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Women in Development - United Nations Development Program [UNDP] - Inter  
Organizational Assessment of Womens Participation in Development - Correspondence

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February 14, 1985

Dear Mr. Baudot,

I wish to acknowledge receipt of your letter of January 28, 1985, addressed to Mr. Bazin. We have read the second draft of the cross-organizational review of the medium-term plans of organizations of the UN system concerning the role of women in development and have no comments.

Sincerely yours,

Vincent J. Riley  
Adviser, UN/UNDP Policy Coordination  
International Relations Department

Mr. Jacques Baudot  
Director  
Interorganizational Cooperation and  
Joint Planning Branch  
Office for Programme Planning & Coordination  
United Nations  
New York, N.Y. 10017

cc: Mrs. Gloria Scott (PPDPR)

RDiggs



UNDP  
PNUD

# DEVGRAM

to/a : Mrs. Gloria Scott  
Projects Advisory Staff  
World Bank

13 / 11/1984

ref: TAD/400/IWD

from/de: Ulla Olin *Ulla Olin*  
Technical Advisory Division

subject  
objet  
asunto

INTERORGANIZATIONAL ASSESSMENT WOMEN IN DEVELOPMENT

BRIEF SUMMARY RESULTS INTERORGANIZATIONAL REVIEW MEETING GENEVA  
30 OCTOBER - 1 NOVEMBER BEING SENT. IN THE MEANTIME WOULD APPRECIATE  
FOLLOWING INFORMATION <sup>SENT</sup> ~~IMMEDIATELY~~ IMMEDIATELY. TO SAVE TIME FULL MESSAGE  
SENT ALL PARTICIPANTS ALTHOUGH REQUESTS FOR INFORMATION DO NOT APPLY  
EQUALLY. PRIMO IN THOSE CASES WHERE INFORMATION REQUESTED MR. HAVORD'S  
LETTER 5 SEPTEMBER 1984 NOT YET SENT PLEASE EXPEDITE. SECUNDO IN VIEW  
GREAT VARIATION IN METHODOLOGY USED FOR CONTRIBUTIONS TO STUDY, REVIEW  
MEETING DECIDED METHODOLOGY OF STUDY WOULD REQUIRE SPECIAL ATTENTION IN  
FINAL REPORT. TO FACILITATE CORRECT COVERAGE IT WAS FURTHER DECIDED THAT  
EACH ORGANIZATION WOULD SUPPLY ITS OWN BRIEF DESCRIPTION COVERING FOLLOWING  
POINTS: AAA METHOD USED FOR ASSESSMENT, THAT IS USE ILO/UNIDO QUESTIONNAIRE,  
WORLD BANK FRAMEWORK FOR ANALYSIS, DESK AND/OR FIELD REVIEW BY HQ AND  
PROJECT STAFF OR OUTSIDE CONSULTANTS; BBB COUNTRY COVERAGE AND REASON  
POSSIBLE EXCLUSION ONE OR MORE COUNTRIES; CCC PROJECT COVERAGE AND  
CRITERIA FOR CHOICE OF PROJECTS BEARING IN MIND STUDY PROPOSAL AS MENTIONED  
PARAGRAPH 2 OF 5 SEPTEMBER LETTER; DDD WHETHER PROJECT EVALUATIONS WERE  
PART OF YOUR ORGANIZATION'S REGULAR EVALUATION PROGRAMME. TERSIO AS  
CONSULTANT ASSISTING IN PREPARATION FINAL REPORT DUE UNFORESEEN CIRCUMSTANCES  
MUST FINISH HER WORK 23 NOVEMBER INFORMATION, WHICH IS INDISPENSABLE TO  
PROPER PRESENTATION OF STUDY, IS NEEDED IMMEDIATELY. PLEASE TRY ASSIST.  
REGARDS.



UNITED NATIONS  
DEVELOPMENT PROGRAMME



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POUR LE DEVELOPPEMENT

ONE UNITED NATIONS PLAZA  
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CABLE ADDRESS: UNDEVPRO • NEW YORK

REFERENCE: TAD/400/IWD

14 November 1984

Dear Mrs. Scott,

Subject: Interorganizational Assessment of Women's Participation in Development

....

The attached report provides a brief summary of the results of the review meeting that was held in Geneva 30 October - 1 November 1984. If you have any comments or suggestions, please let us know.

Yours sincerely,

A handwritten signature in dark ink, appearing to read "Gordon Havord".

Gordon Havord  
Officer-in-Charge  
Bureau for Programme Policy and Evaluation

Mrs. Gloria Scott  
Projects Advisory Staff  
World Bank  
1818 H Street, N.W.  
Washington, D.C. 20433

Summary report on meeting on "Interorganizational Assessment of Women's Participation in Development," held in Geneva, 30 Oct. - 1 Nov. 1984

1. An interorganizational meeting to review the draft of the "Interorganizational Assessment of Women's Participation in Development"<sup>1/</sup> was (as planned in the original proposal) held in Geneva, 30 October - 1 November 1984.

2. The discussion focused on the findings and recommendations emerging from the study. In addition the structure and methodology of the study were considered. Agreement was reached on all issues raised. The key decisions taken are summarized below.

.... 3. The content of the report will be presented according to the attached outline.

4. In view of the variation in the way projects were assessed or evaluated, the meeting decided that the methodology section should, inter alia, cover the following issues:

- (a) method used for assessment (i.e., use of ILO/UNIDO questionnaire, World Bank "Framework for analysis," desk and/or field review by HQ and project staff or outside consultants);
- (b) country coverage and reasons for possible exclusion of one or more countries;
- (c) project coverage and criteria for choice of projects, bearing in mind study proposal as quoted in paragraph 2 of the letter to participants from Mr. Havord dated 5 September 1984;
- (d) whether project evaluations were part of the regular evaluation programme of the respective organizations.

---

<sup>1/</sup>The study was previously referred to as the "Interorganizational Evaluation Study of Women's Participation in Development." The term assessment has been substituted for the term evaluation in view of the varying methods used by the participating organizations. According to the recommendations of the Joint Inspection Unit, the term evaluation should be reserved for a process that "attempts to determine as systematically and objectively as possible the relevance, effectiveness and impact of activities in the light of their objectives" (JIU/REP/78/5).

5. If not already provided, the annotated table of all operational projects as described in Mr. Havord's letter of 5 September 1984 should be forwarded immediately to UNDP in New York.

6. The information requested in paragraphs 4 and 5 above should be provided in writing by all participating organizations. A reminder/request has since been sent to all participants, from whom the information has not yet been received.

7. It was agreed that the chapter on "General Findings and Recommendations" would in principle follow the same outline as the country case studies of the report (a few additional headings would be introduced). It was also agreed that findings and recommendations could go beyond those arising immediately from the four country case studies. The content of the chapter was discussed in detail and the issues to be included are referred to briefly in the  
.... attached outline (subject to further editing and review to ensure logical sequence of presentation, etc.).

8. Country-specific findings and recommendations were also discussed in detail and will be presented on the basis of the same outline as the general findings and recommendations. While some overlap between country-specific and general findings and recommendations may be unavoidable, country-specific recommendations will attempt to reflect the special features of each country.

9. The decisions taken will be sent to all participating organizations and to the UNDP field offices in the four participating countries.

.... 10. A list of participants in the meeting is attached.

Interorganizational Assessment of Women's Participation in Development

OUTLINE OF THE REPORT

- I. PREFACE (Includes listing of participating organizations)
- II. INTRODUCTION
- III. METHODOLOGY
- IV. COUNTRY CASE STUDIES
  - Sectoral Reviews
  - Reviews of Projects
  - Findings and Recommendations
- V. GENERAL FINDINGS AND RECOMMENDATIONS



OUTLINE OF FINDINGS AND RECOMMENDATIONS  
(Issues to be covered)

- A. Introductory Review and follow-up Experiences since 1980 and 1982. Highlighting Reports of 1980 and 1982.
- B. Findings and Recommendations of the Country Case Studies
  - (1) Government Policies vis-à-vis women

(a) Policies

Findings:

- interest
- legal situation and reform
- resources (staff, financial, training, use of technical co-operation)

Recommendations:

- further/continued legal reform
- application of existing laws
- ensure effective use of development resources, including those available for technical co-operation and outside aid
- proper allocation of financial resources
- human resources (including education and training)

(b) Institutions and Administration

Findings:

- women's organizations as vehicles for change
- intersectoral co-ordination and absorptive capacity question
- monitoring and evaluation
- "community-based delivery of services" approach
- separate vs. integrated approach

/...

Recommendations:

- integrate women's issues in development planning and implementation machinery at all levels, notwithstanding the need for special programmes
- strengthen capacity to monitor and evaluate technical co-operation performance
- strengthen monitoring and evaluation capacity of women's organizations
- training on technical skills and management
- promote popular self-help development groups (co-operatives)
- strengthen national capabilities to design, organize and implement technical co-operation activities of benefit to women

(2) United Nations Organizations' Support for Women's Participation in Development

Findings:

- mandates
- guidelines
- design issues
- implementation of guidelines
- monitoring and evaluation
- co-ordination
- resource allocation
- training and development

Recommendations:

- stricter adherence to mandate
- application of existing guidelines
- develop new guidelines:

- baseline information
- women identified as targets of project activities, etc
- measurable outputs
- monitoring and evaluation
- develop priorities through co-ordinated efforts
- identify key sectors/sectoral co-ordination
- inclusion of women to maximise development effort impact
- train and develop staff regarding women's issues

(3) Employment

Findings:

- information inaccurate regarding women's participation in labour force (also in distribution by industry, occupation, and occupational status)
- female employment preponderance in agriculture
- changing trends in employment
- low wages of women
- unemployment and access to employment situation

Recommendations:

- more accurate information required for development planning
- special attention to women in rural areas
- need to increase attention to urban women
- social support services

(4) Agriculture, Animal Husbandry, Fisheries

Findings:

- lack of data
- decline of employment opportunities in agriculture
- problems caused by lack of access to new technologies

- lack of extension services and training
- lack of access to land and other productive resources
- rural - urban migration (male and female)

Recommendations:

- improved and increased data, including time-use studies
- increase productivity and employment opportunities
- access to land and other productive resources
- support of food crops in all stages
- creation of agro-based and other cottage and small-scale industries
- introduction of appropriate technology for agricultural and domestic work
- extension services
- other training

(5) Forestry and Energy

Findings:

- deforestation and erosion
- energy crisis/shrinking resources
- time-consuming and arduous task for women to fetch fuel
- animal wastes as fuel - not used as fertiliser

Recommendations:

- reforestation (employment opportunities for women)
- village woodlots
- appropriate technology, such as efficient cooking stoves
- development of biogas



(6) Industry

Findings re: Large-Scale Industries:

- heavy concentration in unskilled jobs
- lack of training
- tedious, low paid work and little promotion
- impact of technology
- discrimination (on the job,  
                    (by industry)
- insufficient support infrastructures
- insufficient data
- social and cultural prejudice

Recommendations re: Large-Scale Industries:

- involvement in planning and policy
- upgrading existing skills
- training in use of new technologies
- equipping women for regular wage employment
- application of existing laws
- support services provided
- social and cultural prejudices

## Findings re: Cottage and Small-Scale Industries/Income-Generating Activities

- important but poorly developed sub-sector
- irrelevant and poorly planned activities
- few feasibility/market studies
- changing markets for cottage industries
- welfare approach (subsidised  
                                (no opportunity costs)

- lack of appropriate technology
- lack of credit
- some successful projects resulting from good feasibility surveys, strong leaders, group collaboration, etc.

Recommendations re: Cottage and Small-Scale Industries/Income-Generating Activities

- feasibility and marketing studies
- survey of resources and existing technology capabilities
- development of appropriate technology
- business approach
- make women's groups creditworthy and self-reliant
- multi-faceted strategy
- organization of women into collaborative groups
- ensure government extension services reach women
- training in entrepreneurship and management and production technology
- lighten the burden of women's household work through improved technology

(7) Women and Credit

Findings:

- tremendous need for small-scale credit
- difficult to obtain through existing credit institutions
- women's lack of legal personality
- group responsibility for credit important
- no collateral
- credit restricted to male head of household
- small-scale credit significant to success of projects
- lack of savings and investment facilities

/...

Recommendations:

- special initiatives by governments and UN development system to meet need for credit, in particular small-scale
- revolving loan funds
- loan guarantee funds to obtain bank credit
- facilitate credit on continuing basis
- assist groups to become credit-worthy and self-sufficient
- alternatives to collateral, i.e. cost-benefit analysis of proposed projects
- promote savings and investments

(8) Population, Health and Nutrition

Findings:

- impact of population structure and dynamics
  - fertility
  - age structure
  - employment problem and provision of services
  - migration
- women's poor health (frequent pregnancies, malnutrition, etc.)
- women decision-makers regarding health care for family
- women's special needs not addressed by health planners
- low level and status of women health workers
- family planning issues
- men's role in health and family planning
- problems arising from seasonality of agricultural work

Recommendations:

- integration of population and development planning with special regard to women
- action research programmes re. women and migration

/...

- MCH/FP coverage/priority PHC
- increased sensitivity to cultural aspects
- health education (FP/nutrition/water and sanitation and pregnant women)
- efforts to attract male involvement in FP and health matters
- rural female health workers and training of TBAs
- increased family planning efforts, including adolescents
- increased population education

(9) Water and Sanitation

Findings:

- inadequate sanitation and water supplies
- women primary fetchers, users of water
- women excluded from planning, implementation and maintenance of water supply facilities
- women not involved in planning sanitation projects

Recommendations:

(full use will be made of recommendations made by Inter-agency Task Force on Water and Sanitation Decade)

- increased water supply systems to reduce burden of water fetching
- women involved in planning, implementation and maintenance of water systems
- women included in sanitation projects

(10) Education and Training

Findings:

- low attendance at schools by girls
- high percentage of illiterate women
- shortage of teachers and schools in rural areas
- lack of women in policy-making and administrative levels



- inadequate levels of vocational and technical training
- inadequate curriculum for women
- constraints on women's time for training programmes (non-formal)
- education the link to better jobs, improved health, family planning

Recommendations:

- priority of improved education
- women's participation in policy-making and administration
- eradication of illiteracy
- follow-up programme to literacy
- increased and improved teacher training
- special attention to lack of educational facilities (including boarding facilities) in remote areas
- promotion of women to decision-making positions
- improved vocational training and guidance-counseling opportunities for girls and women (including illiterate women)
- similar curricula for girls and boys and non-stereotyped education materials
- gear training programmes to women's mobility and time constraints and child care
- non-formal education

(11) Data on Women

Findings:

- deficiency of data base on women in all sectors, hindering development planning
- existing data not analysed, utilised, or disseminated
- need for qualitative as well as quantitative information
- need for new approaches to collect information not covered by existing statistical systems

Recommendations:

- disaggregation by sex of data
- better use, analyses and dissemination of available data
- use of social science techniques for measuring attitudes and other "qualitative" issues (basis for many action programmes)
- develop new, appropriate approaches to data collection
- governments and UN organizations to make full use of National Household Survey Capability Programme
- UN Statistical Office produce compendium on women on regular basis
- reference to UN manuals
- use of Country Case Studies

Interorganizational Assessment of Women's Participation in Development

Review meeting, Geneva, 30 October - 1 November 1984

LIST OF PARTICIPANTS

Mr. H. Wiesebach Assistant Administrator and Director Bureau for Programme Policy and Evaluation	UNDP
Ms. U. Olin Principal Programme Development Officer Technical Advisory Division	UNDP
Ms. Joy Carol Consultant	UNDP
Ms. Erika Royston Technical Officer, Women Health and Development Division of Family Health	WHO
Ms. B. Chambalu Focal point for integration of women in industrial development	UNIDO
Ms. A. van Rynbach Programme Officer	WFP
Ms. Kerstin Trone Chief, Evaluation Branch	UNFPA
Ms. R. Smirnova Chief, Office for Women Worker's Questions	ILO
Ms. H. Fumiko Associate Expert Office for Women Worker's Questions	ILO
Ms. Ruth Finney Chief, Women in Agricultural Production and Rural Development Service	FAO
Ms. Gloria Scott Advisor on Women in Development	World Bank

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DATE: November 6, 1984

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FROM: Gloria L. Scott

Extension 76957 Dept./Div., No. 321/10

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Dear Ulla

The following are my suggestions for the review reports:

1. There needs to be an explanation of the Bank's approach, along the following lines:

The approach of the World Bank is to attempt to integrate concern for their impact on women, of all projects financed with its loans or credits. In view of the large size of these projects, it was decided that only one or two projects in each of the 4 countries would be selected for in-depth review. IDA credits to each country have totaled (through August 1984):

Haiti	\$101-40 million
Rwanda	103-70 "
PDRY	84-50 "
Indonesia	943-52 "

In addition, IBRD loans to Indonesia amounted to \$6982.81 million.

2. Haiti

p. 5, para. 14 - The reference to the 1983 constitution from page 21 of the Bank study might be added.

p. 16, para. 38 - Do you have information on the value of the basket of salt that the women could sell.

3. Rwanda

p. 2, para. 3 - Do you need to make a reference to the large number of imigrants which you mention later in para. 120.

p. 41, para. 127 - A component in phase II of the Bugesera Gisaka Migongo rural services project supports nutrition centres and a family planning programme. The former includes refresher training for "monitrices sociales" on the staff of the nutrition centers, purchase of garden tools and cooking equipment for demonstration purposes, and purchase of bicycles to facilitate the afternoon outreach programs of the nutrition centres. These centres are funded from contributions of the communes, contributions from parents for each visit to the centre, and support from Catholic relief services. In addition to nutrition advice and demonstration, the centres provide maternity facilities and in-care for very sick infants. These services are of particular interest to women given the lack of health facilities.

The family planning activities are intended as a pilot programme to help to orient ONAPO's future activities and possibly, a Bank project. A useful study of fertility-related practices and attitudes in the project area was financed by the project. Population education materials have been prepared and ONAPO, the implementing agency, is carefully using the component to test and evaluate new methods and activities in an environment which is not particularly receptive to family planning.



4. PDRY

p. 3, para. 8 - The rate of exchange is around 2.94. Footnote 3 - Assistance eset Association.

p. 9 - A paragraph on mass media might be added.

The country has a widespread TV and radio network, and few houses do not have at least a radio. Many families own battery operated TV sets. From Aden the central radio station broadcasts throughout the country for about 6 hours each evening. Local radio stations in each governorate beam 4-6 hours in the daytime, allocating some 2 hours per week to programmes on farming, health and literacy. Many of these programmes are in the form of drama in local dialects and are very popular.

p. 11, para. 26 - The membership of the Guyw has fallen to around 9,000 due in part to increased opportunities for education and employment. Women thus have less time for Guyw activities and many are joining job related unions.

p. 27, para. 73 - This should be irrigated farming.

p. 37, para. 96 - Would it be better to say that the government has made no comprehensive statement on population but has many policies with implications for population size, composition and distribution. (This is the language of the Bank's health project.)

p. 38. A para. on the World Bank health project:

In 1983 an IDA credit of \$7.6 million was made to assist with the development of basic health services, health manpower development and community health education. Provisions were included to strengthen the administration of the health sector. The expansion of health services included improving service delivery and extending outreach with the help of community midwives, health guides and TBAs. By the completion of the project in 1987, only some 15% of the population would remain without access to health care. In the development of health manpower (?personnel) special efforts were to be made to recruit candidates especially women, from the country's most populated areas. Also provision was made for retraining existing field staff. Improvement in the training of community midwives and TBAs would of course be of special benefit to women.

p. 43 - WSS - From the World Bank study (p. 22) the provision of domestic water was noted as one of the principal benefits of the project for women - and a reference might be made to this.

p. 47, para. 123 - Might note that although the Government has strongly encouraged school enrollment, primary education is not compulsory.

A para. on Bank assistance to education and training might be added.

Since the first credit for an education project in 1974 the World Bank has been supporting the Government's efforts to make qualitative

4

improvements in the education system and in meeting priority manpower needs. Rural development centers established under that first project expanded the range of non-formal agricultural programmes, including some specifically for women. In the expanded teacher training facilities, the predominance of females in many institutions has been noted.

p. 50, para. 128 - Continuation on the Literacy Campaign:

.....under the patronage of the President. The aim is in 6 months to eradicate illiteracy among a target group of 219,000 - 60% of whom are women of the age group for men of 12-40 years and for women of 12-35 years. The campaign is expected to achieve at least the 4th grade level of unity schools and it will be followed by a special programme of formal or vocational education for a new literates aimed to bring them to unity school equivalency. All state organisations, colleges, teachers and secondary school students, have been mobilised for this campaign and trained in teaching adults. Over the years, the Guyw has collaborated in efforts to eradicate illiteracy and it is now actively involved in the campaign. About a third of the teachers are females and many are members of Guyw.

5. Indonesia - I have not seen the draft that included the World Bank references. This chapter seems much more detailed than the others.

p. 42 - Should have the Bank project.

p. 53 - References from the Bank study (pages 27-8) on fuel and cooking might be included.

p. 66, para. 173 - What does it mean "Transport activities are concentrated on Java."

p. 101 - I haven't been able to identify the project mentioned in para. 266. There is, however, a 1977 Bank loan for \$13.0 million for a nutrition project aimed at developing a nutritional education programme and training of village cadres, mostly women, as teaching agents. The target groups include pregnant and lactating women and children under 3 years old. The project also assisted the development of home and village gardens to produce food that is nutritionally desirable and locally acceptable. The project (whose total cost was \$26 million) was designed not only to support the country's overall development programme but also to complement current Bank-assisted projects particularly those in agriculture through greater efficiency in food processing, storage, agricultural extension and greater availability of nutritious food to the poor.

p. 128, para. 342 - Our finding on the inter-generational improvement in educational levels (p. 13) is of interest here. Some of our other findings on education are relevant to this chapter.

Sincerely,

  
Gloria L. Scott

Adviser on Women in Development



RECEIVED

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