitional Economies (2 of 3)  
Economically Active Population in Agriculture, Industry and Services: 1950-1980

		TOTAL			MALES			FEMALES		
		AGR.	IND.	SER.	AGR.	IND.	SER.	AGR.	IND.	SER.
<i>IN THOUSANDS</i>										
India	1950	129760	13276	22319	81889	11338	19027	47872	1938	3292
	1960	142583	21796	28051	91616	16376	23545	50967	5419	4506
	1970	160622	28122	35180	107047	20951	29537	53581	7171	5644
	1980	185017	35079	45224	127900	27435	37868	57117	7644	7356
<i>PERCENTAGES</i>										
	1950	78.45	8.05	13.50	72.95	10.10	16.95	90.15	3.65	6.20
	1960	74.10	11.35	14.60	69.65	12.45	17.90	83.70	8.90	7.40
	1970	71.75	12.55	15.70	67.95	13.30	18.75	80.70	10.80	8.50
	1980	69.75	13.20	17.05	66.20	14.20	19.60	79.20	10.60	10.20
<i>IN THOUSANDS</i>										
Indonesia	1950	25403	2038	4709	18970	1505	3416	6433	533	1292
	1960	28024	2861	6582	20597	2095	4697	7426	766	1884
	1970	30262	4685	10699	21255	3312	7276	9007	1373	3423
	1980	32180	7351	16721	22536	5060	11027	9644	2292	5694
<i>PERCENTAGES</i>										
	1950	79.00	6.35	14.65	79.40	6.30	14.30	77.90	6.45	15.65
	1960	74.80	7.65	17.55	75.20	7.65	17.15	73.70	7.60	18.70
	1970	66.30	10.25	23.45	66.75	10.40	22.85	65.25	9.95	24.80
	1980	57.20	13.05	29.75	58.35	13.10	28.55	54.70	13.00	32.30

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TABLE B: Low Income Transitional Economies (3 of 3)  
Economically Active Population in Agriculture, Industry and Services: 1950-1980

		TOTAL			MALES			FEMALES			
		AGR.	IND.	SER.	AGR.	IND.	SER.	AGR.	IND.	SER.	
		IN THOUSANDS									
Morocco	1950	1897	233	536	1862	174	447	35	59	89	
	1960	2195	416	729	2133	313	593	62	103	137	
	1970	2333	687	1028	2091	557	836	243	130	192	
	1980	2595	1423	1670	2229	1068	1347	366	355	324	
			PERCENTAGES								
	1950	71.15	8.75	20.10	75.00	7.00	18.00	18.95	32.25	48.80	
	1960	65.70	12.45	21.85	70.20	10.30	19.50	20.55	34.15	45.30	
	1970	57.65	17.00	25.40	60.00	16.00	24.00	43.00	23.00	34.00	
	1980	45.60	25.00	29.35	48.00	23.00	29.00	35.00	34.00	31.00	
	Egypt		IN THOUSANDS								
1950		3812	786	1733	3621	743	1533	191	43	199	
1960		4364	946	2198	4140	894	1953	224	52	245	
1970		4765	1511	2896	4566	1423	2530	199	88	366	
1980		5158	2290	3849	4966	2127	3232	192	163	617	
			PERCENTAGES								
1950		60.20	12.40	27.35	61.40	12.60	26.00	44.00	10.00	46.00	
1960		58.10	12.60	29.25	59.25	12.80	27.95	43.00	10.00	47.00	
1970		51.95	16.45	31.55	53.60	16.70	29.70	30.50	13.50	56.00	
1980		45.65	20.25	34.05	48.10	20.60	31.30	19.70	16.80	63.50	
Yemen		IN THOUSANDS									
	1950	831	57	105	796	56	84	36	1	21	
	1960	973	80	141	929	78	112	44	1	29	
	1970	1024	102	214	968	99	174	56	2	41	
	1980	1013	135	325	918	129	246	95	5	79	
			PERCENTAGES								
	1950	83.65	5.75	10.60	85.00	6.00	9.00	62.00	1.50	36.50	
	1960	81.55	6.70	11.80	83.00	7.00	10.00	59.50	2.00	38.50	
	1970	76.40	7.60	16.00	78.00	8.00	14.00	56.50	2.50	41.00	
	1980	68.80	9.15	22.05	71.00	10.00	19.00	53.00	3.00	44.00	

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TABLE C: Middle Income Industrializing Economies  
Economically Active Population in Agriculture, Industry and Services: 1950-1980

		TOTAL			MALES			FEMALES		
		AGR.	IND.	SER.	AGR.	IND.	SER.	AGR.	IND.	SER.
<i>IN THOUSANDS</i>										
Thailand	1950	9325	301	1256	4600	200	749	4725	101	507
	1960	11258	589	1599	5612	399	987	5645	190	613
	1970	14249	1077	2540	7176	701	1534	7073	376	1006
	1980	16717	2420	4444	8481	1560	2440	8237	860	2004
<i>PERCENTAGES</i>										
	1950	85.70	2.75	11.55	82.90	3.60	13.50	88.60	1.90	9.50
	1960	83.70	4.40	11.90	80.20	5.70	14.10	87.55	2.95	9.50
	1970	79.75	6.05	14.20	76.25	7.45	16.30	83.65	4.45	11.90
	1980	70.90	10.25	18.85	67.95	12.50	19.55	74.20	7.75	18.05
<i>IN THOUSANDS</i>										
Jordan	1950	175	82	64	168	79	59			
	1960	199	114	126	192	108	117	7	4	5
	1970	162	151	270	156	145	245	8	5	9
	1980	66	165	414	65	161	367	7	6	25
<i>PERCENTAGES</i>										
	1950	54.45	25.60	19.90	55.00	25.70	19.30			
	1960	45.45	25.90	28.65	46.00	26.00	28.00	44.00	24.00	32.00
	1970	27.85	25.90	46.30	28.50	26.60	44.90	35.00	24.00	41.00
	1980	10.20	25.60	64.20	11.00	27.20	61.80	18.00	15.50	67.50
<i>IN THOUSANDS</i>										
Tunisia	1950	723	145	195	719	121	172			
	1960	663	210	308	653	174	273	5	24	23
	1970	559	336	431	528	265	378	10	35	35
	1980	668	694	546	535	514	457	31	71	53
<i>PERCENTAGES</i>										
	1950	68.05	13.65	13.30	71.00	12.00	17.00			
	1960	56.15	17.80	26.10	59.35	15.85	24.80	9.30	46.40	44.30
	1970	42.15	25.30	32.50	45.10	22.60	32.30	12.10	44.20	43.70
	1980	35.00	36.40	28.60	35.50	34.15	30.35	19.95	45.90	34.15
<i>IN THOUSANDS</i>										
Oman	1950	94	11	18						
	1960	97	18	29	92	10	17			
	1970	102	32	46	94	17	27	2	1	1
	1980	140	61	80	99	29	41	3	1	2
<i>PERCENTAGES</i>										
	1950	76.35	8.70	14.95						
	1960	67.35	12.35	20.30	77.00	8.50	14.50			
	1970	56.70	17.60	25.65	60.50	12.00	19.50	55.00	15.00	30.00
	1980	49.75	21.85	28.35	58.50	17.00	24.50	43.00	20.00	37.00

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## IN-COUNTRY SOURCES OF DATA

1. Anthropological studies providing data on the relative importance of men- and women-managed plots.
2. Area surveys conducted as part of project designs or for other purposes (although these surveys have only occasionally disaggregated by gender).
3. Extension reports and informal judgments by extension agents.
4. Research reports, including those from farming systems projects, if available.
5. Local university personnel in departments of agriculture, rural development, sociology, and economics, including student theses as well as other research.
6. Specialized government units, such as women's bureaus in ministries of agriculture, rural development, etc.
7. A.I.D. and other donor personnel, including the women-in-development officer in the USAID mission and long-term personnel on field projects.
8. Rapid reconnaissance through discussions with village residents, local political leaders (e.g., the prefects in former French colonies), school teachers, and other local informants.
9. Employment/Unemployment Data
10. Census Data
11. Credit records for programs - lending patterns.
12. Education Data, Number of women in formal school system, training programs, etc.
13. Legal Data, Laws, regulations, licensing requirements.
14. Tax data
15. Association Membership Data, cooperatives, trade and business organizations.
16. Public assistance projects, participation in programs.
17. AID project documents, Bureau for Private Enterprise.
18. Individual Business Data, Employment by gender, for example.
19. Labor-force characteristics by sector.
20. Jobs, type of jobs available.

## **SESSION 6: INDIVIDUAL APPLICATION**

**Time: 3 Hours**

### **Objectives**

At the conclusion of this session, participants will:

1. have analyzed, individually and in consultation groups, the development materials they brought to the workshop for gender differential issues, additional baseline information needed and strategies for adaptation;
2. have gained additional skills in identifying project activities and outputs which should reflect gender considerations previously identified;
3. be able to select strategies for designing/adapting mainstream projects so that key elements of the project incorporate gender considerations; and
4. have begun to develop basic criteria for distinguishing projects/programs which have adequately considered gender from those which have not.

<b><u>Time</u></b>	<b><u>Activities</u></b>
2:00 P	Plenary Session - Presentation and Discussion
2:30 P	Individual work on development materials brought to the workshop
3:30 P	Choose consultation groups Consultation groups work
5:00 P	Reports in Total Group Discussion, Reflection and Summary
5:30 P	Reading Assignment and Break for Dinner
8:30 P	Special Interest Groups (Topics to be Determined)

## SESSION 7: NON-PROJECT ASSISTANCE AND GENDER CONSIDERATIONS

Time: 2 Hours, 15 Minutes

### Objectives

At the conclusion of this session, participants will:

1. have heard and discussed important highlights of non-project assistance and potential gender differential impacts;
2. have increased awareness of the impacts of structural adjustment from a gender-related focus; and
3. have analyzed possible policy reforms in the agriculture sector for one of the countries represented by the participants to determine potential negative effects, where additional baseline information is needed and appropriate strategies to increase positive development results incorporating gender.

<u>Time</u>	<u>Activities</u>
8:30 A	- Community Concerns Check
9:00 A	- Panel Presentations 1) Ron Grosz, PPC/WID 2) Lisa McGowan, International Center for Research on Women Moderator: Rosalie Norem
9:20 A	- Questions and Answers
9:35 A	- Small Group Exercise
10:35 A	- Reports from Small Groups, Discussion and Summary
11:00 A	- Close of this session

### SMALL GROUPS' TASK (60 Minutes)

Assume that structural adjustment is in the works for one of the countries represented in your group:

1. Identify at least 3 policy reforms likely to be called for.
2. If these reforms are carried out, what gender differentiated baseline information and strategies will you need for each?
3. Put your answers on newsprint for reporting to the total group.

SOCIO-ECONOMIC AND GENDER ISSUES IN POLICY-BASED DEVELOPMENT ASSISTANCE: SHIFTING TO SECTORAL CASH TRANSFERS IN LATIN AMERICA

Philip Boyle

Office of Women in Development  
Bureau for Program and Policy Coordination

November 11, 1988

1. Introduction

United States policy-based development assistance has become increasingly common in the Latin America and Caribbean region in recent years. In FY 1988, balance of payments support, generally tied to policy reform conditionality, comprised about 56% of total USAID assistance to the region. In spite of clear signs of improved economic performance, the proportion of these economic support funds (ESF) in the FY 1989 budget rose to over 58%.

The vast majority of ESF funds over the last four years have been used in Central America. This reflects the impact of the 1984 Kissinger Commission report, which stressed the urgent need to restore economic stability in the sub-region, lay the basis for renewed long-term growth, and strengthen democratic institutions. In FY 1988 69% of development aid to Central America was balance of payments support. These cash transfers comprised 96% of the total for the LAC Bureau, or some \$462,320,000.

ESF funding for Central America for FY 1989 rose slightly in absolute and relative terms and will comprise 69% of the total of \$648,888,000 for the sub-region. On the other hand, although amounts remain small relative to Central American aid, the proportion of ESF funding requested for South America and the Caribbean sub-regions rose significantly between FY 1988 and 1989. Thus, for the South American countries the share of ESF aid rose from 15% in 1988 to 41% in the FY 1989. The shift was even greater in the Caribbean sub-region, where ESF funding rose from 0% to 38% of total aid.

2. Advantages of Policy-based Cash Transfers

The speed with which large amounts of money can be transferred to economically distressed developing countries is but part of the perceived advantage of direct cash transfers.

The leverage of these monies on effecting reforms of questionable governmental policies and practices, seen as essential contributory causes of the current severe recession in Latin America, has become an attractive and customary tool of multilateral and bilateral donors alike. So long as economic performance indicators show clear improvement, economic development is presumed to be heading back on course.

The Central American Initiative of 1984 contained a plan to move policy dialogue from the macro-economic level, once basic stabilization and recovery objectives had been reached, to sectoral issues, thus returning development aid to its focus on the poorer segments of society. According to a recent LAC Bureau guidance cable to Central American missions (12/11/87): "In other words, short-term development objectives in stabilization would give way to long-term development objectives in structural sectoral reforms, targeted more directly to encouraging growth with equity (see State 386936--December, 1987)."

The cable outlines the benefits of shifting cash transfers to sectoral levels:

(1) "while sound macro policy is a necessary precondition for achieving aid goals, it is often not a sufficient one"

(2) "the indirectness of the linkage between past ESF and AID's target population has made it difficult to communicate to the Hill the full impact that ESF has had"

(3) however, "independent witnesses have pointed out the importance of correct macro policy to the welfare and prospects of the poor, and local currencies have played an important part in sharing the benefits of economic improvements"

(4) "the shift toward greater direct involvement in sectoral issues should also increase congressional support for the cash transfer mode of assistance", in view of current restrictions on such transfers, and the Congressional provision requiring "that 50% of ESF be used for projects or programs, e.g., sectoral programs, in support of long-term development objectives"

(5) The shift to sectoral, non-project ESF will permit the retention of "the two key strengths of cash transfer assistance: (1) immediate balance of payments impact; and (2) disbursement based on policy change/performance rather than on delivery of goods and services"

### 3. Implications of the Shift to Sectoral Cash Transfers

According to the LAC Bureau guidance cable, sector-based cash transfers will reinforce the current aid focus on policy issues through:

(1) "concentration on a few strategic policy issues and emphasis on enhancing the role of the market in resource allocation";

(2) "the emphasis in public investment would be on improving government investment and operating expense decisions in areas where there is a clear public-sector role in order to reduce the cost of delivery of public services and achieve higher rates of return on public sector investment"

(3) "initial sector programs to be components of an overall non-project assistance strategy that retains macroeconomic stabilization objectives", so that one PAAD and one authorization would cover both activities, at least initially.

(4) In sum, "the rationale for country assistance levels would move away from balance of payments gaps to a concern for: (A) the growth effects of the additional investment, and improved quality of investment produced by the assistance and policy improvements; (B) the effects of the assistance, in a direct sense, on AID's target population."

### 4. Design Requirements for Sectoral Cash Transfer Programs

The guidance cable from LAC Bureau is quite explicit in defining the types of analysis required for designing and justifying sector-based cash transfer programs. Importantly, the cable specifies that: "we do not consider a simple inclusion of sector-related conditionality in a cash transfer agreement as constituting 'sector assistance'. Rather, such assistance should draw upon an analytical base from the development constraints facing the sector, and identify how the sector program will address those constraints, including policy changes, use of counterpart local currency in the sector, and (as applicable) the mission's project portfolio and its PL-480 program."

Borrowing from Handbook 1, Part 7, the cable delineates several areas of analysis to be covered in designing sectoral cash transfer programs. Of interest here is that the discussion of the role of the sector in the overall development strategy of the host country and of the USAID assistance program "should

include an examination of the linkages between macroeconomic policies and problems and sectoral policies and problems." Further on, the cable requires: "an assessment of the social costs and benefits of the sectoral program, focussing on the impact of the program on different beneficiary groups."

In sum, future sector-oriented concept papers and Program Assistance Approval Documents (PAAD's) should examine and analyze the linkages between various levels of policies, the interaction between policy changes at various levels and across interrelated sectors, and the impacts of policy reform on various population groups. These groups compose AID's traditional target population, in terms of which Congress authorizes development assistance: the rural and urban poor--and women.

##### 5. Policy-based Cash Transfer Programs: The Case of Costa Rica

Between 1982 and 1988 United States development assistance to Costa Rica totaled over one billion dollars (\$1,054,714,000). While all elements of assistance were designed to support the structural reform of the Costa Rican economy, economic support funds in the form of direct cash transfers constituted \$815 million, or about 77% of this aid. In FY 1989, ESF transfers could reach 93% of a total aid package of \$97,250,000.

Such massive financial assistance to Costa Rica had been made necessary by the acute economic crisis into which the country had plunged by the early 1980's. Triggered by the collapse of commodity export prices, Costa Rica's gross domestic product, which had risen an average of 6 to 6.5% per year during the 1960's and 1970's, fell by an average of nearly 5% in 1981 and 1982. Real GDP per capita in 1982 was 14% below its level in 1980, inflation had risen above 100%, and open unemployment had reached 9.5% (Lieberson, 2, 1988).

As in other stabilization and adjustment efforts, AID's strategy in Costa Rica was based on the "the need to shift the Costa Rican economy from an emphasis on import substitution to one of export-led growth (Lieberson, 3, 1988)." Reform efforts, thus, "focused on removing constraints to private sector investment and private sector exports, particularly new, nontraditional exports." Ultimately, the AID strategy "concentrated on equity--the need to make sure that the process of restructuring also spread the benefits of growth to all segments of the population. (Lieberson, 3, 1988)."

Prior to the economic crisis, development assistance to Costa Rica had been relatively limited. In 1981 such assistance was \$13 million; it jumped to \$51 million in 1982 and up to \$212 million by 1983. Between 1983 and 1987 cash transfer assistance to the government or to the central bank comprised about 75% of

total aid; it alone financed nearly 13% of the country's imports. Over this period cash transfers represented an average of nearly 4% of GDP. This was equal to \$55 per year on average for each of the 2.7 million inhabitants of Costa Rica (see Lieberson, 3, 1988).

While the short-term objectives of this policy-based assistance focussed on meeting balance of payments needs, longer-term objectives aimed primarily at energizing the Costa Rican private sector through liberalization of the financial system. Deregulation of banking activities and interest rates sought to channel available credit to the export-oriented private sector. Substantial devaluation of the domestic currency and foreign exchange rate unification complemented financial liberalization measures.

The response to these reforms was significant. In the words of a recent evaluation summary: "Particularly impressive has been the explosive growth of both agricultural and industrial export products, which were small or insignificant 8 years ago. From 1982 to 1987 nontraditional exports increased from \$167 million to \$390 million, an 18.5 percent annual rate of growth (Lieberson, 4, 1988)."

Parallel to the stimulation of free market forces, cash transfer conditionality sought a vigorous reduction in government expenditures, severe cuts in subsidies, divestiture of numerous inefficient and costly parastatals, and increases in governmental revenues. These reforms achieved a reduction of the non-financial public sector deficit from nearly 14% of GDP in 1981 to 1.7% by 1984-86. The triple-digit inflation of 1982 was brought down to an average of less than 15% during 1984-86.

### Conclusion:

The Costa Rican cash transfer program has stabilized the balance of trade decline through a rapid increase of nontraditional exports, and the public sector deficit has been reduced substantially, despite only modest declines in government employment. Moreover, according to the evaluation summary, "employment and wage indicators show a significant improvement since 1983 (Lieberson, 6, 1988)." Nevertheless, Costa Rica remains dependent on donor assistance to finance a major part of its imports, and external payments balance remains elusive, because of the enormous debt service liability acquired in the early 1980's.

Although most of the macro-economic policy reform objectives have been achieved with generally positive results, there remains a potential problem of institutionalized dependency. This is because: "Even though nontraditional export earnings are growing

rapidly, the economy has grown accustomed to a substantial and continuing flow of concessional resources. All the major development signals (foreign exchange rate, interest rate, import-export price ratios, Government budget deficit) are at a level that reflects a large and continuing assistance flow. If this flow continues for too long, longer term investment and allocative decisions will become distorted. The natural question is not whether but when Costa Rica can be weaned from its dependence on Cash Transfers (Liebersohn, 1987)."

#### 6. Economic Stabilization and Recovery Program VII: Current Program Objectives for Costa Rica

The FY 1988 Program Assistance Approval Document (PAAD) for the Costa Rican cash transfer program is the seventh of a series beginning in 1982. It stresses the laying of bases for long-term growth. Four areas of emphasis are justified by their "strong potential for protecting and consolidating past gains, and their sectoral orientation toward equitable and sustainable economic growth." These areas are: financial stability; foreign trade, investment and export promotion; housing; and public sector efficiency.

Under ESR VII the cash transfer program will continue a slow evolution toward sector lending by "orienting conditionality to achieving sector policy reform rather than simply programming funds for sectoral initiatives." The Costa Rica mission feels that "it is premature at this point to shift to a purely sectoral approach", but "that by FY 1991 the convergence of an improved balance of payments situation and lower ESF levels will make it appropriate to shift to a sector orientation for the ESF program (ESR VII PAAD, 25, 1988)."

While "victory cannot be yet claimed on the macroeconomic front in Costa Rica", it nonetheless remains true that the great majority of development assistance to this country (ESR VII represents 84% of total development aid) continues to be delivered in the virtual absence of social, institutional, or microeconomic analysis of actual or expected impacts on population groups and organizations. This lack of attention to socio-economic or institutional impacts is not, however, an oversight. Annex F of the PAAD, "ESF Conditionality Compliance Status", states that "public policy toward employment, equity, and basic needs has not been addressed directly by the AID CR program, though the actual economic trends impacted by the program certainly show improvements in those areas (ESR VII PAAD, Annex F, 10, 1988)." Because ESF programs are exempt from normal DA reporting requirements, the section on impacts on AID's traditional assistance targets--the poor, cooperatives, country self-help efforts, enhanced participation of women in national economies with concomitant improvement of their status, and

regional cooperation between countries--is not applicable to ESR VII.

Nevertheless, at least 50% of the local currency counterpart funds are subject to conditions of the Foreign Assistance Act. USAID Costa Rica must assure that these counterpart funds be used for: agriculture, rural development or nutrition; population planning or health; education, public administration or human resources development; technical assistance, energy, research, reconstruction, and selected development problems.

According to the ESR VII PAAD, local currency funds will be targeted to the priority sectors of USAID/Costa Rica intervention, namely export promotion, rural development, natural resources, housing, and transportation. The problem in designing and managing local currency development projects, however, is the limited number of mission staff and host governmental resources. In the words of the PAAD, "neither the Mission nor the GOOCR have adequate staff to propose a large number of projects; nonetheless, it is expected that instances will exist where specific project level interventions -- for both public and private sector activities -- will be desirable for strategic or programmatic purposes."

#### 7. The Problem: Reconciliation of Policy Reform Outcomes with Traditional USAID Welfare Objectives

The ease with which enormous sums of money can be transferred to developing countries in Central America or elsewhere in the world must not blind us to the need to assure that policy-based transfers are actually producing the broad-based welfare increases USAID and other donors claim to be their ultimate objective. Macroeconomic and macro-institutional engineering of developing countries must not become an end in itself, in which objectives remain clearly detached from equity and distributional issues. In short, we must not lose sight of the "beneficiaries" of our development assistance.

#### Structural Adjustment and Beneficiaries

The relationship between USAID's traditional target beneficiaries and the process of stabilization and structural adjustment is not clear cut and leads to a certain degree of confusion between aid practitioners of different professional backgrounds. Macro-economists feel that questions of development impacts and distribution of economic benefits are best left to designers of social policies in recipient countries or in donor organizations specialized in these problems. The macro-adjustments required by countries to stabilize acute balance of payments and internal fiscal disequilibria do not seem directly

related to the welfare of various population groups, such as the poor and women. Moreover, it is argued that the policy reforms required of countries experiencing such problems are designed to stop the accelerating slide of these economies into a situation from which return is likely to be characterized by severe political and social upheaval. In this sense, short-term difficulties for various vulnerable groups, especially the poor, appear to be justified by the greater growth and welfare for all implied by the adjustment model.

While such an argument can perhaps be justified for the short-term stabilization measures undertaken by developing countries, structural adjustment of economies requires a far longer process and implies much clearer understanding of the social composition and economic behavior of producers, consumers, and distributors of goods and services. It is at this point that it becomes important to examine the human dimension of adjustment.

The human dimension of adjustment must be distinguished from what UNICEF calls the "human face of adjustment" (see Cornia et al., 1987). The concern to identify "vulnerable" groups and develop schemes to shelter them against the adverse effects of austerity measures is but part of the need for proper socio-economic monitoring of developing country populations. We must begin now to identify the likely "winners" as well as "losers" under structural adjustment, in order to tailor efficient policy reforms or packages of reforms in the future. Such packages may one day contain a mix of institutional, social, and economic incentives, such as in the many land reform attempts under way in Central America. Other reform mixes may focus on the development of urban-rural market linkages or on innovative credit strategies to various commercial activities within the informal sector.

The likely future shift in policy-based lending from the macroeconomic to sectoral or sub-sectoral levels will require, to be successful, understanding the ways in which sectoral or sub-sectoral policies interact with populations. Ex post analysis of population reactions to policies, as indicated by various social and economic indicators, will not be sufficient, for it will come too late to prevent much avoidable hardship and wasteful expenditure. Professionals in USAID and other development organizations must be able to show governmental policy makers why and how various groups--producers, consumers, marketers, formal and informal sector entrepreneurs--can be expected to respond in reasonably predictable ways to policy options.

It will thus be necessary to anticipate responses to alternative policy packages, if we want to achieve our objective of relaunching growth with equity in currently distressed societies. The design of "meso-policies" aimed at stimulating

productive responses within the private industrial or agricultural sectors, for example, will require knowing the composition and likely evolution of these sectors. The burgeoning "informal sector" in Latin America, moreover, has been seen by some in Peru as the basis upon which a new, far more democratic society can be constructed out of the current recession and debt paralysis of most Latin American countries (see De Soto, 1987).

### Structural Reform and Women: The Forgotten Resource

A considerable body of literature is emerging on the economic production roles of women in developing countries (see Joekes et al., 1988). It has become clear through this means that women do a substantial part--often a majority--of food production work worldwide. This is true in spite of their unequal access to productive assets and resources--land, inputs, training, credit, and extension services.

Moreover, women's productive roles are double: beyond their participation in the formal and informal labor force, women are the principal--often the sole--caretakers of the welfare of their families, assuring proper nutrition, health, education, and even shelter for themselves and their children. The conflict between the need to provision and maintain their households and women's growing dependence on cash income from a variety of income-generating strategies--often in the absence of a husband in residence--has intensified considerably during the Latin American recession of the 1980's.

While documentation is yet incomplete, it appears that contractionary policies under structural adjustment have had a number of gender-specific impacts. Primary among these is the increasingly pressing need for women to seek wage employment outside of traditional economic activities. In Latin America this has led to greatly increased female participation in the informal private sector, especially in urban areas. In these areas, moreover, there has been a significant rise in the number of female-headed households.

While much of the increased employment for women in the informal sector is poorly paid and highly volatile, one of the benefits of structural adjustment in Latin America has been the growth of export promotion zones, where the great majority of workers are female. There have also been clear, female productive responses in domestic services and in rural salaried work. More than one factor has contributed to this increase in female participation in the Latin American labor force, but the push of economic hardship seems to have been as much or more important than female educational attainment in explaining the phenomenon (see Buvinic and Horenstein, 1985).

## Factoring Socio-economic and Gender Issues into Policy-based Programs

The concept paper, the Program Assistance Initial Proposal (PAIP), and the Program Assistance Approval Document (PAAD) can and should contain analyses similar to those in the traditional project documents--PID and FP. A section on program analyses and issues in the body of the text of each document should treat the major social, economic, and institutional characteristics of the proposed policy changes and of plans to use counterpart funds to reinforce developmental objectives expected from such changes. This means that data of various levels of sophistication need to be gathered to document the expected human behavioral outcomes from policy reform. These outcomes should be specific enough to predict, at least generally, likely impacts of reforms on all relevant groups, including men and women.

What is needed is not only analysis of social, economic, and organizational impacts of policy changes, but also the means by which various groups can be expected to respond to incentives or the removal of constraints to shift factors of production to higher-valued uses. Winners, losers, or simply participants need to be clearly identified to the extent possible when designing major policy-based programs. If this cannot be done, then activities to gather such data should be included in the conditionality of the program document. It is in the interest of USAID and other major donor organizations to be able to trace out the linkages between policy reforms at various levels and the behavioral interrelationships required to obtain desired outcomes. If this cannot be done, at least schematically, there would seem to be serious risk of misunderstanding the national socio-institutional and microeconomic context of policy reform, with results that could be far less than desirable.

Funding for necessary data-gathering activities--which will almost certainly require some degree of original research--can easily be earmarked in the local currency contribution of recipient governments. Essential information to be generated prior to development of the PAAD, if not in cursory form in the PAIP, should include the proper identification, investigation, and ultimate monitoring of such issues as: differential impacts according to gender, class level, and geographic location, including rural and urban; differential response to incentives by gender, wealth, location, and class; and the modalities by which behavioral changes, stimulated by governmental policy reform, attain the desired development objectives of increased economic growth--with improved equality of its distribution.

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International Center for Research on Women

**Making Adjustment Work: A Gender Perspective**

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by

Lisa A. McGowan  
ICRW Economist

1717 Massachusetts Avenue, N.W.  
Suite 501  
Washington, D.C. 20036  
Telephone: 202 797-0007  
Cable: INTERCENT

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## Critical Issues for Women and Structural Adjustment

1. Over the past decade, national economies in developing countries have experienced profound difficulties in meeting internal and external fiscal and social responsibilities. This is not surprising given the enormous challenges presented by heavy debt burdens, increasingly unequal distribution of wealth, declining standards of living, natural resource degradation, deteriorating infrastructure, and intense competition in international markets.
2. The current economic crisis has roots in a colonial heritage that, simplistically put, skewed resource distribution away from small producers. The distribution of resources has not changed substantially in post-colonial regimes, and a large portion of the world's population continues to live in absolute poverty. The existence of such a large number of resource-poor people has serious implications for current strategies to combat the economic crisis.
3. After the large oil price increases in 1973/74, many developing countries borrowed heavily to maintain standards of living. It was expected that the prices for raw materials, which dropped as a result of decreased demand from industrialized countries, would rebound after what was assumed to be a temporary slowdown in growth. At the time, this was generally accepted as rational development strategy, and both public and private lending institutions invested heavily in that strategy.
4. The expected return to "normal" was pre-empted, however, when:
  - o the price of oil tripled in 1978/1979
  - o demand for and prices of the developing countries' primary products fell abruptly as industrialized countries responded with demand restraining measures; and
  - o interest rates rose sharply in international financial markets as industrialized countries competed with developing countries for funds to finance their growing public sector deficits. Overseas development funding fell, and banks resisted lending to increasingly indebted developing nations.
5. These external factors weighed heavily on economies whose links to the international economic system make them extremely vulnerable to the vagaries of international financial and product markets. The result of these external factors was that large numbers of countries found themselves in severe current accounts deficit. The overwhelming influence of these external factors was highlighted in a recent study on world recession and global interdependence done by the ILO, which analyzes payment balances of current accounts for the years 1973-1982. This study clearly shows that, for all three country groupings then used by the IMF (major exporters of manufactures, low-income countries, and

middle-income countries exporting primary products), the negative balance is due primarily to external factors (ILO, 1987).

7. As commercial credit dried up after the oil shock in 1979, the IMF and the World Bank implemented stringent stabilization and structural adjustment measures, respectively. By now, many bilateral agencies such as AID are also supporting structural adjustment, either directly or with complementary policy reform programs.
8. There are two universal objectives to structural adjustment: one is to help governments meet external payments, the bulk of which are debt service payments; and the other is to restore sustainable growth by increasing the productive capacity of the economy through the reallocation of resources to higher return activities.
9. The first objective is addressed largely through expenditure cuts and devaluation. The second objective, more complex and elusive than the first, relies on the re-alignment of prices, mainly through changes in the exchange rate, which increase the price of tradables versus non-tradables. Removal of food subsidies, dismantling of marketing boards, and market liberalization are also part of the arsenal of tools intended to change production incentives such that producers shift resources into presumably higher return and more productive activities.
10. Over the last eight years, 55 countries have received 121 Structural Adjustment Loans (SALs) from the World Bank. While positive real rates of growth have been re-established in a few countries, most continue to suffer the worst economic crisis in living memory. Even in those countries that have restored growth, it has generally been at the cost of even higher debt, lower real wages, and higher unemployment, yet without the benefit of any redistribution in the wealth created.
11. An example of this is the case of Jamaica. In 1970, its total long-term public debt was 160 million, less than one fifth of GDP. By 1986, after six years of non-existent or negative growth, long-term public debt had skyrocketed to almost 3 billion, representing one and a quarter times the GDP for that year (World Bank, 1988). Jamaica did experience growth in 1987, but not by becoming more productive, or creating more jobs, or substantially altering its productive capacity. Jamaica essentially borrowed its way into short-term growth, at the staggering cost of a debt service ratio of 72% of export earnings. This ratio dropped to 49% only after rescheduling (Bienefeld, 1988). While this structural adjustment program for Jamaica may be facilitating debt repayment, one is hard pressed to see how such an enormous debt can contribute to long-term, sustainable growth.
12. It is precisely the poor record of structural adjustment programs in achieving many of their own objectives that has spurred controversy. Great debate rages around the appropriateness, the mechanics, and the effects of structural adjustment policies as currently formulated. In general, there are concerns about:
  - o Whether structural adjustment programs, predicated as they are upon unrealistic assumptions about market frameworks and free flowing

information, low transactions costs, and properly functioning markets, can effectively address the structural problems of national and international economic systems.

- o More specifically, there are concerns about whether structural adjustment can be effective given that it relies on changes in prices to quickly lead to changes in outputs, and that this kind of market responsiveness is known to be lacking in most LDC economies;
  - o A third important concern is whether the effects in terms of sharp declines in real income, social services, and access to resources will be transitional, or will represent a permanent shift into long-term poverty for the large number of marginal poor who are bearing the brunt of structural adjustment.
13. The concerns about structural adjustment, therefore, are not only with the negative effects on vulnerable groups, but more broadly and more profoundly on the capacity of the policies to achieve their own objectives. Something must surely be done about the balance of payments deficits that threaten so many developing country economies. But the question we must ask is: Can adjustment programs as currently implemented serve their proclaimed goals of sustainable growth?
  14. It is precisely in this regard that gender considerations take on critical importance. If structural adjustment doesn't mobilize women, and support the local small business, food production and transformation sectors that provide the most employment for developing countries, especially for women, then the answer is no. Sustainable growth, and ultimately debt repayment, cannot be achieved without marshalling the tremendous productive capacity and skills of women.
  15. It may appear at first glance that macro-economic policies designed to shift resources into more productive activities lack a gender dimension. In reality, however, the impact of structural adjustment on women, and vice-versa, will differ from the impact on men in so far as women's occupational distribution, access to resources, and roles as producers and consumers are different (Joekes, Lycette, McGowan, and Searle, 1988).
  16. More importantly, women's ability to participate in structural adjustment and contribute to the hoped-for changes in output will be constrained in different ways than will men's participation. For example, all small farmers will face difficulties in obtaining the credit necessary in order to respond to the price incentives for export crop production offered by devaluation. Women farmers are additionally constrained, however, by a lack of the type of collateral required, social biases against them, low literacy levels, etc. Therefore, even where credit is available, they are unable to obtain it.
  17. In addition, women's ability to respond to price changes is tempered by the negotiations that are carried out in the invisible market for their unpaid labor. Their response to price incentives for food production, for example, will be much more limited than anticipated if the demand for their labor on their husbands' fields has also increased.

18. The invisible market for women's unpaid labor competes with structural adjustment in many other situations as well. For example, as food prices rise, women who buy food will be forced to either consume less, or buy cheaper food. Substantial labor is expended in shopping around for and preparing cheaper, less processed food. This implies a shift of labor from income generating activities to unpaid labor in food production.
19. So, it is clear that a gender disaggregated analysis of anticipated responses to structural adjustment policies will be critical in improving the fit between expected and actual outcomes.
20. There has not been a great deal of information available on structural adjustment and women, but that situation is beginning to change. More and more, people are realizing the crucial importance of women's economic roles to survival and sustained growth. A recently completed ICRW project on women's work responses to the recession in Latin America and the Caribbean, as well as several other recent conferences on women and the economic crisis, have begun to provide better information that allows us to begin to look at how structural programs, primarily through price changes, can be expected to affect women's employment, production, and consumption.
21. Women tend to be relatively well represented and comparatively well paid in public sector employment, although they still predominate in the lower echelons of the sector. Cutbacks in public expenditure under adjustment programs may thus diminish women's employment and earning opportunities disproportionately. This is true, both in terms of competitive career options, and because women make up a large percentage of employees in health and education, two sectors that often suffer most from reduced government expenditures. In addition, women may be singled out as a group for retrenchment, reflecting inaccurate assumptions about the "supplemental" nature of women's income.
22. There are, of course, other employment effects of structural adjustment that have not been readily anticipated. In the implementation of adjustment programs it is thought, for example, that devaluation will increase the number of jobs in the export manufacturing sector. In Latin America and the Caribbean, and East and South East Asia, high proportions of women are employed in this sector and would stand to benefit from such expanded and stable employment at relatively high wages.
23. In export manufacturing, however, dependence on imported inputs is high, and exchange rate effects may cancel out overall and thus fail to increase profitability and employment opportunities. In fact, this seems to be the case in some countries where women have experienced not only wage decreases, but worsening work conditions, and in some cases widespread and permanent lay-offs.
24. In the Phillipines, for example, the Bataan Export Processing Zone was expected to provide some 54,000 jobs, mostly for young women. By 1982, only 18,673 had actually materialized, which nevertheless represented a substantial increase in opportunity. However, between January 1984 and December 1985, 11,533 women had been laid off in the semi-conductor

firms, which had suffered their own crisis from a lack of materials and markets, and high production costs (Heyzer, 1988). This is a clear example of how structural adjustment, through devaluations that provide export incentives while increasing the price of inputs, can limit overall supply response of export firms, with negative effects on their primarily female work force.

25. Economic crisis and adjustment mean more than just lay-offs, however. Casual and temporary employment, the contracting-out of manufacturing operations to women and children for very low wages, declining benefits, and the like also result and have a particular impact on women. In Buenos Aires, 32 percent of women work in jobs that do not offer a formal contract, social security coverage or pay the minimum wage, as compared to 18 percent of men (Cortes and Menujin, 1988). In the Phillipines, the women dominated banana industry has instituted a system where two women work for one wage (Heyzer, 1988).
26. Working conditions have affected both women and men, but there is evidence that women's wages have fallen more in some countries. In Peru, for example, women's real wages fell by 15 percent between 1976 and 1984. Men's real wages during the same period fell by only 11.4 percent (Francke, 1988). This relatively larger drop in wages is all the more serious when one considers that women earn much less than men to begin with.
27. The question arises why women accept work at such low wages. The resounding answer to this can only be that they have no choice. As economic crisis creates high unemployment among men, women must work--at almost any wage--to support their families, especially in low-income groups. A study in Mexico City showed that the increase in women's share of household income was most dramatic among the poorest. Between 1985 and 1988 women's contribution increased from 10.3 to 20.2 percent among households in the poorest stratum of the formal sector and from 20 percent to 32.4 percent in households earning in the informal sector (Jusidman, 1988).
28. In addition to households where women provide essential support in conjunction with another adult earner, there is an increasing number of single women headed households. Although this proportion varies, many countries have 20-30 percent women headed households. In certain countries, however, such as Jamaica, Botwana, and some parts of Kenya, the proportion approaches 50 percent (Buvinic and Youssef, 1978; ICRW, 1988).
29. Out of necessity, then, women's labor force participation rates in many countries have increased during the recession at a rate higher than their 30 year trend. In some cases, their participation has expanded substantially. In Lima, Peru, for example, the economic activity rate for women jumped from 40 percent in 1985 to 49.8 percent by the end of 1986 (Francke, 1988).
30. At the same time participation rates are increasing for women, however, so is unemployment. In Jamaica, for example, women's unemployment was

dramatically higher than that of men, reaching a level of 36.5 percent in 1984, as compared to 15.8 percent for men (Massiah, 1988).

31. Faced with limited opportunities in the formal sector, women have increasingly sought informal sector employment, as have men, although it is well documented that women are more highly concentrated in the informal sector. There is disturbing evidence, however, that for women, the withdrawal from formal sector employment to informal sector is likely to be permanent. Women may be locked into informal sector employment even as growth in the formal sector eventually occurs. In Lima, women's share of informal sector employment rose from 36.2 percent in 1983 to 45 percent in 1987, despite improved economic condition in the 1985-87 period (Francke, 1988).
32. Of course, another important aspect of the impact of structural adjustment is its affect on women's productive roles, especially in the agricultural sector.
33. Women produce 60-80 percent of the food in Africa and Asia, and 40 percent of the food in Latin America. They are heavily, if not predominantly involved in storing, transforming, and marketing domestic food production. In addition, they contribute substantial amounts of unpaid labor in their husbands' fields. Devaluation and other adjustment measures aimed at agriculture can thus be expected to have significant implications for women, as well as for national food security (Joekes, Lycette, McGowan, and Searle, 1988).
34. In Indonesia, the devaluation of 1986 and the price increases that followed, before resulting in increased profitability of agricultural production, actually caused women farmers to work longer in the fields to make up for the labor they could no longer afford to hire (Heyzer, 1988).
35. Price incentives to shift into export production will also result in increased demand for women's unpaid labor on their husbands' fields. This will reduce the amount of time women have available for food production and self-provisioning and artisanal activities.
36. To compensate for women's decreased availability for her own account production, or for other household production activities, children's labor, and particularly that of girls, may be recruited. This may result in further restrictions on girls' access to education, which is already limited, and will certainly affect their future income and employment opportunities (Joekes et. al., 1988).
37. If such compensation is not available, women will produce less and their incomes from the sale of surplus food will decline. In fact, widespread shifts in export oriented production may actually threaten national food security and undermine intended substitution of local food production for imports. Moreover, without a steady and reliable source of food at reasonable prices, no advances are likely to be made in real wages of the poor, as most workers spend a high percentage of their wage on food (Islam, 1988). This will have implications for the linkages between

increased wages and the multiplier effect those wages can have in an economy.

38. It is often thought that the rise in food prices promoted under many structural adjustment programs may be sufficient to induce women to produce more food despite pressure or coercion to assist husbands with export crop production. In reality, however, other constraints for women in increasing production are their severely limited access to agricultural extension, land, and other inputs. They may thus be unable, even if willing, to respond to incentives for food production.
39. Beyond production problems, there exist those in transformation and marketing. Women are generally heavily involved in these activities, but because of the same constraints they face in production, are unable to react quickly to drastic increases in output. The best and most effective production price incentives will be for naught if there is no corresponding storage, transforming, and marketing capacity to pass the increased output through the economy to its final buyer. This was precisely the situation in Zambia, where impressive increases in maize production hit up against bottlenecks in distribution and marketing. The result was a lot of rotting maize, market shortages, high food prices, and eventually food riots.
40. Several points about women's production and structural adjustment should be emphasized. The first is that women provide a direct subsidy to the production of food and export crops through the contribution of their unpaid labor in their husband's fields. This subsidy is significant, and knowledge of it is critical to informing any economic analysis of production patterns and how they will be affected by structural adjustment.

Second, women's domestic food production is crucial to national economies, both in terms of providing adequate amounts of food and as an import substitute.

Third, transformation and marketing systems, composed largely of women, will be equally as important to successful structural adjustment as is increased production.

### Consumption

41. For lack of time, I have not talked at length about the affects of structural adjustment on women's consumption of goods and services. However, in any analysis of adjustment it is important to consider the hardships suffered by women and their families, either as a direct result of adjustment policies or as a result of the tendency of these policies to exacerbate existing imbalances in resource distribution. The sharp decline in health and education expenditures and wages that most countries have experienced are simply unacceptable in human terms.
42. What is more, it must be realized that there is a widespread economic cost to declining standards of living, which may be so serious as to negate the potential gains of structural adjustment, even in the long term. What we're facing here is the strong possibility of

intergenerational effects of what was presumed to be a short-term crisis.

43. Differential access to, and therefore consumption of, productive assets and resources between men and women is a well documented fact over most of the world. To a large extent, it is a result of cultural and economic biases which undervalue women's production. The resulting undercapitalization of women's production, transformation, and marketing activities constrains national growth potentials.
44. Obviously, all of these problems are not the result of structural adjustment, and must not be so attributed. However, the evidence available so far does indicate that structural adjustment policies exacerbate cultural and economic biases against women by reinforcing women's lack of access to and consumption of the type of productive resources and services such as extension, credit, and input subsidies that are often targeted to export production. In so far as this limits women's productivity, adjustment policies are sabotaging their very goals of stable long term growth.
45. So what does all this mean? I've outlined some of the mechanisms through which structural adjustment differentially affects women, and discussed the ways in which the very effectiveness of structural adjustment may be compromised by a lack of awareness of the gender dimension. The next question is, what can be done to improve this situation? In fact, what must be done?
46. Not surprisingly, many of the solutions entail the same strategies that we've all been talking about for years. The fundamental issue we must address is first, access to resources for the poor, women as well as men. Specifically, what are some of the kinds of enabling strategies for women?
47. Credit is a critical need. In order to reach women, credit must be promoted through organizations to which women belong, or through word-of-mouth in the marketplaces where women work.
48. In addition, appropriate collateral requirements are needed--jewelry or cattle rather than cash, for example. Flexible repayment requirements are also critical. Options that give the borrower the choice of repaying the loan in frequent, small payments rather than fewer, larger payments better reflect women's cash flow patterns and facilitate loan repayment.
49. In agriculture, because women farmers are concentrated among smallholders, targeting small women farmers for agricultural credit, inputs, extension, and training is essential.
50. Standard mechanisms, such as extension through cooperatives, farmers' groups, or land distribution committees tend to bypass women. Reliance on extension through women's already existing productive groups or at places where they meet will greatly increase the chances of reaching them.

51. Finally, with regard to agricultural extension, a system that offers incentives for reaching small-holders, trains agents in a farming systems approach, and targets crops with which women are involved will succeed in reaching more women.
52. The options just outlined are noticeably lacking in "compensation" for hardship. While it is certainly important to target feeding and medical care to vulnerable groups at all times, we should not fall into the trap of relying once again on relief work to patch up the real problems that exist in the world economy. In the past fifteen years, the development community has come to the firm conclusion that palliative, relief type programs will never help end the cycle of poverty. If we forget that simple fact, even in our newest man-made economic crisis, then we have lost the game.
53. The larger concern of structural adjustment lies with the appropriate targeting of devaluation, tax and price policies, which require an accurate understanding of the implications of any given incentive to shift production. Women's complex and vital roles and their participation in both paid and unpaid labor markets makes it particularly difficult to predict their responses. I hope that in the remainder of the day and in the working groups, we can discuss the overarching issue of how structural adjustment can be improved not only by the types of complementary measures I've mentioned above, but also through a more fundamental rethinking of the costs and benefits of the drastic measures currently being undertaken, and ways to modify the measures such that they more effectively mobilize the diverse productive capacity of developing countries.

## **SESSION 8: YOUR ROLES IN THE MISSION**

**Time:** 1 Hour

### **Objectives**

At the conclusion of this session, participants will:

1. have identified where gender issues should be addressed within the Mission programming processes such as managing a project design team or coordinating project review;
2. have identified assumptions about how gender issues will be considered in the programming process; and
3. have briefly discussed, for one stage in the process, alternative strategies for incorporating gender issues.

<u>Time</u>	<u>Activities</u>
10:00 A	Plenary Session to review ANE-provided chart on programming process within a "typical" mission and discuss assumptions about the process vis-a-vis gender, as well as strategies for adapting one stage of the process.
11:00 A	Summary and Closing of this session.

## SESSION 9: PLANNING FOR ACTION

Time: 2 Hours. 15 Minutes

### Objectives

At the conclusion of this session, participants will:

1. have developed an action plan for incorporating gender considerations into one component of their work;
2. have identified the data needed for implementing their action plan, and sources or methods for obtaining those data;
3. have identified specific issues from the proposed agricultural strategy for Asia and the Near East in the 1990's related to gender concerns; and
4. have developed an action plan for addressing those issues in the upcoming ADO conference.

<u>Time</u>	<u>Activities</u>
11:00 A	Planning as a Process--Presentation and Discussion
11:10 A	Individuals Identify "Solvable Problems" (Use Consultation Groups as Desired)  Individuals Develop Work Plan
11:45 A	Group Summary and Discussion
12:00 P	Gender Considerations and the proposed agricultural strategy document--Group Discussion
12:30 P	LUNCH
2:00 P	Consultation Groups Work with Strategy Statement
2:40 P	Summary
2:45 P	Close of this Session

## **SESSION 10: WORKSHOP SUMMARY, EVALUATION AND CLOSURE**

**Time: 1 Hour. 45 Minutes**

### **Objectives**

At the conclusion of this session, participants will:

1. have reviewed the training workshop content and process for the last three days and discussed ways of incorporating the training in their work situations;
2. have provided written evaluations of the workshop; and
3. have said goodbye to each other and the trainers and begun preparations for the return to home and work.

<u>Time</u>	<u>Activities</u>
2:45 P	- Workshop Summary
3:15 P	- Workshop Evaluation
4:00 P	- Workshop Closure Appreciations and Goodbyes
4:30 P	- End of Workshop

## SESSION 1: WORKSHOP ORIENTATION

- 8:30 A - Official Opening and Welcome
- Introductions of Lead Trainer and Workshop Staff  
Speaker: Charles Johnson, Mission Director, Morocco
  
- 8:35 A - Presentation by ANE Bureau  
Speaker: Richard Cobb
  
- 8:50 A - Presentation by PPC/WID  
Speaker: Ron Grosz
- Questions and Answers (Ron Grosz)
  
- 9:30 A - Participant Introductions
- Task assignment - Small Groups
- Groups meet
- Group report/introductions
  
- 10:40 A - **BREAK**

SESSION 1.1

## WHAT WID IS/IS NOT

GENDER AND WOMEN

CONCERNS AND ISSUES

SPECIAL INTEREST

EQUITY

WOMEN-ONLY AND MAINSTREAM

SOCIAL SOUNDNESS

BENEFICIARY AND VULNERABLE

ECONOMIC AND CROSS-CUTTING

PRESCRIPTIVE AND DESCRIPTIVE

SESSION 1.2

## SMALL GROUPS' TASK

1. Form groups of five (5) persons
2. Quickly select one person to be the recorder/reporter
3. Introduce yourselves to one another by: NAME AND MISSION ROLE
4. Identify personal/professional objectives members have for this training workshop. RECORD THEM.
5. Groups' reporter introduce members to the total community.
6. Trainer will request one objective from each group in turn. RECORD THEM until list is completed.

SESSION 1.3

## SESSION 1 - PROJECT OBJECTIVES

1. Review and practice GIF as tool in programming
2. Exchange of views between AID/Washington and field
3. How to cope with declining budgets
4. More discussion on integrating gender in CDSS - issues, strategies, resources, and other AID documents
5. Looking at differences in country situations
6. Renew friendships
7. Private sector gender issues (salary, employment)
8. Training: strategies for incorporating more women
9. Women are special interest?
10. Integrating gender into agricultural sector program (Sana'a)
11. Increased information on resources for incorporating gender

SESSION 1.4

**HYPOTHESIS:**

Using and Expanding women's productive capacity is a necessary condition for sustainable economic development.

**GOAL:**

To optimize use and expansion of women's productive capacity to ensure sustainable economic development.

SESSION 1.5

## SCANNING HISTORY

- 1973 - Percy Amendment
- 1974 - PPC/WID
- 1982 - Agency's WID Policy
- 1987 - External Evaluation

### 1 9 8 8

- January - Senior staff - Bureau plans
- March - Bureau Action Plans in
- May - Congressional hearings
- July - Admin. Action Items - Mission plans
- September - WID legislation signed
- October - Refined PPC/WID strategy
- December - Menu and AFR Directors

### 1 9 8 9

- January - Indicators  
- Letter from the Capitol Hill
- February - ANE Workshop
- March - Egypt Workshop  
- Mission agendas in  
- Report to Congress due
- SPRING - AID/Bureau 1/2-day sessions  
- AFR, ANE, LAC, S&T, PRE, FVA
- SUMMER - AID/W 3-day workshop
- FALL - AFR/W 3-day workshop  
- Southern AFR 3-day workshop
- Other - Training  
- Technical Assistance  
- Research  
- Information dissemination

**CUP OVERFLOWS?**

**\$5 MILLION**

**105% INCREASE**

**1.2% CENTRAL BUREAU DA**

**0.25% ALL DA**

**0.03% ALL ECONOMIC AND MILITARY ASSISTANCE**

**SESSION 1.7**

## **VISION**

**GENDER ANALYSIS AND STRATEGY DESIGN,  
IMPLEMENTATION, MONITOR AND EVALUATION**

**\* BECOME SOP**

**SUCCESS RATE INCREASES FOR POLICIES, PROGRAMS  
AND PROJECTS**

**PEOPLE AND NATIONS GROW AND DEVELOP**

**\* HAPPINESS**

**\* SATISFACTION**

**SESSION 1.8**

**WORKSHOP GOAL:**

**TO:**

- \* increase awareness of
- \* knowledge about, and
- \* skills for

incorporating gender considerations into the USAID development process.

SESSION 2.1

## WORKSHOP OBJECTIVES

Participants will:

- o have used the Gender Information Framework for incorporating gender in the project development process in the agricultural sector;
- o have analyzed a development program, project, or activity for which they are responsible in terms of gender considerations;
- o have developed a specific individual workplan for incorporating gender considerations into a development activity for which they are responsible; and
- o have examined some of the impacts of structural adjustment with a gender focus.

SESSION 2.2

### **SESSION 3: EXPLORING THE ISSUES**

1. Implications For Your Own Work
2. Relationship To Other Issues
3. Influence Development Process
4. Policy and Project Design

SESSION 3.1

## CONSIDERING GENDER: SESSION OBJECTIVES

- \* Be able to use six (6) key gender factors to be considered in baseline situations;
- \* Become aware of how the Gender Information Framework can be used as a resource;
- \* Have reviewed PID using the six (6) gender factors.

SESSION 4.1

GENDER IS

A VARIABLE

IN

DEVELOPMENT

SESSION 4.2

## **CDIE MAJOR FINDING:**

"...mainstream projects that ensure women's participation in proportion to their roles and responsibilities within the project's baseline situation are more likely to achieve their immediate purposes and their broader socio-economic goals than are projects that do not."

SESSION 4.3

## **INCORPORATING GENDER:**

### Identify Gender Roles and Responsibilities

- Labor
- Income
- Expenditures
- Resources

### Analyze To Assess

- Constraints
- Opportunities

SESSION 4.4

## IDENTIFY GENDER FACTORS

LABOR: (Household, Ag. Production, Non-Farm)  
Who does what?  
Seasonality?

INCOME:  
Sources  
Diversity  
Seasonality  
Use of resources (technical assistance, credit)

EXPENDITURES:  
Who pays for/provides staple foods, school fees, etc?

RESOURCES:  
Access to required resources for productivity?  
Control over resources; implications for increasing productivity?

ANALYZE TO ASSESS:  
How are constraints different for males/females?  
What opportunities are provided by different roles and responsibilities?

SESSION 4.5

## WHEN TO IDENTIFY GENDER FACTORS

- THROUGHOUT THE PROCESS

### Levels

- project
- policy
- country programming

SESSION 4.6

## GROUP TASK

1. Select group reporter
2. Read document(s)
  - PID
  - your module
  - background materials
3. For your module:
  - o identify how gender might be an issue
  - o identify possible assumptions made about gender
  - o explore alternative strategies for module design
  - o identify information needs to check assumptions and design strategies

SESSION 4.7

## GENDER INFORMATION FRAMEWORK (GIF)

WHAT:	Information and resource
WHY:	Respond to question "How to incorporate gender?"
HOW DEVELOPED:	Result of earlier gender workshops

SESSION 4.8

## **GIF COMPONENTS**

- \* Gender Variable Guide
- \* Gender Considerations in Design
- \* Summary of Guidelines for Document Reviews

SESSION 4.9

## GENDER CONSIDERATIONS

- \* CDSS
- ” Action Plan
- \* PID
- \* PP

SESSION 4.10

## INFORMATION NEEDS SURVEY

1. What problems do you encounter because you lack information on WID?
2. In what format do you find information most useful:
  - complete reports?
  - bibliography?
  - brochures?
  - computer disk?
  - audiovisual?
  - other (please specify)? \_\_\_\_\_
3. How could you best be kept up date about what other missions are doing?
4. Where do you currently go for information about gender?

SESSION 5

WHAT DO WE MEAN BY DATA?

WHY DO WE NEED DATA?

WHICH DATA FOR WHAT PURPOSE?

WHERE DO WE FIND DATA?

HOW CAN IT BE USED?

SESSION 5.1

## Why Do We Need Data?

- To challenge assumptions
- To describe the current situation
- To plan accordingly
- To monitor
- To make adaptations
- To evaluate

SESSION 5.2

What are assumptions about gender?

Are they valid?

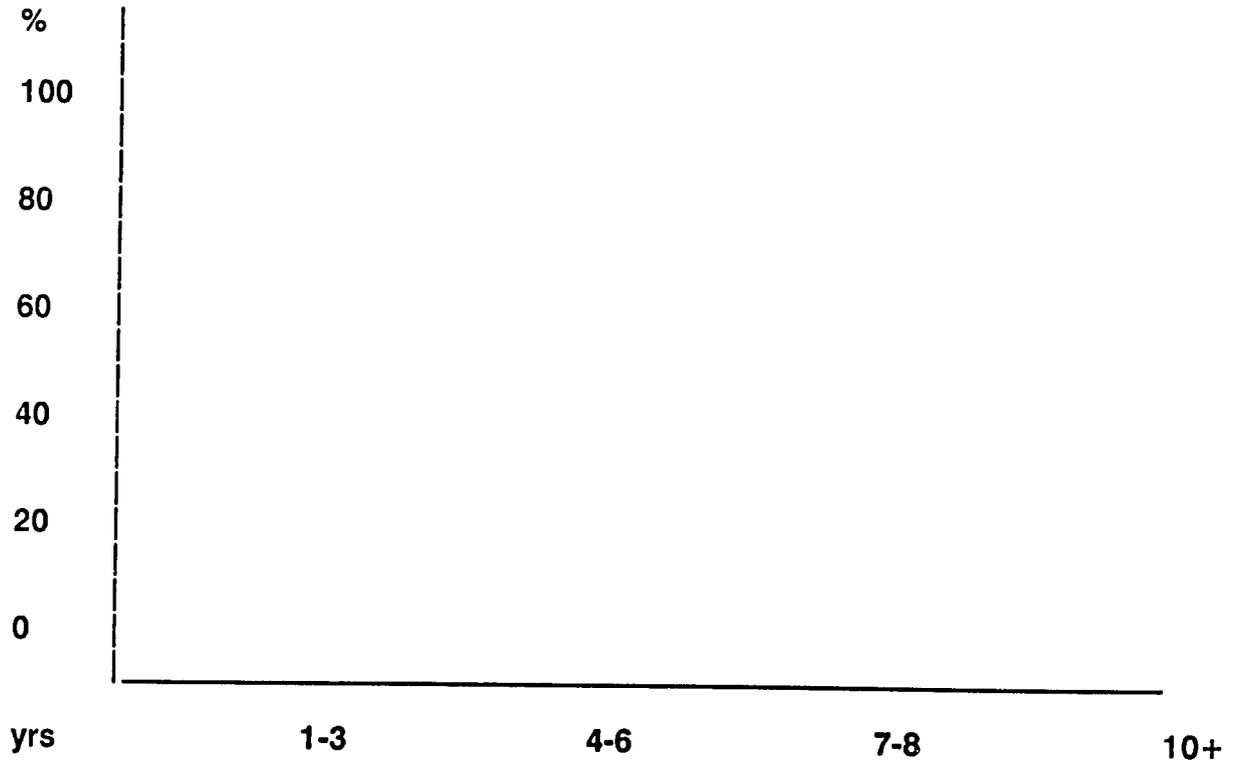
How can you check?

What do you need to know?

How will you use the information?

SESSION 5.3

### Current Work (by years of education)



SESSION 5.4

DISAGGREGATE BY GENDER: 3-WAY DISAGGREGATION

MEANS

RANGE

ANECDOTAL

GROUPING

SESSION 5.5

TASK DIVISION

DURATION

RURAL-URBAN DIFFERENCES

CROP DIFFERENCES

TOTAL WORK LOAD

SEASONALITY

---

MEDIA CHOICES

SESSION 5.5A

WHO USES TECHNOLOGY?

WHO MAKES DECISIONS ABOUT RESOURCE USE?

WHO IS INVOLVED IN MARKETING?

WHO CONTROLS INCOME?

SURVEY

OBSERVATION

"ROUND TABLE" GROUPS

OTHER PROJECTS

EXTENSION

EXISTING ORGANIZATIONS

SESSION 5.5B (Participant)

## PROJECT FEATURES TO CONSIDER

- > Choice of promotion strategy
- > Choice of technical package
- > Timing and duration of activities
- > Location of project activities or services
- > Delivery systems
- > Eligibility criteria
- > Nature and distribution of benefits

SESSION 5.6

## SESSION 6: INDIVIDUAL APPLICATION

### Objectives

At the conclusion of this session, participants will:

1. have analyzed, individually and in consultation groups, the development materials they brought to the workshop for gender differential issues, additional baseline information needed, and strategies for adaptation;
2. have gained additional skills in identifying project activities and outputs which should reflect gender considerations previously identified;
3. be able to select strategies for designing/adapting mainstream projects so that key elements of the project incorporate gender considerations; and
4. have begun to develop basic criteria for distinguishing projects/programs which have adequately considered gender from those which have not.

SESSION 6.1

## INDIVIDUAL TASK

In your development "material":

1. identify where and how gender might be an important issue;
2. identify possible assumptions made about gender;
3. identify alternative design/adaptation strategies;
4. identify information needed to check assumptions/strategies; and
5. identify consultant help needed.

SESSION 6.2

## IN CONSULTANT TRIOS

- 10 mins - Client 1 presents their description of "material", analysis and consultation needs
- 20 mins - Client-Consultant Interaction  
<Repeat above for clients 2 and 3>

SESSION 6.3

## PAADing

### Recovery Growth and People

- Why aid?

1947	-	Marshall
1948	-	Truman
1961	-	A.I.D. Geographic Focus? Economic Take-Off?
1973	- - -	Sectoral Programs Rural Development Poverty Alleviation
1981	- -	Reagan Stagflation

SESSION 7.1

PVT Sector - Institute Tech. Policy

1982	-	Oops! Debt Service
	-	4 Pillars
Policy Reform	-	Stabilization
Recovery	-	Growth
1985	-	Enter the Human Face
1987	-	Social Dimensions and the Bank
Adjustment	-	Growth
		Equity

SESSION 7.2

Staying the Course in:

1. ARD
2. HPN
3. ED
4. Energy

thru

- policy dialogue/market orientation
- enhance PVT Sector - economic efficiency
- social services - cost recovery and PVT Sector delivery
- S & Tech - enhance efficiency  
technical change
- promote use of local resources for sustainability/envIRON.

SESSION 7.3

GNP <-----> Individual  
LFPR

Exchange <-----> Decision  
Rates

Subsidies <-----> Making  
EXPT/MPT

What are the:

links?

direction of cause?

SESSION 7.4

**MACRO ECONOMIC POLICIES**

AFFECT WOMEN

WOMEN,

AFFECT THE SUCCESS OF

MICRO-ECONOMIC POLICIES

SESSION 7.5  
Presentation by Lisa McGowan

## **DIVISION OF WOMEN'S LABOR**

- Paid Labor
- Own Account/Self-Provisioning
- Unpaid Labor in Family Fields
- Homework

Mix of goods and services provided by this labor essential to family well-being

SESSION 7.6

### AG Wage Labor Opportunity?

- Low and unstable wages
- Tremendous work burden for women heads of households
- Jobs not at anywhere near the in female labor force

SESSION 7.7

How to integrate women into export producing, growth-oriented Ag strategies?

1. Challenge assumptions
  - o labor market flexibility
  - o definition of low value/high value
  - o incentives
2. Describe what women do
3. Identify constraints and opportunities
4. Creative thinking
  - o Make incomes the goal, as opposed to production
  - o Export to local markets
  - o identify high value women's crops for export
  - o encourage food processing industries based on women's artisanal and food processing roles and knowledge

SESSION 7.8

## TASK

For one of the countries represented in your group, assume that structural adjustment is in the works (if not operational already).

1. Identify at least 3 policy reforms which might be (have been) proposed.
2. What are some possible gender differential impacts/opportunities for each reform?
3. ...some possible assumptions?
4. What information is needed to check these assumptions/opportunities?
5. What strategies would you suggest to complement structural adjustment in your example?

SESSION 7.9

## PROGRAMMING PROCESS

- o CDSS
- o Action Plan
- o Projects
  - Pre-design Studies
  - PID
  - PP
- o Implementation
- o Evaluation
- o Closure/Redesign

SESSION 8

## **SESSION 10: ANE Agricultural Strategy**

1. Agricultural Policy
2. Technical Innovation
3. Growth of Agri-Processing
4. Trade Liberalization
5. Natural Resources
6. Human and Institutional Capital

**SESSION 10.1**

TABLE 1:	themes 1 and 2, pages 13-14
TABLE 2:	themes 3 and 4, pages 15-16
TABLE 3:	themes 5 and 6, pages 17-18

SESSION 10.2

- A:** Low Income  
Agricultural
- B:** Low Income  
Transitional
- C:** Middle Income  
Industrializing

SESSION 10.3

For the two (2) themes your group is working with:

What would be important for each factor?

Rationale?

SESSION 10.4

## FRIDAY: AGENDA

- 8:30 A - Community Check
- 8:50 A - Panel Presentation
- 9:15 A - Question and Answers
- 9:30 A - Small Groups
- 10:30 A - Reports from Groups
- 11:00 A - Your Roles in the Mission
- 11:30 A - Planning As Process
- 11:45 A - Individual Work Plan
- 12:30 P - LUNCH
- 2:00 P - Group Work with ANE Strategy Statement
- 3:15 P - Workshop Summary
- 3:30 P - Workshop Evaluation
- 4:15 P - Workshop Closure
- 4:30 P - END OF WORKSHOP

## INDIVIDUAL WORKSHOP OBJECTIVES

- \* Skills in descriptive analysis
- \* Evidence supporting idea that gender is important
- \* Learn to use GIF
- \* Learn how to operationalize GIF
- \* How to ensure gender is included in design
- \* Specific examples of WID issues in USAID projects
- \* Finalize a research proposal with ICRW representatives relating to gender impacts of small farmer cash crop activities
- \* Committed to the objectives of development which includes the entire community
- \* Become more knowledgeable about ANE
- \* Training strategies for integrating higher % of women
- \* History of AID/W focus
- \* WID policies and procedures
- \* Future trends, current AID/WID philosophy
- \* Learn mission staff's viewpoints on gender and problems they confront on their work
- \* Other missions' experience
- \* Learn about region's WID problems
- \* Learn how others have brought gender focus to their portfolio management systems in a sustainable way
- \* Information on integrating issues in all sectors
- \* Would like to be able to articulate more clearly the issues involved in gender considerations
- \* Learn more about WID issues in the context of the GOM and Moroccan society
- \* Gain a better framework for evaluating importance of gender issues at strategy, program levels
- \* That we have a mechanism that allows for active women's participation
- \* Learn how to best help AID personnel operationalize WID policy
- \* Refine and increase my awareness, knowledge and skills
- \* Greater awareness of WID issues