USAID/ZIMBABWE'S WOMEN IN DEVELOPMENT ACTION PLAN

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USAID/ZIMBABWE'S WOMEN IN DEVELOPMENT ACTION PLAN

I. ACTION PLAN OVERVIEW

II. BACKGROUND

III. WID GOALS AND OBJECTIVES

IV. WID IN POLICY DIALOGUE

V. PROJECT BY PROJECT DESCRIPTION

VI. PROJECT CALENDAR
I ACTION PLAN OVERVIEW

The Women in Development (WID) portfolio review consisted of consultation at all levels of the mission and technical assistance from PPC/WID. The resulting WID Action Plan is a two year working document which the mission will utilize until the new bilateral Country Development Strategy Statement (CDSS) is written (due FY'92). At that point, the framework for a full blown mission WID strategy will be incorporated as part of the CDSS to ensure that mission WID objectives are compatible with its overall program goals. The outline for the following WID Action Plan is organized accordingly: (I) action plan overview; (II) background of WID in Zimbabwe; (III) WID goals and objectives; (IV) WID in policy dialogue; (V) project by project description; and (VI) project calendar.

As part of the project by project description section (V), the following projects were reviewed:

Zimbabwe Agriculture Sector Assistance (ZASA)
Basic Education and Skills Training Sector Assistance Program (BEST)
Zimbabwe Manpower Development Project I (ZIMMAN I)
Zimbabwe Low-Income Housing Program
International Executive Service Corps (IESC)
Zimbabwe Manpower Development Project II (ZIMMAN II)
Family Planning Program

This portfolio is quite fluid. Of the above mentioned projects, ZASA is the only one which will continue in its present status. The WID Action Plan, therefore, addresses the incorporation of gender considerations into the on-going activities of this projects.

BEST and ZIMMAN I are coming to an end this fiscal year. For these projects, gender considerations have either been incorporated, or have been left for incorporation, into the scopes of work (SOW) of their respective final evaluations.

The Low-Income Housing Program is also coming to an end, but a follow-on project is being planned. Since the final evaluation has already been completed, the WID Action Plan lays out gender considerations for the design team to take into account when designing the project implementation document (PID). Similarly, gender considerations have also been developed for the team that will design the follow-on IESC project. In the case of ZIMMAN II, the project is undergoing a refocus of project goals and purpose due to a $10 million reduction in its budget over the next three years. For this project, guidance has been developed for the incorporation of gender concerns into the project's new parameters. Finally, new directions for the family planning program are under consideration. Gender issues that need to be considered in the assessment of this sector have been drafted for incorporation at the design phase.
II BACKGROUND

CONTEXT OF WID IN ZIMBABWE

Since independence, the Government of Zimbabwe has passed a number of pieces of legislation which attempt to give women equal rights including the Legal Age of Majority Act (LAMA, 1982), the Minimum Wages Act (1982), and the Matrimonial Courses Act (1985). Although these laws have made great strides in the right direction, changes are taking place slowly. Often, women have not taken full advantage of this legislation either because they do not know about it, or because they fear enforcing it in a court of law. Another law, which entitles women to equal pay for equal work is rarely enforced. Furthermore, some traditional laws concerning land ownership prevent women from having equal access to agricultural resources including credit, extension services, and income from marketed crops (CIDA, 1988). Female headed households are also frequently ignored in land resettlement schemes, or only receive 50% of that allotted to men.

Along with these disparities, females also lag behind their male counterparts in several key sectors. In education, for example, entrance into primary school (78% for the country) is almost equally male/female; but only 23% of the females go on to secondary school where for every 100 males there are only 57 females. Urban/rural differentials confirm traditional and economic limitations in the communal lands with only one rural female secondary student for every 20 female secondary students from the urban areas. By university level, female percentage drops to 13.8%. The drop-out rate for females at all levels of education is very high (Kazembe, 1986) due to: lack of financial resources for school fees such that priority is given to males; parental attitudes towards the education of girls; school girl pregnancies; and the content, organization, and structure of the educational system. To the education system's credit, however, there has been recent progress in the admission of females in university with certain diploma programs in agriculture reaching nearly 50% male/female enrollment.

In terms of health, the Government's highly successful family planning program has dropped the fertility rate to 5.7 and the population growth rate to 2.9, one of the lowest rates in Africa. Maternal mortality rates remain high, however, due to teen-age pregnancies, births to women over 35, and births in excess of 4 per women. Mortality rates are much higher in rural areas where there are 140-200 infant deaths to 50 deaths in urban areas. In addition to women's lower levels of education and health, rural women also have less access to clinics, transportation, irrigation and other social services.
In business, the biggest handicap for women farmers and urban females who want to start a small business is obtaining credit in the absence of collateral. Despite the Legal Age of Majority Act, women are usually asked for their husband's or another male's consent, presence, or financial position when they request a loan. Moreover, there are many wives who are forbidden by their husbands to open a savings account, and therefore have little experience with such institutions.

Of Zimbabwean women who manage to get involved in business, they tend not to get involved in the technical and productive sectors which generally have higher priority in foreign exchange allocations. Moreover, they frequently face difficulties in satisfying import license criteria (such as length of time of business registration) or in satisfying the terms and conditions of lines of credit made available by donors (such as minimum application amounts which frequently exceed the needs of the particular business, or the owner's ability to raise the necessary Zimbabwean funds for same). Thus, outside of farming, women's efforts are largely confined to the highly competitive, low remunerative businesses of food processing, trading and garment-making. Women engaged in these commerce and service businesses are consequently infrequent recipients of foreign exchange.

In spite of poor health and nutrition, less than adequate education, and built-in obstacles to saving or borrowing money the women of Zimbabwe are still a major part of the country's economy. They are the majority of farmers/laborers and are engaged in a vast range of informal employment (65% of rural women and 40% or urban women are involved in the informal sector). There is no doubt that women want to enter into the mainstream of economic development, and the Government through its passage of laws has made commendable strides in the right direction to recognize women's efforts as essential to the success of their development plans. In order to assist Zimbabwe in the strides it has already made, USAID/Zimbabwe's pursuit of WID actions and concerns can be seen as both timely and complementary.
III WID GOALS AND OBJECTIVES

The current bilateral CDSS emphasizes three major program areas (1) increased productivity and income of communal and smallholder farmers; (2) expansion of private sector productive activity; and (3) reduction of population growth rate. The WID objective is to increase employment opportunities for women and address gender considerations in these three areas of emphasis. As a means of raising women's productive capacity, a major emphasis will be placed on greater access to training. Resources in agricultural productivity will also constitute a major effort. From a family planning point of view, the differences in male and female roles and responsibilities will be taken into consideration. Thus, the mutual purpose of raising women's productive capacity and dealing with the gender issues (both male and female) across the entire portfolio are at the heart of the WID initiative.

IV POLICY DIALOGUE

Because of the forward looking policy of the Government of Zimbabwe regarding the contribution of women to national development, USAID/Zimbabwe's policy dialogue will be one of developing a consensus of next steps or new emphasis in existing programs to heighten the resource allocations to men and women to achieve greater program output in agriculture, family planning, housing, and training programs. Increased training for females will be a particular emphasis in the final phase of the ZIMMAN II project. In addition to policy dialogue with Government officials in various departments, the mission will continue to seek out the views of NGO's and other donors to adequately explore avenues of opportunity and to avoid overlap.

With the permission of Government officials, a sample survey will be undertaken to test the impact of the ZASA program on female smallholders. Furthermore, as part of the design of the new Low-Income Housing Program a retrospective sample survey will examine the constraints to female headed households since they consisted of less than 9% of the beneficiaries of this project. The mission will incorporate the findings of both these studies at the highest levels of policy dialogue.
V. PROJECT BY PROJECT DESCRIPTION

A. ON-GOING PROJECT
   ZASA  
   6

B. ENDING PROJECTS
   BEST  
   ZIMMAN I  
   8  10

C. ENDING PROJECTS/PROJECTS UNDER DESIGN
   ZIMBABWE LOW-INCOME HOUSING PROGRAM  
   1ESC  
   12  14

D. PROJECTS UNDER DESIGN
   ZIMMAN II  
   FAMILY PLANNING PROGRAM  
   16  18
ON-GOING PROJECT:

ZIMBABWE AGRICULTURE SECTOR ASSISTANCE (ZASA)

RESPONSIBLE OFFICER: Douglas Pickett

PACD: 9/30/92

PURPOSE:

To support implementation of policies and actions that will improve the economic status of smallholder farmers by raising their agricultural productivity and on-farm income. Activities to assist in overcoming constraints in this long-term process are adaptive research and actions on:

- Technical and Management Training
- Basic Marketing Improvements
- Refining and Expanding Extension
- Improving Transportation Infrastructure
- On-farm System Crop Trials
- New Varieties
- Improved Land and Water Use
- Improved Credit
- Short-term Training and Policy/Planning

The major vehicle for assistance in this program is a commodity import component in which local currency generated is used to finance activities identified by Zimbabwe in the areas mentioned above. Projects to be funded through the program are selected by a Working Group composed of representatives of various Government of Zimbabwe ministries and USAID.

WID OBJECTIVE/ACTION:

To increase information about the access of male and female farmers to ZASA funded project resources and the impact of those resources on productivity. A mid-project evaluation is planned for June, 1990. It is recommended that one component of this evaluation quantify and compare the resources which ZASA has brought to smallholders, disaggregated by gender.

TASK:

1) Using a sample of projects in the evaluation, examine the resources brought to several kinds of households, including male-headed households where the male is present, male-headed households where the male is absent for long periods of time, and female-headed households.
2) Also in the evaluation, examine the impact of resources on productivity, as well as labor allocation and distribution of income within the family among the sample households over the past five years.

3) This survey should be carried out by a consultant in gender issues, looking at productivity and intra-household resource utilization and allocation. Study findings should point the way to further focusing under ZASA to increase smallholder income and productivity.

4) Results from the survey will be used to first identify if female farmers face specific constraints to obtaining program resources, and second, develop recommendations for addressing those constraints.

5) Responsible officer will consult with the Working Group about the inclusion of this component in the evaluation.


ENDING PROJECT:

BASIC EDUCATION AND SKILLS TRAINING SECTOR ASSISTANCE PROGRAM (BEST)

RESPONSIBLE OFFICER: Golden Chekenyere

PACD: 6/30/90

PURPOSE:

The goal of this sector program is to contribute to Zimbabwe's economic and social development by providing budgetary resources to assist the GOZ to expand its educational and employment skills training system with special emphasis on cost-effectiveness and equity. The purposes of the program are to provide the additional financial, technical and training resources: (1) to assist the GOZ with strategic developments which yield an educational system which can accommodate expanded primary and secondary enrollments, and be qualitatively appropriate and affordable; and (2) to assist with the expansion, diversification and modernization of the post-primary and post-secondary vocational technical training programs with which the formal education system interacts.

PROJECT STATUS:

An impact evaluation is planned for March 1990. The project will end in June 1990.

WID OBJECTIVE/ACTION:

To integrate gender considerations into the end of project impact evaluation.

TASK:

1) The impact evaluation SOW was drafted at the same time as this WID Action Plan. Due to the fortunate timing of these two events, collaboration was easily facilitated and gender considerations were adequately incorporated into the SOW. The SOW recommends that a separate consultant be hired to address gender issues.

2) Upon completion of the evaluation, findings must be incorporated into policy dialogue with the Ministry of Primary and Secondary Education.
MEANS OF VERIFICATION:

- Final SOW adequately addresses gender considerations. (Completed)
- A consultant is hired as a member of the evaluation team to address gender issues.
- Findings are incorporated into policy dialogue with ministry officials.

TIMETABLE/DATE: April-June 1990.
ENDING PROJECT:

ZIMBABWE MANPOWER DEVELOPMENT PROJECT I (ZIMMAN I)

RESPONSIBLE OFFICER: Sarah Bishop

PACD: 12/31/89

PURPOSE:

This project has two main objectives: (1) to strengthen and expand the training institutional capacity within Zimbabwe in the fields of agriculture, engineering, technical skills, health, management, and education through pre-service and in-service training of instructional staff; and (2) to supplement the local capacity to train people in these same fields through the provision of training opportunities for young graduates and employees of the public and private sector.

PROJECT STATUS:

The project ends at the conclusion of this month. A final evaluation is planned for March 1990.

WID OBJECTIVE/ACTION:

To integrate gender considerations into the SOW for the ZIMMAN I final evaluation.

TASK:

Integrate the following gender considerations into the SOW:

1) According to the statistics, 27% (10 out of 37) of the University of Zimbabwe staff who received Masters or PhD degrees were women. How does that percentile correlate with the percentage of women staff at the University of Zimbabwe? Interview these 10 participants to assess the opportunities and/or constraints which they experienced throughout the application/selection process.

2) What percentage of the participants in long term participant training were women? It appears that a larger number of women participated in long term training as opposed to short term training. What factors influenced these higher numbers (e.g. large eligible pool of females, differential recruitment strategies, relevance of training to staff development needs, supportive attitudes of donor/participant sponsor)?

3) Only 14 out of 180 short term participants were women. What factors influenced these lower numbers? Interview the 14 female participants to determine what factors assisted them in...
successfully applying and being selected for short term training. Investigate the recruitment/selection process to determine what constraints hindered full female participation. Evaluate which ministries nominated short term participants and if the ratio of men/women in their work force was reflective of their ratio of men/women nominees. Was an informal network established that precluded women from participation?

4) What percentage of U.S. long term technical assistants (OPEXers) were women? Would a larger number of women professors have made a substantial impact as positive role models? Did the women professors teach traditional or nontraditional subjects?

5) How did the prerequisites, recruitment strategies, information dissemination, accessibility, training location, timing of program, and facilities differ for each training program? How did these factors influence higher or lower percentages of female participants by program?

6) What strategies could have increased the numbers of female participants across the board?

7) Summarize lessons learned and draft talking points for policy dialogue.

MEANS OF VERIFICATION:

Evaluation satisfactorily investigates the above mentioned gender considerations.

TIMETABLE/DATE: o/a March 1990.

RECOMMENDATION: If monies are still available, PPC/WID matching funds could be utilized to fund an evaluation team member to address gender issues.
ENDING PROJECT/PROJECT UNDER DESIGN:

ZIMBABWE LOW-INCOME HOUSING PROGRAM

RESPONSIBLE OFFICER: Margot Biegelson

PACD: 12/31/91

PURPOSE:

To finance the production of low-cost shelter and community facilities in several urban centers in Zimbabwe. The project also seeks to strengthen the capacity of the national and local authorities to design and administer low-income housing projects and to continue to support shelter programs and policies with a view toward providing affordable shelter and services for the urban poor.

PROJECT STATUS:

The project has basically come to an end. A follow-on project has been proposed and a PID design team from RHUDO will begin work in December 1989.

WID OBJECTIVE/ACTION:

The 1988 evaluation of the current housing project illustrates that the project notably improved the living conditions of the urban poor by assisting the GOZ to strengthen its capacity to administer large low-cost shelter programs. All told, nearly 20,000 serviced plots in 10 towns have been made available to low-income families. A closer look at the household structure of the families that benefited, however, indicates that 91.3% of the beneficiaries were male headed households. Therefore, female headed households comprised less than 9% of the beneficiaries. An assessment of the constraints to female headed households involving entry into this program will become an area of focus by the follow-on project design team.

TASK:

The following steps will be taken by the PID design team:

1) Obtain household statistics from the Central Statistics Office for a household breakdown of the urban poor.

2) In line with the statistics of female headed households in urban areas, set aside a percentage of loans for female heads of households.

3) Sample the 8.7% of beneficiaries who were not characterized as male headed households to determine the factors which assisted them in knowing about and successfully applying for the loans.
4) Determine the special constraints that female heads of households face in applying for the loans (e.g. information dissemination, qualification standards, infrastructure, legal constraints), and build in mechanisms to overcome these constraints in the follow-on project. Also, assess the percentage of men and women who applied for and were refused low-income housing loans to determine where the bottleneck occurs.

5) Require sex disaggregated data to be kept on all loan applicants throughout the entire process.

6) If further training is planned for project field workers and MPCNH officials, then set appropriate targets for women trainees.

7) Incorporate gender findings into policy dialogue.

**MEANS OF VERIFICATION:**

PID adequately addresses gender considerations.

**TIMETABLE/DATE:** TBD (Timing is contingent upon authorization of follow-on project.)
ENDING PROJECT/PROJECT UNDER DESIGN:

INTERNATIONAL EXECUTIVE SERVICE CORPS TECHNICAL ASSISTANCE TO BUSINESSES (IESC)

RESPONSIBLE OFFICER: Margot Biegelson

PACD: 9/30/90

PURPOSE: The purpose of the IESC program is to provide low-cost technology transfer and management expertise to Zimbabwe's private sector. Service is provided by a resident Country Director and Volunteer Executives (VE), who work directly with Zimbabwean entrepreneurs. Greater emphasis has been placed on working with clients from the small business community.

PROJECT STATUS: The project will be evaluated in 1990 to assess impact, and identify areas for strengthening for future project grants.

WID OBJECTIVE/ACTION:

To integrate gender considerations in the Scope of Work for the project evaluation, and set targets to address gender if the project is extended.

TASK:

1) The project evaluation will include disaggregation by gender of project beneficiaries (e.g. business type and size, service provided, resulting change in business performance).

2) The project evaluation will also include an assessment of project success in reaching women-owned businesses (i.e. estimate of size of potential target female clientele, constraints to identifying and/or providing services, opportunities for expanding services to them).

3) If the project is extended, establish a target of women-owned businesses, and design strategies for expanded outreach and service.

4) If the project is extended, develop benchmarks for targets, and strategies to monitor progress towards those targets.
MEANS OF VERIFICATION:

- SOW for final evaluation adequately addresses gender considerations.
- Follow-on project documents (PID/PP) adequately addresses gender considerations.

TIMETABLE/DATE: September, 1990
PROJECT UNDER DESIGN:

ZIMBABWE MANPOWER DEVELOPMENT PROJECT II (ZIMMAN II)

RESPONSIBLE OFFICER: Sarah Bishop

PACD: 9/30/93

PURPOSE:

To assist Zimbabwe in meeting its long-run labor market requirements for professional, technical and managerial resources. This will be done through strengthening existing public and private institutional capacity to train men and women, and through upgrading of human resources in the public and private sectors in the fields of manpower planning, agriculture, engineering, science, technology, administration, management, health and education.

PROJECT STATUS:

The LOP budget has been reduced by $10 million. There is $3 million left until 9/30/93. A consultant is currently conducting a feasibility study for possible refocus of project goals and purpose.

WID OBJECTIVE/ACTION:

To incorporate gender concerns into the new parameters of the project. (The following gender considerations have been discussed with the consultant, and relate to some of the new directions of the feasibility study. Since the study is not yet complete, these tasks are subject to change.)

TASK:

1) A target of 30% female participation will be set for ZIMMAN II.

2) Various information dissemination techniques will be investigated to determine the best methods to reach women entrepreneurs in the rural areas. (e.g. use of radio, verbal presentations in the rural areas, extensive outreach via community workers, etc.)

3) After women entrepreneurs have been trained, allow for subsequent support (e.g. access to revolving loan fund, career counselors, encouragement of small business activity in groups) so that newly acquired skills can be fully utilized.

4) Evaluate the location, timing, and facilities of training programs to optimize women's participation. Women's dual economic and household duties must be taken into account.
5) Policy dialogue with the GOZ will continue to encourage women to participate and to discuss the obstacles that constrain women from higher participation.

6) Recruitment methods will be analyzed and designed to ensure that women are not excluded from the training process.

7) All data will be disaggregated by gender from the beginning to the end of the selection process.

8) If an implementing agency (NGO, PVO) is to be selected for administrating the program, selection criteria should be based on the agency's knowledge and experience of gender considerations.

MEANS OF VERIFICATION:

Above mentioned gender considerations are adequately addressed in project redesign.

TIMETABLE/DATE: February/March 1990.
PROGRAM UNDER DESIGN:

FAMILY PLANNING PROGRAM

RESPONSIBLE OFFICER: Mercia Davids

PURPOSE:

Not yet defined.

PROJECT STATUS:

USAID/Zimbabwe has employed a consultant to prepare a detailed analysis in January, 1990, of family planning activities in Zimbabwe. The consultant will assess whether Zimbabwe will benefit from a bilateral family planning program or continue the current buy-in strategy. The consultant will explore various strategies and make recommendations on program emphasis for coming years.

WID OBJECTIVE/ACTION:

To incorporate gender concerns into the family planning program analysis and design.

A review of program related documents indicated that most of the key gender issues in family planning are incorporated into current activities without specifically identifying them as such. Below is a summary of the issues organized into a framework that can be used to ensure that gender is fully considered in the development of future activities.

TASK:

1) Ensure that attached recommendations are included in family planning program design.

MEANS OF VERIFICATION:

Consultant's final report/new program design adequately addresses gender considerations.

TIMETABLE/DATE: June 1990.
GENDER CONSIDERATIONS FOR FAMILY PLANNING PROGRAM DESIGN:

This discussion is divided into two sections:

1. Issues to be considered in the analysis of the current or baseline situation; and

2. Issues to be addressed in the development of the program design and strategy.

1. Baseline Situation

Overall, the key issue in examining the baseline situation is:

What is the impact of gender differences in roles and responsibilities on male and female knowledge, attitudes and practice of family planning methods?

Specifically,

a. The gap between levels of approval of family planning methods and actual use is wider for males than for females. What are the reasons for this gap, and why is it different for males and females?

b. Which institutions provide information social, advertising, educational, and other information to males and females? Where do they currently obtain information and or see and hear promotional messages? For example, do males and females listen to same shows, have the same social and professional networks? How does the difference in male/female literacy rates affect ability to use available information?

c. Within different kinds of households (male headed, female headed, large extended, urban/rural, etc.) who makes the decision about use and choice of contraceptive? What extension method and message would be most effective in influencing the decision making process? What are the factors influencing the decision to discontinue use? How can a family planning program assist a woman or man to influence his/her partner to practice family planning?

d. How does the use of family planning methods, and the perception of use of family planning methods lead to changes in roles and status? Are the perceptions related to the number of children the same for men and women? What are implications for promotional message?
2. Program Design Issues

The following are issues to be considered in the program design.

a. Technical package: What kind of technical package will contribute most to increased utilization of both male and female family planning methods? Specifically,

- What options for contraception will maximize usage and how should they be priced to take into account differences in male and income patterns?

- What are the relative cost-benefits in terms of client income and staff time needed to distribute? For example, long term methods for women, especially the 5-year implant, less expensive in the long-term, may be more attractive than an equal length of coverage with pills and condoms.

b. Outreach and delivery system: What kind of outreach and delivery system will effectively reach both males and females? For example, directing outreach efforts to the army, construction sites, and university students—where males predominate—can broaden the scope of understanding, approval and coverage. Increasing public commitment of male and female policy makers can strengthen promotion efforts.

What are the implications of differences in male/female roles and responsibilities on:

- Clinic hours of operation (distance from home, perceived acceptability of clinic location, ease of obtaining contraceptive)?

- Need for sex-homogenous councillors?

c. Monitoring and reporting systems: Do they enable the collection and analysis of sex-disaggregated data?

d. Institutional strengthening: With the dual (male-female) programming in family planning, what are the implications for efforts to strengthen family planning institutions? What evidence is available about the impact on program effectiveness of both males and females at all levels of staffing—from local staff to senior management? How can the institutions take advantage of nurses' management experience to strengthen the program? What kinds of training would be needed (if any) to redirect staff focus so that it included both men and women?

e. Linkages with other development activities: Given the evidence that increased female literacy and income correlate positively with smaller families, how can the program expand its enterprise and literacy activities?
VI. PROJECT CALENDAR

A. ON-GOING PROJECT
   ZASA

B. ENDING PROJECTS
   BEST
   ZIMMAN I

C. ENDING PROJECTS/PROJECTS UNDER DESIGN
   ZIMBABWE LOW-INCOME HOUSING PROGRAM
   IESC

D. PROJECTS UNDER DESIGN
   ZIMMAN II
   FAMILY PLANNING PROGRAM
# USAID/2 BILATERAL PROJECTS

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<tr>
<th>Project</th>
<th>WID Action</th>
<th>Specific Tasks</th>
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<td><strong>On-going Project:</strong></td>
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| Zimbabwe Agriculture Sector Assistance (ZASA) (on-going project) | To increase information about the access of male/female farmers to ZASA-funded project resources and their impact on productivity. | - Obtain clearance from the working group for inclusion of gender analysis in evaluation.  
- Incorporate gender component into evaluation.  
- Request technical assistance from PPC/WID for gender analysis. | Douglas Pickett | Dec'90 |
|                                        |                                                                             |                                                                                                                                                                                                           |        |        |
| **Ending Projects:**                   |                                                                             |                                                                                                                                                                                                           |        |        |
| Basic Education and Skills Training Sector Assistance Program (BEST) (ending project) | To integrate gender considerations into the end of project impact evaluation. | - SOW for impact evaluation adequately addresses gender considerations (completed).  
- As stated in SOW, consultant is hired to address gender issues.  
Incorporate findings into policy dialogue. | Golden Chekenqere | Apr/Jun'90 |
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<th>WID Action</th>
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| Zimbabwe Manpower Development Project I (Zimban I) (ending project) | To integrate gender considerations into the SOW for Zimban I final evaluation. | - Interview 10 Univ. of Zimbabwe women staff who received MAs or PhDs. Assess opportunities/constraints.  
-Assess reasons for higher female participation in long-term training.  
-Assess lower female participation in short-term training.  
-Evaluate the % of U.S. long-term technical assistants that were women. What were constraints/opportunities.  
-Examine structure of training program and its impact on female participation.  
-Summarize lessons learned and draft talking points for policy dialogue. | Sarah Bishop | 0/a Mar'90 |
| Zimbabwe Low-Income Housing Program (new project) | To thoroughly analyze the constraints to female headed-households and design remedies to those constraints in the follow-on project. (The following tasks will be addressed at the PID and PP stage). | - Obtain HH statistics of the urban poor from the central statistics office.  
- Set aside a percentage of loans for female HH.  
- Sample the 8.7% of female HH who did receive loans.  
- Determine the constraints to female headed-households (information dissemination, qualification standards, infrastructure, legal constraints), and design mechanisms to overcome constraints.  
- Require sex disaggregated data on all loan applicants.  
- Target women for training courses.  
- Gender considerations discussed in policy dialogue. | Margot Biegelson | TBD      |
| International Executive Service Corps Technical Assistance to Business (IESC) (ending project) | To integrate gender considerations into the SOW for the project evaluation. | - Disaggregate by gender project beneficiaries.  
- Assessment of project success in reaching women-owned businesses.  
- Set targets for women owned businesses.  
- Develop benchmarks for targets and strategy to monitor. | Margot Biegelson | Sept'90 |
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<th>WID Action</th>
<th>Specific Tasks</th>
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<td>Zimbabwe Manpower Development Project II</td>
<td>To incorporate gender concerns into the new parameters of the project.</td>
<td>- Target 30% female participation.</td>
<td>Sarah Bishop</td>
<td>Feb/Mar'90</td>
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<td>(Zimman II) (project refocus)</td>
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<td>- Investigate information dissemination techniques.</td>
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<td>- Incorporate support mechanism for trained women entrepreneurs.</td>
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<td>- Evaluate women's participation in policy dialogue.</td>
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<td>- Analyze recruitment methods.</td>
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<td>- Gender-disaggregate all data.</td>
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<td>- If applicable, select implementing agency that is knowledgeable about gender considerations.</td>
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<td>Family Planning Program (new program)</td>
<td>To incorporate gender concerns into Family Planning Program analysis and</td>
<td>- Ensure that recommendations are fully included in family planning program design.</td>
<td>Marcia Davids</td>
<td>Jun'90</td>
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